



# HUMAN Q1 2022

HUMANICA PUBLIC COMPANY LIMITED

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# HUMAN

- 01** PROFILE OF HUMANICA
- 02** OUR PAST PERFORMANCE & GROWTH
- 03** THE YEAR IN REVIEW
- 04** GROWTH STRATEGY
- 05** UPDATE ON NEW BUSINESSES

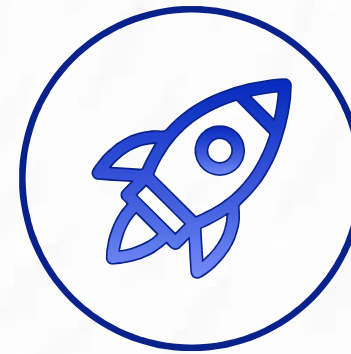


## VISION



We are a happy family of good attitude talents who share the same meaning dreams and walk our value together to deliver world-class products and service to meet even unrecognized needs of our client as well as their employees.

## MISSION



To help the employees of our clients to work better & live happier

## OUR 18 YEARS JOURNEY IN HR DOMAINS



**2003**

Start with 30MB THB  
Spun off from PWC



**2005**

**Humatrix**  
First Version



**2010**

NIA  
Top Ten  
innovation



**2011**

**Humatrix**  
Pure Web-based



**2012**

BOI Enterprise  
Software Certified



**2015**

**Bai Po**  
Award Winner

## OUR 18 YEARS JOURNEY IN HR DOMAINS



**2016**

**TICTA**  
Award Winner



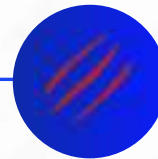
**2017**

Expanded to  
Singapore & Malaysia



**2017**

Listed in **SET**



**2018**

Acquired **Tigersoft**  
to expand reach in  
SME market



**2020**

Launched **Benix**  
to offer Employee Total  
Benefits Solutions



**2020**

Winner of **SET Awards**  
"Best Innovative  
Company Awards"

**18**

**YEARS  
OF EXPERIENCE**

**3**

**OFFICES IN ASIA**  
THAILAND | SINGAPORE | MALAYSIA

**500+**

**PROFESSIONAL  
STAFFS**

**100+**

**TECHNICAL  
EXPERTS**

**700,000+**

**EMPLOYEES  
UNDER OUR CARE**

**3,500+**

**ACTIVE  
CLIENTS**

# HUMANICA BRAND STRUCTURE

## HR SOLUTION

Payroll Outsourcing

HUMANICA

Professional  
**Outsourcing**

TIGERSOFT  
Payroll Outsourcing

HRIS Implementation

HUMATRIX

TIGER

WORK  
PLACE

Conicle

Enix

Regional HR Solutions

HUMANICA  
ASIA

Thailand | Singapore | Malaysia

## FINANCIAL SOLUTIONS

ERP Systems Implementation

SAP Business  
One

On Premise Solution

ORACLE  
NETSUITE

On Cloud Solution

Finance and Accounting Services

**TOTAL BACK OFFICE SERVICES**  
*(less than 100 employees)*

- ✓ Accounting
- ✓ Finance
- ✓ Taxation
- ✓ HR & Payroll

Fortune 500 companies

aetna

amcor

SEAGATE

SEPHORA

DHL

Companies listed in SET

Lotus's

BTS GROUP

MINOR

MK RESTAURANTS

DELTA

MAJOR ACCOUNTING

S&P

B.GREMM SINCE 1878

AIS

ธนาคารกสิกรไทย KASIKORNBANK

INSEE

CEVA

## HR SOLUTIONS

15% Fortune 500 Companies

30% Companies listed in SET



7 Countries



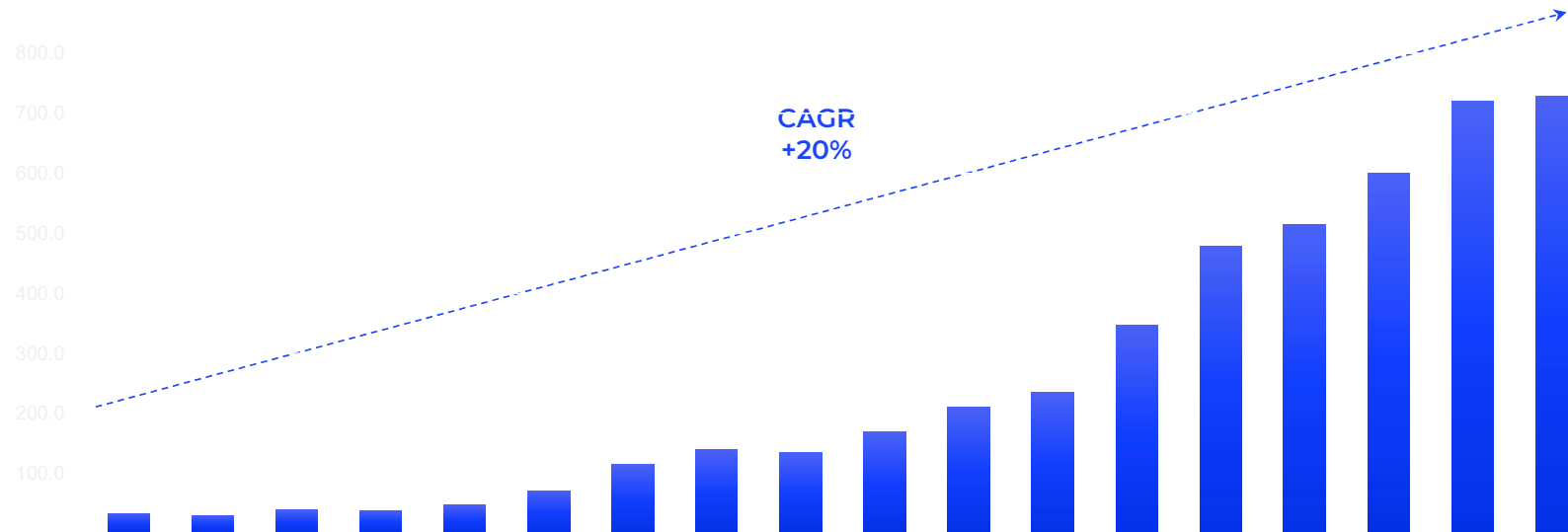
3,500+ Clients



700,000+ Users

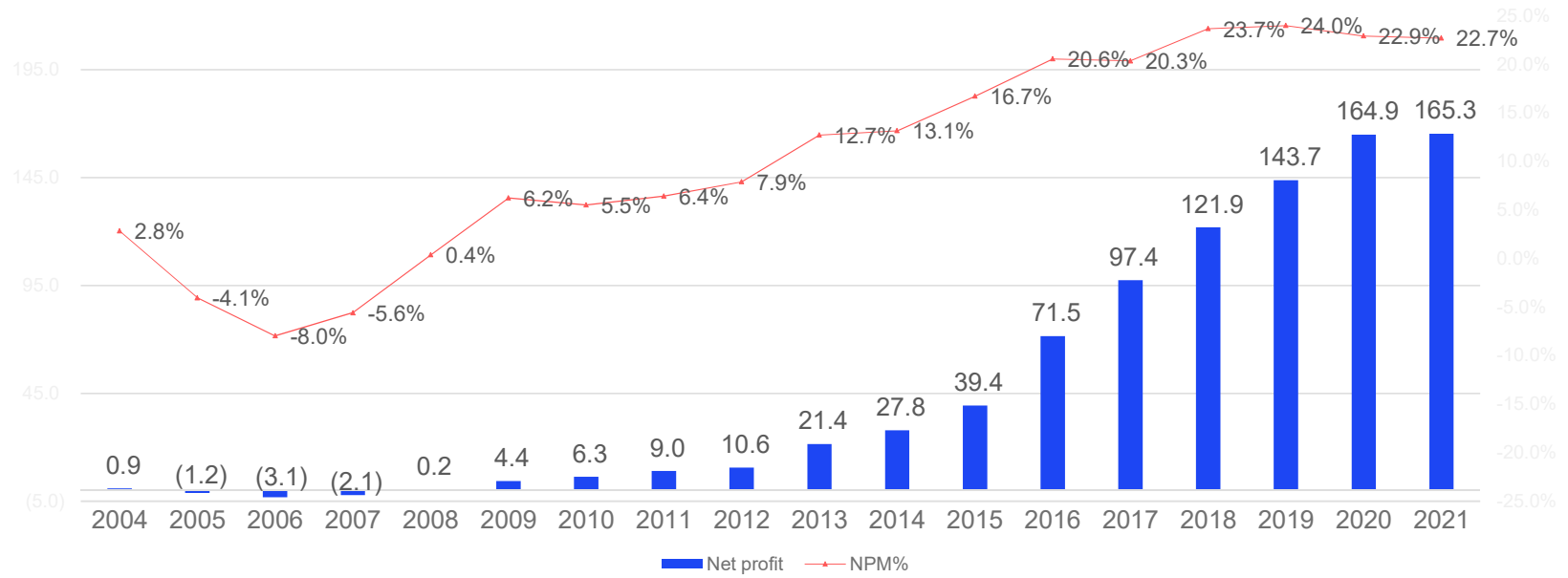
# OUR PAST PERFORMANCE

REVENUE



# OUR PAST PERFORMANCE

## NET PROFIT





# ECONOMY OUTLOOK

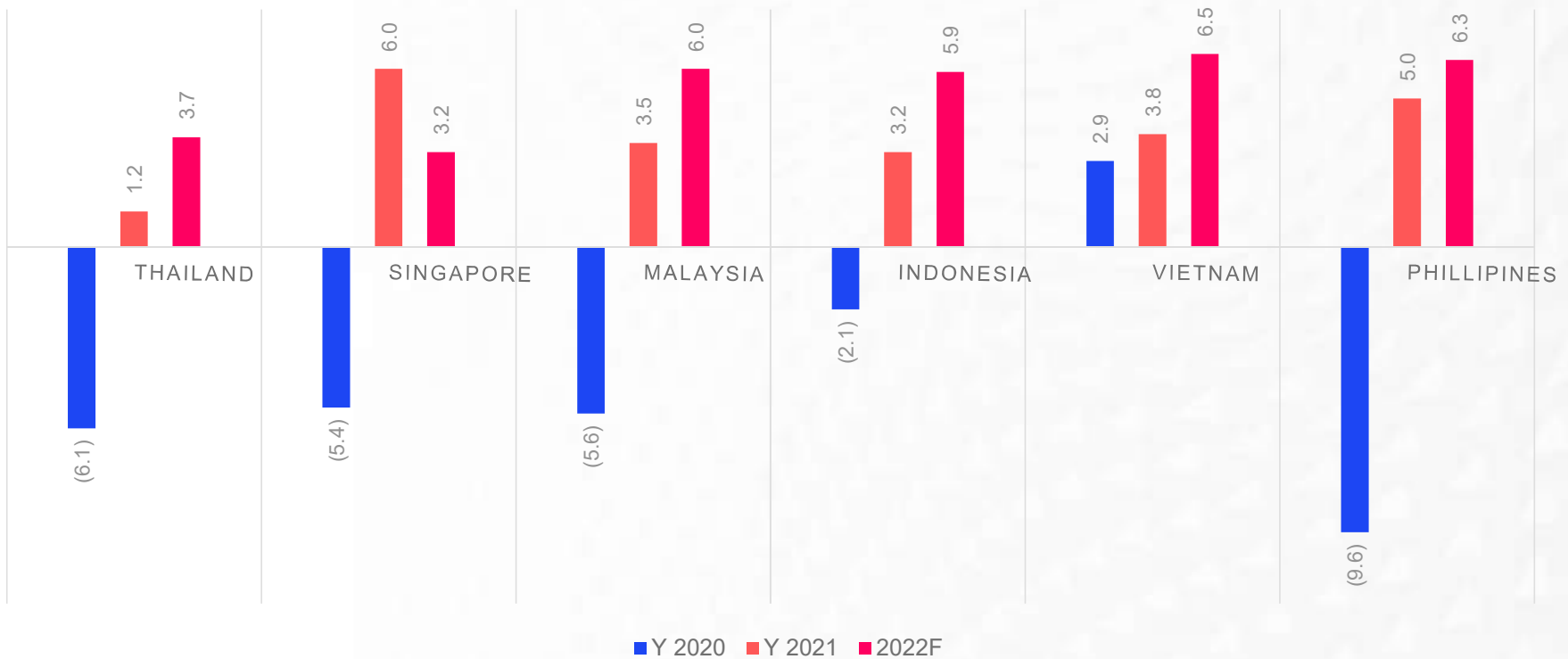


## ECONOMY GROWTH

### Small Steps toward Normalization

ASEAN Growth Rate:

The economic activity is normalizing but recovery will remain uneven in 2022



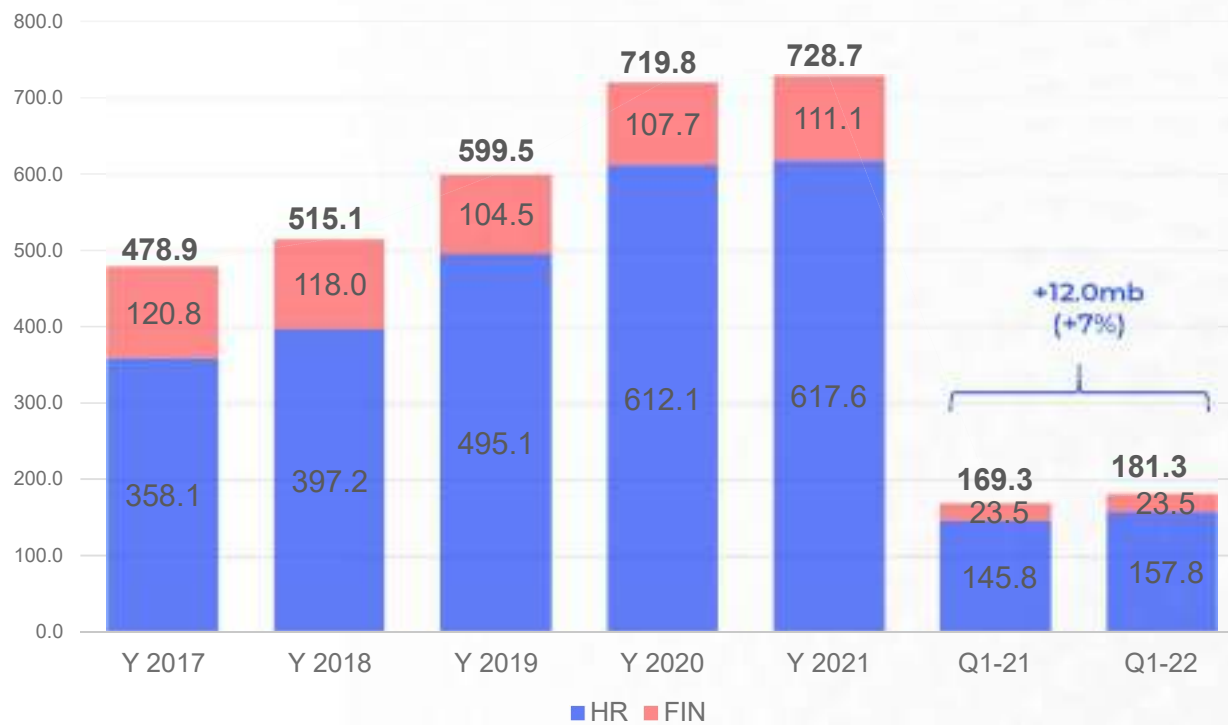
Source: Krungsri Research Regional Outlook (1 Dec 2021)



# FINANCIAL RESULTS Q1-2022



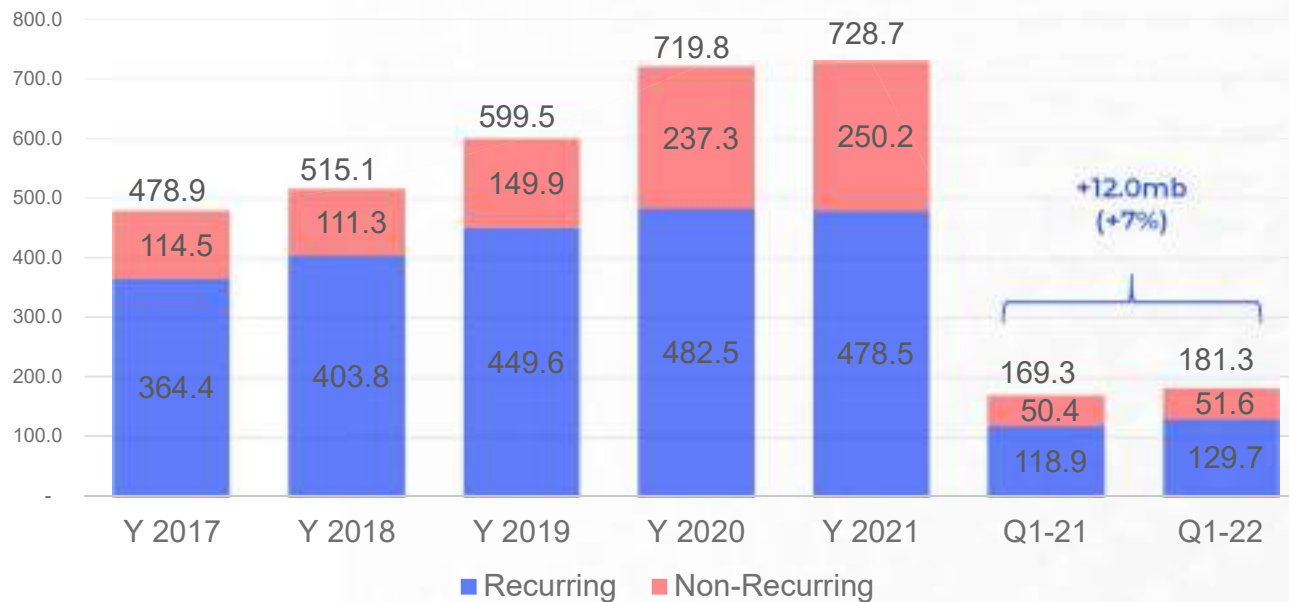
# REVENUE by PRODUCT



Revenue grew  
by +12.0mb  
or +7%

- HR solution +12.0 mb
- Financial solution +0.0 mb

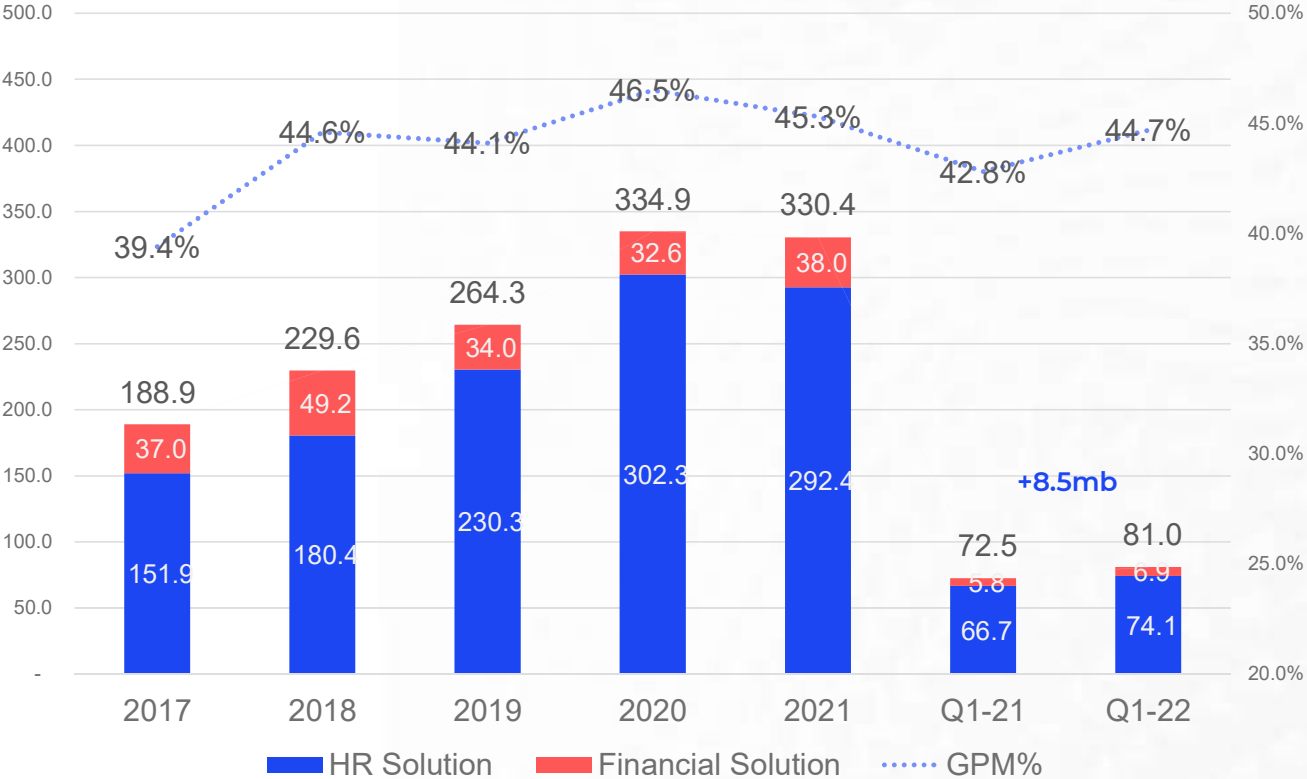
# REVENUE by NATURE



Non-Recurring grew by  
+1.2 mb or +2.4%

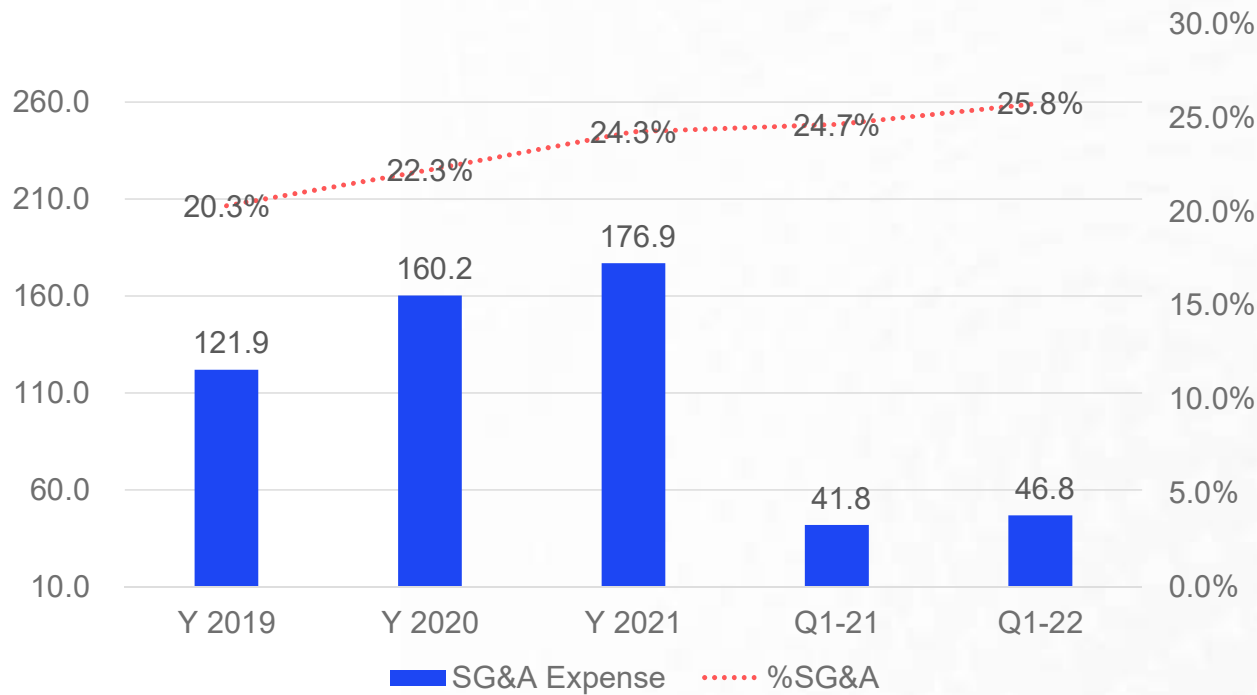
Recurring grew by  
+10.8 mb or +9.1% from  
headcount grew for both  
existing and new clients from  
recovery of COVID

# GROSS PROFIT



Gross Profit  
 +8.5mb from  
 Revenue  
 +12.0mb and  
 Cost -3.5mb

# SG&A EXPENSE



## SG&A increased -5.0mb from

- Staff cost saving +4.6mb
- Office expenses -1.0mb

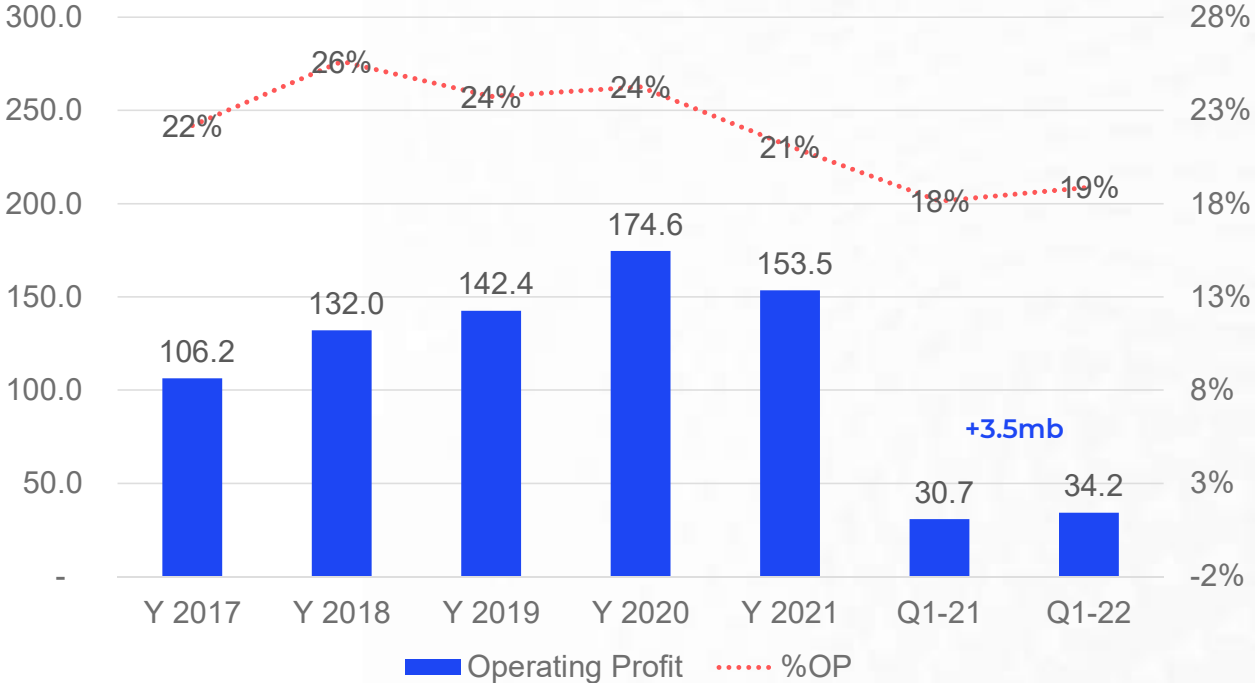
## One-time expenses:

- Loss from unrealized loss on foreign investment in financial asset -6.0mb (Last year, gain +0.9mb presented as other income)
- Professional fee -2.7mb from acquisition cost of DataOn

## % SG&A exclude one-time expense

	Q1-2021	Q1-2022
<b>SG&amp;A</b>	<b>41.8</b>	<b>38.1</b>
<b>%SG&amp;A</b>	<b>24.7%</b>	<b>21.0%</b>

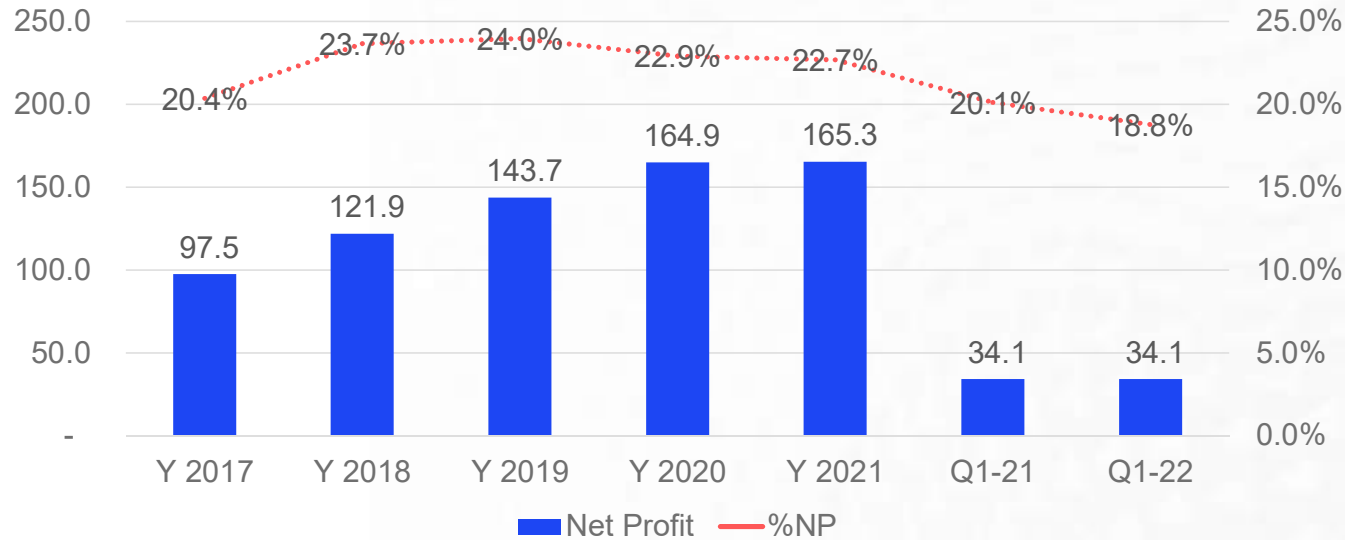
# OPERATING PROFIT



Operating Profit grew by 3.5mb (+11.4%)  
 From Gross Profit +8.5mb and SG&A -5.0mb

# NET PROFIT & EPS

## NET PROFIT & EPS

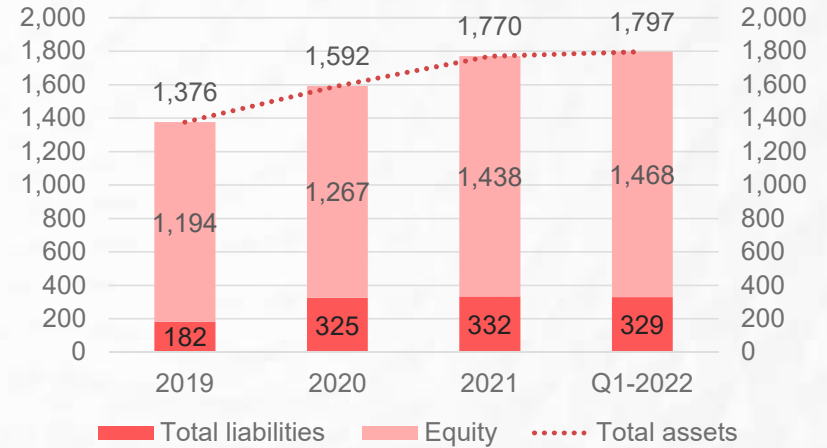
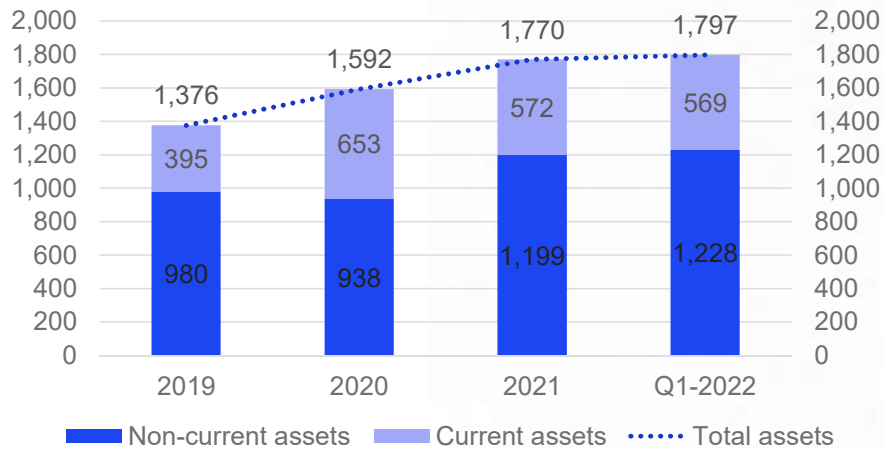


### Net Profit equals to last year from

- Operating Profit +3.5mb
- Other income -4.2mb (from)
- Share of profit from associates -0.8mb
- Finance cost -0.9mb
- Income Tax +2.4mb

**EPS**      **0.14**      **0.18**      **0.21**      **0.24**      **0.24**      **0.05**      **0.05**

# BALANCE SHEET



## ASSET GREW +27mb from FY 2021

- Current assets changed a little -0.5% or -3mb
- Non-current assets grew 30mb mainly from
  - Investment in new associate +37mb from acquired 29% of HLAB
  - Unrealized loss of FV and Exchange of foreign L-T financial assets -7mb

## Liabilities reduced -1% or -3mb

### Equity grew +30mb from

- net profit for the period +34mb
- OCI decreased -4mb



**NEW WINS 2021**

# CLOSED DEAL SUMMARY

Summary of closed deals in 2021

## Industries closed

### Insurance



### Retails



### Technology & E-Commerce



### Logistics



### Manufacturing



### Food & Beverage



# CLOSED DEAL SUMMARY

Summary of closed deals in 2021

## Industries closed

### Bank & Financial



### Real Estate



### Consulting



### Construction



### Oil and Gas and Power



A dark, close-up photograph of a Texas Instruments calculator keypad. The keys are visible, including numbers 0-9, mathematical symbols like '+', '-', 'x', '/', and functions like 'log', 'ln', and 'exp'. The text 'NEW WINS 2022' is overlaid in white, bold, sans-serif font, centered on the keypad. Two thin white horizontal lines are positioned above and below the text. The background is a dark, slightly blurred image of the calculator's surface.

**NEW WINS 2022**

# CLOSED DEAL SUMMARY

Summary of closed deals in 2022

Below is the active pipeline we are pursuing at this period



Total deals:

**12**

Deals

**18,411,700**

Implement (THB)

**1.72 MB**

Monthly (THB)



Total headcounts:

**22,820**  
**headcounts added**

# CLOSED DEAL SUMMARY

Summary of closed deals in 2022

## Industries closed

### Oil and Gas



### Retails



### Technology & E-Commerce



### Logistics



### Manufacturing



### Food & Beverage



A dark, close-up photograph of a Texas Instruments calculator keypad. The keys are visible, including numbers 0-9, mathematical symbols like '+', '-', 'x', '/', and functions like 'log', 'ln', 'exp', and 'off'. The text 'HOT PROSPECTS' is overlaid in white, bold, sans-serif font, centered on the keypad. Two thin white horizontal lines are positioned above and below the text. The background is a dark, slightly blurred image of the calculator's surface.

# HOT PROSPECTS



# GROWTH STRATEGY





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# HUMAN GROWTH STRATEGY



## **ORGANIC**

Existing Business  
New Business



## **M&A**

Only Related Business



## **PLATFORM PARTNERSHIP**



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## UPDATE ON NEW BUSINESS

01

### HR Platform

Workplaze

02

### HR Services

Multi-Country Outsourcing

03

### Employee Benefits

Benix + PharmCare + Care24 + Hlab + IMH

Employee Financing Welfare

Personal Wealth Management



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# HUMAN GROWTH STRATEGY



## ORGANIC

Existing Business  
New Business



## M&A

Only Related Business



## PLATFORM PARTNERSHIP





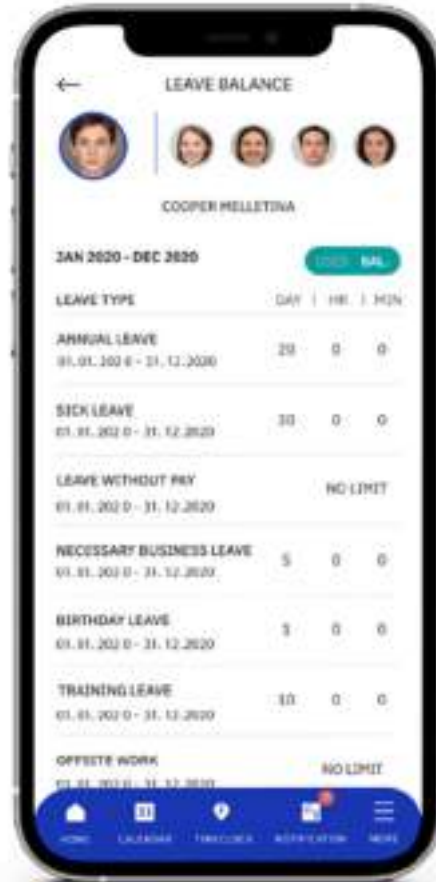
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## UPDATE ON DataOn Acquisition

### Completion Date

The acquisition of DataOn has completed since 24<sup>th</sup> May 2022.

The Company will consolidate their performance since 25<sup>th</sup> May 2022 onward.



The #1 HR Solutions Provider in Southeast Asia.

22  
Years of  
Experience

1,000+  
Current  
Employees

5  
Offices in Asia  
Thailand | Indonesia | Singapore  
Malaysia | Philippines

5,000+  
Active  
Clients

2,000,000+  
Employees  
under our care



## Top Clients



Since 2004, 30,000 Employees across 90 properties in 6 countries  
Use HR, Attendance, Leave, Training and Payroll



Since 2015, 24,000 Employees across Indonesia  
Use HR, Attendance, Leave, Talent, Recruitment and Payroll



Since 2016, 22,000 Employees across Indonesia over 700 offices  
Use HR, Attendance, Leave, Talent, Recruitment, Claim and Payroll



Since 2008, 65,000 Employees in facilities outsourcing  
Use HR, Attendance, Leave, Talent, Recruitment, Claim and Payroll



Since 2009, 23,000 Employees across Indonesia  
Use HR, Attendance, Leave and Payroll



Since 2019, 2,500 Employees across Indonesia  
Use HR Core and Great Day



Since 2015, 25,000 Employees and payroll outsourcing for 15,000  
Use HR, Attendance, Leave and Payroll

## Recent Wins



13,000 employees across 40 full hospitals and multiple clinics  
Implemented HR Core, Talent and Great Day  
Deal size – 8.1 billion IDR (USD560K) in Mar 2021

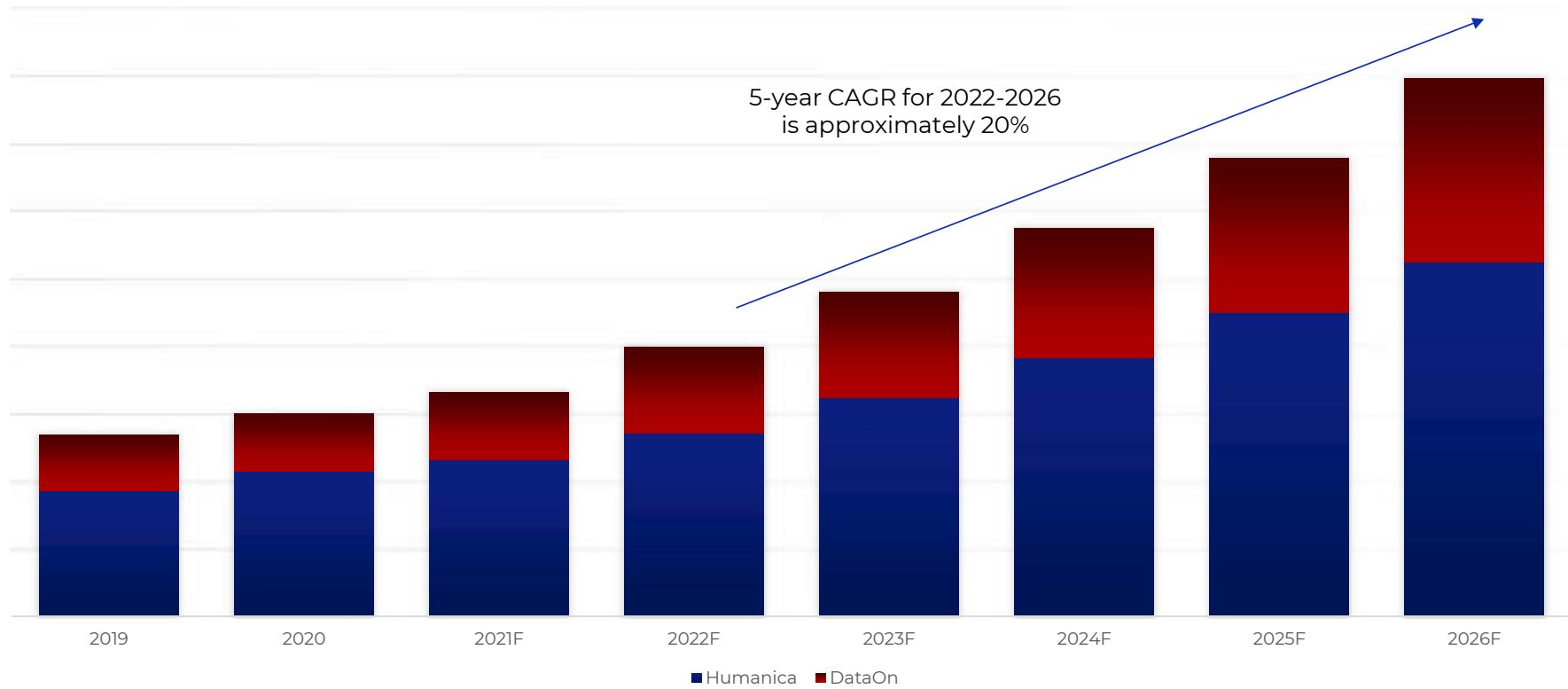


51,000 Employees in delivery startup  
Implement HR Core and Great Day  
Deal size – 6.3 billion IDR (USD430K) in Dec 2020

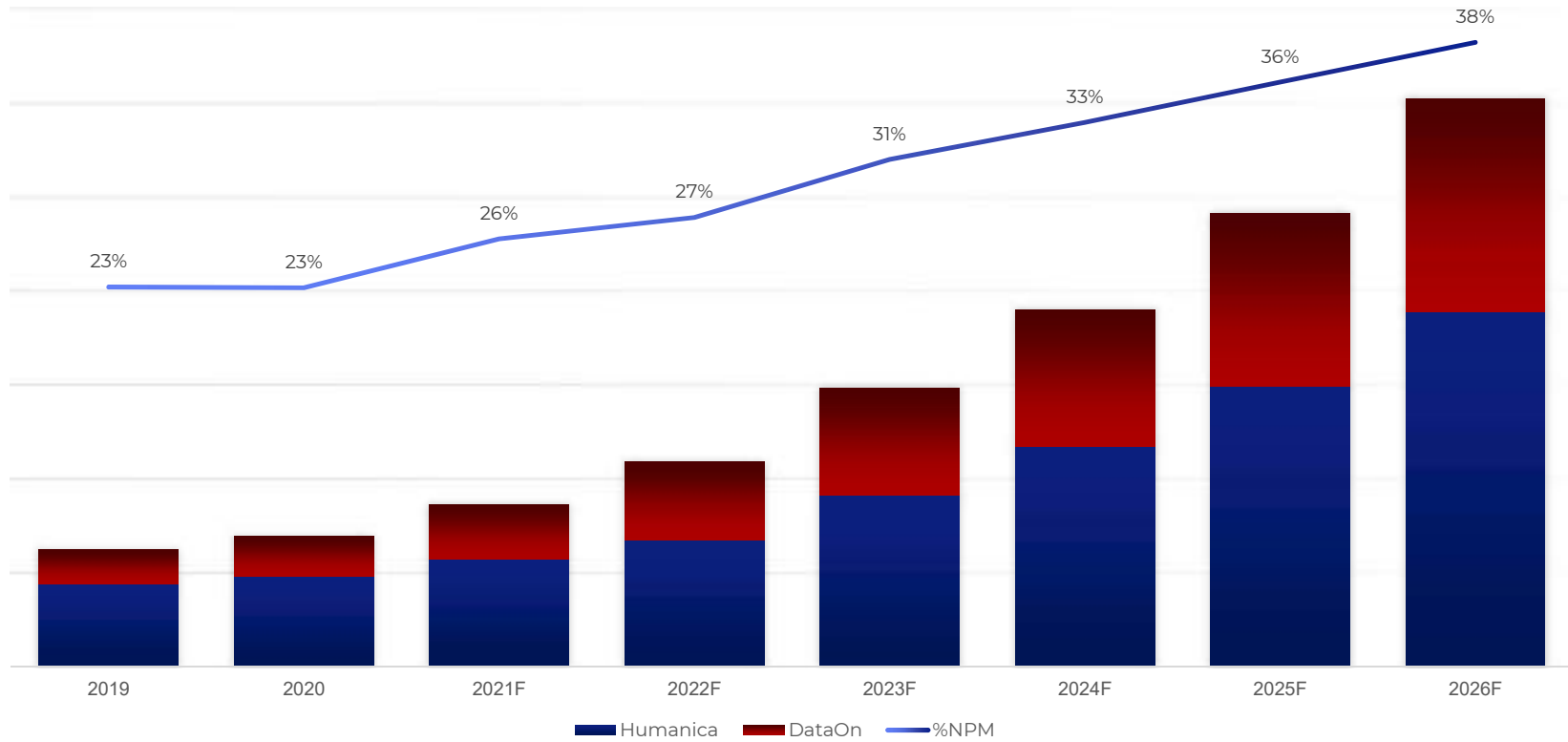


47,000 Employees across Indonesia over 700 offices  
Implement HR, Attendance and Payroll  
Deal size – 6.3 billion IDR (US\$430K) in Dec 2020

# PRO FORMA REVENUE



# PRO FORMA NET PROFIT BEFORE TAX



# Humanica + DataOn

**BUILDING THE  
FUTURE OF WORK**

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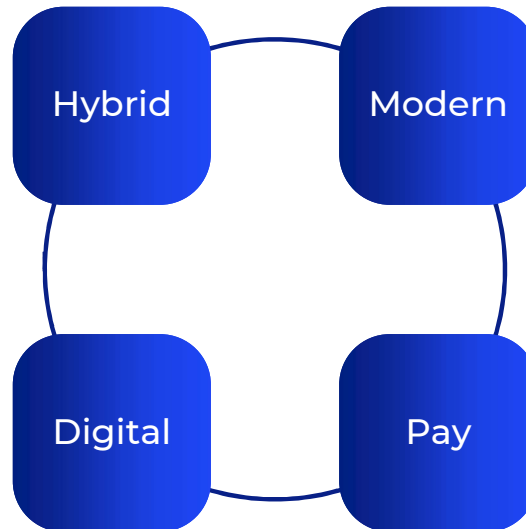
# BUILDING THE FUTURE OF WORK

A Solution for the new workforce post COVID

## HYBRID WORK

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A new approach to managing employees wherever and with whoever they work



## NON TRADITIONAL WORK

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Mix full time employees with contractors and job marketplaces to accomplish more and leverage specialties

## DIGITAL WORKPLACE

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Tools to support employee collaboration and productivity that link back to HR costs and performance metrics

## PAY FOR CONTRIBUTION

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New ways of managing pay where employees are compensated for their contribution instead of time

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BETTER TECH – BETTER BUSINESS

# INTEGRATED HR TECH



## B2B2C

Marketplace leveraging employee and corporate data to better support employees



## HR Platform

API platform for integrated employee services



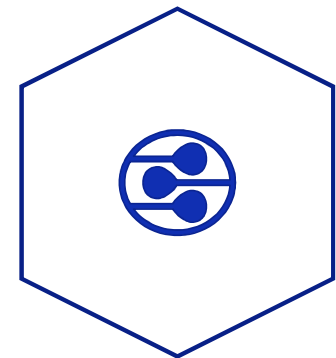
## ERP

End to End business solutions with employees and workflows at the center



## OKR

Performance Management for the future or work based on continuous feedback



## AI

Big Data and machine learning to gain better insight while automating time consuming tasks

# EMPLOYEE BENEFIT PLATFORM





# BENIX'S DIFFERENTIATIONS



## Wellness Portal

Wellness portal is provided by personalize health score, benefit statements, health screening data, etc. Employee can look forward to interesting articles and updates on Wellness.



## Wellness E-Shop

We curate wellness products at a discount for employee's use with Flexi Spending Account sponsored by employer or direct from Employee's pocket.



## HR-Benefits Ecosystem

We will be the first in Thailand to provide an ecosystem with from HR to Benefits.



## Employee Community

We envision to serve the employee of our clients for their wellness needs and those of their family.



# THANK YOU

## Any questions?



You can find me at

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- [www.humanica.com](http://www.humanica.com)

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