

H U M A N I C A

2019



VISION

*We are a family of talents who share the same passion in delivering **world-class products** and services.*

Innovating today, to meet tomorrow's unrecognized needs.



MISSION

*Helping People in Our
Virtual Community
Work Better
& Live Happier*

OUR 17 YEAR 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



2016
TICTA
Award Winner



2017
Expanded to Singapore
& Malaysia



2017
Listed in SET



2018
Moved to new building
at Rongmuang



480+

PROFESSIONAL STAFF



70+

TECHNICAL EXPERTS



3,000+

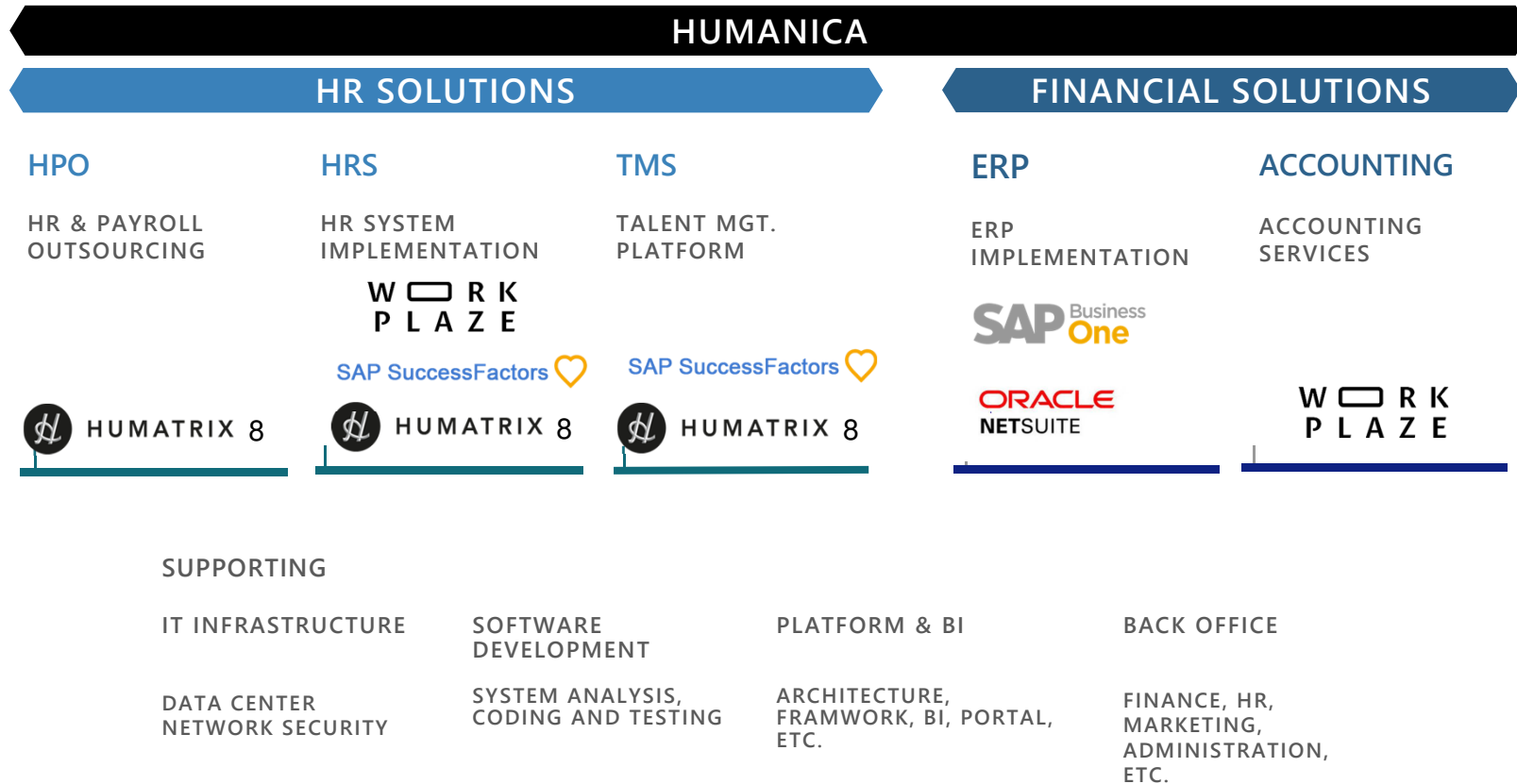
COMPANIES ENTRUSTED



700,000+

HEADCOUNTS SERVED

Humanica profile



HR Solutions

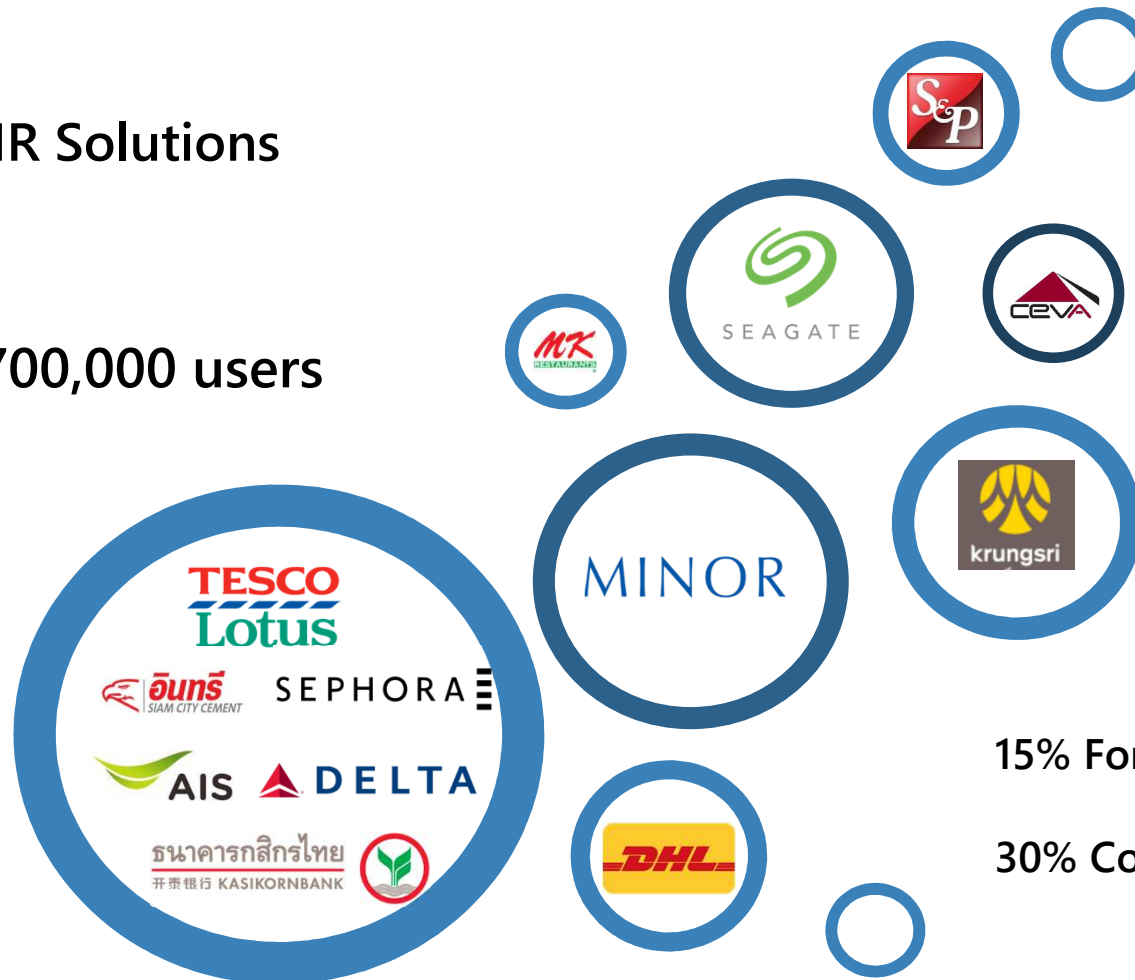
> 700,000 users

7 countries

> 3,500 clients

15% Fortune 500 Companies

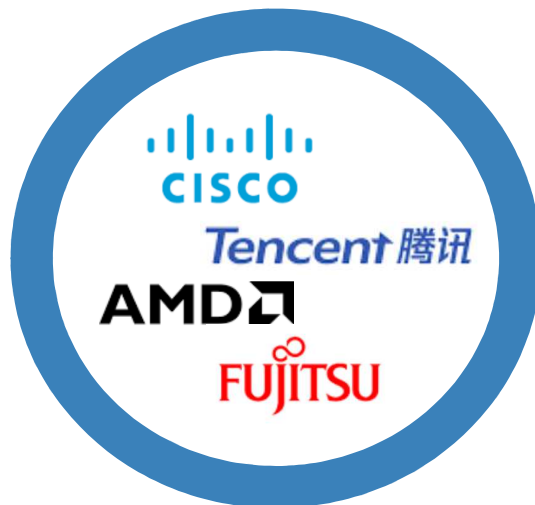
30% Companies listed in SET



Financial Solutions

> 170 clients

13 clients listed
in Thailand



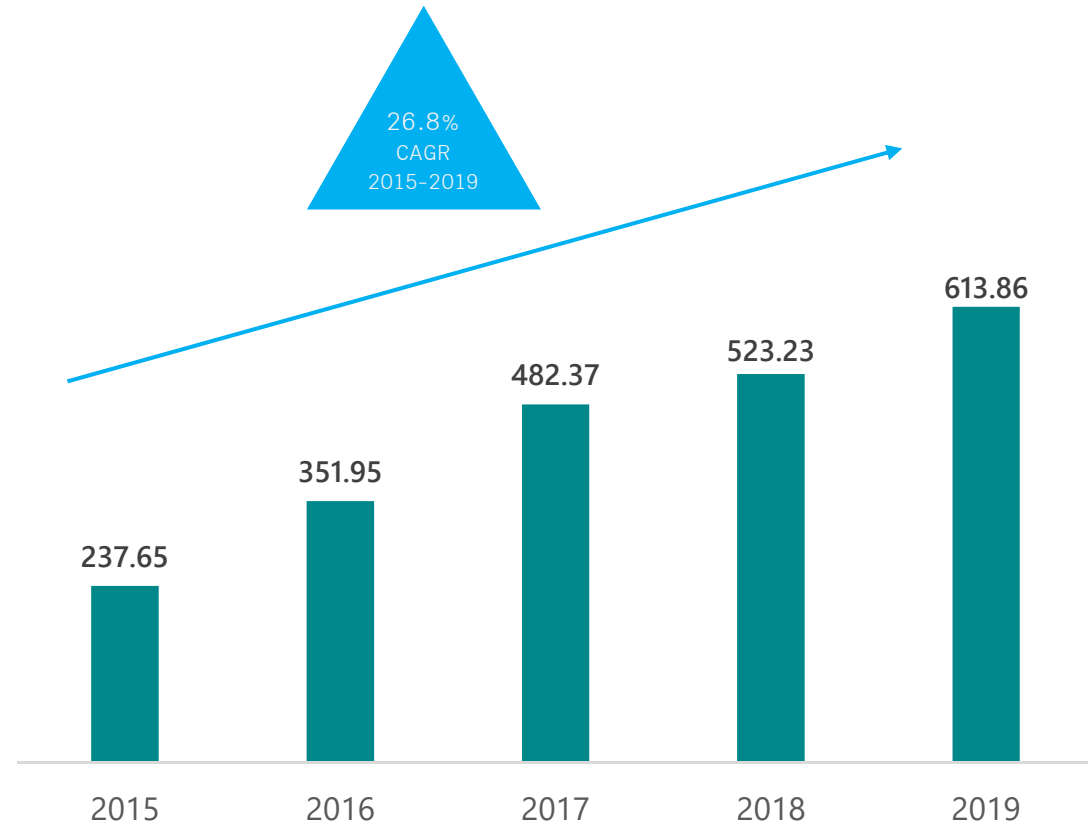
FINANCIALS & KEYNOTES



TOTAL REVENUE

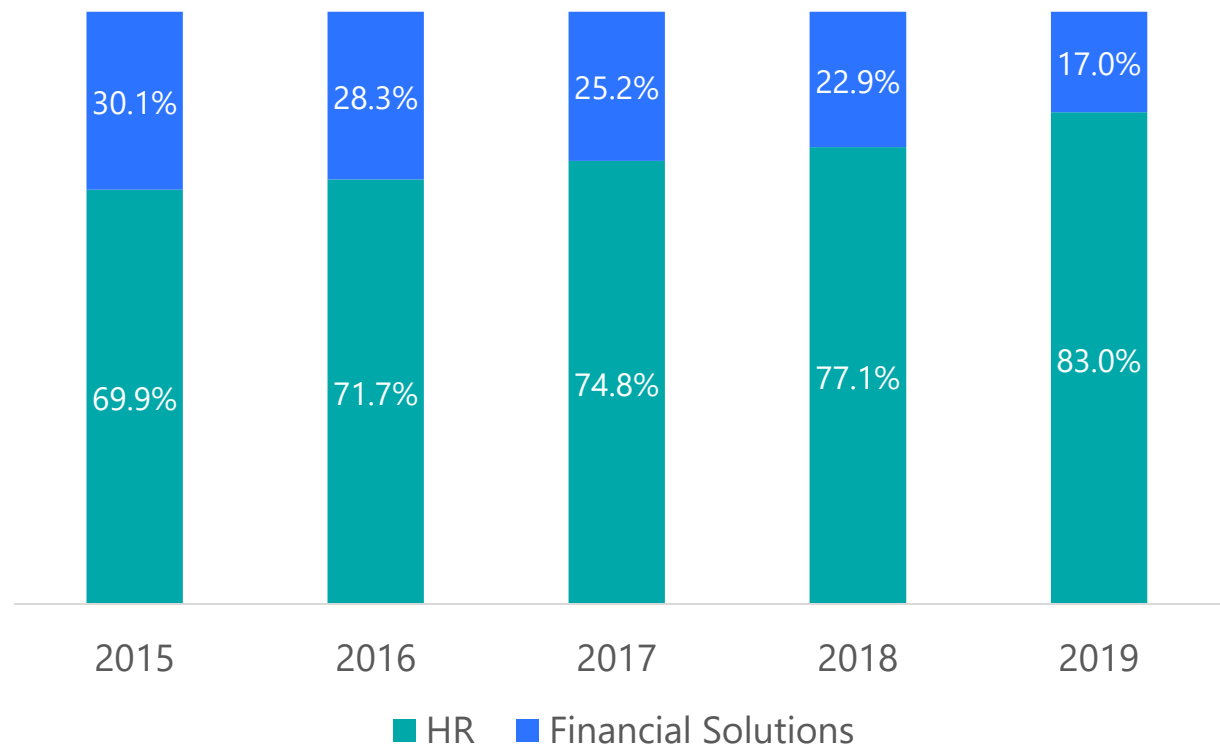
Revenue grew by 90.63mb
or 17.3% YoY

2019 - 613.86mb
2018 - 523.23mb



REVENUE BREAKDOWN

83% HR Solutions and
17% Financial Solutions

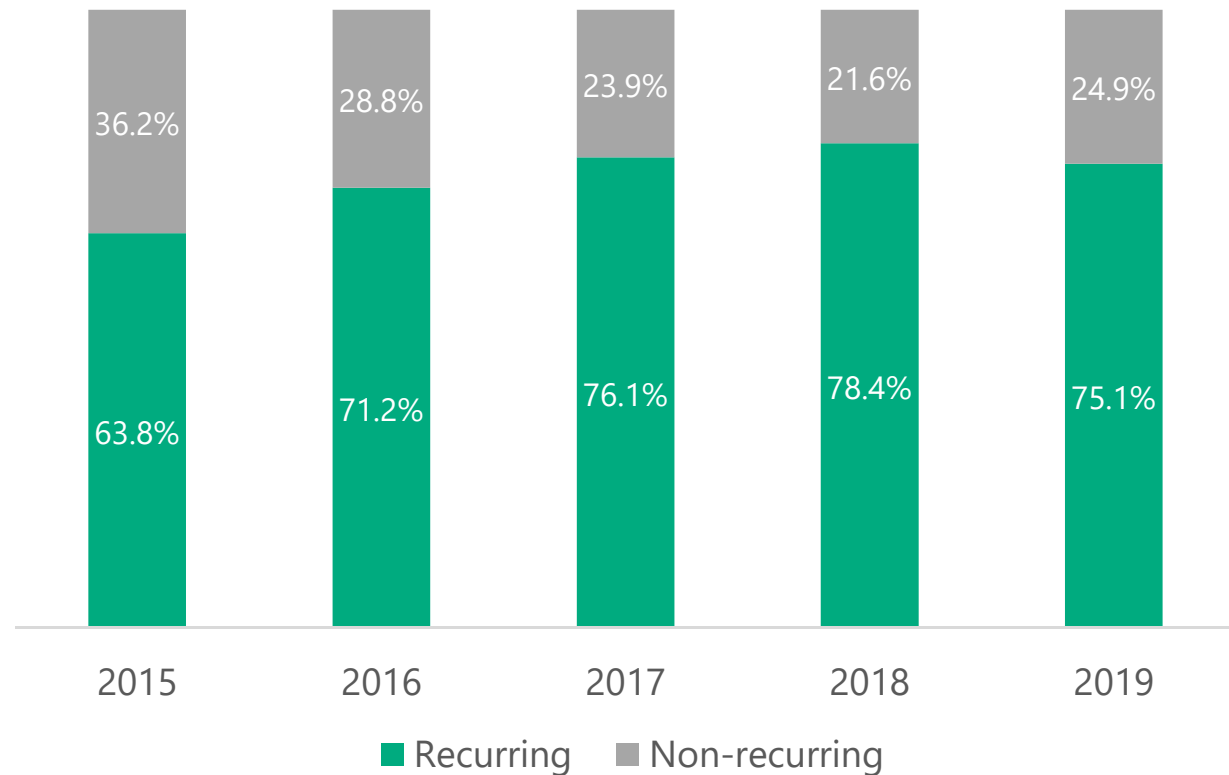


RECURRING VS NON-RECURRING

Recurring revenue was 75.1%

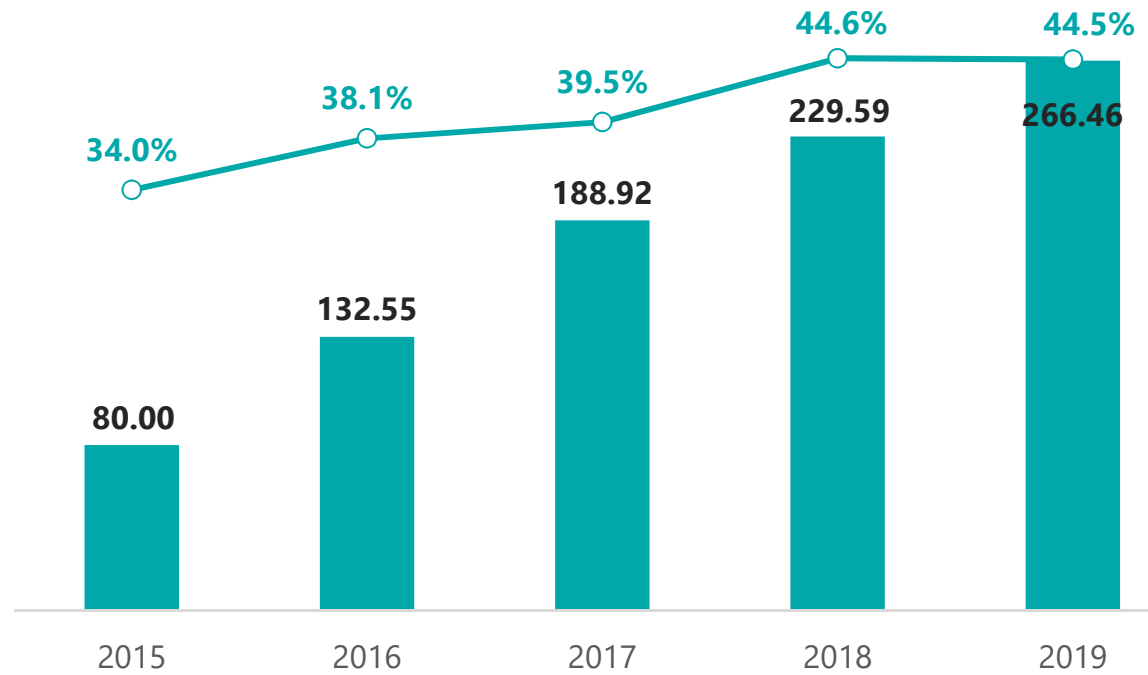
Recurring revenue grew 46.0 mb or 11.4%YOY, of which:
HR Solutions +41.7mb (12.2%)
Financial Solutions +4.3mb (7.0%)

Non-recurring revenue grew 37.7mb or 33.8% YOY, of which
HR Solutions +56.4mb (22.6%)
Financial Solutions -18.7mb (-33.3%)

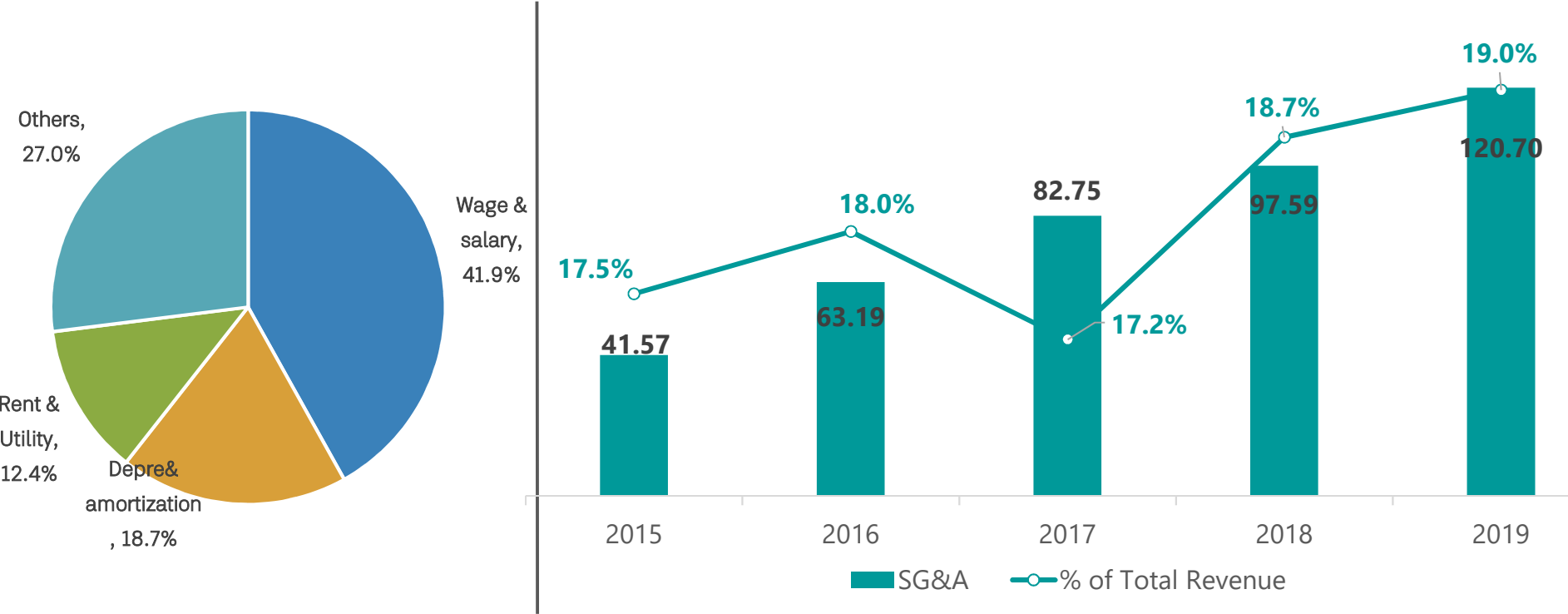


GROSS PROFIT

Gross profit margin was constant at 44.5% compared to 44.6% in 2018



SG&A EXPENSES TO TOTAL REVENUE

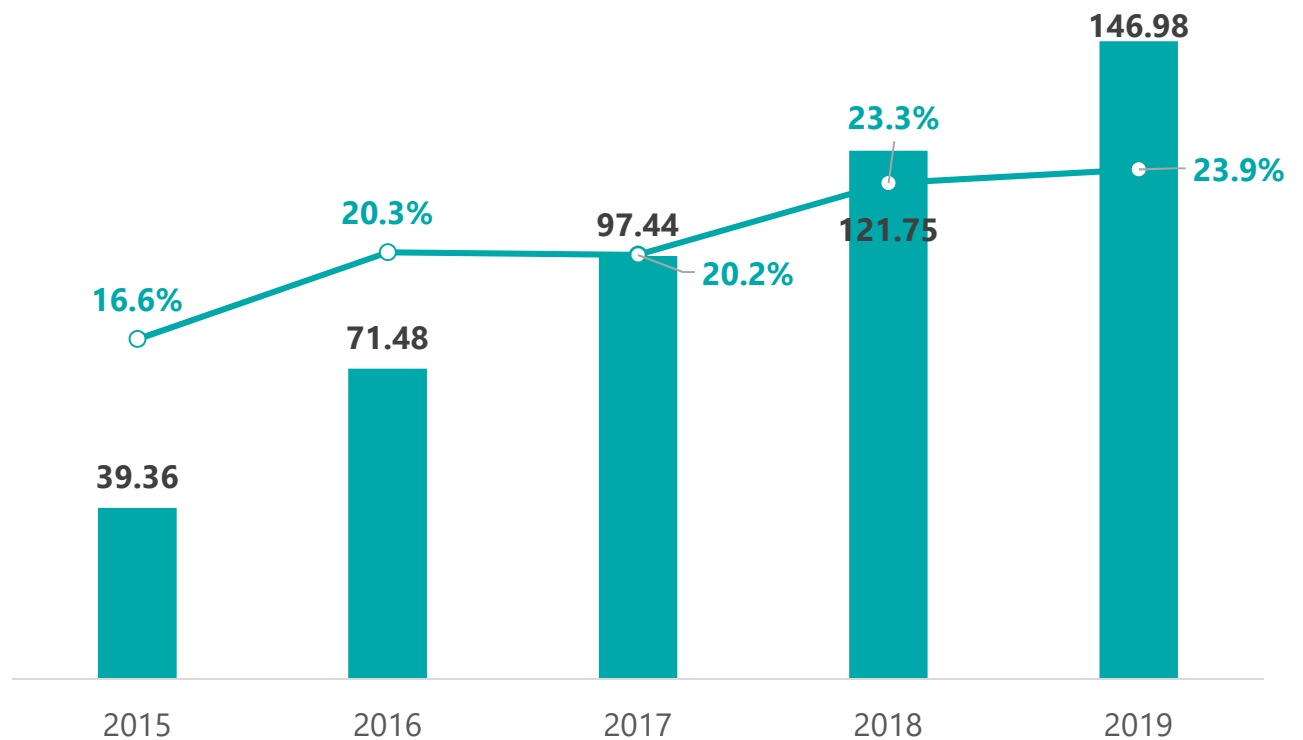


NET PROFIT

Net profit margin was 23.9%, slightly increased from 23.3% in 2018.

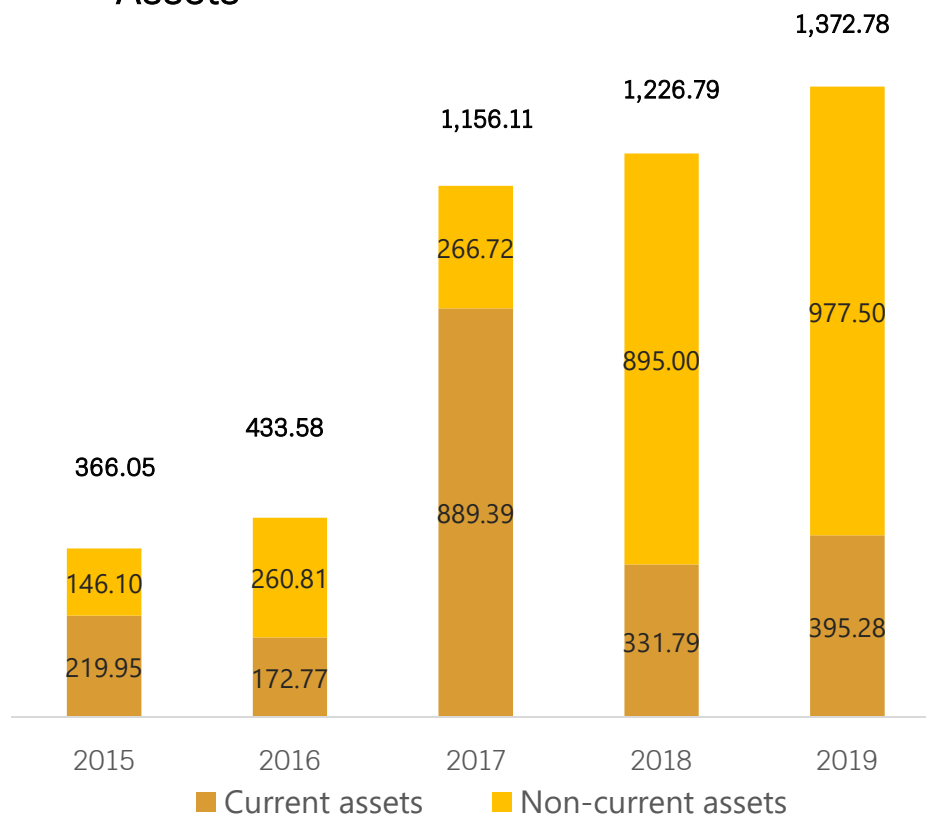
Net margin was affected by

1. one-time impact of increase in provision for retirement benefits of 3.7mb
2. exchange losses due to strengthening of Baht of 2.4mb
3. In 2018, we booked a debt written back of 4.7mb

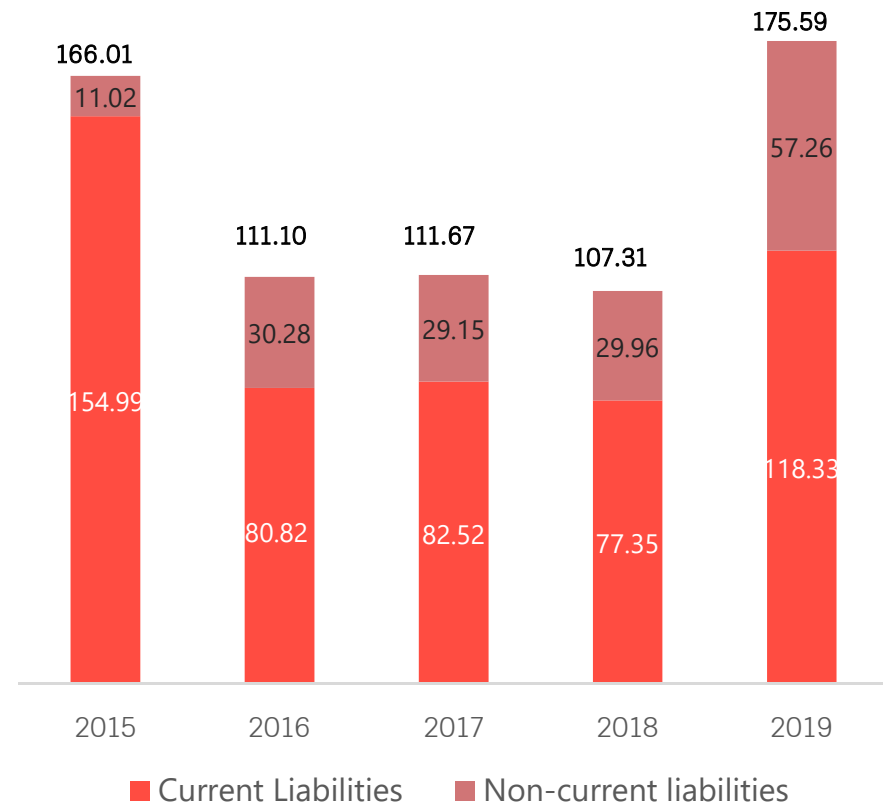


ASSETS AND LIABILITIES

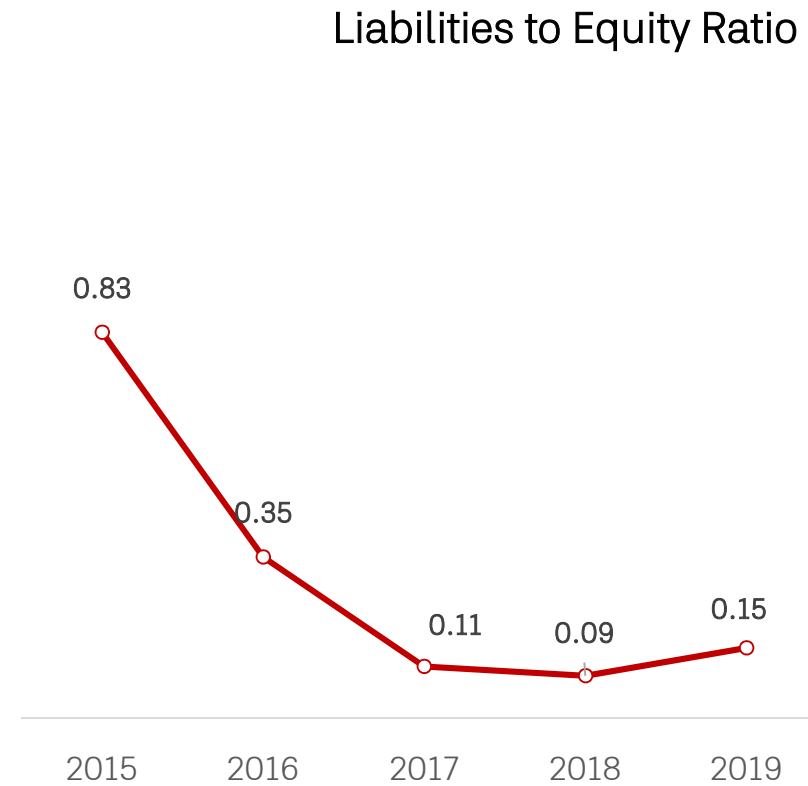
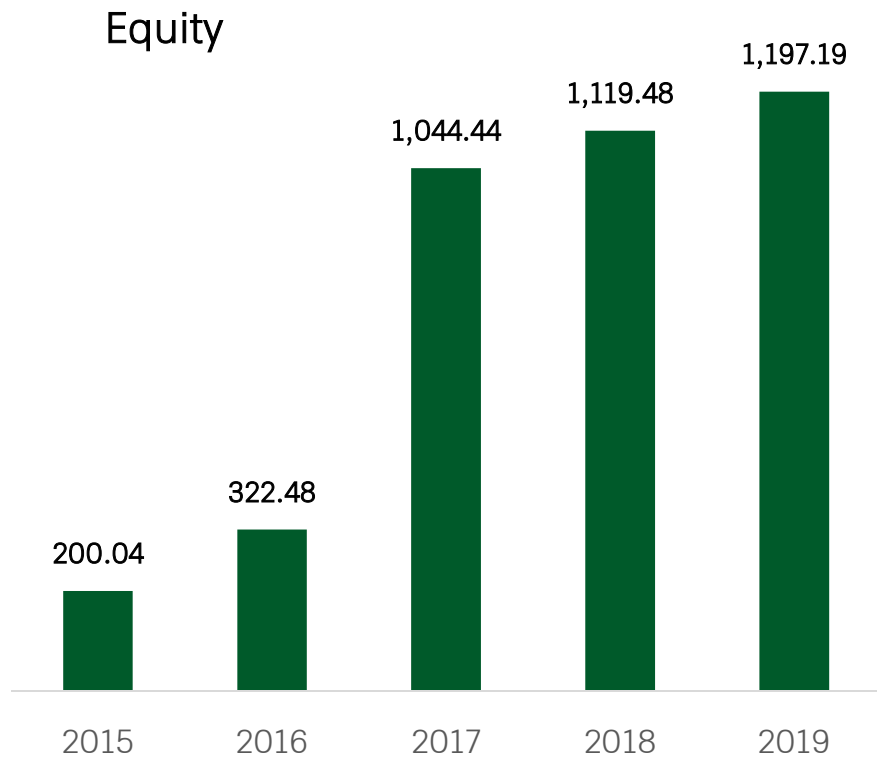
Assets



Liabilities

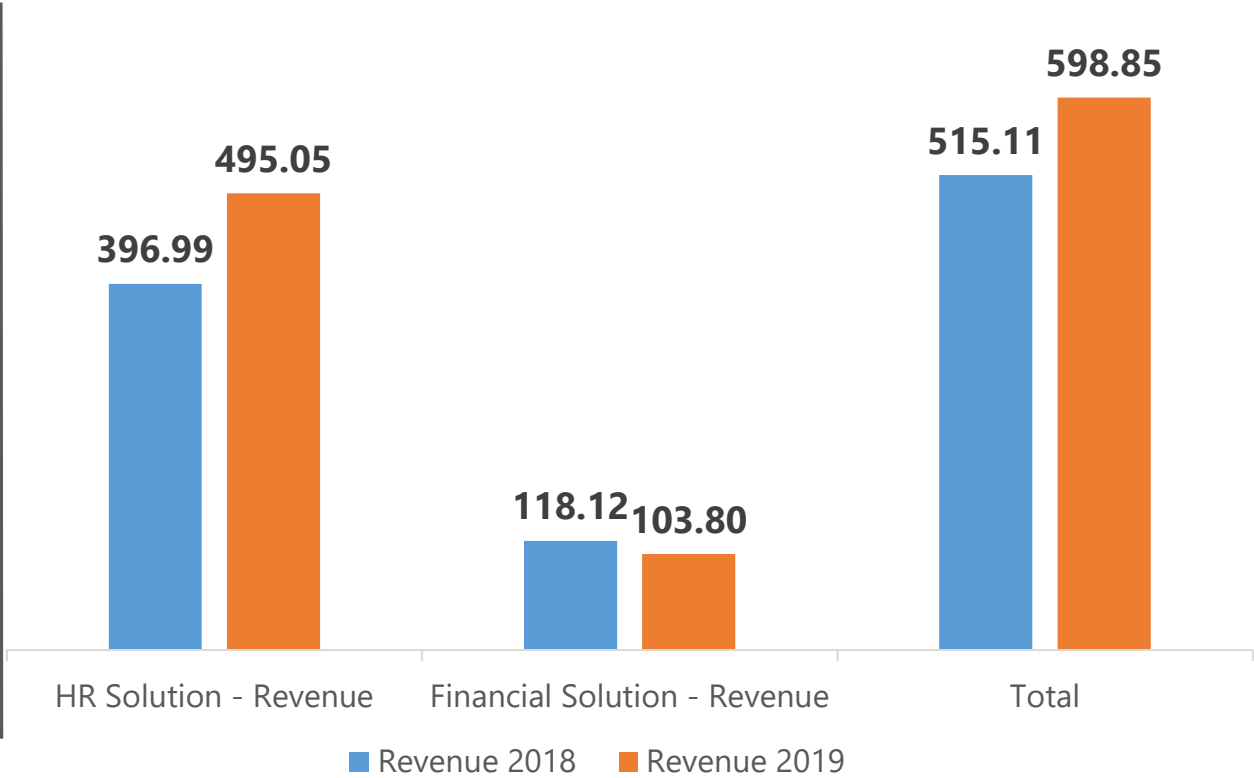


EQUITY AND LIABILITIES TO EQUITY RATIO



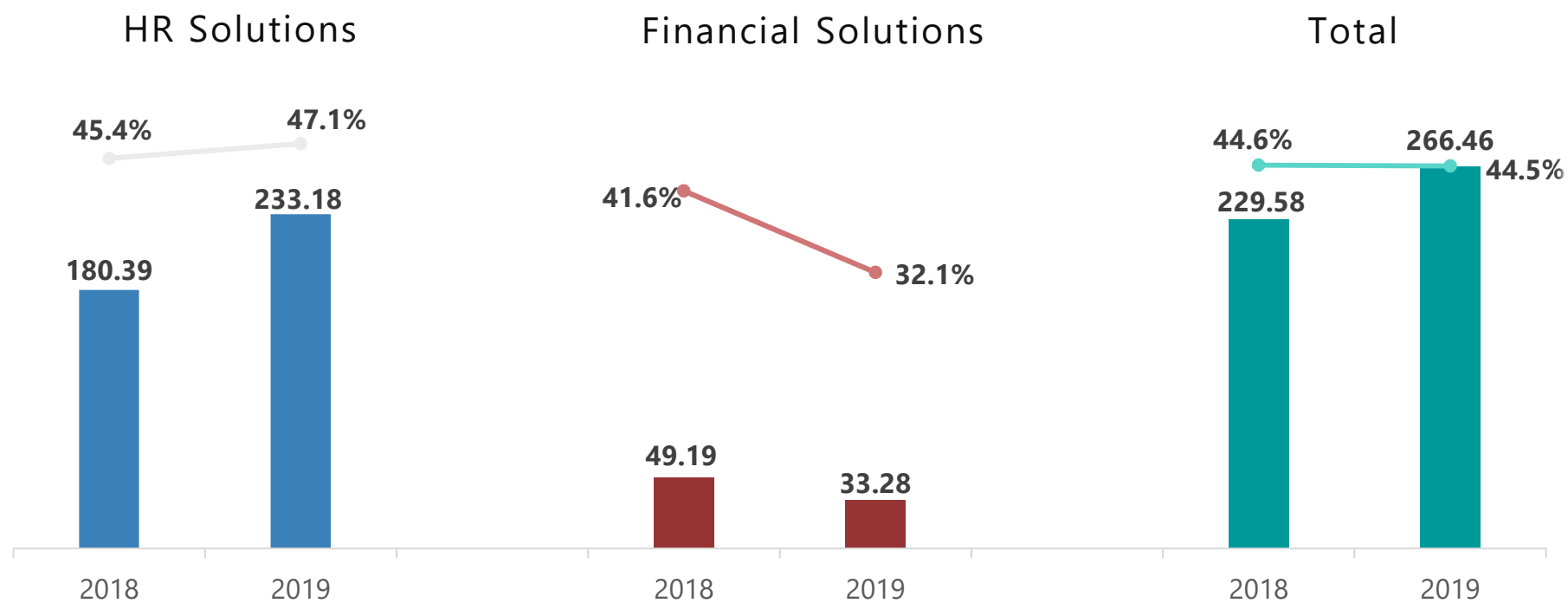
REVENUE BY SEGMENT

Revenue from HR Solutions grew 98.06mb or 24.7% while revenue from Financial Solutions dropped by 14.32mb or -12.1%.



GROSS MARGIN BY SEGMENT

Year-on-year comparison



BALANCE SHEET

Unit : Million Baht	2015	2016	2017	2018	2019
Cash	151.36	46.27	88.14	111.34	159.47
Account receivables	64.96	120.55	138.48	118.32	138.82
Investments	-	-	650.08	669.79	641.45
Fixed assets	16.71	34.10	31.95	51.21	40.11
Intangible assets	22.65	162.01	151.56	165.45	142.05
Computer software under development	83.04	6.03	21.46	12.03	27.43
Other assets	27.33	64.62	74.44	98.65	223.45
Total assets	366.05	433.58	1,156.11	1,226.79	1,372.78
Account payables	40.77	63.65	66.12	58.91	100.67
Loan from related parties	107.93	-	-	-	-
Other liabilities	17.32	47.45	45.55	48.40	74.92
Total liabilities	166.02	111.10	111.67	107.31	175.59
Total equity of major S/H	200.03	320.99	1,044.44	1,119.48	1,197.19
Minority interest	-	1.49	-	-	-
Total equity	200.03	322.48	1,044.44	1,119.48	1,197.19

INCOME STATEMENT

Unit : Million Baht	2015	2016	2017	2018	2019
Sales and service income	235.59	347.68	478.88	515.11	598.85
Other income	2.06	4.27	3.50	8.12	15.01
Total revenues	237.65	351.95	482.38	523.23	613.86
Cost of sales and services	156.36	215.13	289.96	285.52	332.39
SG&A	43.15	63.19	82.75	97.39	120.70
EBIT	43.90	72.13	109.66	140.32	160.77
Net Profit	39.36	71.48	97.45	121.91	146.98
EBITDA	57.24	98.98	155.43	186.68	212.01

KEY PERFORMANCE RATIOS

Financial Ratios		2015	2016	2017	2018	2019
Gross margin (sales & services)	%	34.0%	38.1%	39.4%	44.6%	44.5%
Operating margin	%	15.3%	19.5%	22.2%	25.6%	24.3%
Net profit margin	%	16.6%	20.3%	20.2%	23.3%	23.9%
ROE	%	24.7%	27.4%	14.3%	11.3%	25.4%
ROA	%	14.0%	17.9%	12.3%	10.2%	22.6%
Liquidity ratio	Times	1.4	2.1	10.8	4.3	3.3
Account receivable turnover	Times	6.4	5.8	5.0	5.0	23.3
Average collection period	Days	56.6	62.1	62.0	71.9	15.4
Account payable turnover	Times	6.2	6.2	6.0	6.9	29.0
Average payment period	Days	57.7	57.9	12.5	52.5	12.4
Cash cycle	Days	-1.1	4.2	49.5	19.5	3.0
Earnings per share	Bt	7.33	0.58	0.27	0.18	0.22
Book value per share	Bt	33.3	2.6	3.0	1.6	1.8
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





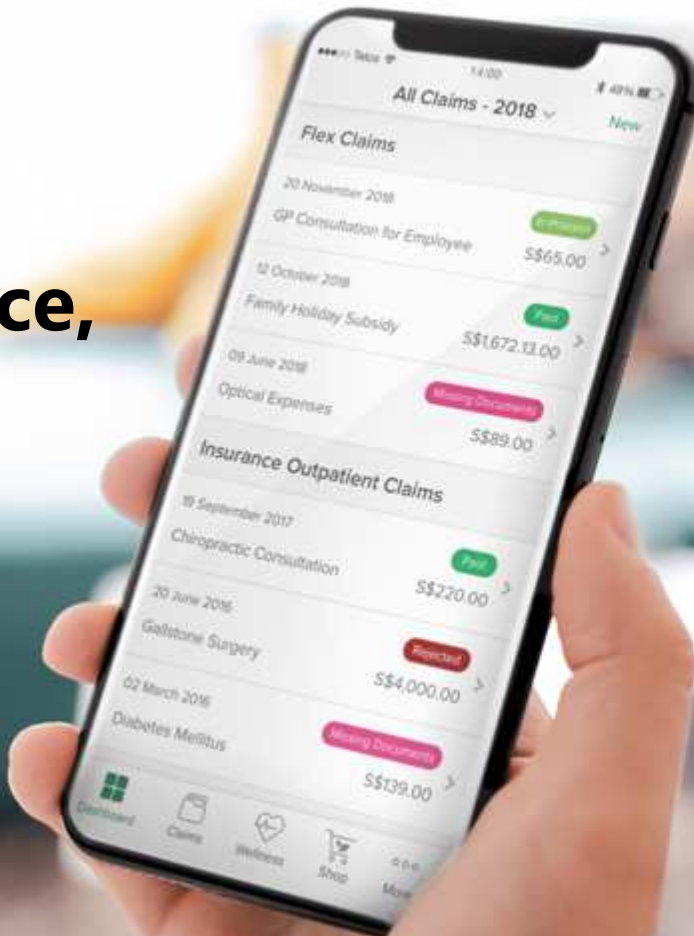
White label with full integration to Humatrix

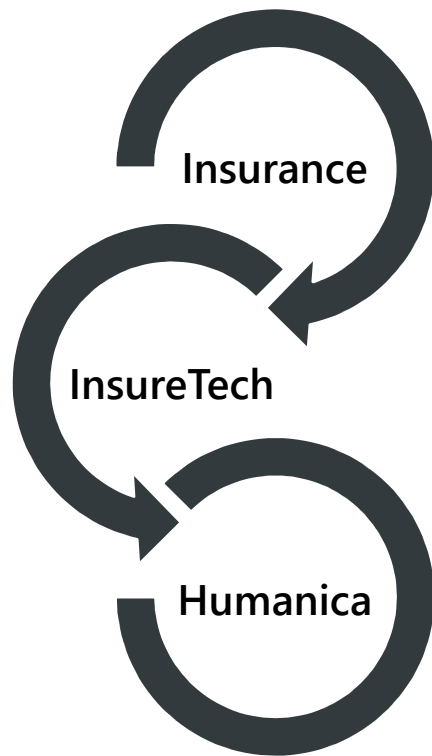
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Face Recognition with Human
temperature Detection



Reinventing Insurance, Health & Benefits in Thailand





First in Thailand

Leveraging the best of suite to bring a new perspective to how employee insurance will be.

Joint Venture



Humanica



Compete based on **Value**, not **Price**.

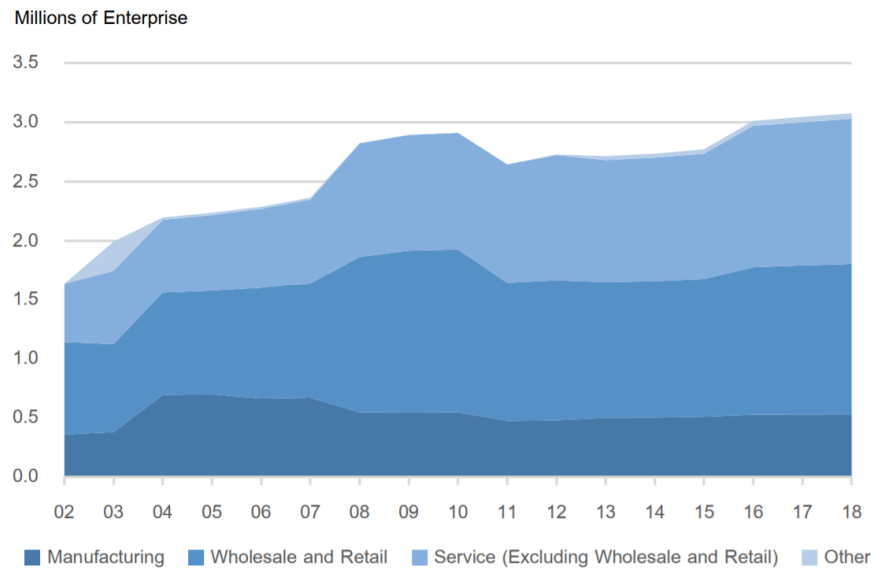
Add products or services that elevate our offer, making it too good to resist by **Bundling**.

One-of-a-kind

SMEs in Thailand

Number of SMEs

[A]

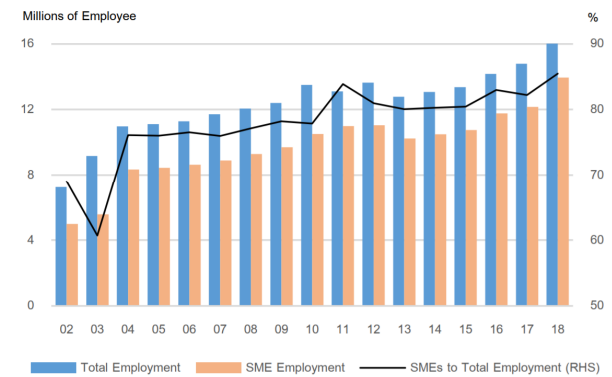


Source: The Office of SMEs Promotion [\[A\]](#)

The total number of SMEs in 2018 exceeded 3 millions. SMEs employed 14 millions people or over 80% of overall employment.

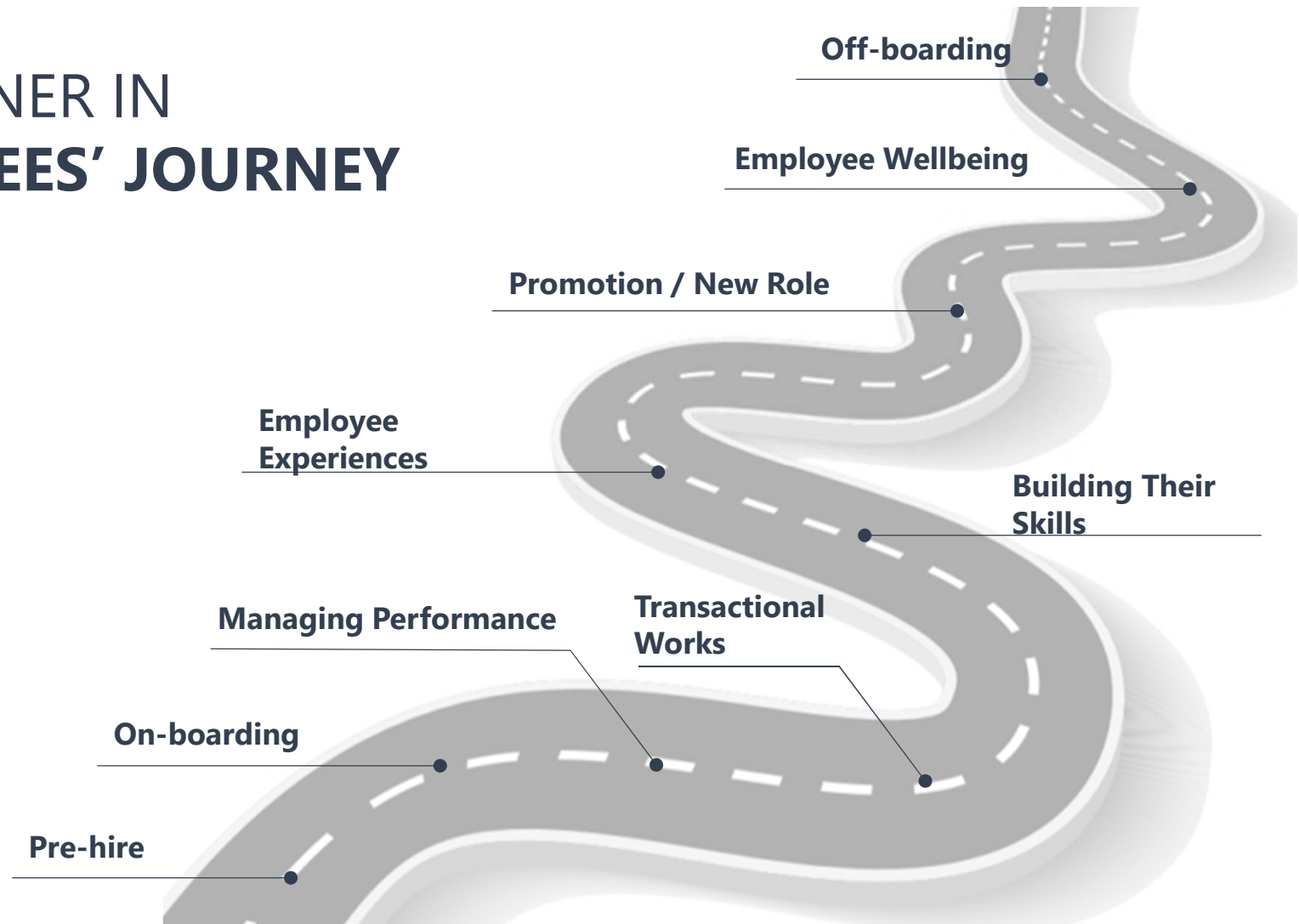
Employment of SMEs

[A]



Source: The Office of SMEs Promotion [\[A\]](#)

HR PARTNER IN EMPLOYEES' JOURNEY



View for

Marcus Tan

Tier 1 - Employee and dependant

Outpatient

Hospital & surgical

Supplementary major medical

Maternity subsidy

Wellness flexible spending account

Policy number

10241551GH-21565

Insurer

HSBC Insurance

Effective period

04 Oct 2019 - 03 Oct 2020

Your diabetes result shows

High risk

You are potentially pre-diabetic. Early detection can guide you in changing your lifestyle and result in better outcomes.

Eat smart to stay healthy

by Asia Diabetes Foundation

Balanced diet is important in achieving self-management. Let us share some diet tips.

Learn more

Ruby test

by Asia Diabetes Foundation

Balanced diet is important in achieving self-management. Let us share some diet tips.

Learn more

Claim amount (other insurer)

HK\$ 555.00

Receipts

Settlement Advice

By submitting this claim, I agree to the Terms & Conditions.

Submit Claim

Healthy food (35)

25% OFF

Pay by Wallet

Trial Lighter Delights (1 D...)

Eatology Limited

***** 25

HK \$438.00

HK \$328.50

15% OFF

Trial Low Carb (1 Day Meals)

Eatology Limited

***** 25

HK \$438.00

HK \$372.30

25% OFF

1-week Low Carb (Breakf...)

Eatology Limited

***** 25

HK \$1,540.00

HK \$1,155.00

25% OFF

1-week Ketogenic Lig...

Eatology Limited

***** 25

HK \$1,540.00


HK \$1,155.00


Load more


Become a better version of yourself

Discover actionable insights based on your lifestyle. Enjoy personalised recommendations to improve your wellbeing.

Don't worry, no data is shared with your employer.

 Add my lifestyle data

 Search for a panel clinic



9:41





My lifestyle overview



58
out of 100

My lifestyle score

Higher scores are associated with lower risk of chronic disease. Lower scores are associated with an increased risk of chronic disease.

 Update my lifestyle data

 Search for a panel clinic

My results

13.0

BMI

Underweight

You are at risk of developing multiple health problems. Change your dietary and lifestyle habits to get healthier.

[View lifestyle tips](#)

More lifestyle tips

General tip



by Department of Health

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry.

[Learn more](#)

Me at age 45


Move the slider to view your future appearance when you live a healthy lifestyle.



Current lifestyle

Healthy lifestyle

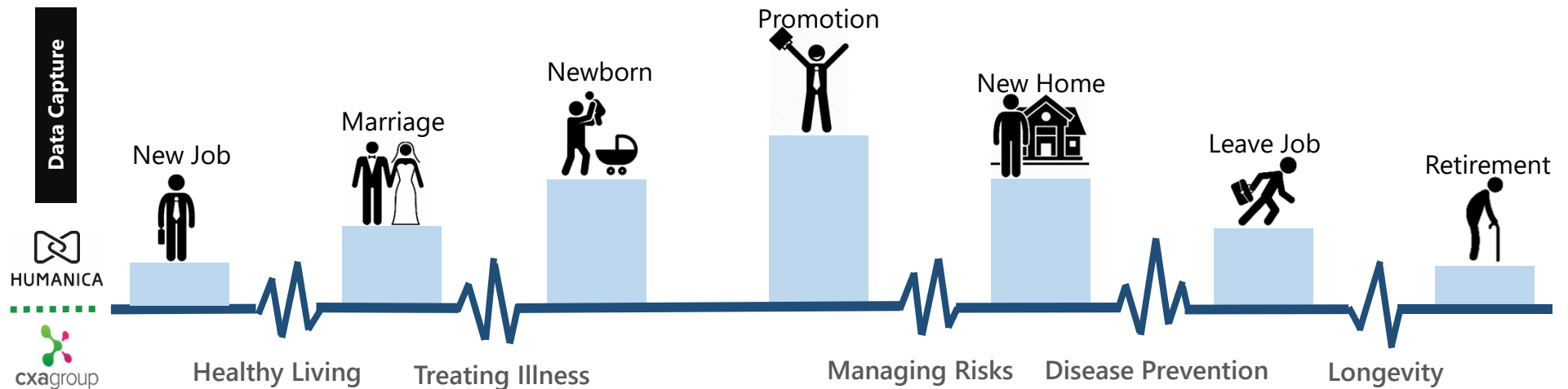
Suggestions based on my lifestyle



Trial low carb (1 Day Meal)
Eatology Limited
HK\$ 428.00
HK\$ 128.00

EMPLOYEES WELLNESS

Personalized solutions at every stage of employees



ENDLESS POSSIBLE SOLUTIONS

Insurance

Physical
Fitness

Mindfulness

Telehealth

Chronic
Disease Care

Financial
Wellness

Savings
Products

Investment
Products

Retirement
Planning

Tax Planning
Products



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 photograph of a smiling man with a beard and a small ponytail, looking towards the right. The background is a blurred office environment with desks and plants.

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

E-LEARNING INTEGRATION

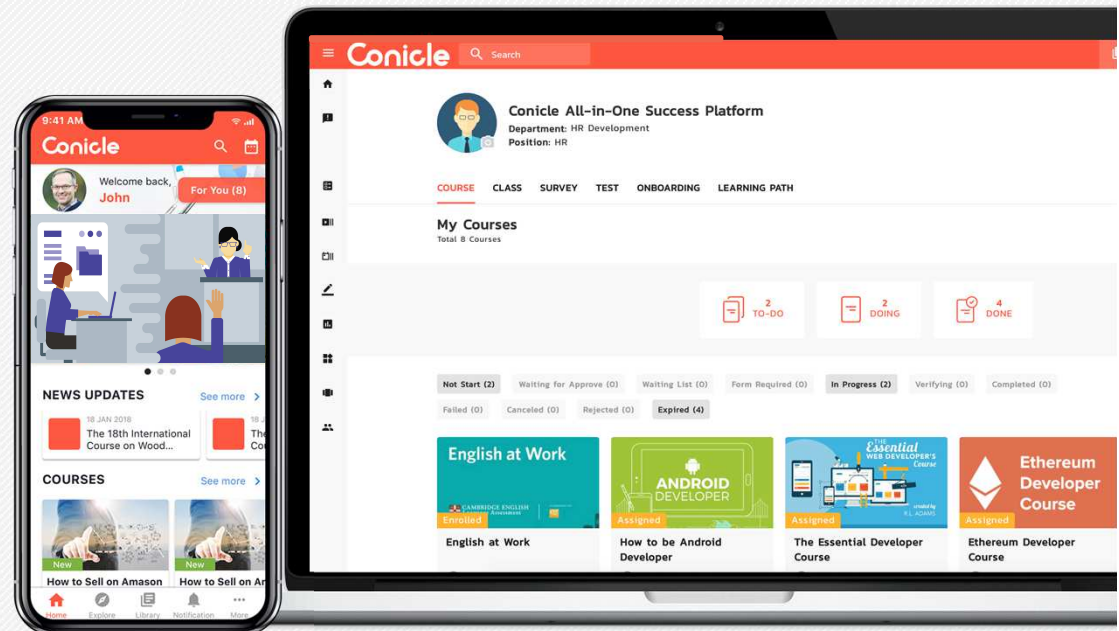
Alternative e-Learning platform, Humatrix's integration out of the box.

Conicle

Modern Learning Platform

Conicle Platform is the revolutionized enterprise-class learning and development solution to empower organizations and people to learn and develop faster, easier and better. Anywhere. Anytime.

Mobile | Blended | Data-driven



E-LEARNING INTEGRATION

Alternative e-Learning platform, Humatrix's integration out of the box.



Conicle clients



350,000+ Registered Users



70,000+ Monthly Active Users



20+ Companies



Implementing all Conicle learning platforms: ONDEMAND and CONNECT, to develop and grow all teams in the company from AIS HQ to all departments and branches all around the country.

AIS or Advanced Info Service Public Co., Ltd. is Thailand's largest mobile phone operator with more than 40 million subscribers providing full length of digital products and services.

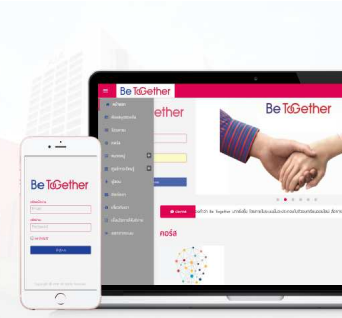


Enhance CIMB People Development and Training Process with Modern & Movable Learning Solution. **Anywhere. Anytime.**



Be Together
Mobile Learning
On-the-Go

AIA and Bangkok Bank Mobile Training Solution is designed to support branch staffs to learn about new product knowledge with self learning on-the-go application ANYWHERE ANYTIME.



Coke for McDonald's
Mobile Training
On-the-Go

Coke and McDonald's Mobile Training Solution is designed to support branch staffs to learn about Coca-Cola machine with self learning on-the-go application ANYWHERE ANYTIME.



Applying Conicle ONDEMAND and LIVE to broadcast company's Class to business partners around the country via web and mobile device anywhere anytime.

Unilever is one of the world's largest consumer goods company. Its products include food, beverages, cleaning agents and personal care products and more.

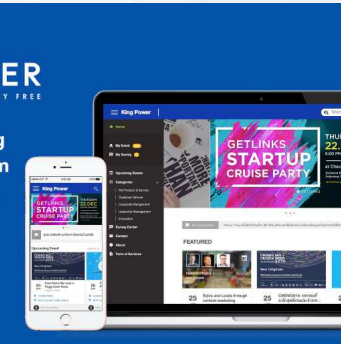


KPG Digital Learning
Management System

To enhance King Power Group HRD and Training Process with Smart, Modern & Movable Learning Solution.

Anywhere. Anytime. Without boundary.

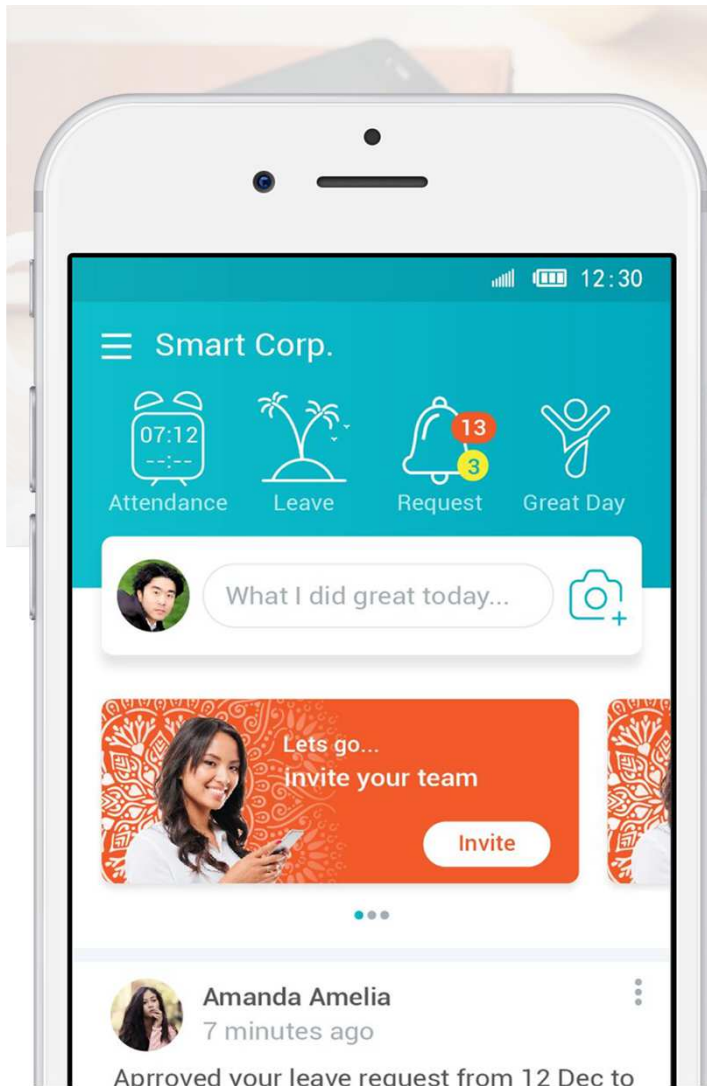
Powered by Conicle



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

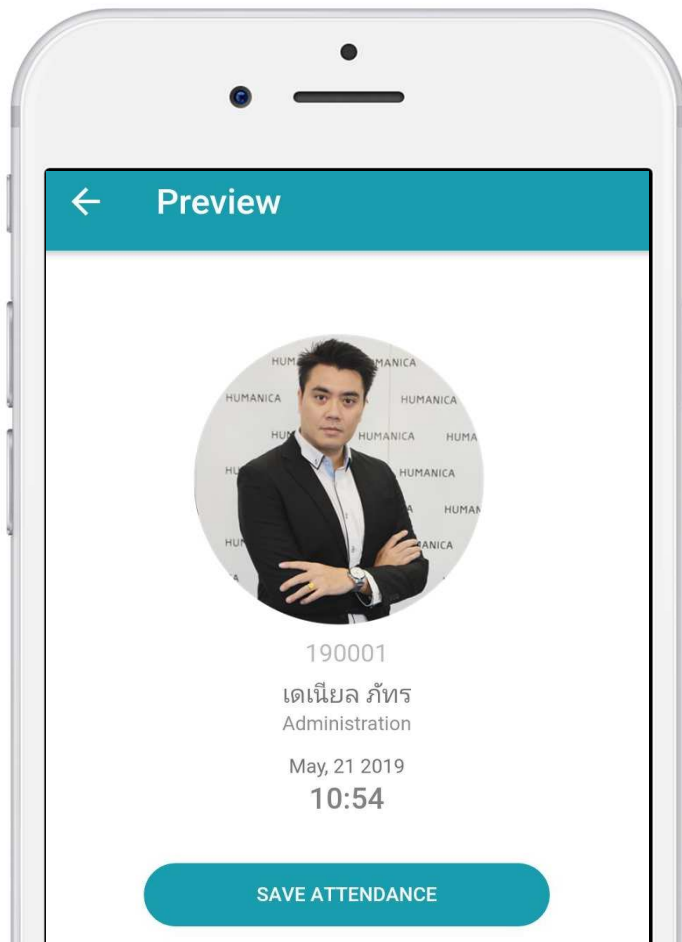


Benefits

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



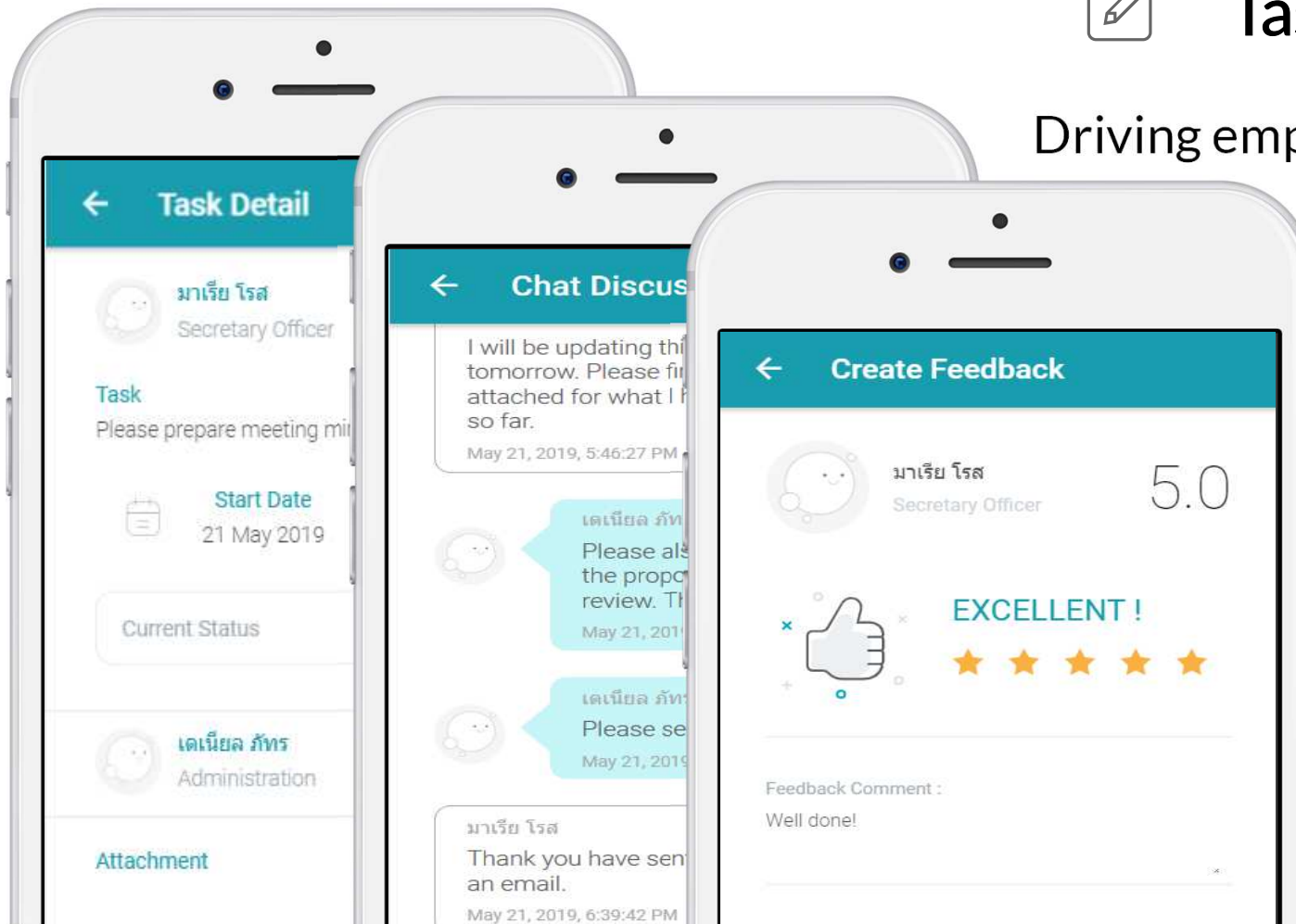
Team attendance status monitoring





Tasks & Feedback

Driving employee engagement



Tasks assignment



Chat



Feedback

THANK YOU

Any questions?



You can find me at

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

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