

A photograph of two people standing on a dark, silhouetted cliff or rock formation. They are facing away from the camera, with their arms raised in a celebratory gesture. The sun is low on the horizon, creating a bright orange and yellow glow that silhouettes the figures. The sky is a gradient of orange and yellow. The foreground is a dark, silhouetted landscape. The overall mood is one of achievement and triumph.

HUMAN

QUARTER 1 2019

A photograph of two young men with glasses looking out a window. The man on the left is in sharp focus, resting his chin on his hand. The man on the right is slightly out of focus, also resting his chin on his hand. A diagonal line divides the image, with the left side being clearer and the right side being more blurred. The text "WHO ARE WE AND WHAT WE DO" is overlaid on the left side.

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

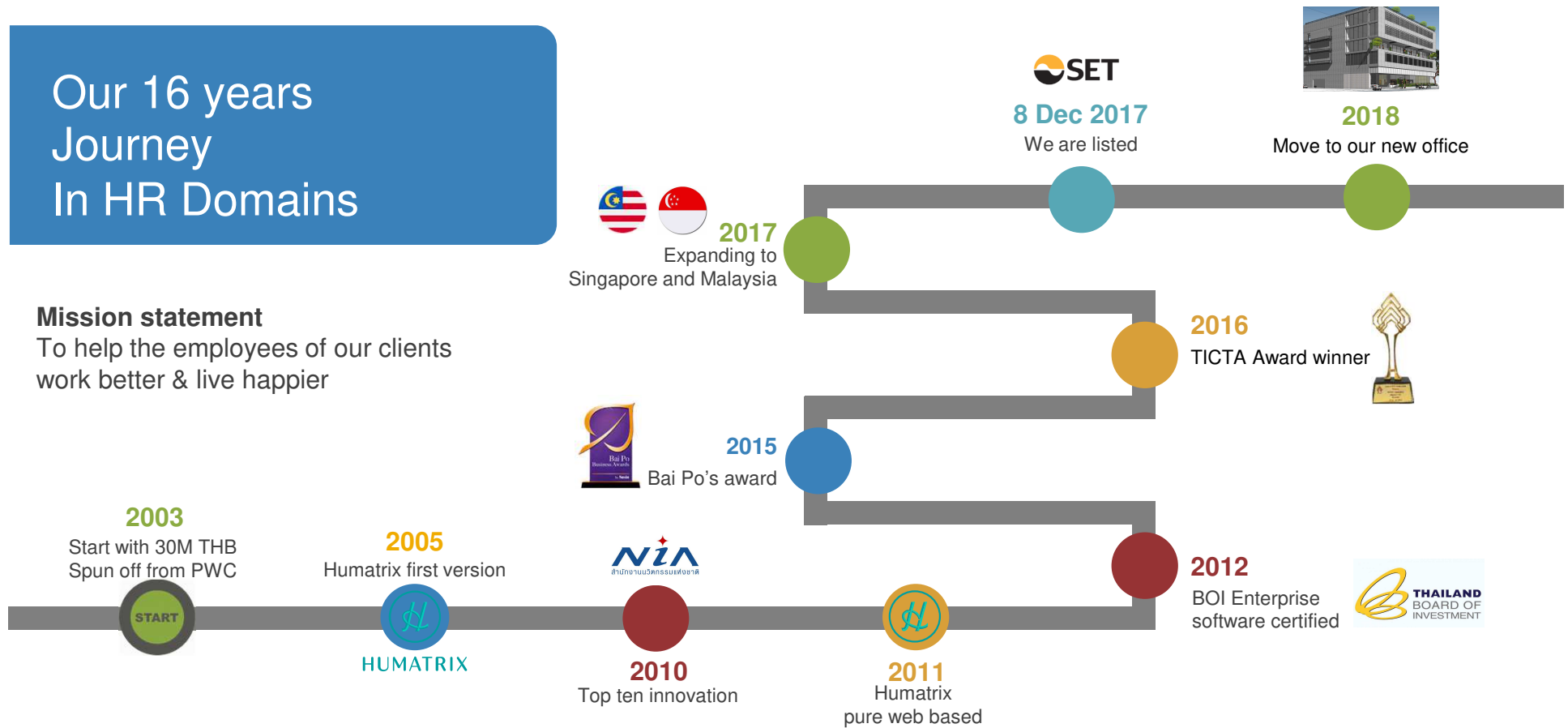
EXCELLENCE | TEAMWORK | INTEGRITY | OPENNESS

Humanica profile

Our 16 years Journey In HR Domains

Mission statement

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



THE
BIGGEST
HR SOLUTION PROVIDER
IN THAILAND

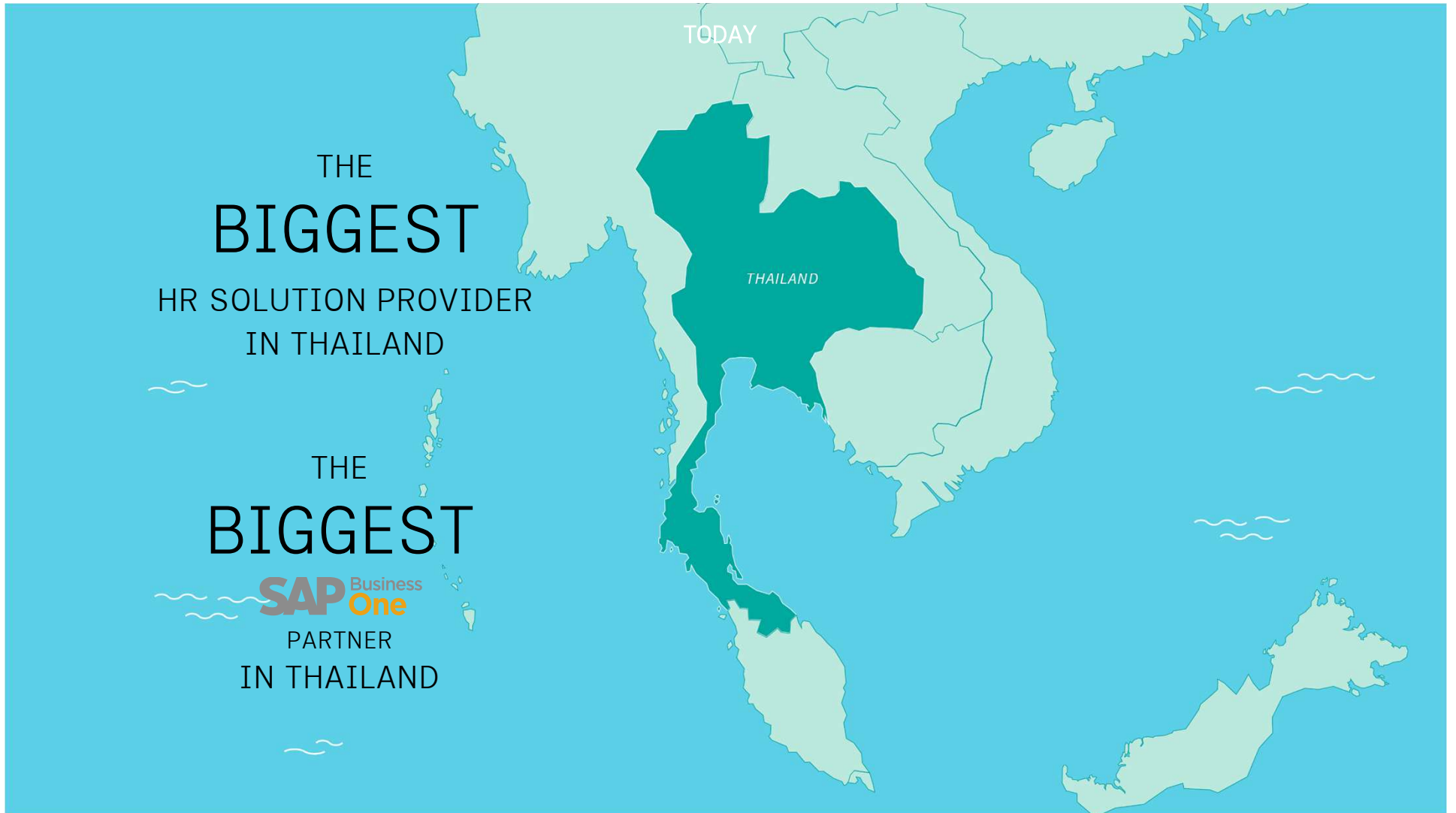
THE
BIGGEST



PARTNER
IN THAILAND

TODAY

THAILAND



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 > 300 HEADCOUNT

TODAY

THAILAND

BANGKOK

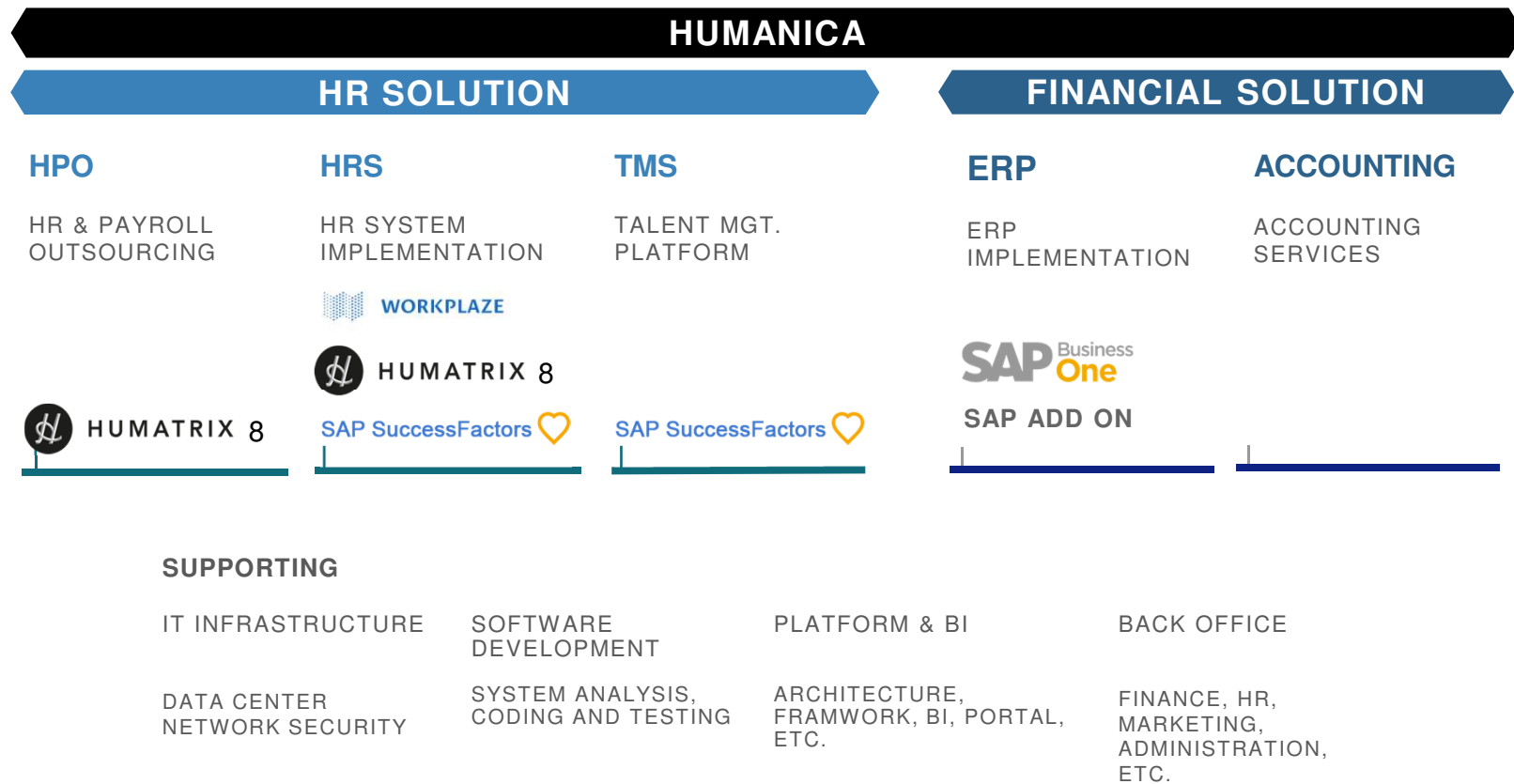
PENANG

MALAYSIA

SINGAPORE
SINGAPORE



Humanica profile





HUMATRIX



HR Solution

> 330,000 users



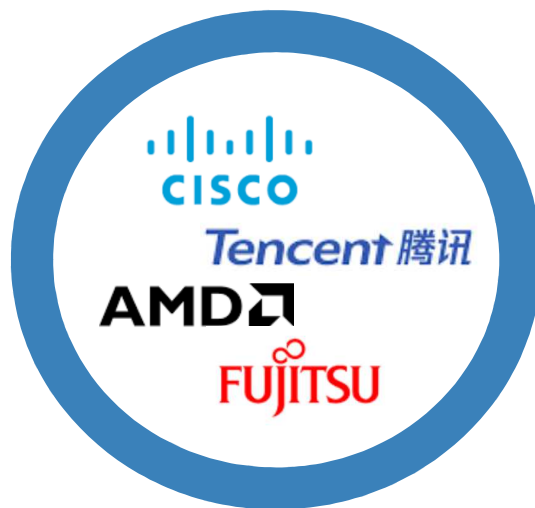
7 countries

> 360 clients

15% Fortune 500 Companies
and Companies listed in SET

Financial Solution

> 170 clients



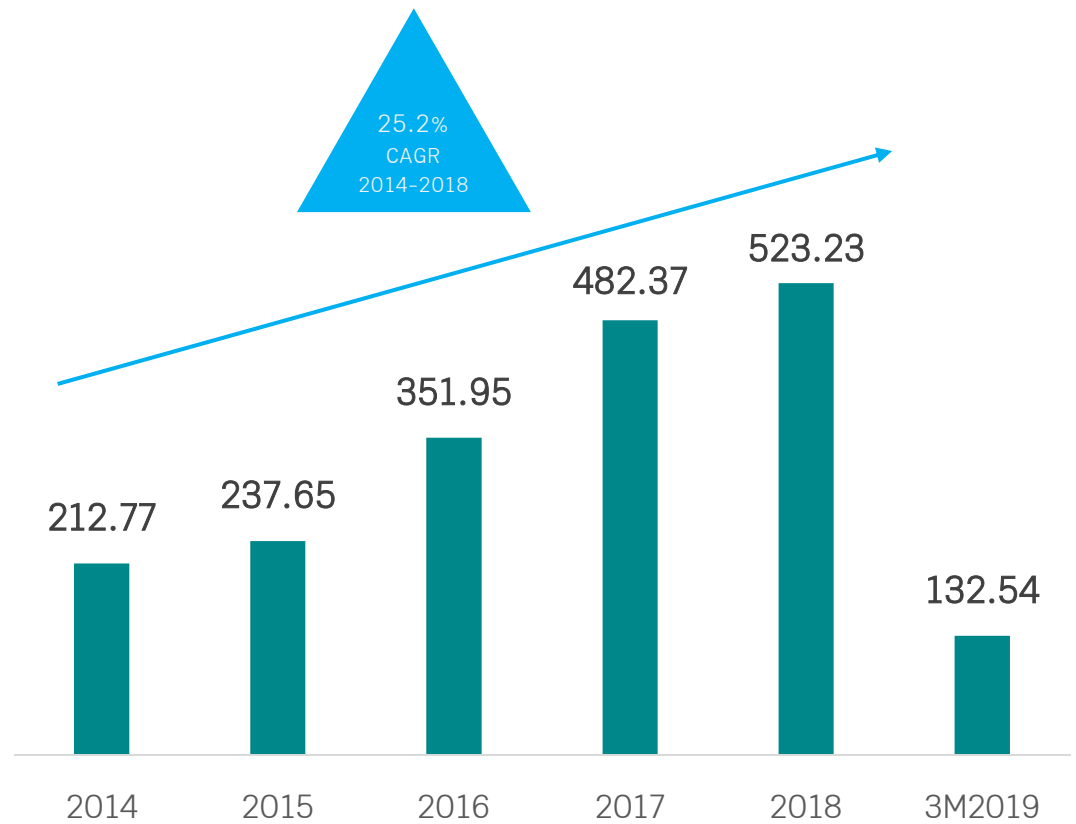
13 clients listed
in Thailand

FINANCIALS & KEYNOTES



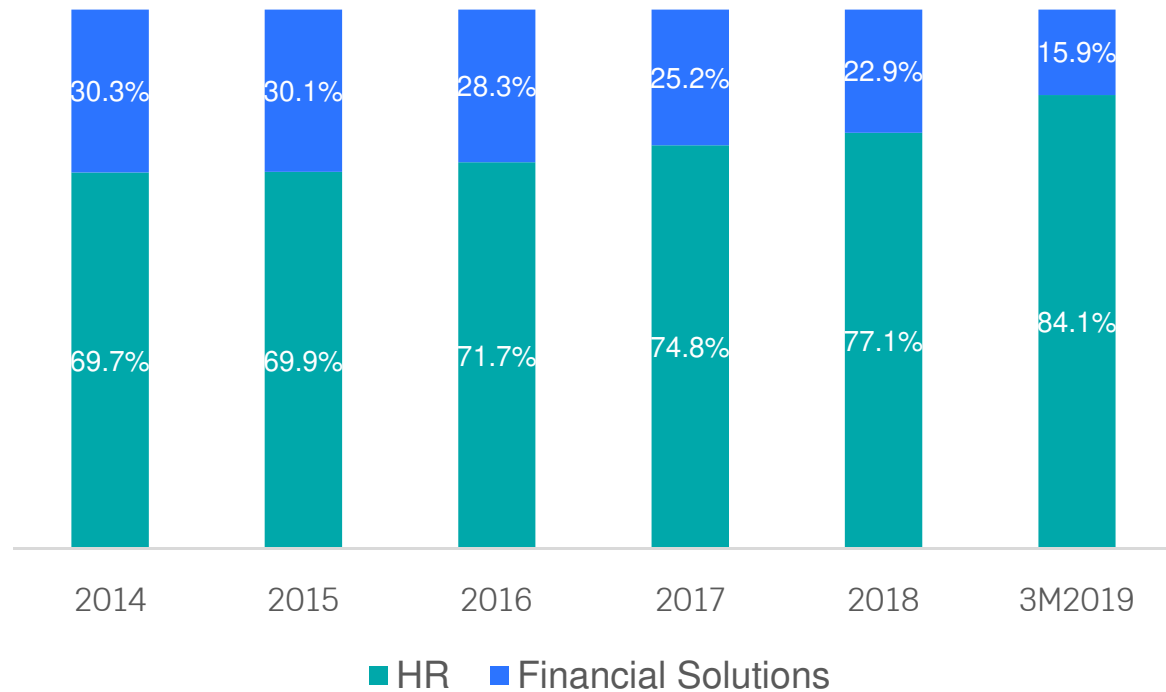
TOTAL REVENUES

Revenue grew 0.8% YoY



REVENUE BREAKDOWN

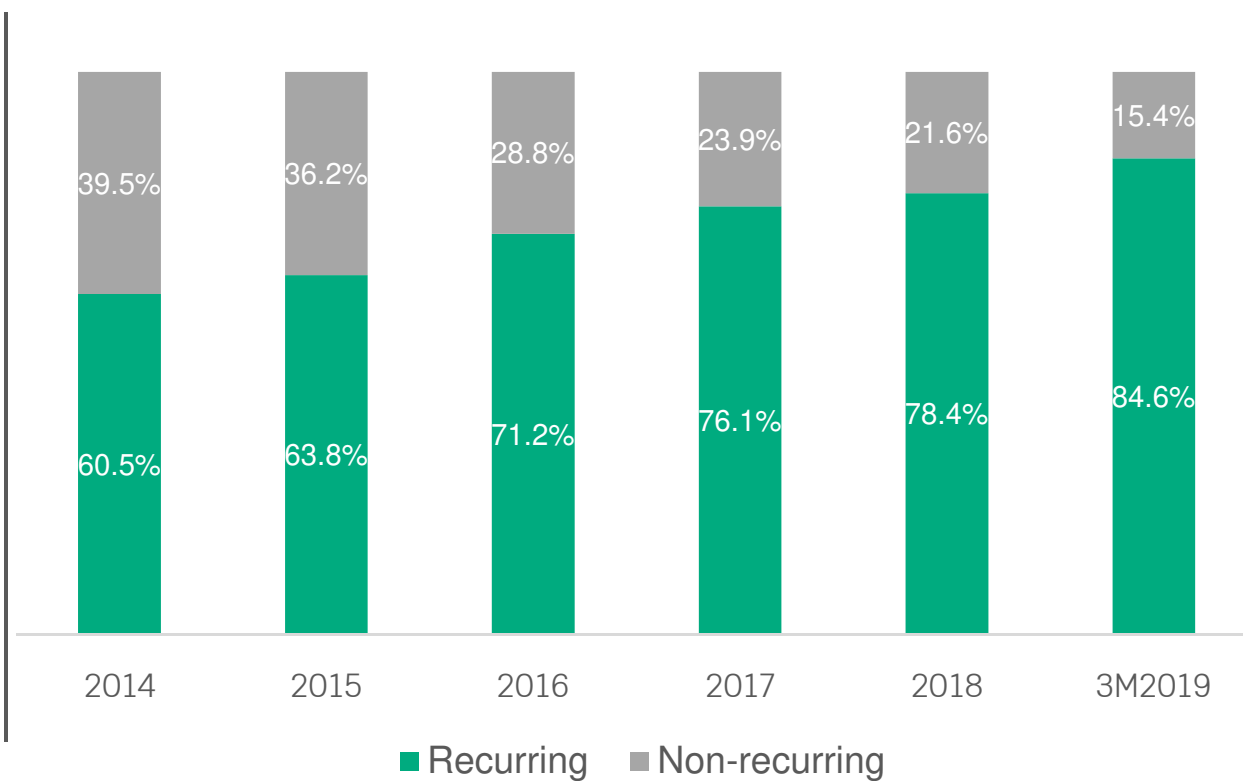
84% HR Solutions and
16% Financial Solutions



RECURRING VS NON-RECURRING

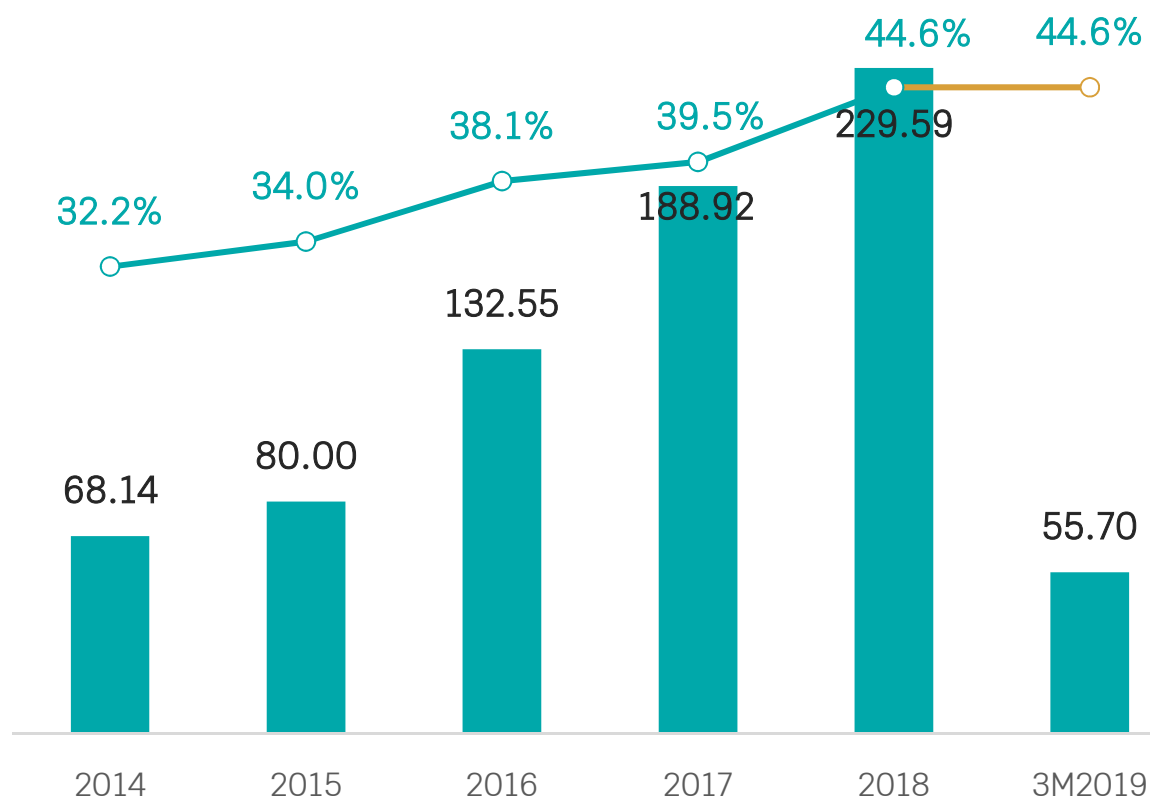
Recurring revenue was **84.6%**

Recurring revenue grew 12mb
YOY, of which:
HR Solutions +9.78mb
Financial Solutions +2.22mb

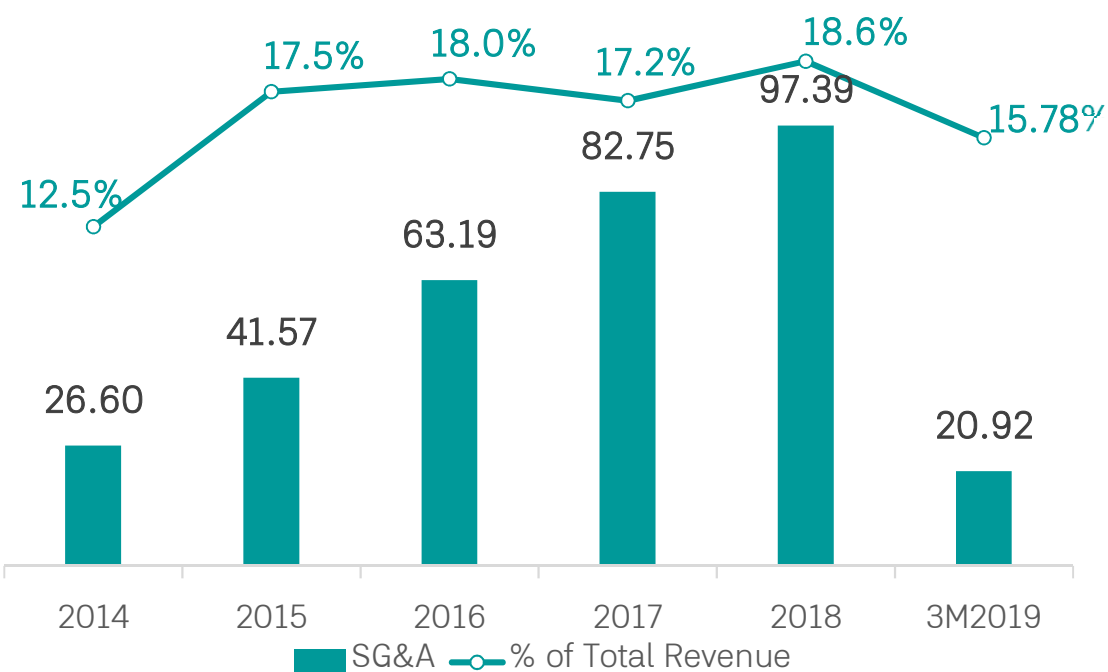
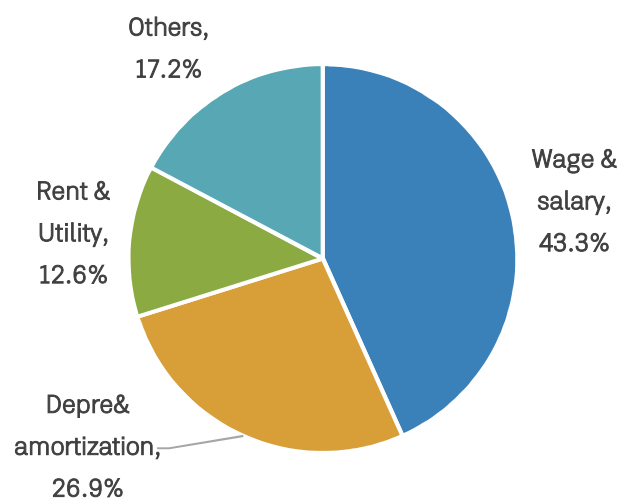


GROSS PROFIT

Gross profit margin was 44.6%, increased from 42.9% in Q1 18

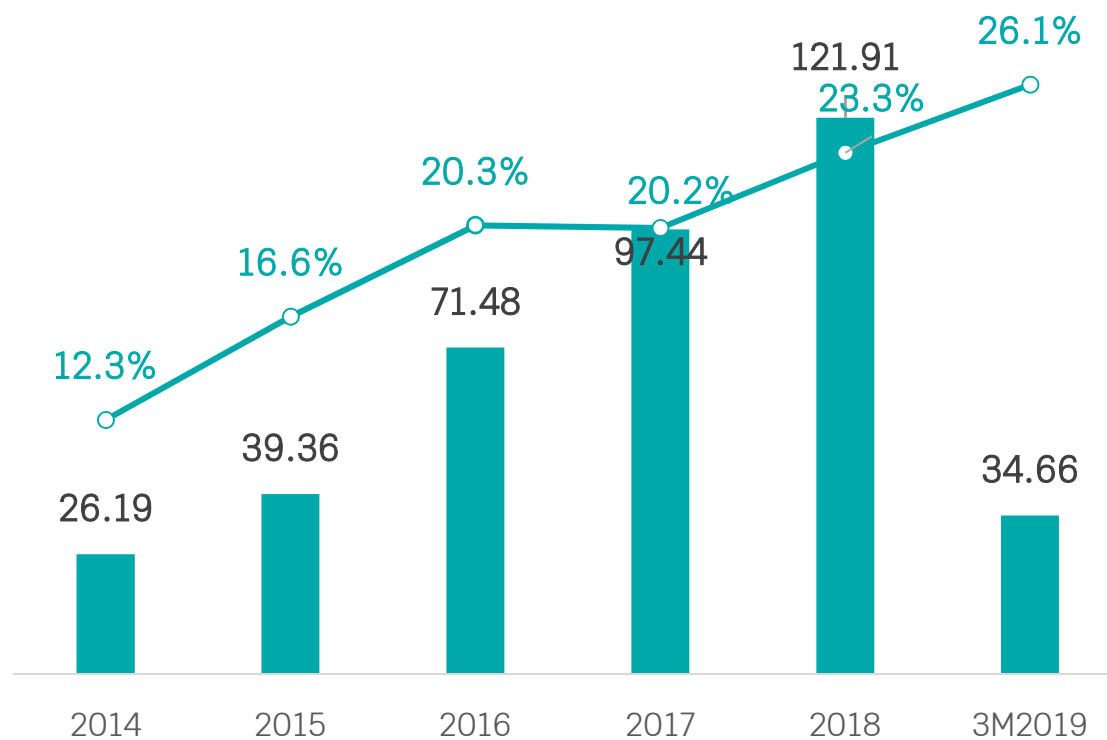


SG&A EXPENSES TO TOTAL REVENUE



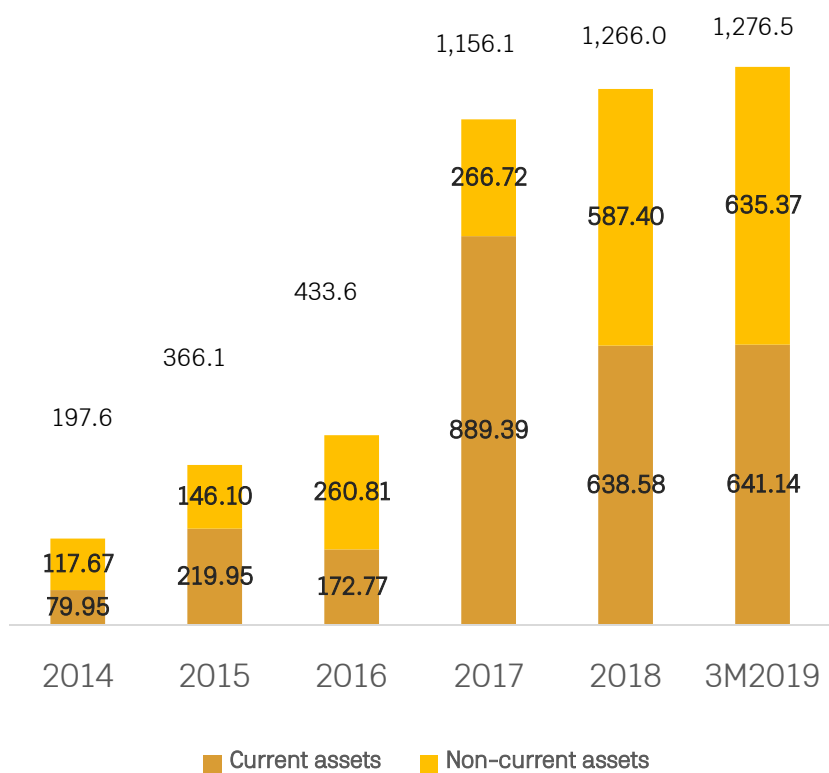
NET PROFIT

Net profit margin was
26.1%, increased from
22.3% YOY

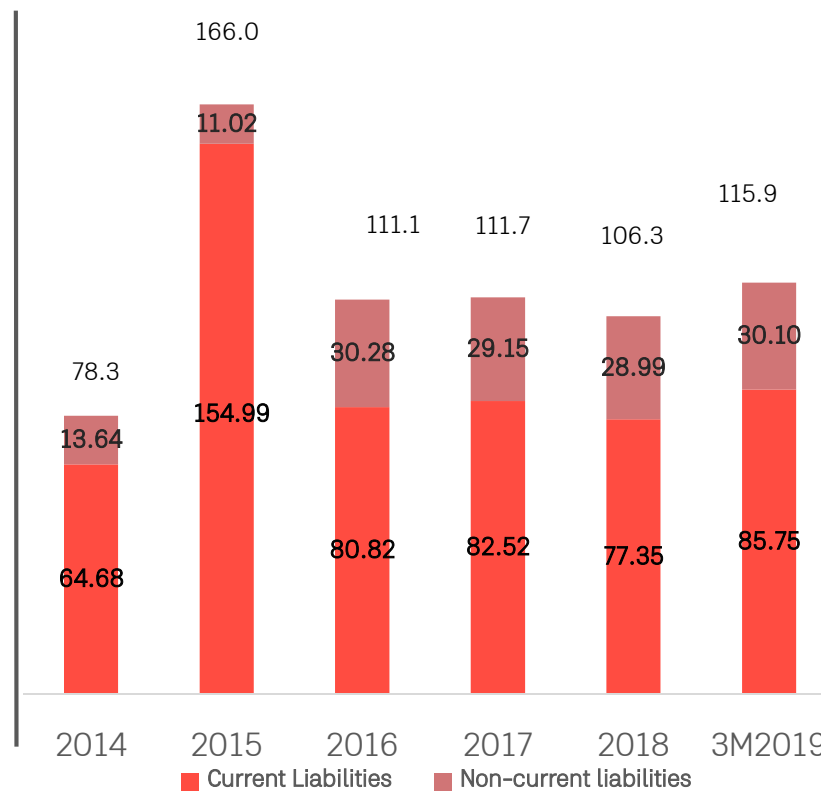


ASSETS AND LIABILITIES

Assets

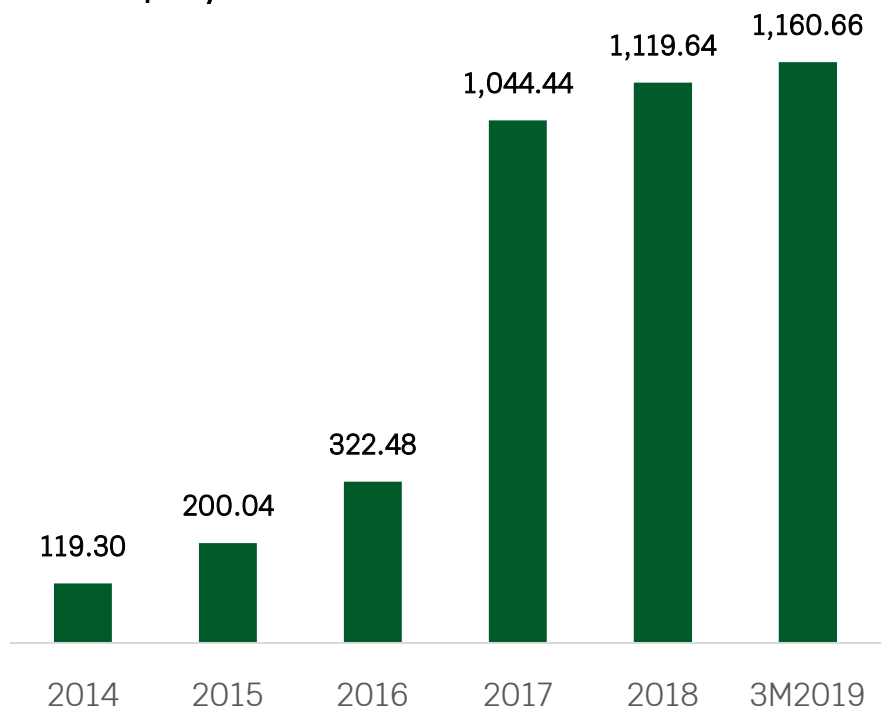


Liabilities

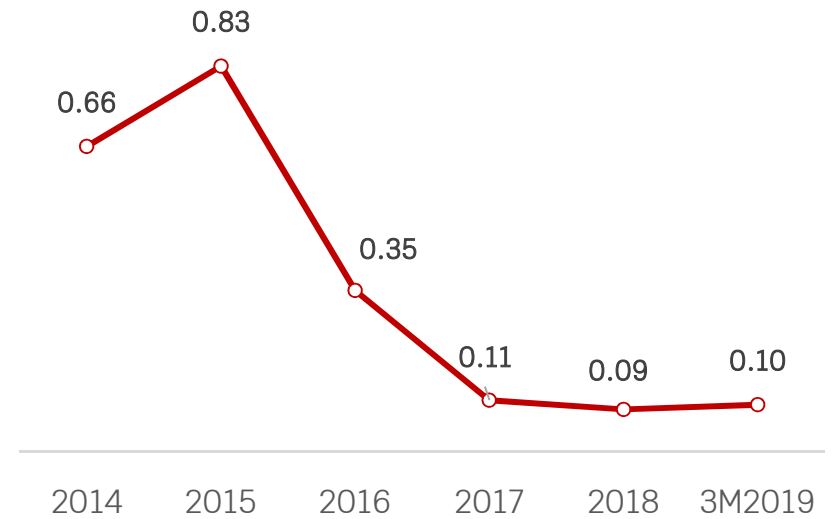


EQUITY AND LIABILITIES TO EQUITY RATIO

Equity

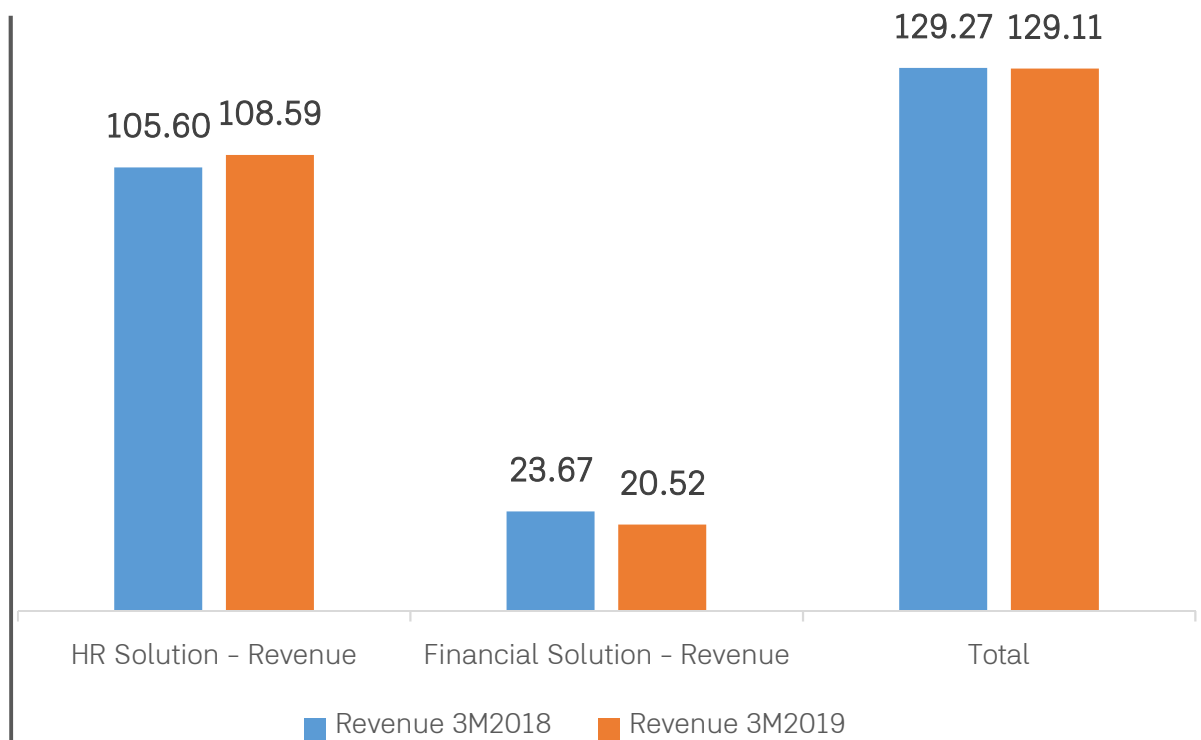


Liabilities to Equity Ratio



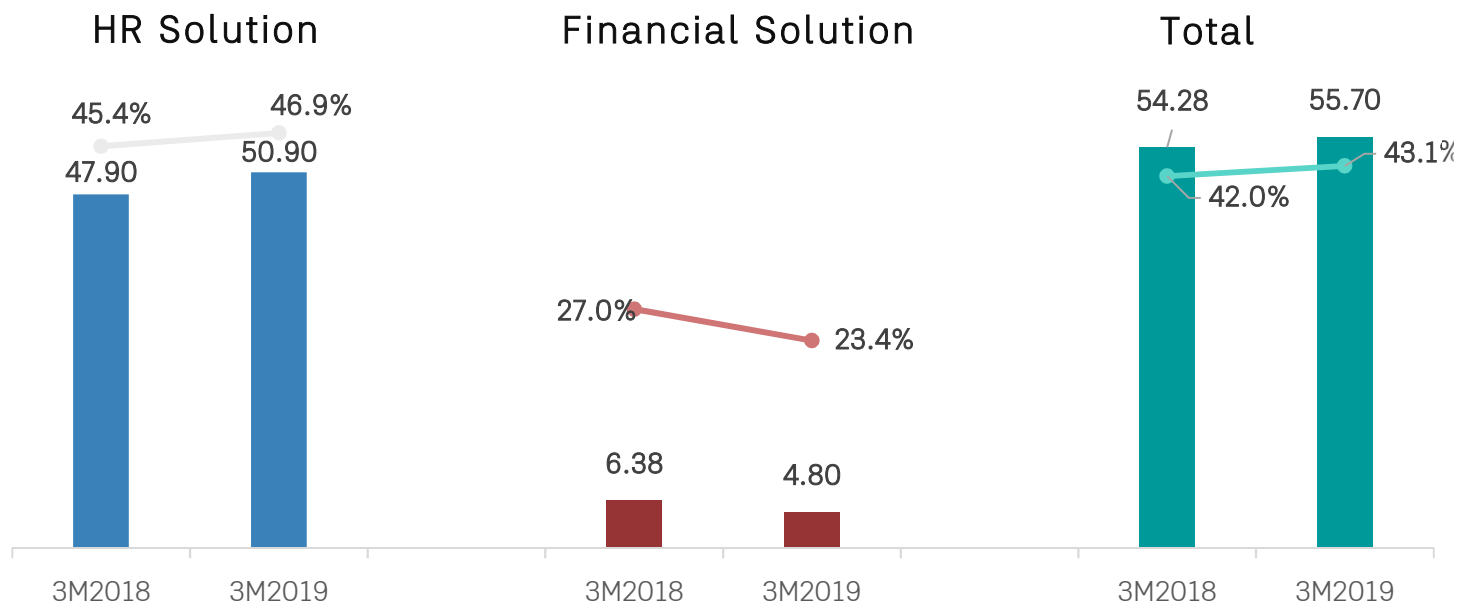
REVENUE BY SEGMENT

Revenue for HR Solution increased by 2.7% YoY while revenue for financial solution decreased by 12.7%.



GROSS MARGIN BY SEGMENT

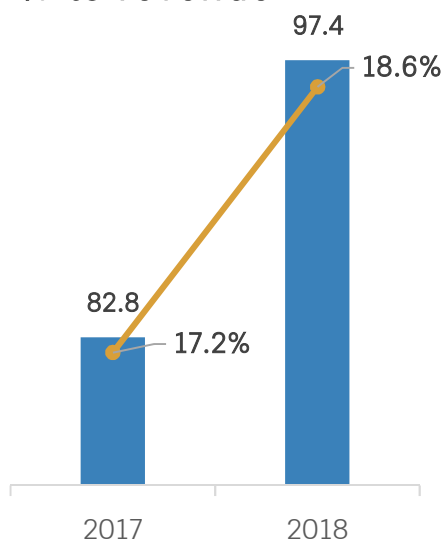
Year-on-year comparison



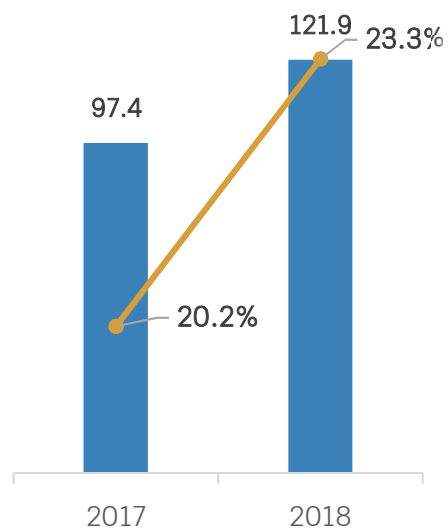
OTHER STATISTICS

Year-on-year comparison

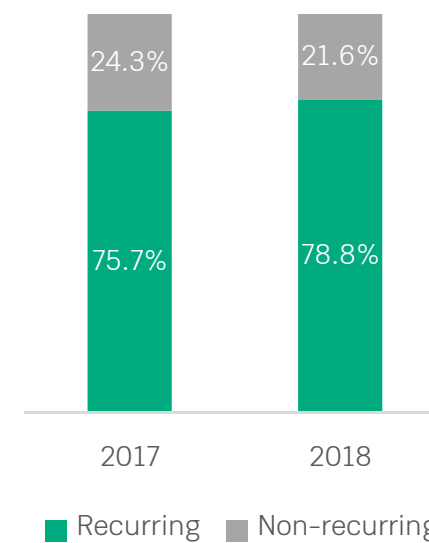
SG&A and its
% to revenue



Net Profit & Net Profit
Margin



Recurring Vs Non-
recurring revenue



BALANCE SHEET

Unit : Million Baht	31 Dec 2014	31 Dec 2015	31 Dec 2016	31 Dec 2017	31 Dec 2018	31 Mar 2019
Cash	19.77	151.36	46.27	88.14	111.34	134.07
Account receivables	55.68	64.96	120.55	138.48	118.32	153.42
Investments	-	-	-	650.08	669.79	669.62
Fixed assets	18.48	16.71	34.10	31.95	51.21	46.61
Intangible assets	28.01	22.65	162.01	151.56	160.62	154.01
Computer software under development	58.22	83.04	6.03	21.46	12.03	15.01
Other assets	17.46	27.33	64.62	74.44	102.68	103.77
Total assets	197.62	366.05	433.58	1,156.11	1,225.99	1,276.51
Account payables	31.49	40.77	63.65	66.12	58.91	63.04
Loan from related parties	20.00	107.93	-	-	-	-
Other liabilities	26.84	17.32	47.45	45.55	47.43	52.81
Total liabilities	78.33	166.02	111.10	111.67	106.34	115.85
Total equity of major S/H	119.29	200.03	320.99	1,044.44	1,119.65	1,160.66
Minority interest	-	-	1.49	-	-	-
Total equity	119.29	200.03	322.48	1,044.44	1,119.65	1,160.66

INCOME STATEMENT

Unit : Million Baht	2014	2015	2016	2017	2018	3M2019
Sales and service income	211.43	235.59	347.68	478.88	515.11	129.11
Other income	1.34	2.06	4.27	3.50	8.12	3.43
Total revenues	212.77	237.65	351.95	482.38	523.23	132.54
Cost of sales and services	143.63	156.36	215.13	289.96	285.52	73.41
SG&A	28.24	43.15	63.19	82.75	97.39	20.92
EBIT	30.14	43.90	72.13	109.66	140.32	38.21
Net Profit	26.19	39.36	71.48	97.45	121.91	34.66
EBITDA	41.56	57.24	98.98	155.43	186.68	50.67

KEY PERFORMANCE RATIOS

Financial Ratios		2014	2015	2016	2017	2018	3M2019
Gross margin (sales & services)	%	32.2%	34.0%	38.1%	39.4%	44.6%	44.6%
Operating margin	%	13.6%	15.3%	19.5%	22.2%	25.7%	26.9%
Net profit margin	%	12.3%	16.6%	20.3%	20.2%	23.3%	26.1%
ROE	%	25.6%	24.7%	27.4%	14.3%	11.3%	6.1%
ROA	%	14.2%	14.0%	17.9%	12.3%	10.2%	5.5%
Liquidity ratio	Times	1.2	1.4	2.1	10.8	8.3	7.5
Account receivable turnover	Times	4.5	6.4	5.8	5.0	5.0	4.5
Average collection period	Days	80.7	56.6	62.1	62.0	71.9	80.5
Account payable turnover	Times	11.8	6.2	6.2	6.0	6.9	14.2
Average payment period	Days	30.4	57.7	57.9	12.5	52.5	25.4
Cash cycle	Days	50.2	-1.1	4.2	49.5	19.5	55.1
Earnings per share	Bt	4.95	7.33	0.58	0.27	0.18	0.05
Book value per share	Bt	22.3	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.

NEW BUSINESSES



ENGAGING 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

Smart Corp.
12:30



Attendance
07:12



Leave



Request
13



Great Day
3



What I did great today...



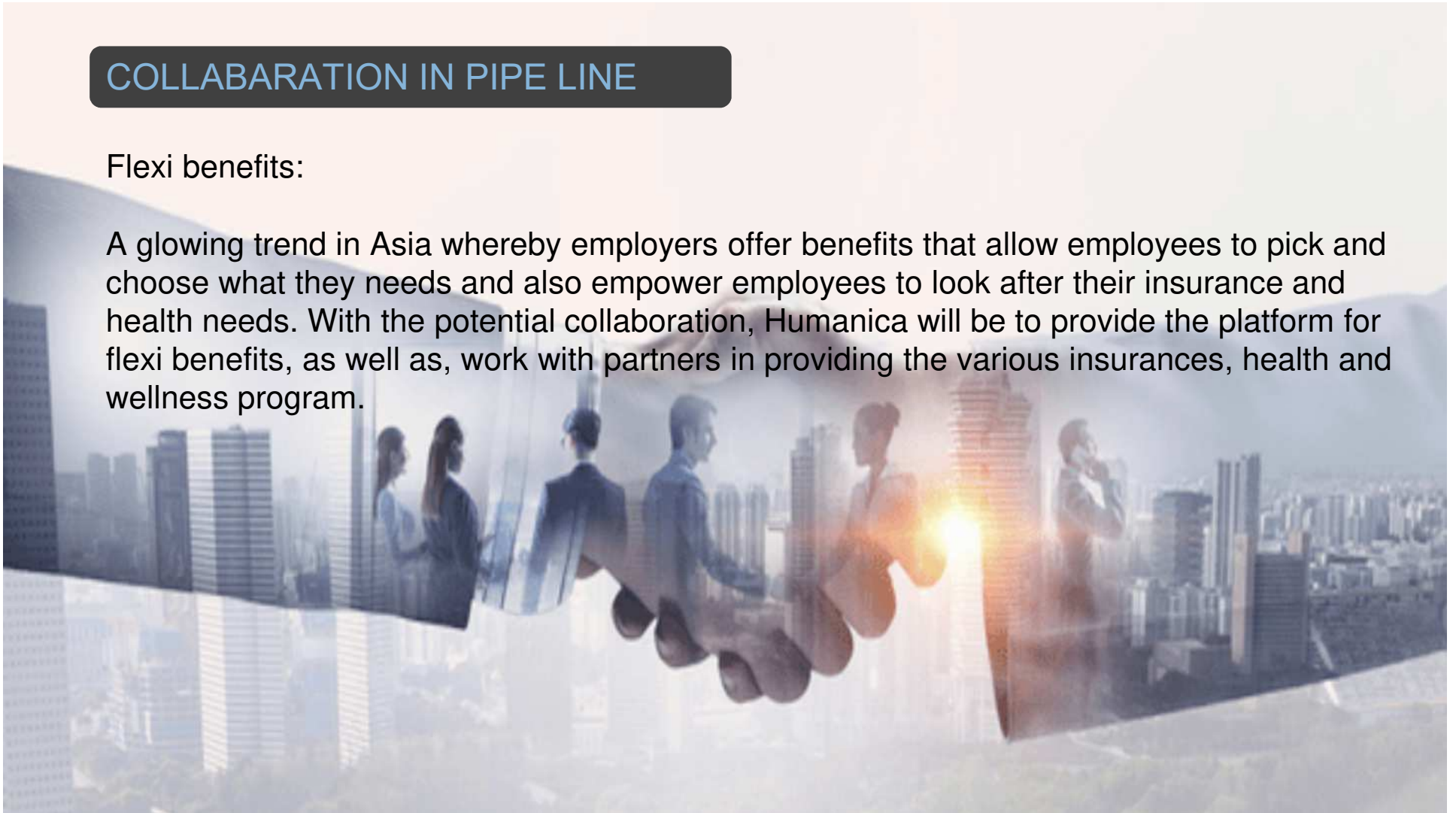
Amanda Amelia
7 minutes ago

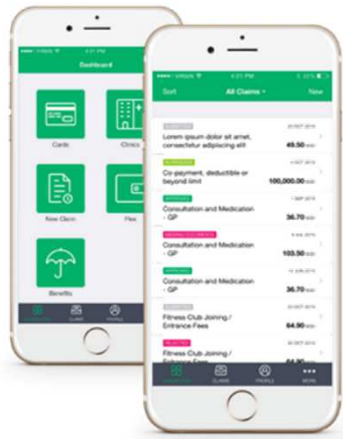
Approved your leave request from 12 Dec to

COLLABARATION IN PIPE LINE

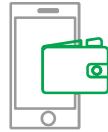
Flexi benefits:

A glowing trend in Asia whereby employers offer benefits that allow employees to pick and choose what they needs and also empower employees to look after their insurance and health needs. With the potential collaboration, Humanica will be to provide the platform for flexi benefits, as well as, work with partners in providing the various insurances, health and wellness program.





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

Choose your own Package!

Benefits are tailored to fit individual needs and goals

Group Term Life

**12x Basic
Monthly Salary**
Price: SGD56.71

**24x Basic
Monthly Salary**
Price: SGD114.49

**36x Basic
Monthly Salary**
Price: SGD172.27

Group Hospitalization

4 Bed
Price: SGD194.74

2 Bed
Price: SGD218.28

1 Bed
Price: SGD325.28

Add Dependant ▼

Add Dependant ▼

Add Dependant ▼

Personal Insurance

Standard Plan
Price: SGD 100

Enhanced Plan
Price: SGD 120

Superior Plan
Price: SGD 150

Wallet

You now have
2,314.32

[Account Info](#)

• Benefits Spent 891.44 SGD

Balance :

1,422.88 SGD

Checkout

All prices include GST

Benefits eEnrollment

p
to
p
to
C







SCB Abacus partners with HR company Humanica for AI-powered lending platform

Corporate February 12, 2019 15:31

JMart joins Humanica on employee loan plan

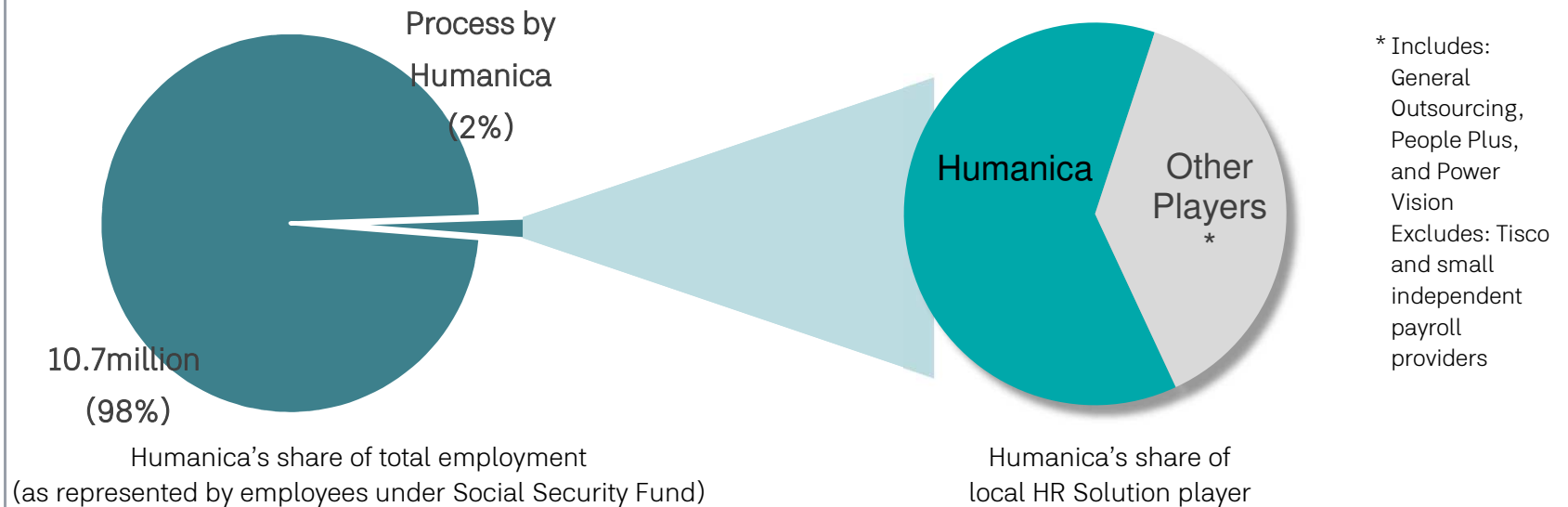


From left J Ventures chief executive Thanawat Lertwattanak, Humanica chief executive Soontorn Dentham, DeepSparks co-founder Taweechai Pureetip and J Fintech chief executive Kitipat Chollavuth.

MARKET OUTLOOKS



HUMANICA DOMINATES THE PAYROLL OUTSOURCING MARKET,
ALTHOUGH STILL REPRESENT ONLY 2% OF TOTAL POTENTIAL MARKET



Source: Social Security Fund

LARGEST 50 LISTED COMPANIES IN THAILAND WHO IS STILL PROCESSING THEIR OWN PAYROLL

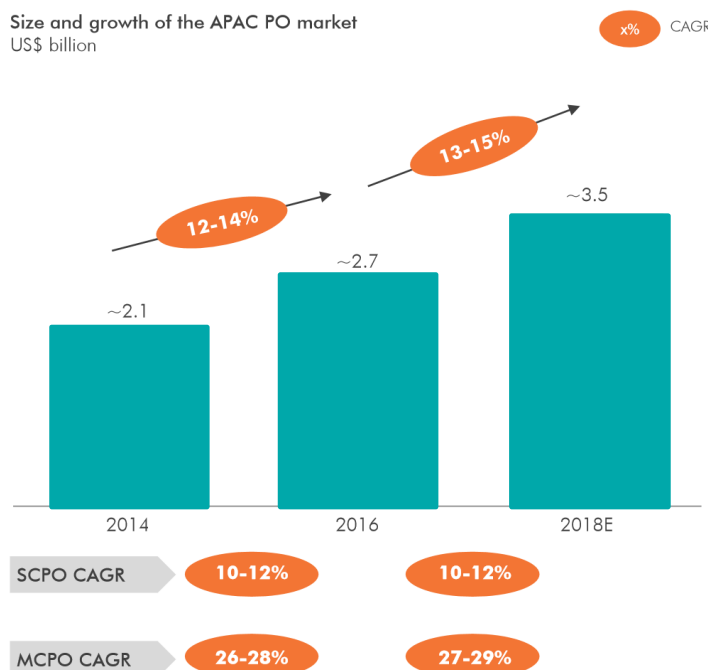
#	Companies	Humanica's client	Competitor's client
1	PTT		
2	The Siam Cement		
3	Thai Beverage		
4	Airports of Thailand		
5	The Siam Commercial Bank		
6	CP ALL		
7	Advanced Info Service		
8	Kasikornbank		
9	PTT Exploration and Production		
10	Bangkok Bank		
11	PTT Global Chemical		
12	Bangkok Dusit Medical Services		
13	Bank of Ayudhya		
14	Krung Thai Bank		
15	Central Pattana		
16	True Corporation		
17	Charoen Pokphand Foods		
18	Berli Jucker		
19	Intouch Holdings		
20	Indorama Ventures		
21	Big C Supercenter		
22	Siam Makro		
23	Thai Oil		
24	Minor International		
25	Bumrungrad Hospital		

#	Companies	Humanica's client	Competitor's client
26	Home Product Center		
27	Glow Energy		
28	Land and Houses		
29	Bangkok Expressway and Metro		
30	Electricity Generating		
31	IRPC		
32	TMB Bank		
33	Delta Electronics		
34	Thai Union Group		
35	Energy Absolute		
36	Total Access Communication		
37	Banpu		
38	BTS Group		
39	Bangkok Life Assurance		
40	Banpu Power		
41	Ratchaburi Electricity Generating		
42	Robinson Department Store		
43	Muangthai Leasing		
44	Siam City Cement		
45	KCE Electronics		
46	Siam Global House		
47	Kiatnakin Bank		
48	Thanachart Capital		
49	Carabao Group		
50	Star Petroleum		

Payroll only
 Software only
 Payroll and software

SIZE & GROWTH OF PAYROLL OUTSOURCING MARKET IN APAC

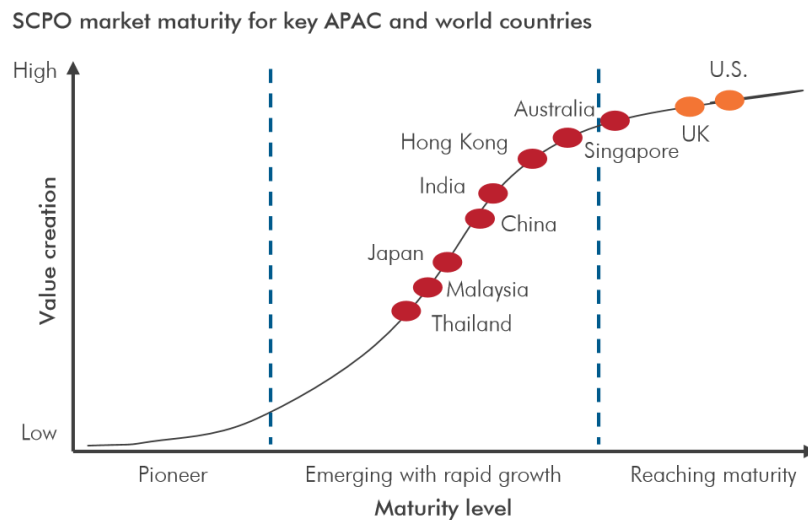
Size and growth of the APAC PO market
US\$ billion



Source – Everest Group: Payroll Outsourcing in Asia Pacific 2017

- High growth in APAC Payroll Outsourcing market is expected to hold steady.
- Buyer approach moves towards payroll technology.
- Companies in Asia traditionally see payroll as administrative. This is changing due to higher compliance costs.
- Market is moving in favour of Multi-Countries Payroll Outsourcing (MCPO) as it helps companies to standardize its operation.
- Expect MCPO to grow more rapidly than Single Country Payroll Outsourcing (SCPO).

MATURITY LEVEL OF PAYROLL OUTSOURCING



Source – Everest Group: Payroll Outsourcing in Asia Pacific 2017

- Companies in more countries see values in payroll outsourcing.
- Shift from traditional software on premises to BPaaS – Business Process as a Service.

THANKS!

Any questions?



You can find me at

- Soontorn.D@humanica.com
- www.humanica.com

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