

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.

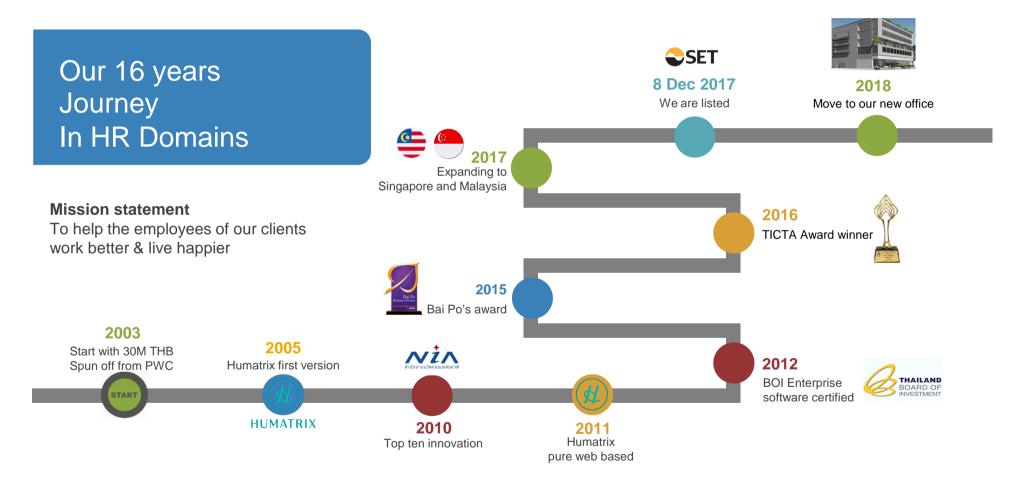
DNA

REFUSE TO LOSE | CONFRONT THE BRUTAL FACTS | BE HUMBLE

CORE VALUES

EXCELLENCE | TEAMWORK | INTEGRITY | OPENNESS

Humanica profile







Humanica profile

HUMANICA HR SOLUTION FINANCIAL SOLUTION HPO HRS TMS ERP ACCOUNTING HR & PAYROLL HR SYSTEM TALENT MGT. ACCOUNTING ERP OUTSOURCING **IMPLEMENTATION PLATFORM SERVICES IMPLEMENTATION** WORKPLAZE HUMATRIX 8 SAP ADD ON **HUMATRIX 8** SAP SuccessFactors SAP SuccessFactors

SUPPORTING

IT INFRASTRUCTURE

SOFTWARE DEVELOPMENT

PLATFORM & BI

DATA CENTER **NETWORK SECURITY** SYSTEM ANALYSIS, CODING AND TESTING

ARCHITECTURE, FRAMWORK, BI, PORTAL, ETC.

FINANCE, HR, MARKETING, ADMINISTRATION, ETC.

BACK OFFICE

HR Solution









7 countries







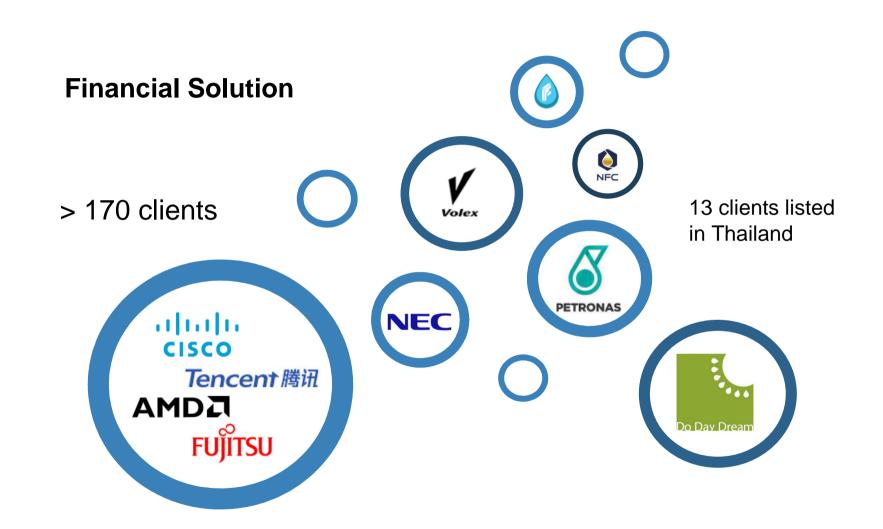




> 3,500 clients

15% Fortune 500 Companies

30% Companies listed in SET





TOTAL REVENUES

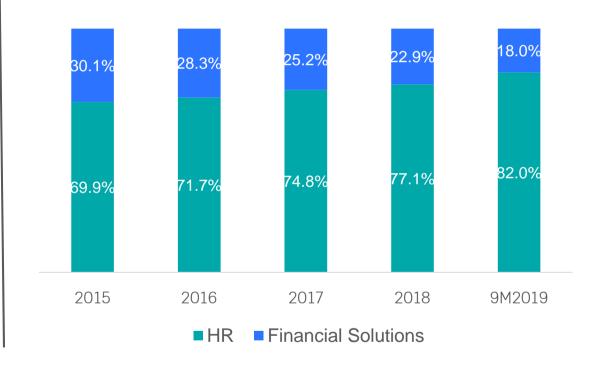
Revenue grew 15.8% YoY

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



REVENUE BREAKDOWN

82% HR Solutions and 18% Financial Solutions

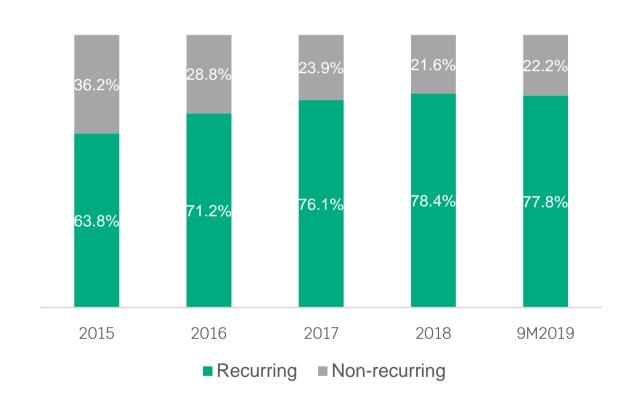


RECURRING VS NON-RECURRING

Recurring revenue was 77.8%

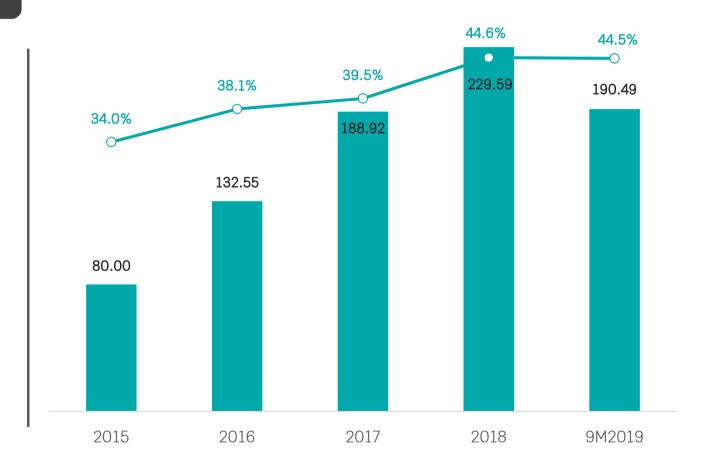
Recurring revenue grew 39.9mb or 13.6%YOY, of which: HR Solutions +35.3mb (14.2%) Financial Solutions +4.6mb (10.2%)

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

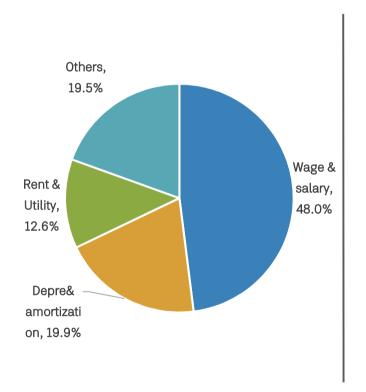


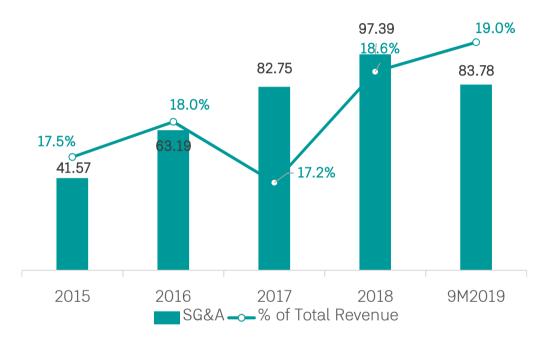
GROSS PROFIT

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



SG&A EXPENSES TO TOTAL REVENUE



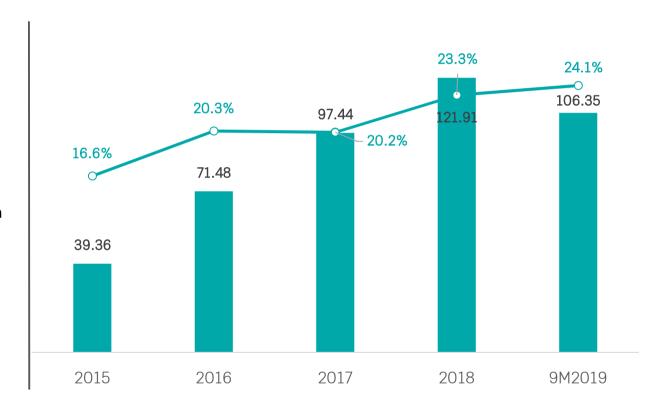


NET PROFIT

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

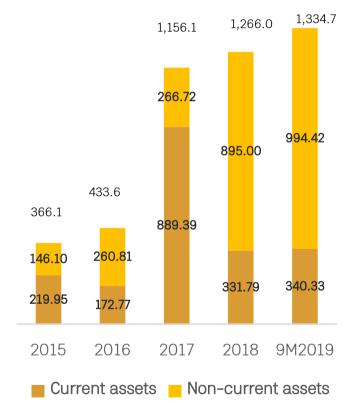
Net margin was affected by

- 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

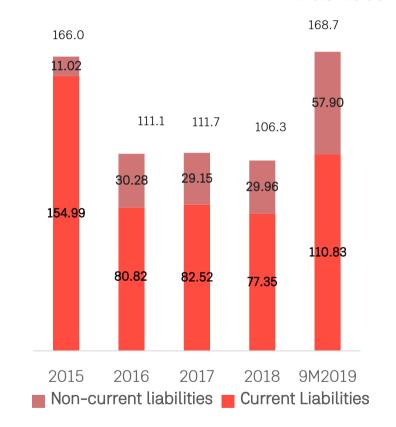


ASSETS AND LIABILITIES

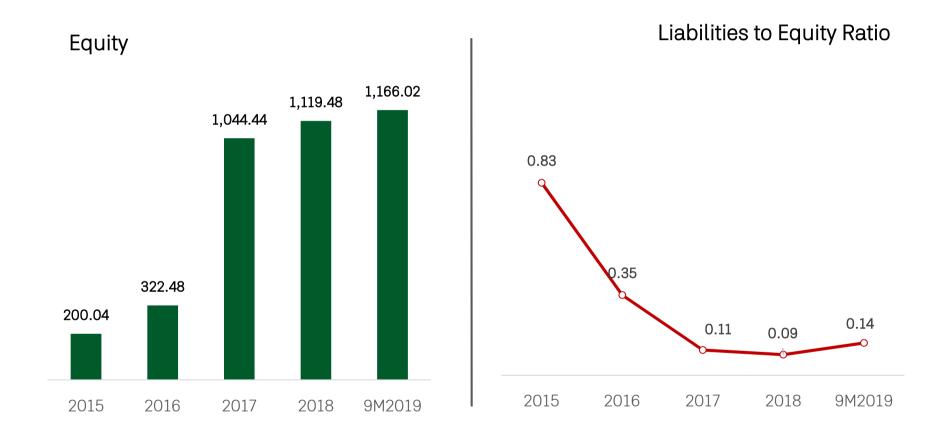
Assets



Liabilities

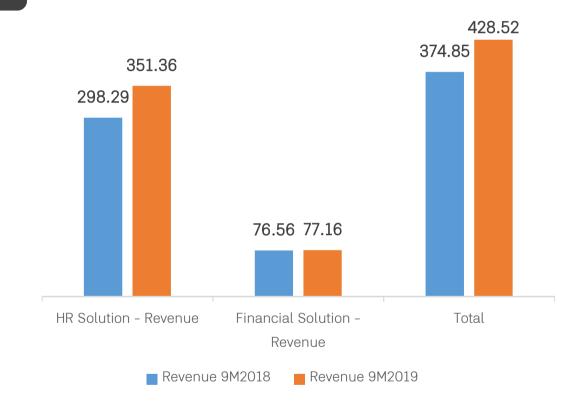


EQUITY AND LIABILITIES TO EQUITY RATIO

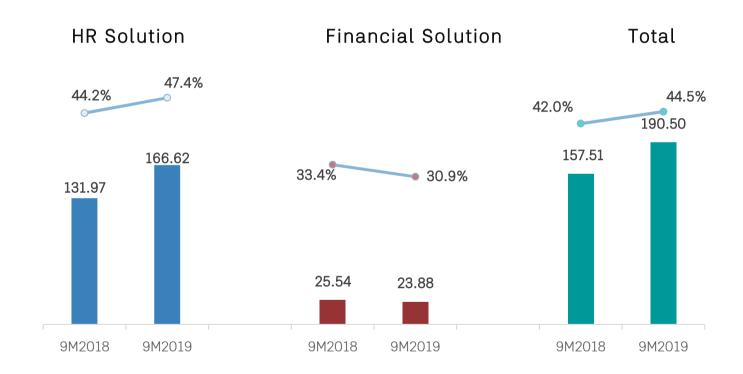


REVENUE BY SEGMENT

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



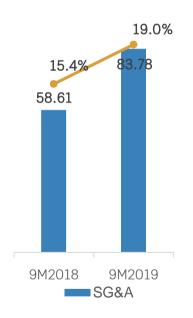
GROSS MARGIN BY SEGMENT Year-on-year comparison



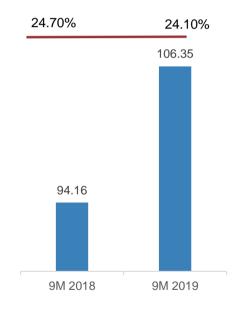
OTHER STATISTICS

Year-on-year comparison

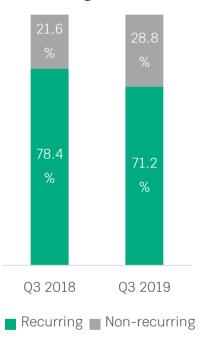
SG&A and its % to revenue



Net Profit & Net Profit Margin



Recurring Vs Nonrecurring 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
Total assets	300.03	400.00	1,100.11	1,220.70	1,004.70
Account payables	40.77	63.65	66.12	58.91	90.07
			•	•	,
Account payables	40.77		•	•	,
Account payables Loan from related parties	40.77 107.93	63.65 -	66.12	58.91 -	90.07
Account payables Loan from related parties Other liabilities	40.77 107.93 17.32	63.65 - 47.45	66.12 - 45.55	58.91 - 48.40	90.07 - 78.66
Account payables Loan from related parties Other liabilities Total liabilities	40.77 107.93 17.32 166.02	63.65 - 47.45 111.10	66.12 - 45.55 111.67	58.91 - 48.40 107.31	90.07 - 78.66 168.73

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 ACQUISTION 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 achieve 6,000 clients in software and hardware, including >100 companies listed in SET



PRIME MINISTER'S EXPORT AWARD

Is the highest government award given to outstanding business operators To show the image of the quality and standard of Thai products in the world market

BEST SERVICE ENTERPRISE AWARD (DIGITAL CONTENT & SOFTWARE)

• Tiger Soft (1998) Co., Ltd.

2018



After Merger











OPPORTUNITIES | OPPORTUNITIES | and MORE OPPORTUNITIES

Up selling

Cross selling

Dominating market share

Increase mass for B to B to C



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







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

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

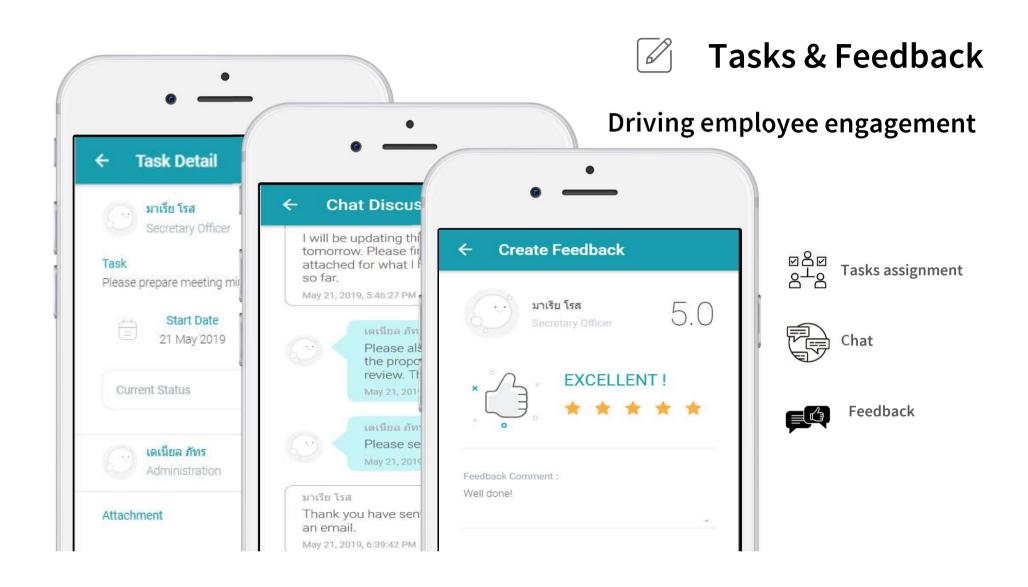
Employees easily track their company pay and deductions and may integrate their wallet for more features

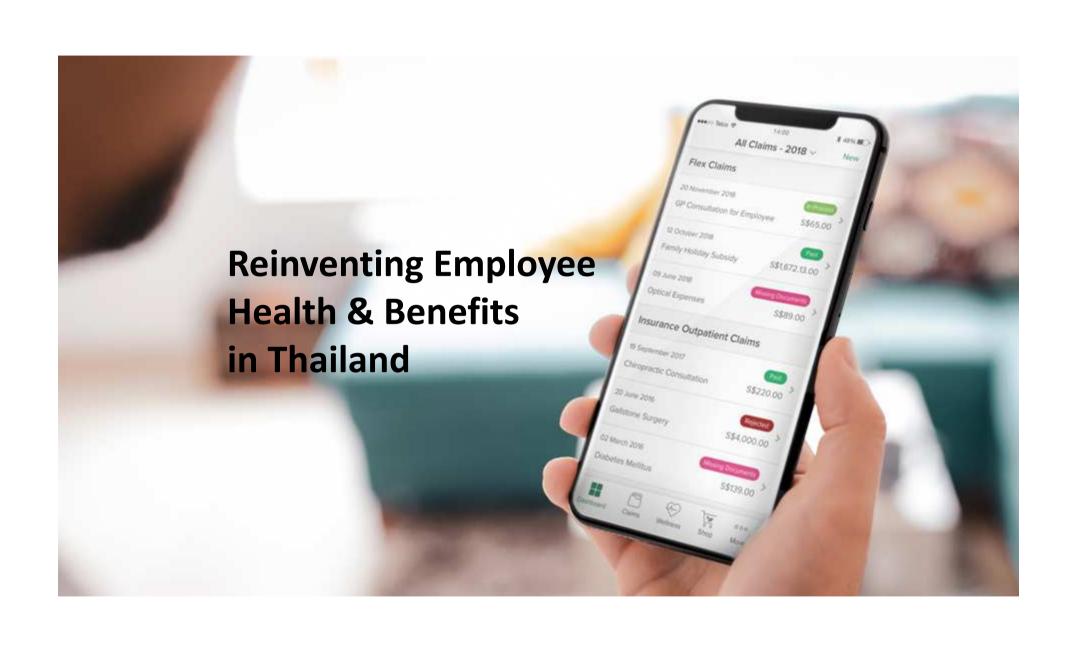


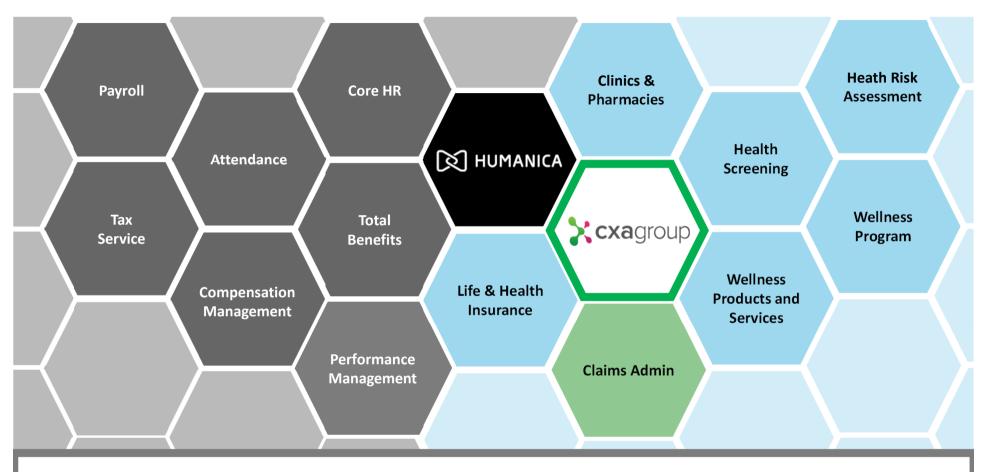


Intuitive Attendance On-the-Go



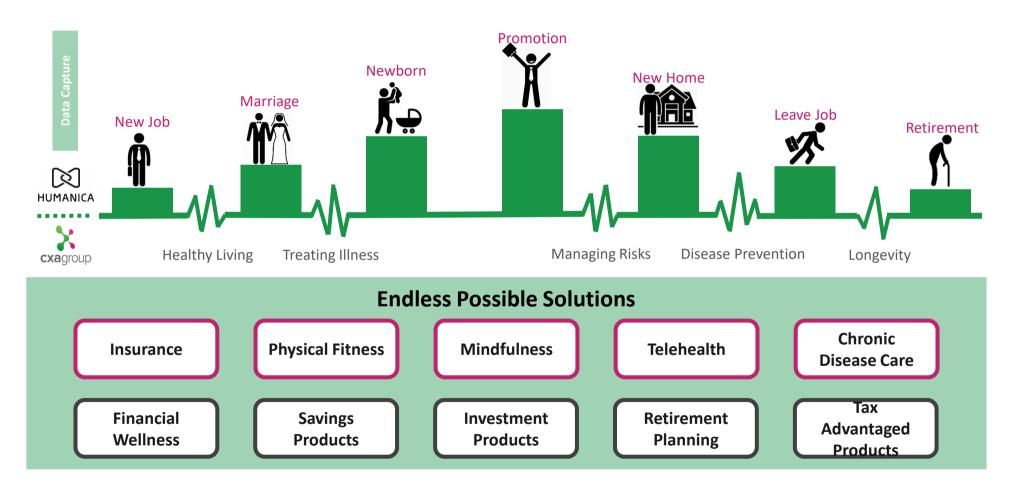






HUMANICA x CXA: Delivering Unique Values to Employer & Employee in Thailand

Personalized Solutions at Every Stage for Employees





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



Virtual Wallet



Flex Cafeteria



Wellness eMarketplace



Face-Ageing



eHRA



Better

Experience, Less Hassle

More Value

Digital Biometrics



Rewards Gamification



Learning Channel



Virtual Clinic





Benefits eEnrollment



eClaims



SignUps & eTicketing

Access to Curated Health & Wellness Products at a Discount



Conicle Product

Conicle Platform is the revolutionized enterprise-class HRD and learning solutions to empower organization and people Modern Learning Platform

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

Anywhere Anytime On-the-Go Ondemand



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



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



Personalized

Progress Tracking Skill Gap Analysis Learning Pathway

Conicle's Success Story





70,000+ Monthly Active Users



20+ Companies



THANKS!



Any questions?

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