



HUMAN

QUARTER 3 2019

A photograph of two young men with glasses looking out a window. The man on the left has light brown hair and is wearing round, light-colored glasses. The man on the right has dark hair and is wearing round, dark-colored glasses. They are both looking out a window, with their hands resting on the windowsill. The background is a blurred outdoor scene with greenery. The text "WHO ARE WE AND WHAT WE DO" is overlaid on the left side of the image in a bold, black, sans-serif font.

WHO ARE WE AND
WHAT WE DO

MISSION

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

VISION

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

DNA

REFUSE TO LOSE | CONFRONT THE BRUTAL FACTS | BE HUMBLE

CORE VALUES

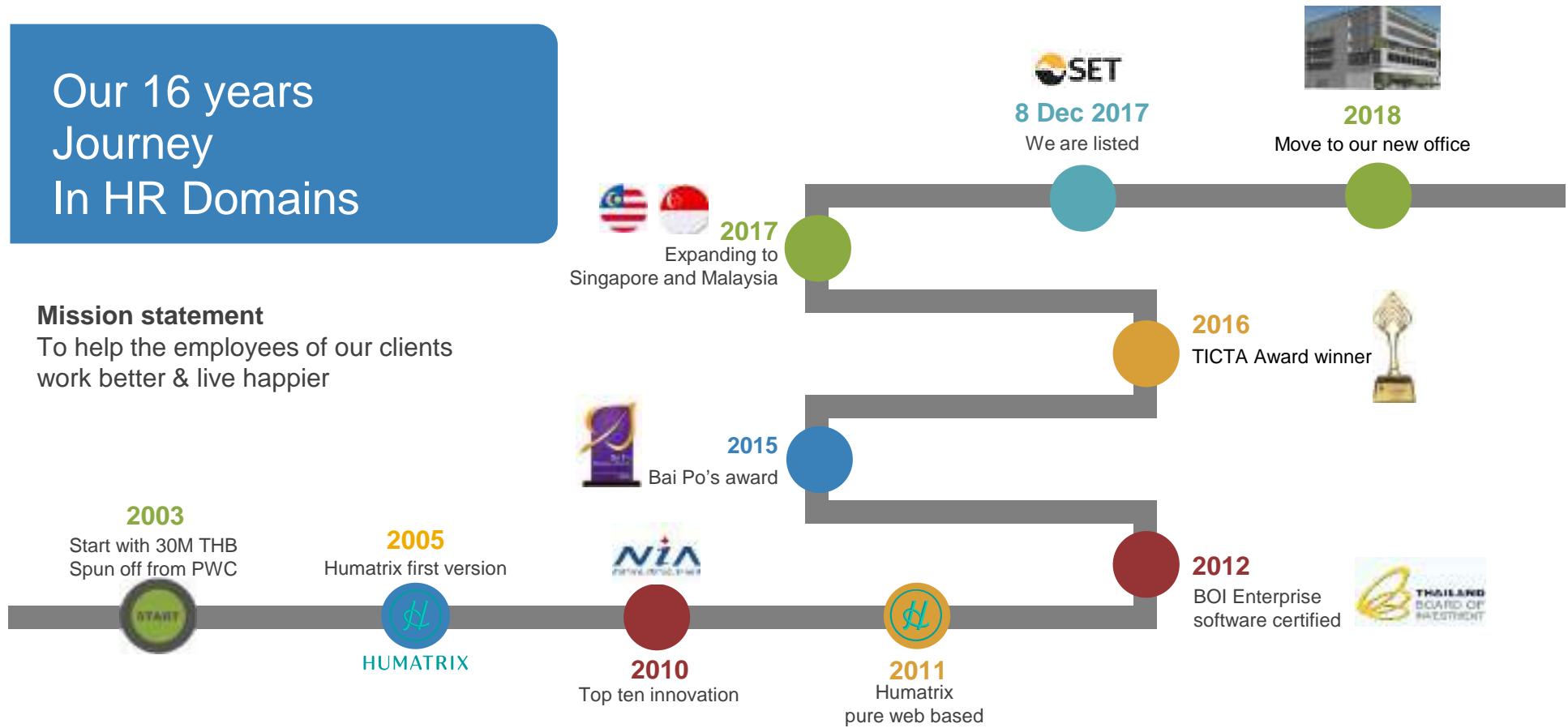
EXCELLENCE | TEAMWORK | INTEGRITY | OPENNESS

Humanica profile

Our 16 years Journey In HR Domains

Mission statement

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



TODAY

THE
BIGGEST
HR SOLUTION PROVIDER
IN THAILAND

THE
BIGGEST



PARTNER
IN THAILAND



TODAY

WE ARE SERVING
TOP TIER MNC & LOCAL
ENTERPRISES

IN
SINGAPORE, MALAYSIA, THAILAND
JAPAN, KOREAN, VIETNAM & DUBAI

- △ HUMANICA'S OFFICE
- △ OFFICE WITH < 30 HEADCOUNT
- ▲ OFFICE WITH > 450 HEADCOUNT

PENANG



MALAYSIA



SINGAPORE
SINGAPORE

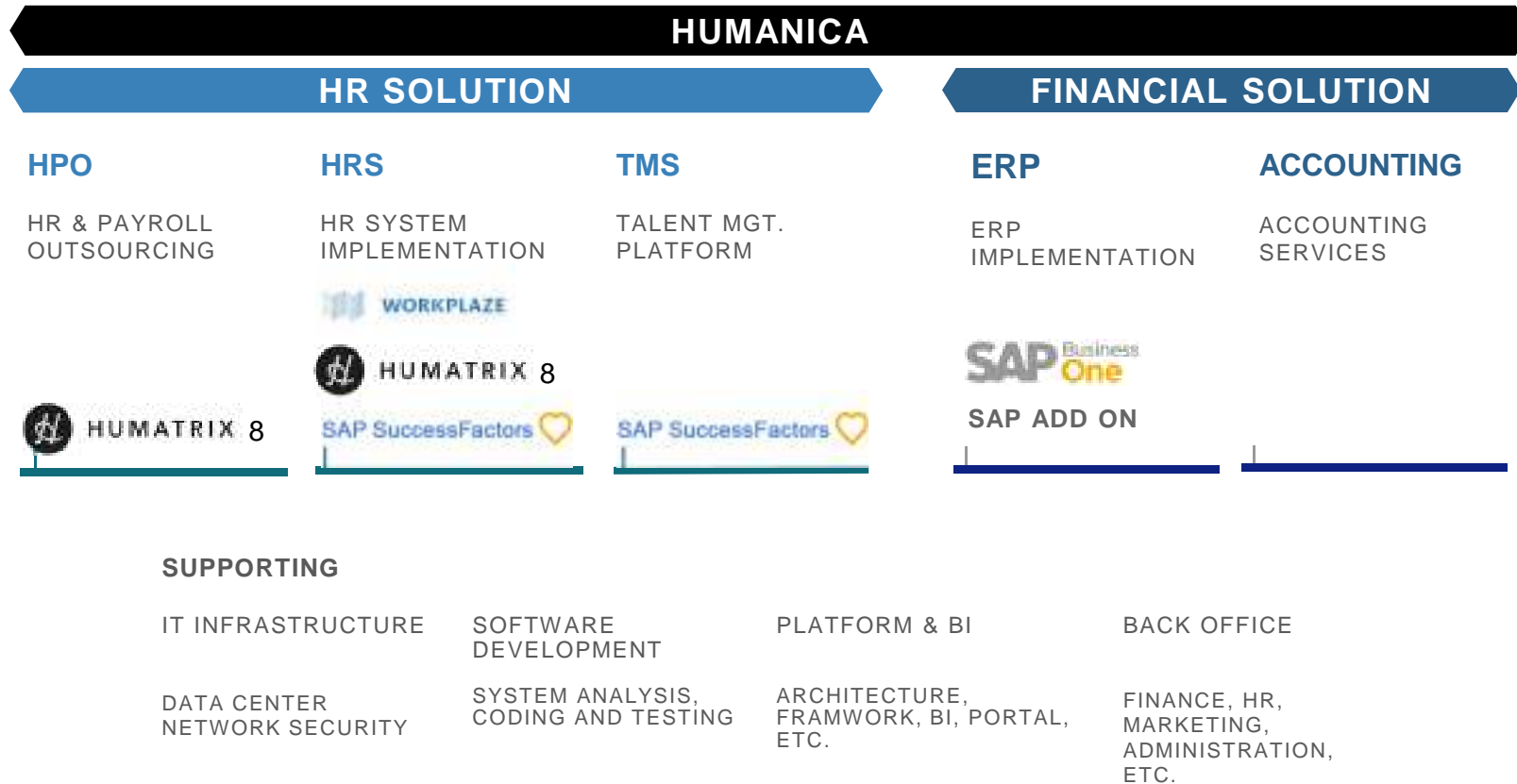
BANGKOK



THAILAND



Humanica profile



HR Solution

> 700,000 users



7 countries

> 3,500 clients

15% Fortune 500 Companies

30% Companies listed in SET

Financial Solution

> 170 clients



13 clients listed in Thailand



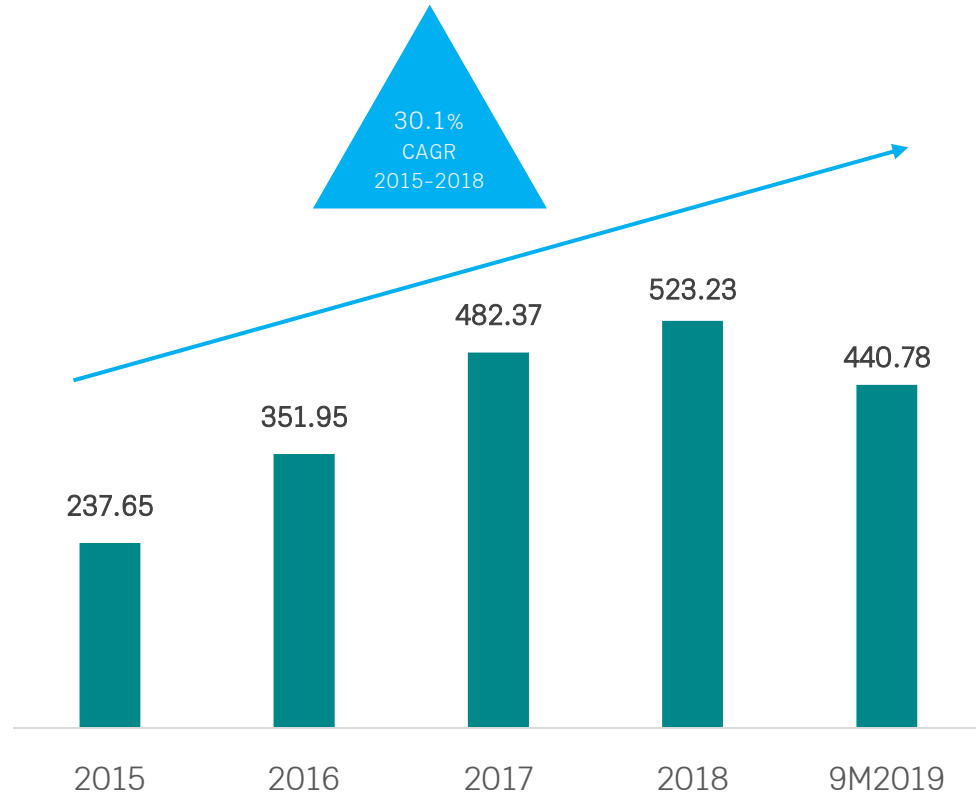
FINANCIALS & KEYNOTES



TOTAL REVENUES

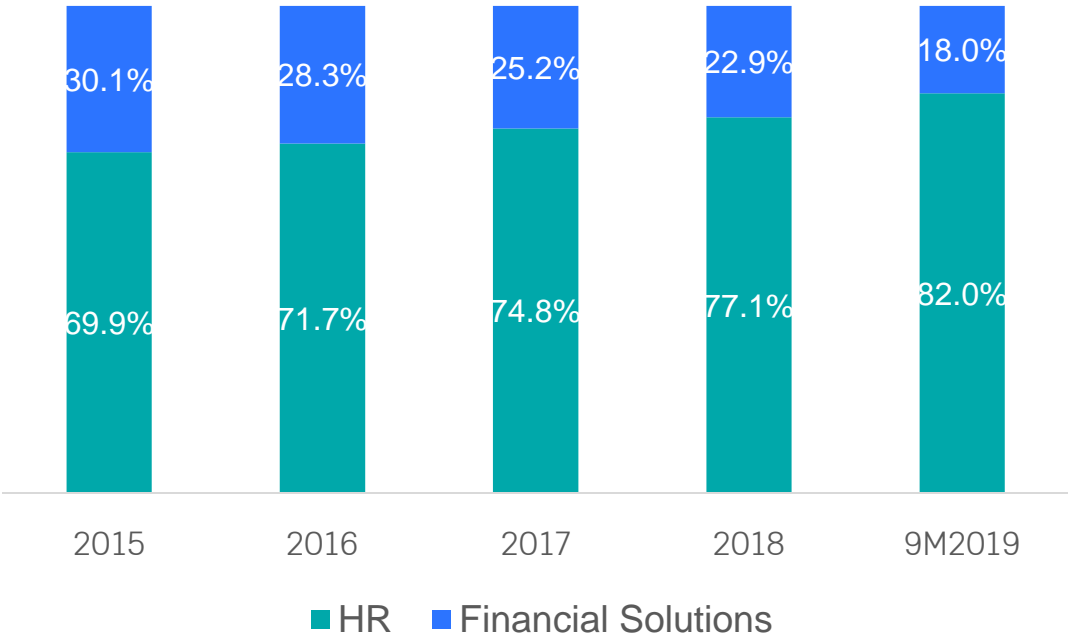
Revenue grew 15.8% YoY

9M 2019 - 440.78mb
9M 2018 - 380.50mb



REVENUE BREAKDOWN

82% HR Solutions and
18% Financial Solutions

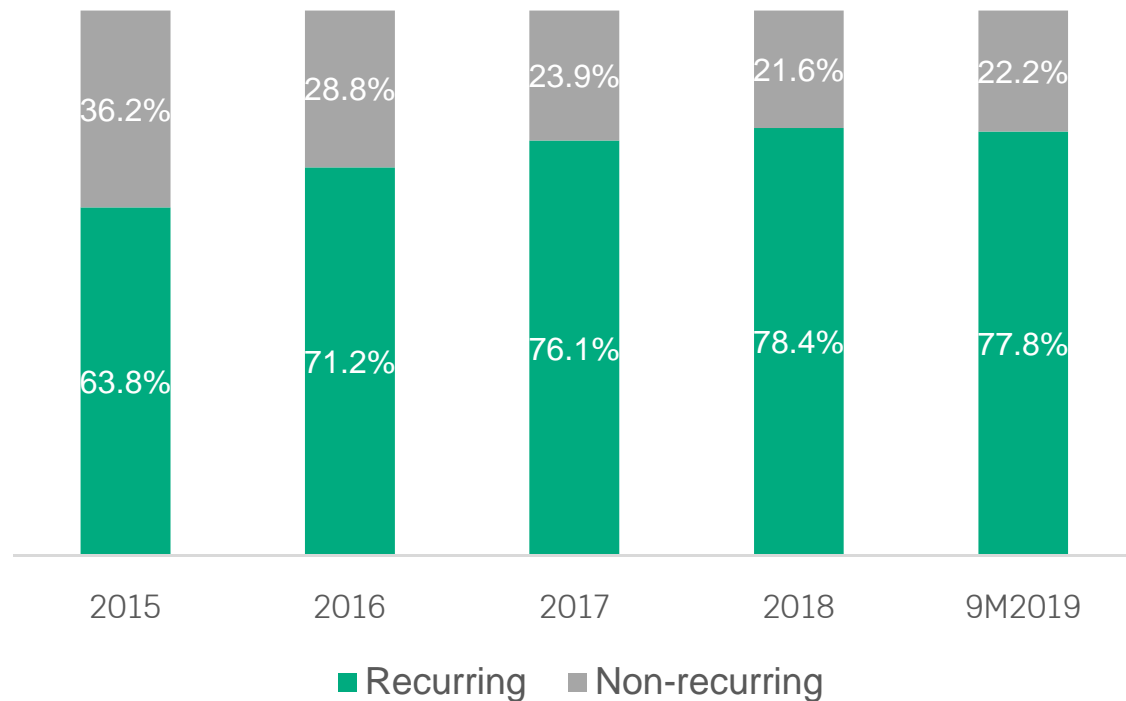


RECURRING VS NON-RECURRING

Recurring revenue was **77.8%**

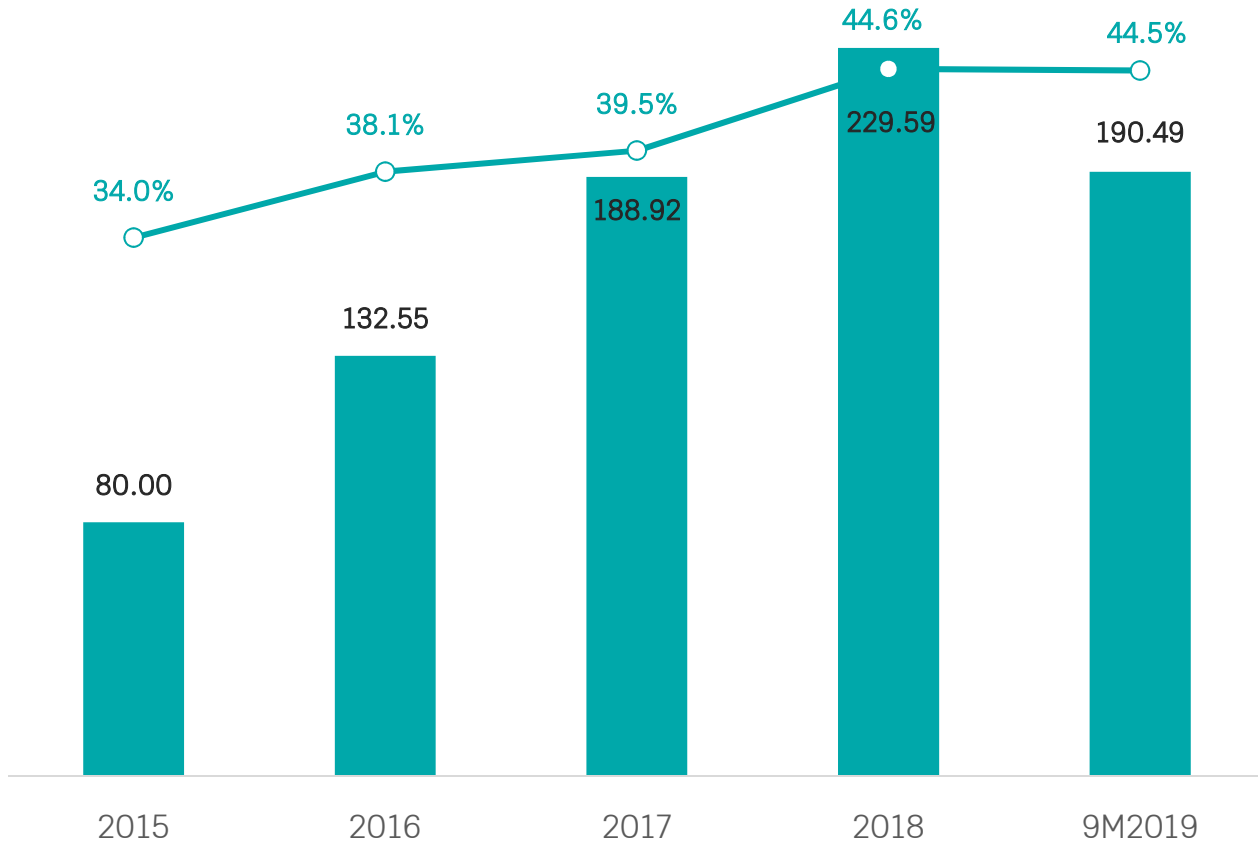
Recurring revenue grew 39.9mb or 13.6%YOY, of which:
HR Solutions +35.3mb (14.2%)
Financial Solutions +4.6mb (10.2%)

Non-recurring revenue grew 13.7mb or 16.8% YOY, of which
HR Solutions +17.7mb (35.5%)
Financial Solutions -4.0mb (-12.6%)

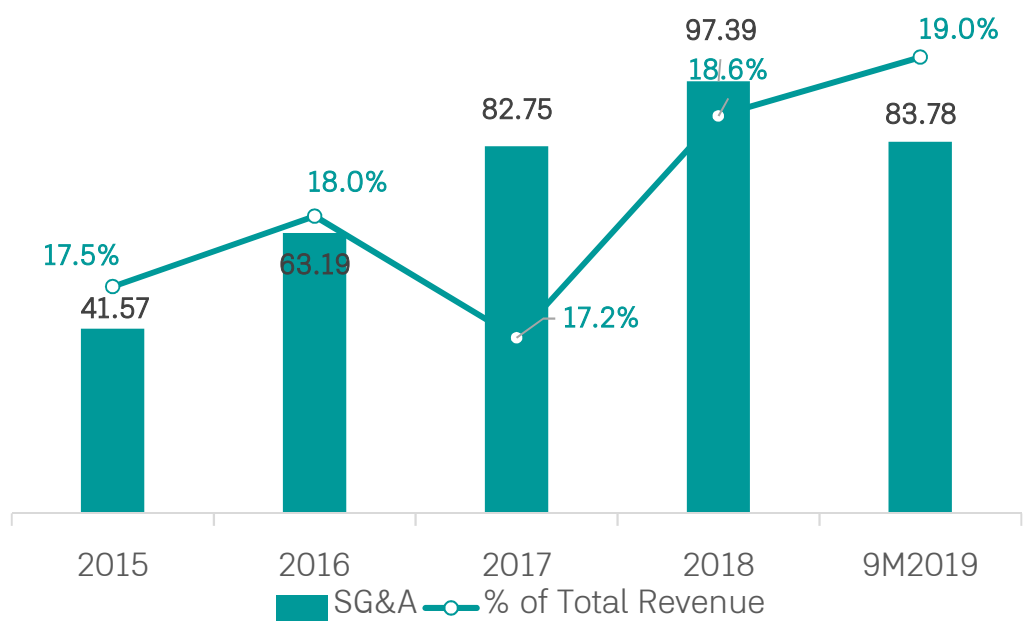
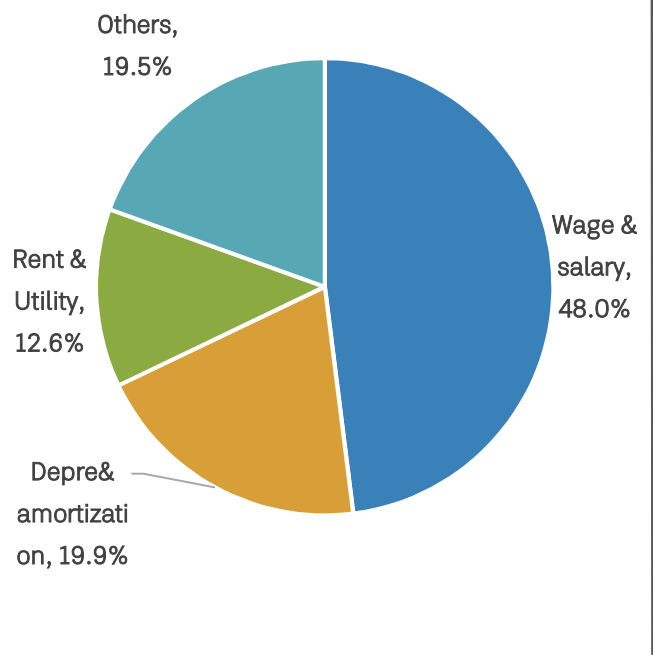


GROSS PROFIT

Gross profit margin was 44.5%, increased from 42.9% in Q3 18



SG&A EXPENSES TO TOTAL REVENUE

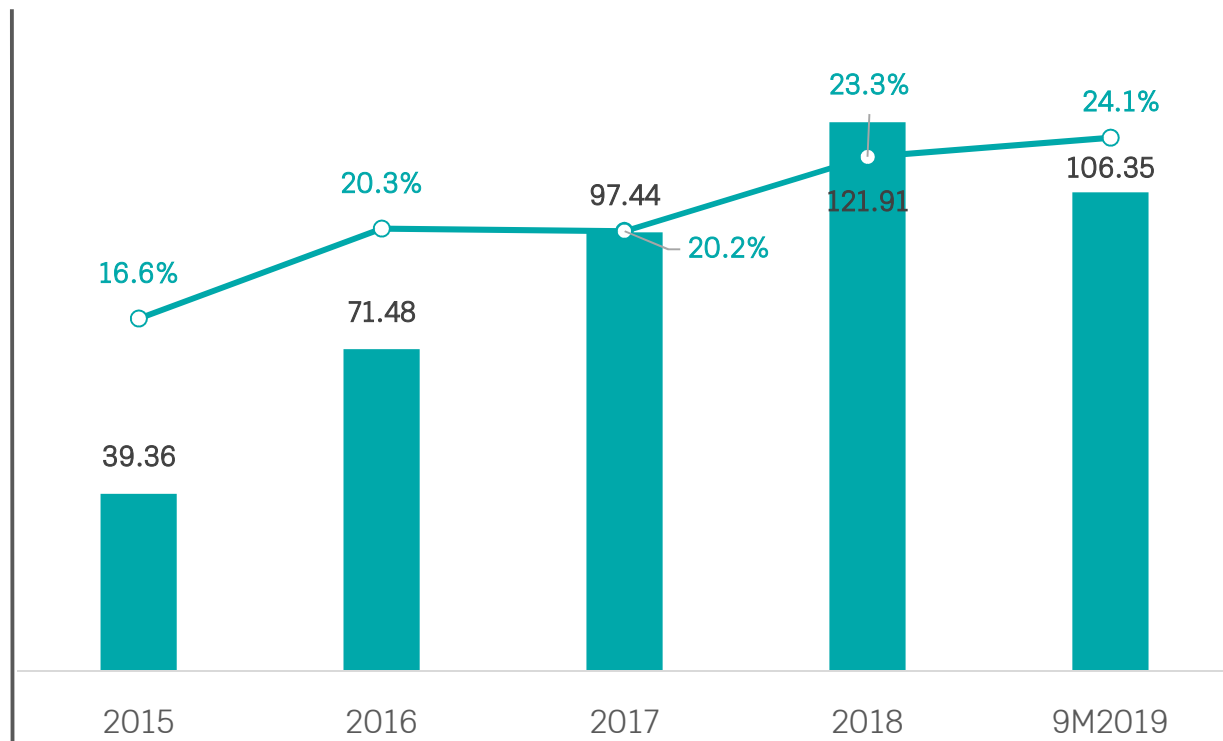


NET PROFIT

Net profit margin was **24.1%**, slightly drop from 24.7% in Q3 18.

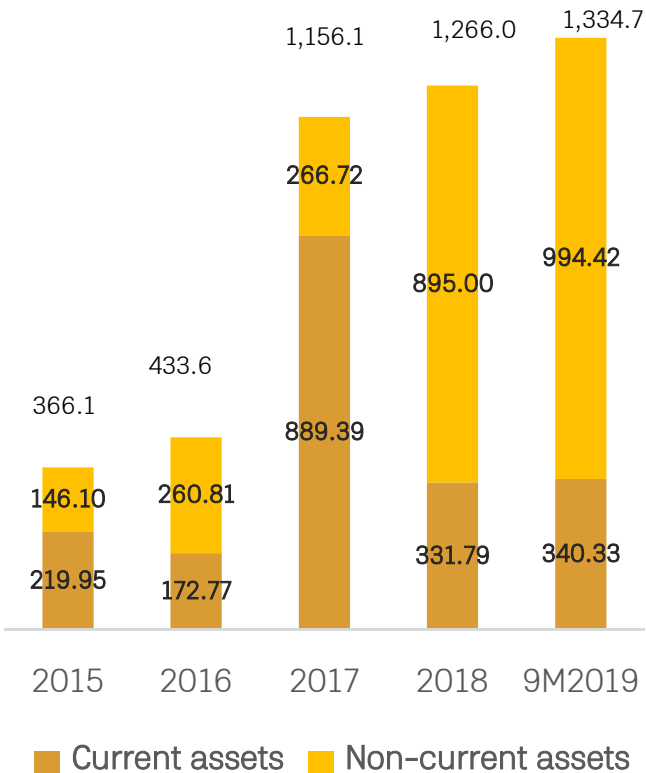
Net margin was affected by

1. one-time impact of increase in provision for retirement benefits of 3.7mb
2. exchange losses due to strengthening of Baht of 2.8mb
3. In 2018, we booked a debt written back of 4.7mb

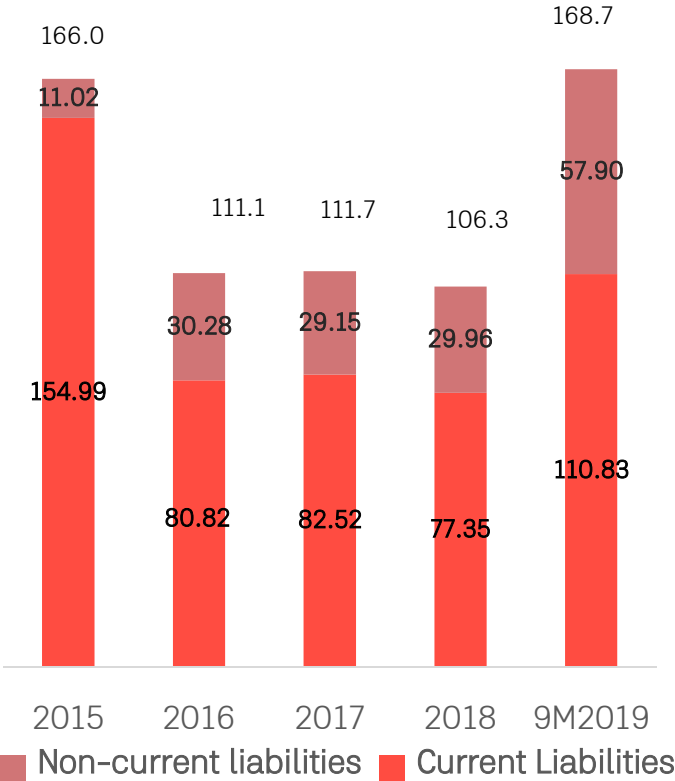


ASSETS AND LIABILITIES

Assets

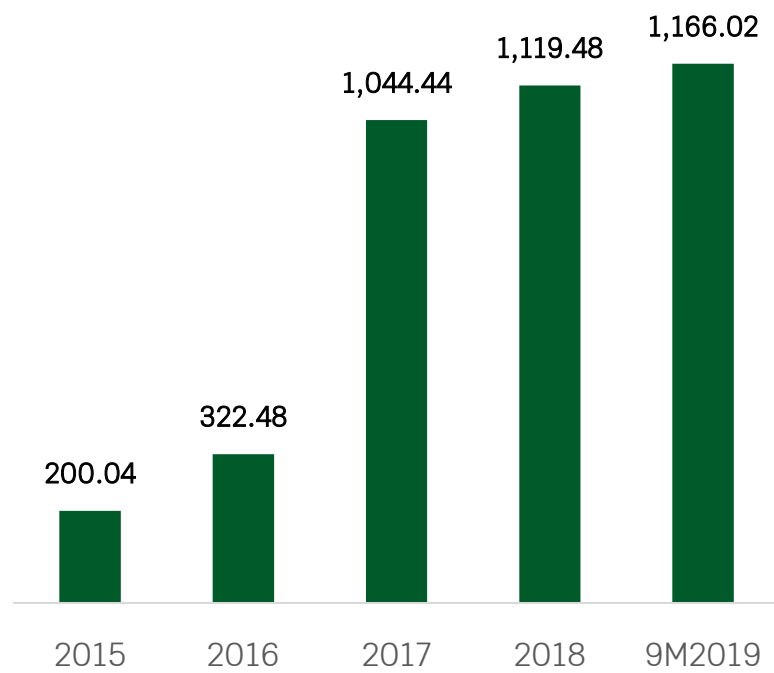


Liabilities

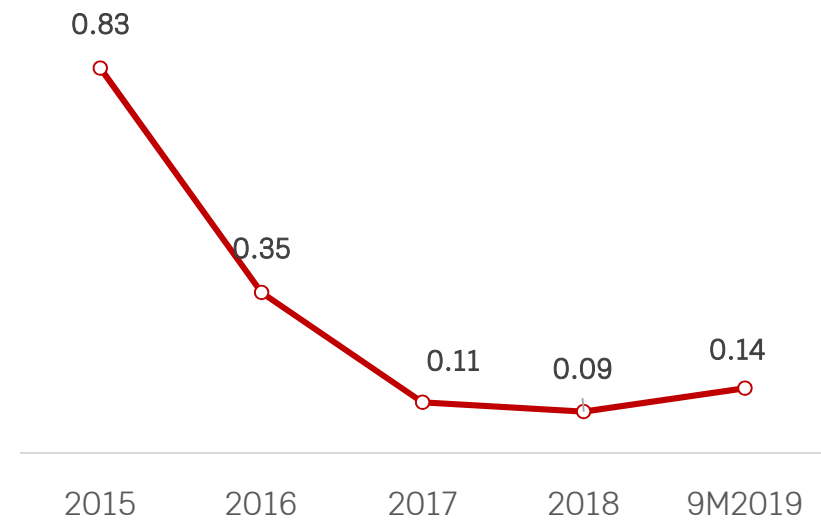


EQUITY AND LIABILITIES TO EQUITY RATIO

Equity

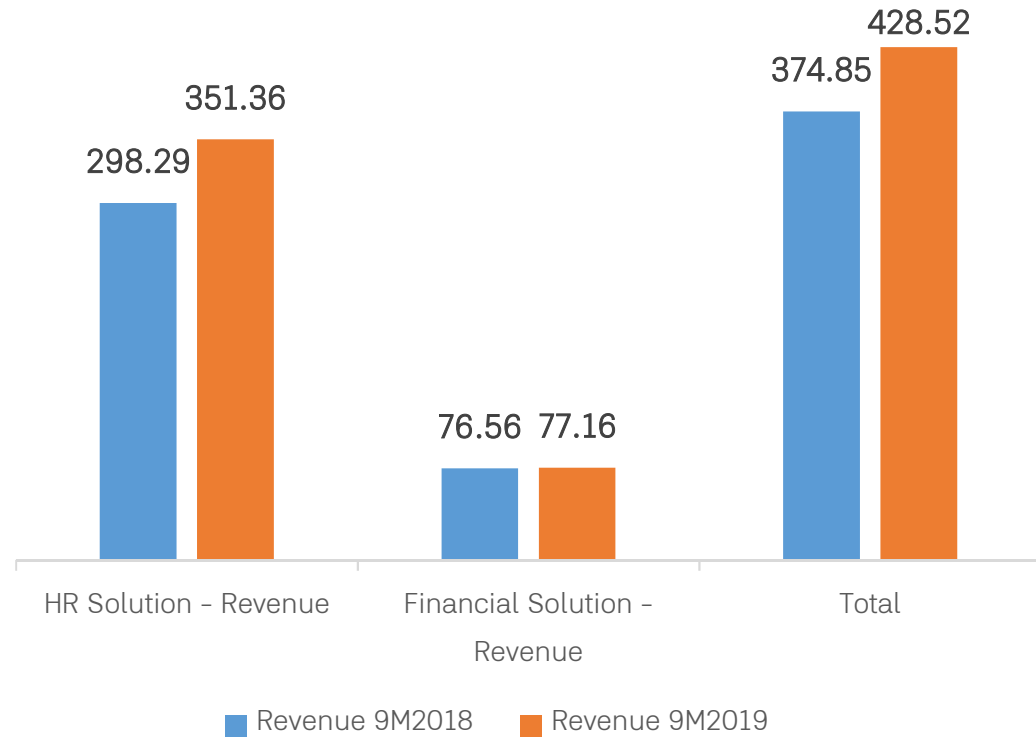


Liabilities to Equity Ratio



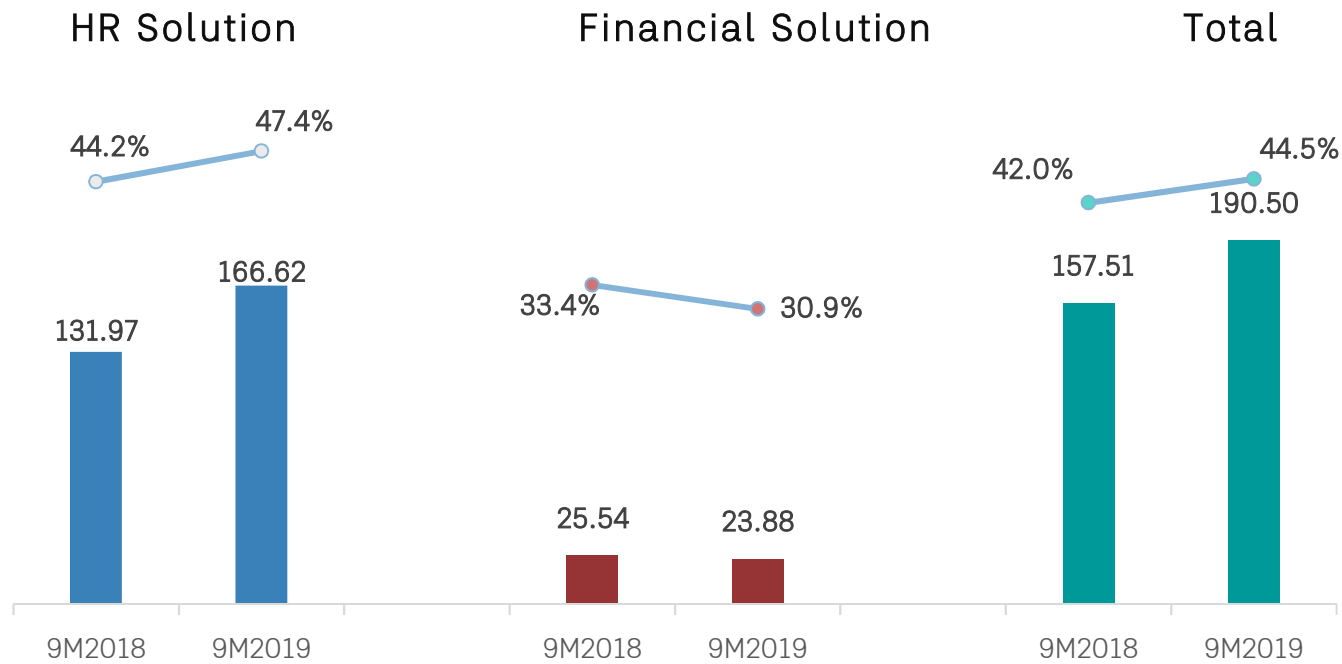
REVENUE BY SEGMENT

Revenue for HR Solution increased by 17.8% YoY while revenue for financial solution increased by 0.8%.



GROSS MARGIN BY SEGMENT

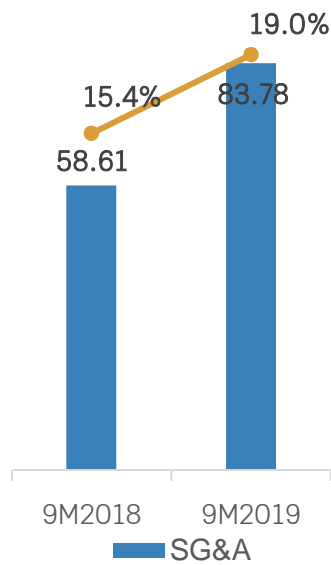
Year-on-year comparison



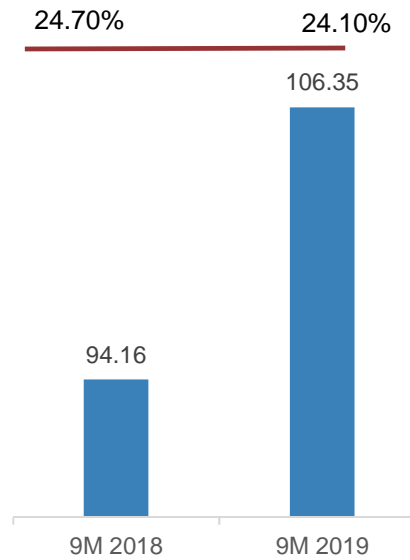
OTHER STATISTICS

Year-on-year comparison

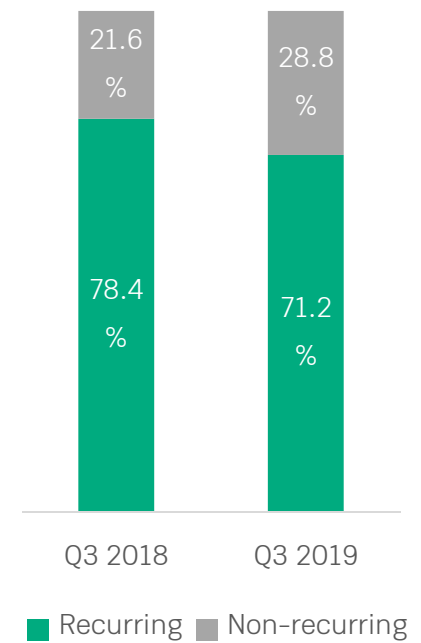
SG&A and its % to revenue



Net Profit & Net Profit Margin



Recurring Vs Non-recurring revenue



BALANCE SHEET

Unit : Million Baht	2015	2016	2017	2018	30 Sep 19
Cash	151.36	46.27	88.14	111.34	122.99
Account receivables	64.96	120.55	138.48	118.32	131.67
Investments	-	-	650.08	669.79	635.55
Fixed assets	16.71	34.10	31.95	51.21	44.38
Intangible assets	22.65	162.01	151.56	165.45	149.42
Computer software under development	83.04	6.03	21.46	12.03	24.44
Other assets	27.33	64.62	74.44	98.65	226.30
Total assets	366.05	433.58	1,156.11	1,226.79	1,334.75
Account payables	40.77	63.65	66.12	58.91	90.07
Loan from related parties	107.93	-	-	-	-
Other liabilities	17.32	47.45	45.55	48.40	78.66
Total liabilities	166.02	111.10	111.67	107.31	168.73
Total equity of major S/H	200.03	320.99	1,044.44	1,119.48	1,166.02
Minority interest	-	1.49	-	-	-
Total equity	200.03	322.48	1,044.44	1,119.48	1,166.02

INCOME STATEMENT

Unit : Million Baht	2015	2016	2017	2018	9M2019
Sales and service income	235.59	347.68	478.88	515.11	428.52
Other income	2.06	4.27	3.50	8.12	12.26
Total revenues	237.65	351.95	482.38	523.23	440.78
Cost of sales and services	156.36	215.13	289.96	285.52	238.02
SG&A	43.15	63.19	82.75	97.39	83.78
EBIT	43.90	72.13	109.66	140.32	119.48
Net Profit	39.36	71.48	97.45	121.91	106.35
EBITDA	57.24	98.98	155.43	186.68	158.25

KEY PERFORMANCE RATIOS

Financial Ratios		2015	2016	2017	2018	6M2019
Gross margin (sales & services)	%	34.0%	38.1%	39.4%	44.6%	45.0%
Operating margin	%	15.3%	19.5%	22.2%	25.7%	27.0%
Net profit margin	%	16.6%	20.3%	20.2%	23.3%	25.8%
ROE	%	24.7%	27.4%	14.3%	11.3%	12.3%
ROA	%	14.0%	17.9%	12.3%	10.2%	11.2%
Liquidity ratio	Times	1.4	2.1	10.8	8.3	7.5
Account receivable turnover	Times	6.4	5.8	5.0	5.0	9.6
Average collection period	Days	56.6	62.1	62.0	71.9	37.5
Account payable turnover	Times	6.2	6.2	6.0	6.9	24.6
Average payment period	Days	57.7	57.9	12.5	52.5	14.6
Cash cycle	Days	-1.1	4.2	49.5	19.5	22.9
Earnings per share	Bt	7.33	0.58	0.27	0.18	0.10
Book value per share	Bt	33.3	2.6	3.0	1.6	1.7

Note : Earnings and book value per share are calculated by using the weighted average number of ordinary shares in issue during year 2017, after adjusting the number of ordinary shares to reflect the change in par value of ordinary shares from Baht 10 each to Baht 0.5 each, as if that change in the number and par value of such ordinary shares had occurred at the beginning of the earliest period reported. Year 2016 was restated for comparative purpose.

HUMANICA X TIGER SOFT
ACQUISITION COMPLETED IN Q3 2019



FACT SHEET ABOUT TIGER SOFT

Well established since 1998 with the founding members of the company still leading the company of 145 staff

Achieve a steady growth rate of 26% over 11 years. The growth rate is increasing in most recent 3 years

Achieved quality standard of ISO and CMMI

Served over 6,000 clients in software and hardware, including >100 companies listed in SET



**BEST SERVICE ENTERPRISE AWARD
(DIGITAL CONTENT & SOFTWARE)**

• Tiger Soft (1998) Co., Ltd.

2018



After Merger



480+



PROFESSIONAL STAFF

70+



TECHNICAL EXPERTS



700K+



HEADCOUNTS SERVE

3K+



COMPANY ENTRUSTED

OPPORTUNITIES | OPPORTUNITIES | and MORE OPPORTUNITIES

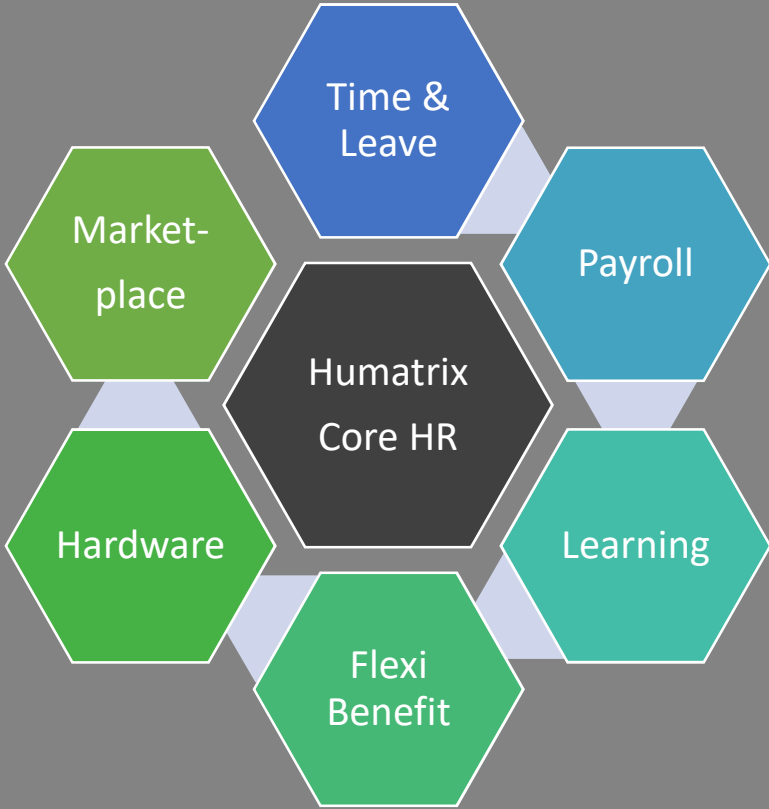
Up selling

Cross selling

Dominating market share

Increase mass for B to B to C

HUMANICA
HR ECO
SYSTEM



A large oil and gas company, listed among Fortune 500 companies, awarded to Humanica group of companies:

Humanica: Core HR/ Time & Attendance / Payroll / Benefits / Training for 15,000 employees in Business Services

Tiger : 250 time clocks for its restaurant business

Conicle : Learning management system for over 300 employees in Phase 1





NEW BUSINESSES
UPDATES

The image features four light bulbs arranged in a horizontal line, each containing a different stage of a plant's growth. From left to right: the first bulb contains a single seed; the second bulb contains a seedling with two small green leaves; the third bulb contains a seedling with two larger green leaves; and the fourth bulb contains a seedling with two large, fully developed green leaves. The bulbs are set against a white background with a grey diagonal shadow effect on the left side.



Humanica was appointed as NetSuite Partner in Q3 2019

- Leverage on our strength in ERP implementation in offering cloud solution
- Only vendor in Thailand with the ability to offer both SAP B1 and Oracle Netsuite

A banner image with a blurred background of an office and a smiling man. The text is overlaid on the left side of the image.

NetSuite Named Leader by Gartner in 2019
Magic Quadrant Cloud Core Financial
Management Suites for Midsize, Large and
Global Enterprises

ENGAGE EMPLOYEES

WORKPLAZE HR

Users prefer to work through mobile devices on all but the most complex tasks. Providing employees an engaging mobile experience for their HR interactions allows better communication and greater adoption of self service functionality thereby driving general engagement, productivity and innovation.



Directory

Provide employees quick ways to find and reach out to co-workers by phone, email, chat or post sharing



Attendance

Set schedules, track attendance with photo & GPS evidence. Automate leave, travel and other requests



Tasks & Feedback

Manage employee tasks, track and rank achievements and give faster feedback



Social

Secure and improve employee communications with chat, postings, shared calendars and feedback



Workflow

Allow employees to quickly complete and improve tasks with employee and manager self-service

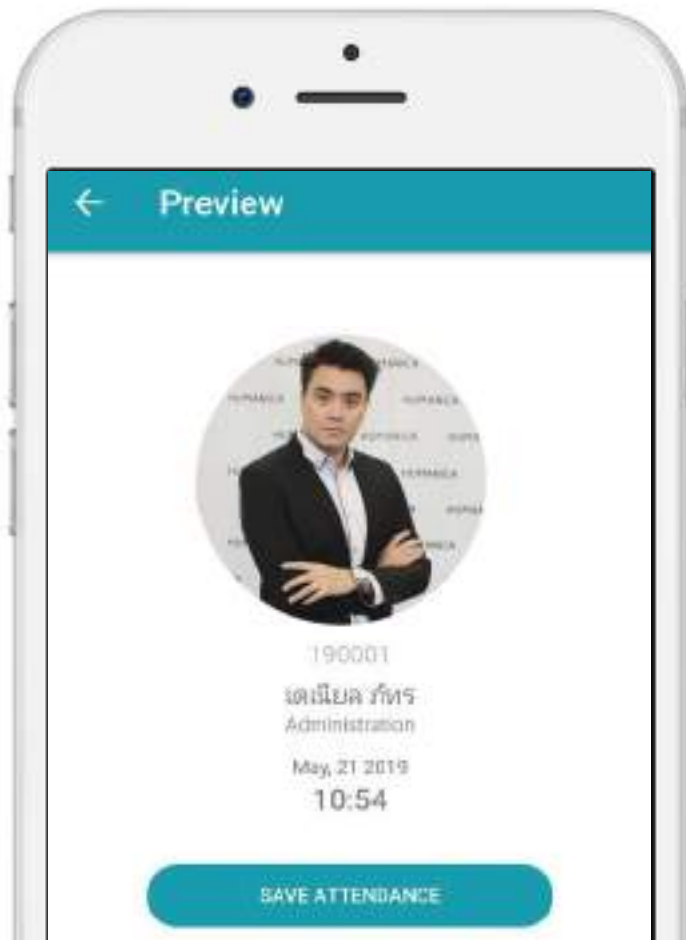


Benefits

Employees easily track their company pay and deductions and may integrate their wallet for more features

Attendance

Intuitive Attendance On-the-Go



Mobile Clock In & Out



GPS Technology, no clocking device needed



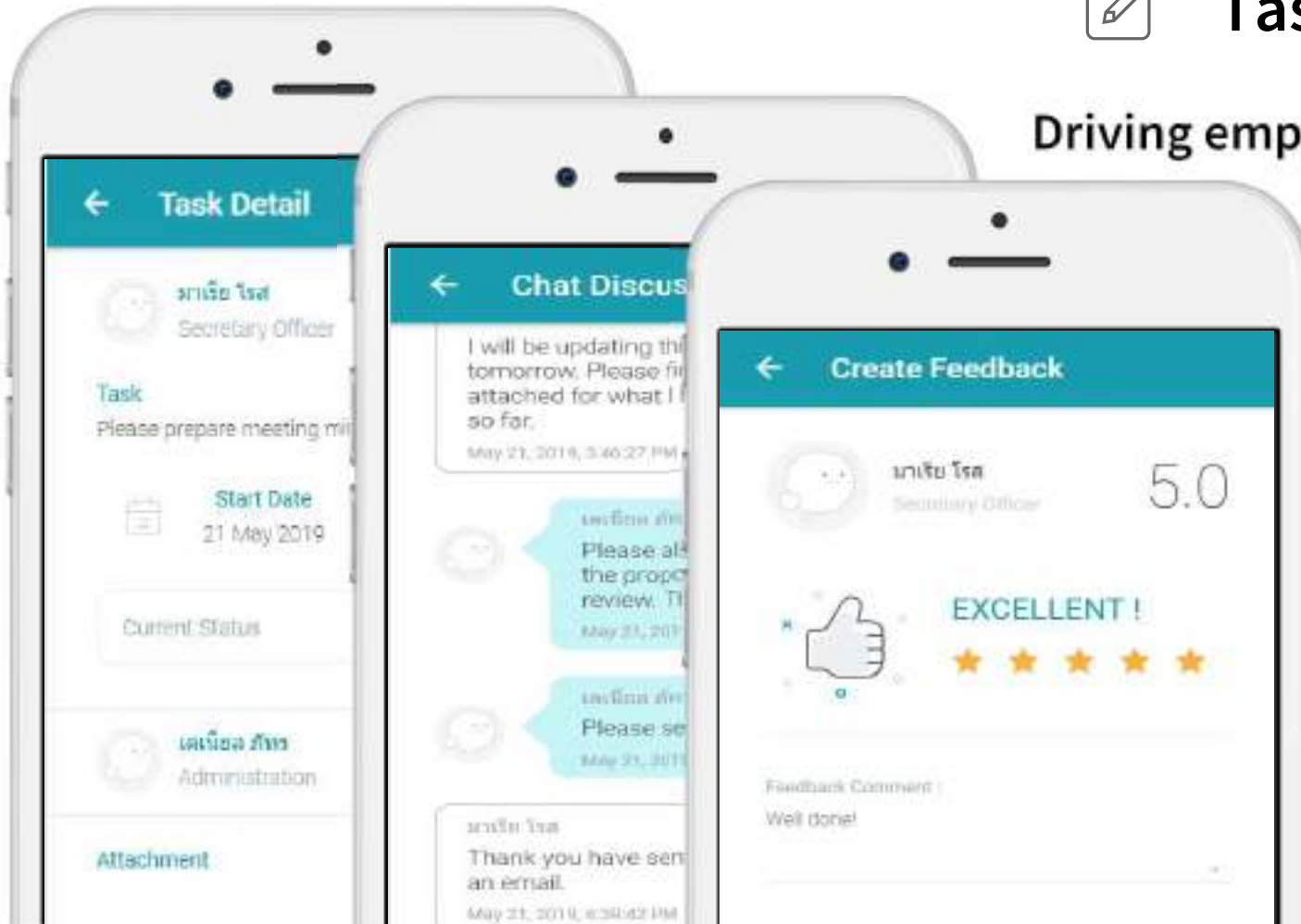
Team attendance status monitoring





Tasks & Feedback

Driving employee engagement



Tasks assignment

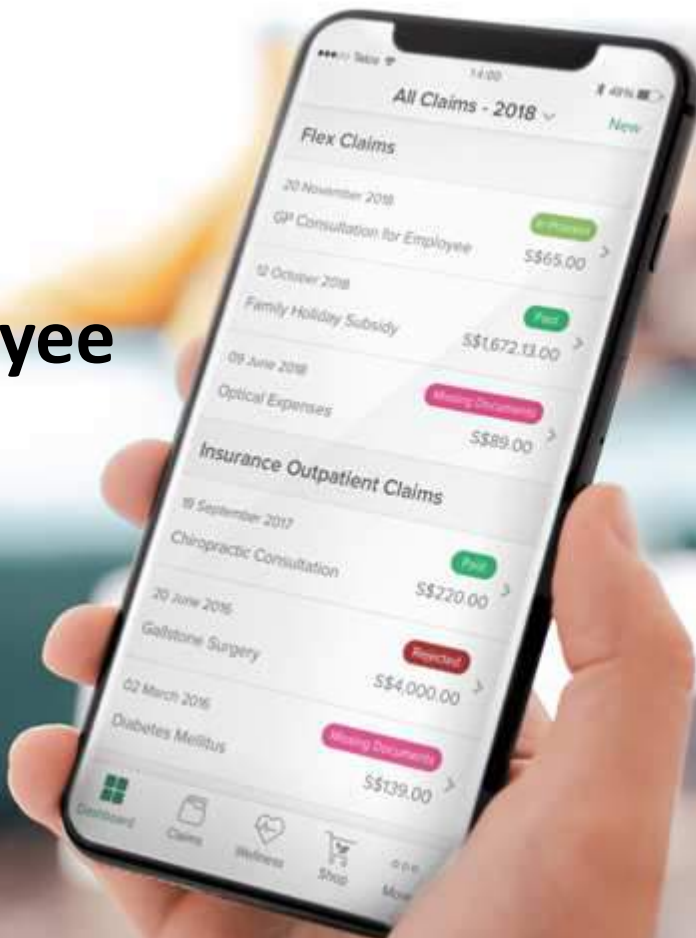


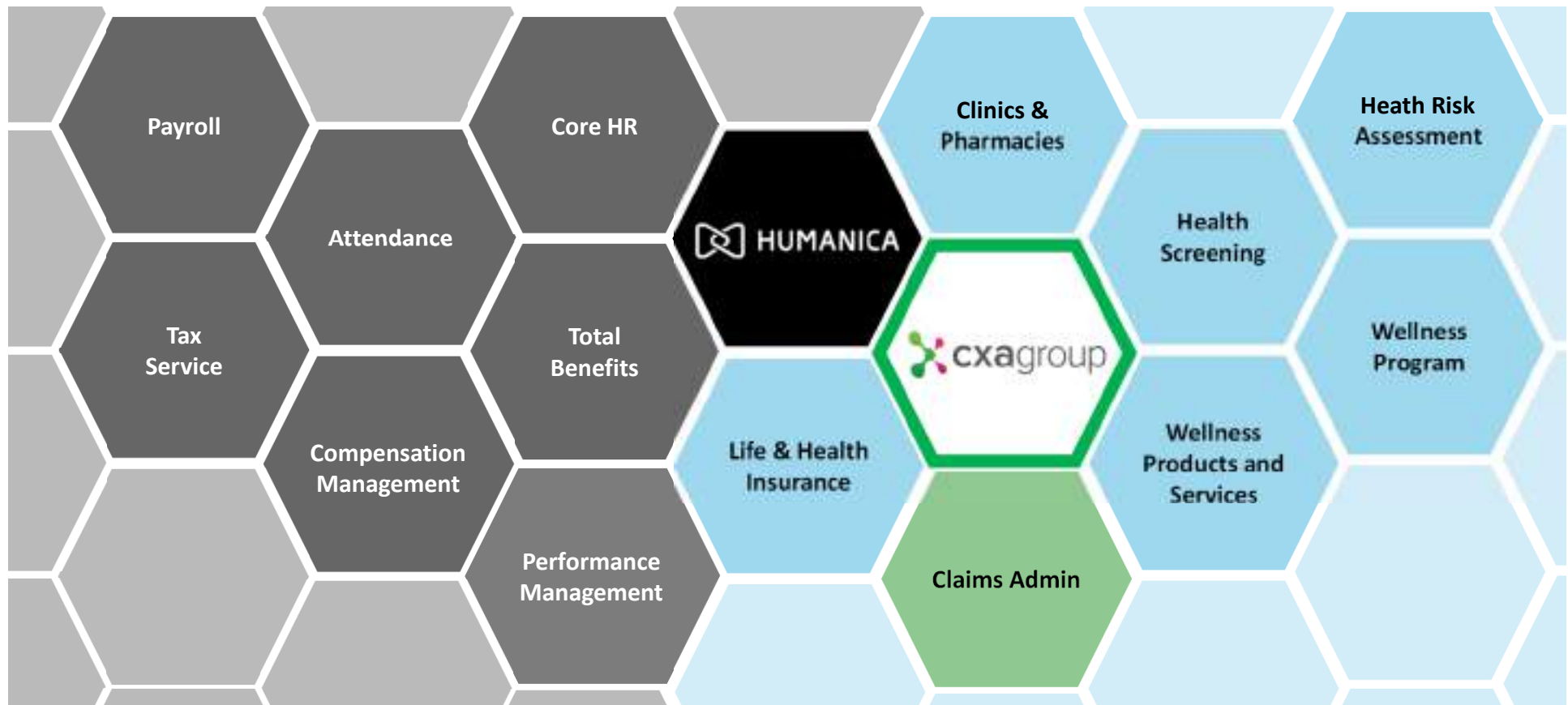
Chat



Feedback

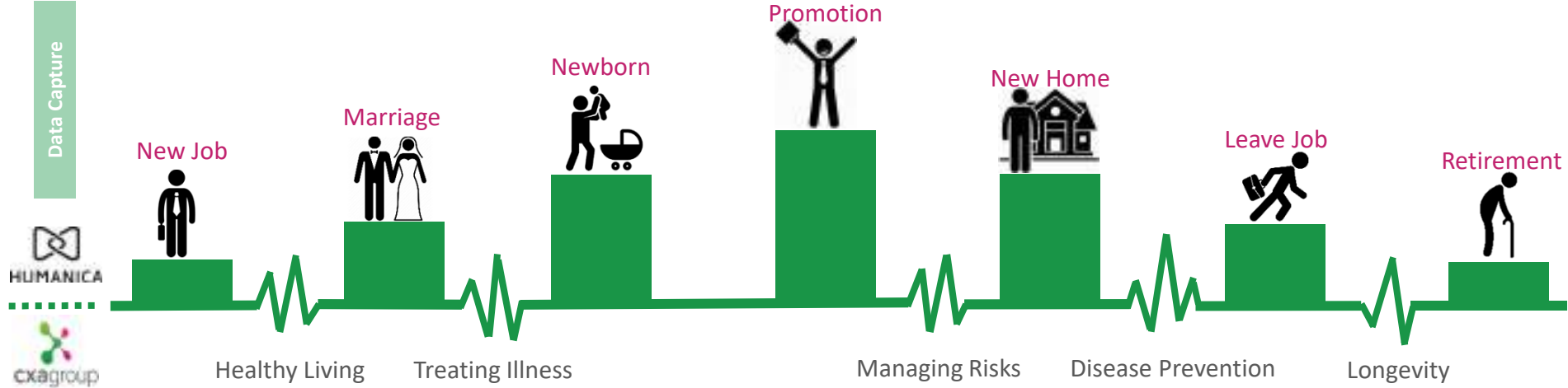
Reinventing Employee Health & Benefits in Thailand





HUMANICA x CXA: Delivering Unique Values to Employer & Employee in Thailand

Personalized Solutions at Every Stage for Employees

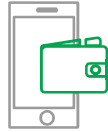


Endless Possible Solutions

- Insurance
- Physical Fitness
- Mindfulness
- Telehealth
- Chronic Disease Care
- Financial Wellness
- Savings Products
- Investment Products
- Retirement Planning
- Tax Advantaged Products



Asia's First Data-Driven
Benefits and
Wellness Solution
Marketplace



Virtual Wallet



Flex Cafeteria



Wellness eMarketplace



Face-Ageing



eHRA



Digital Biometrics



Rewards Gamification



Learning Channel



Virtual Clinic



Benefits eEnrollment



eClaims



SignUps & eTicketing

Better
Experience,
Less Hassle
More Value

Access to Curated Health & Wellness Products at a Discount

Personal Insurance	Wellness Product	Lifestyle Product
Property Insurance	Specified Disease Check-up Packages	Learning & development
Pet Medical Insurance	Dental / Vision Care	Massage / Spa packages
Travel Insurance	Gym Membership	Flower Delivery
Tax-deferred Pension Insurance	Genetic Testing	Healthy food delivery
		Donation

Product

Modern Learning Platform

Conicle Platform is the revolutionized enterprise-class HRD and learning solutions to empower organization and people to learn, grow and achieve faster, easier and better. Anywhere. Anytime.

Conicle Platform is suit for sales team, HQ team, branch staff, customer service staff, operation staff and all of the people in the organization.



Mobile & Cloud

Ondemand
On-the-Go
Anywhere Anytime



Blended

Class, Online Course
Social, Live, VR
Project, Assessment



Personalized

Progress Tracking
Skill Gap Analysis
Learning Pathway



Easy-to-use with modern and friendly design.
Conicle is designed for everyday use.

Conicle

Conicle's Success Story

 **350,000+** Registered Users

 **70,000+** Monthly Active Users 

20+ Companies



THANKS!

Any questions?



You can find me at

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- www.humanica.com

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