

A low-angle, upward-looking photograph of several tall skyscrapers at night. The buildings are dark, with many windows illuminated from within, creating a grid of small, warm yellow lights against the dark glass facades. The perspective makes the buildings appear to converge towards the top of the frame, creating a sense of height and scale. The sky is a dark, uniform grey.

HUMAN Q4 2020

HUMANICA PUBLIC COMPANY

15 March 2021



HUMAN Q4 2020

Profile of Humanica

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The Year in Review

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Benix Limited

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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.



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

Benix

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**

INNOVATION



We embrace Innovation and are proud to be the winner of the “Best Innovative Company Awards” by SET in 2020.

HUMANICA BRAND STRUCTURE

HR SOLUTIONS

Payroll Outsourcing

HUMANICA

Professional
Outsourcing[®]

 **TIGERSOFT**
Payroll Outsourcing

HRIS Implementation

HUMATRIX

 **TIGER**

W O R K
P L A Z E

Conicle

Benix

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

HR Solutions

> 700,000 users

7 countries

> 3,500 clients

15% Fortune 500 Companies

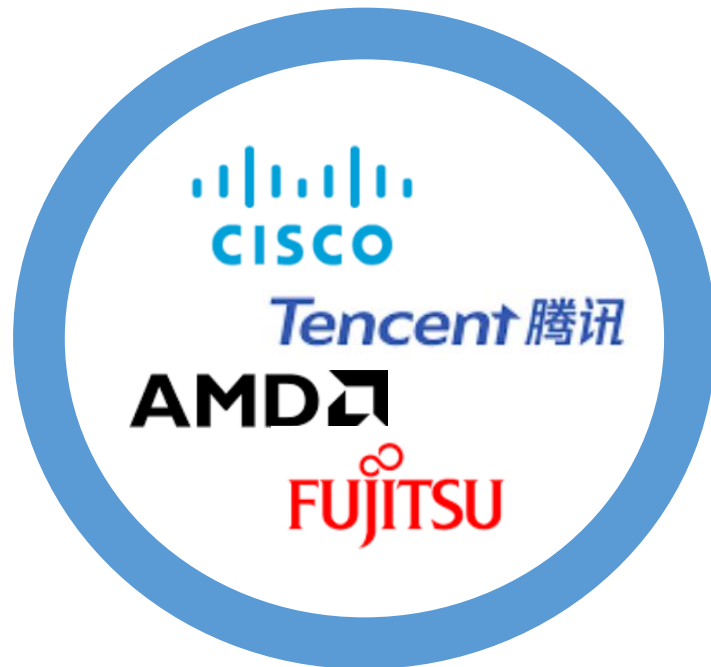
30% Companies listed in SET



Financial Solutions

> 170 clients

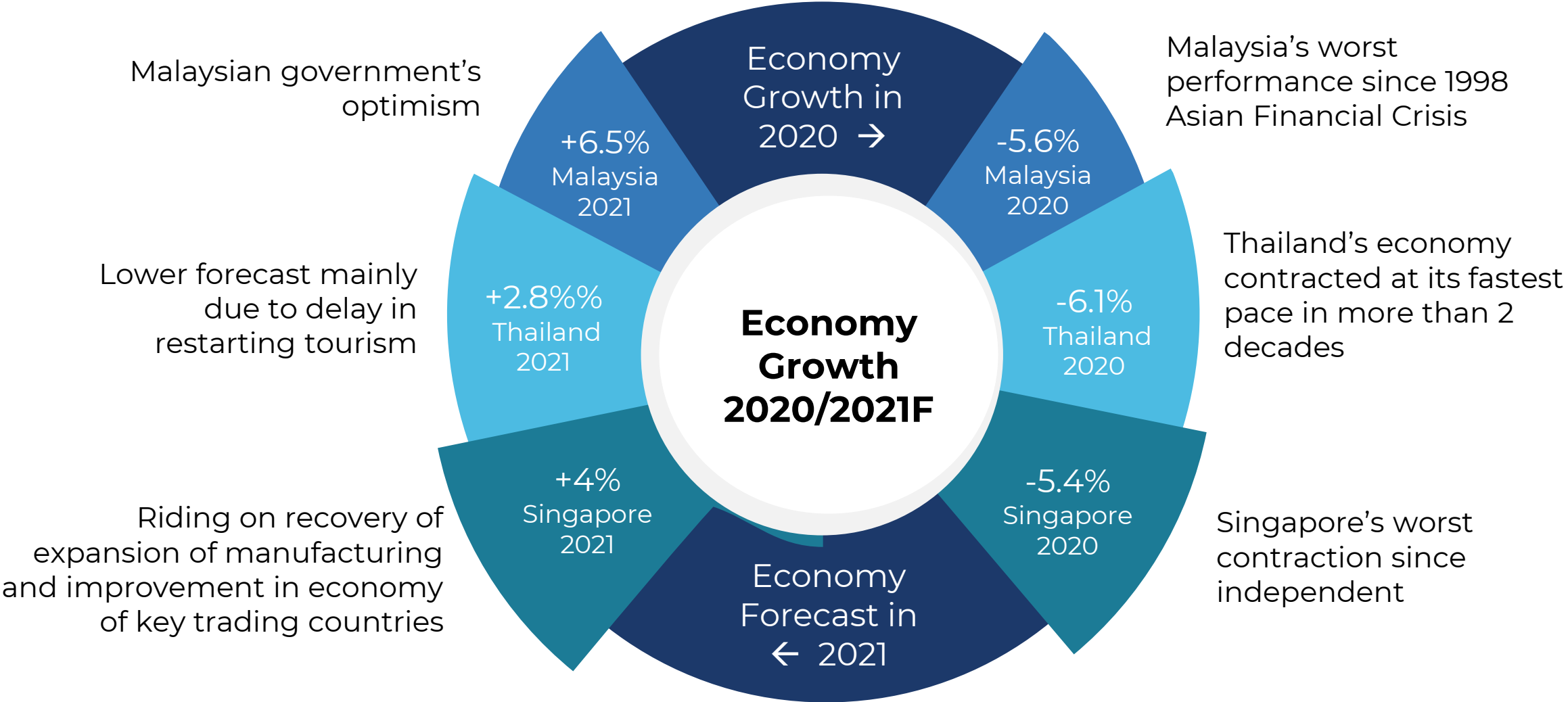
13 clients listed
in Thailand



A low-angle, upward-looking photograph of several tall skyscrapers at night. The buildings are dark, with many windows illuminated from within, creating a grid of small, warm yellow lights against the dark glass facades. The perspective makes the buildings appear to converge towards the top of the frame. The sky is a dark, uniform grey. Two thin, horizontal white lines are positioned above and below the text, framing it.

THE YEAR IN REVIEW

ECONOMY GROWTH



THAILAND IT SPENDING

	2020 Spending	2020 % of Change	2021 Spending (Forecast)	2021 % of Change
Data Center Systems	24.8	-1.1	27.5	10.9%
Enterprise Software	40.4	0.4%	45.9	13.6%
Devices	161.7	-14.5%	176.9	9.5%
IT Services	60.1	-3.5%	58.9	-2.0%
Communications Services	349.2	-0.9%	359.0	2.8%
Overall IT	636.2	-4.9%	668.2	5.0%

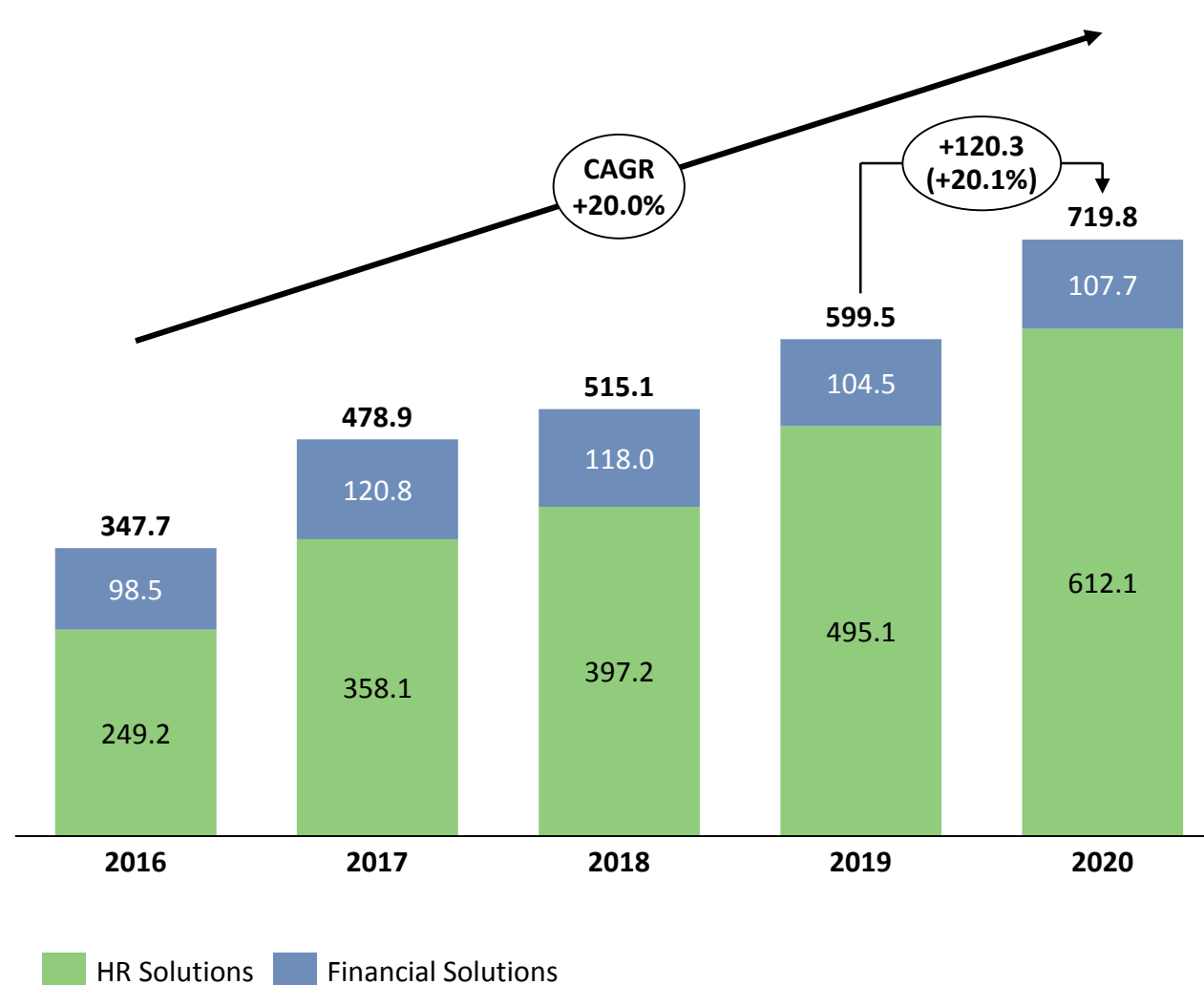
Source: Gartner (January 2021)

A low-angle, upward-looking photograph of several tall skyscrapers in a city. The buildings are dark, with many windows illuminated from within, creating a grid of light points against the dark facades. The sky is a uniform, dark grey. The perspective makes the buildings appear to converge towards the top of the frame.

FINANCIAL RESULTS FULL YEAR FY2020

REVENUE FROM SALES AND SERVICE Year on Year

Sales and service revenue grew by **+120.3mb** or **+20.1%** YoY.

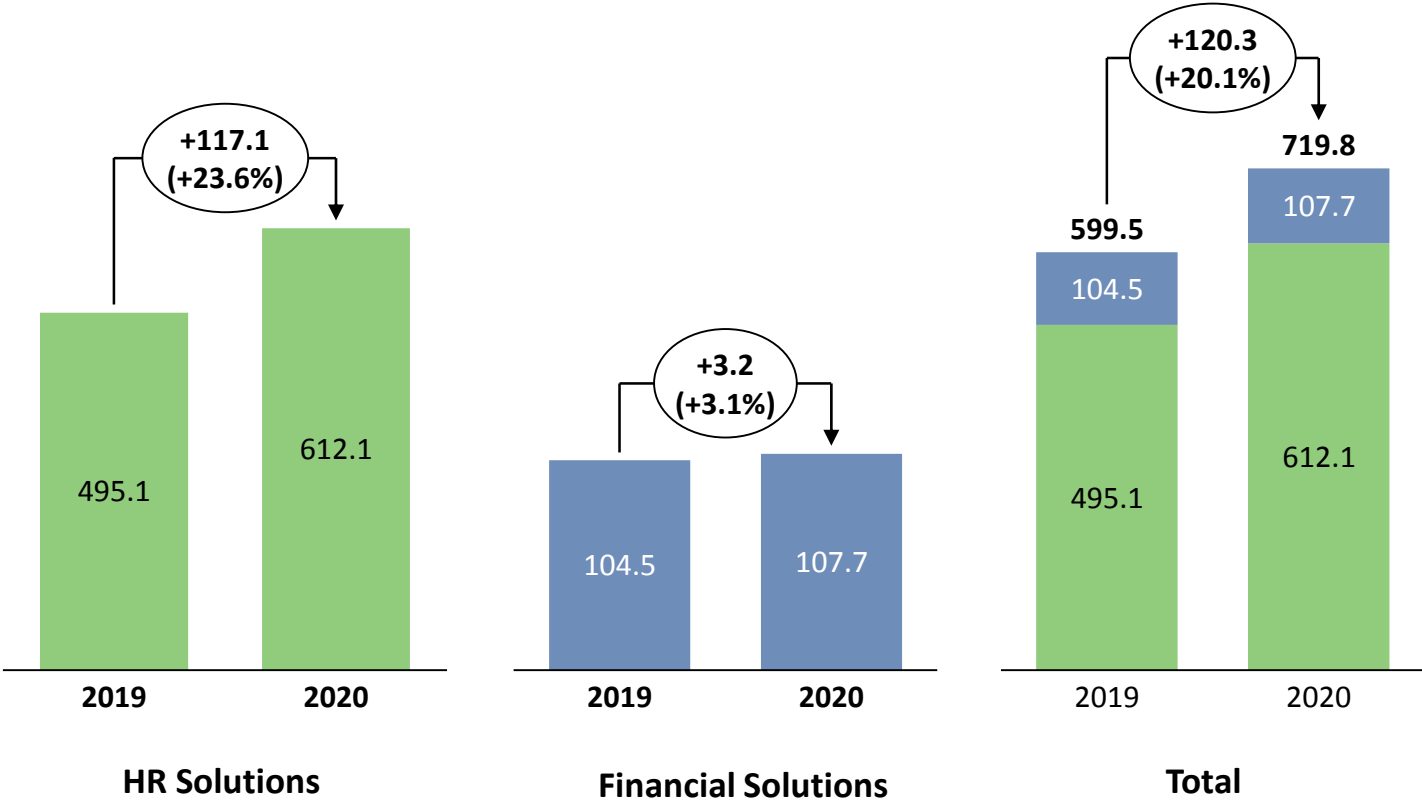


REVENUE FROM SALES AND SERVICE BY SEGMENTS

Year on Year

HR Solutions revenue grew **+117.1mb** or **+23.6% YoY** with TigerSoft contributing incremental +80.5mb YoY and organic growth from existing HR businesses contributing 36.6mb or +8.5% YoY.

Financial Solutions revenue grew **+3.2mb** or **+3.1% YoY** amid soft market demand from COVID-19 situation however started to pick up pace in 4Q 2020.

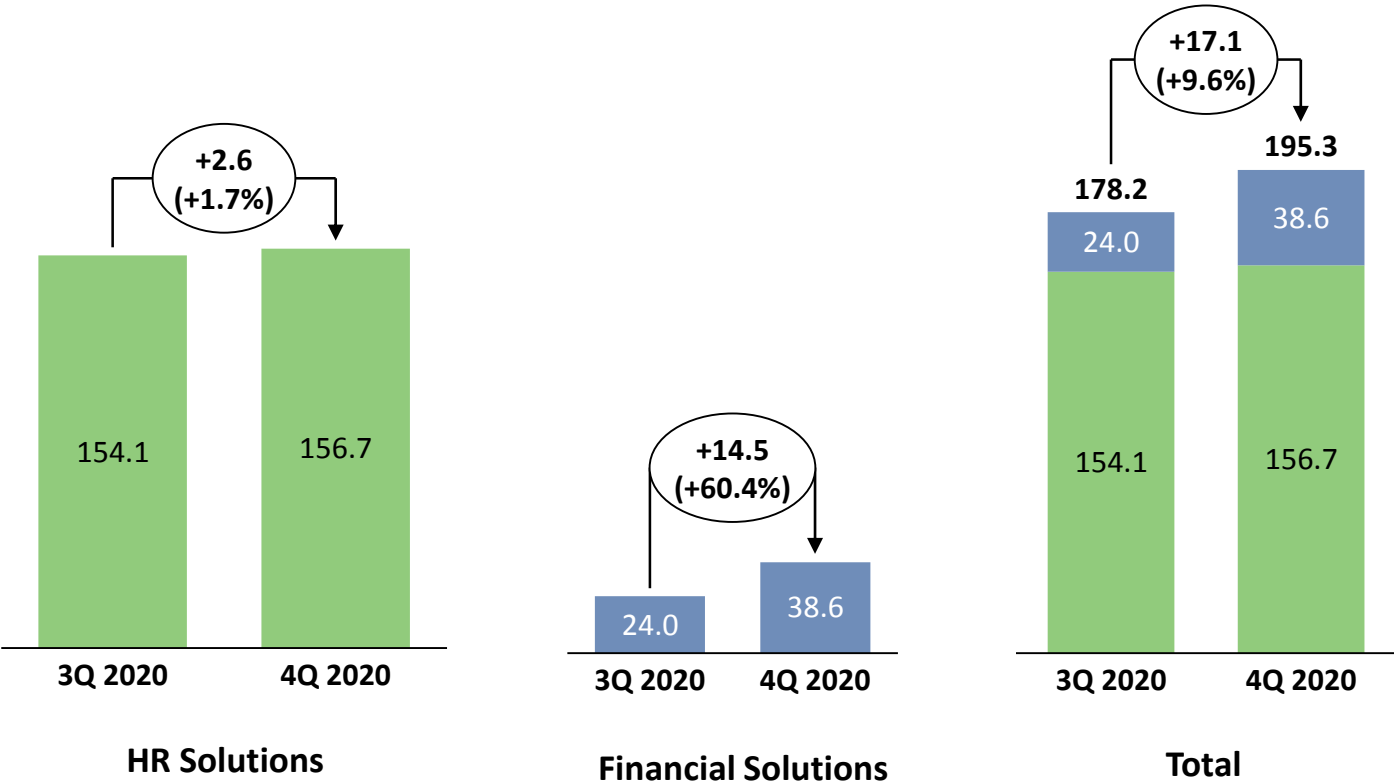


REVENUE FROM SALES AND SERVICE BY SEGMENTS

Quarter on Quarter

For **QoQ**, HR Solutions revenue slightly grew by **+2.6mb** or **+1.7%** due to higher implementation revenue and license sales in both domestic and overseas offices, partially offset by lower hardware sales.

Financial Solutions revenue significantly improved **+14.5mb** or **+60.4% QoQ** due to growth in ERP license and implementation revenue.



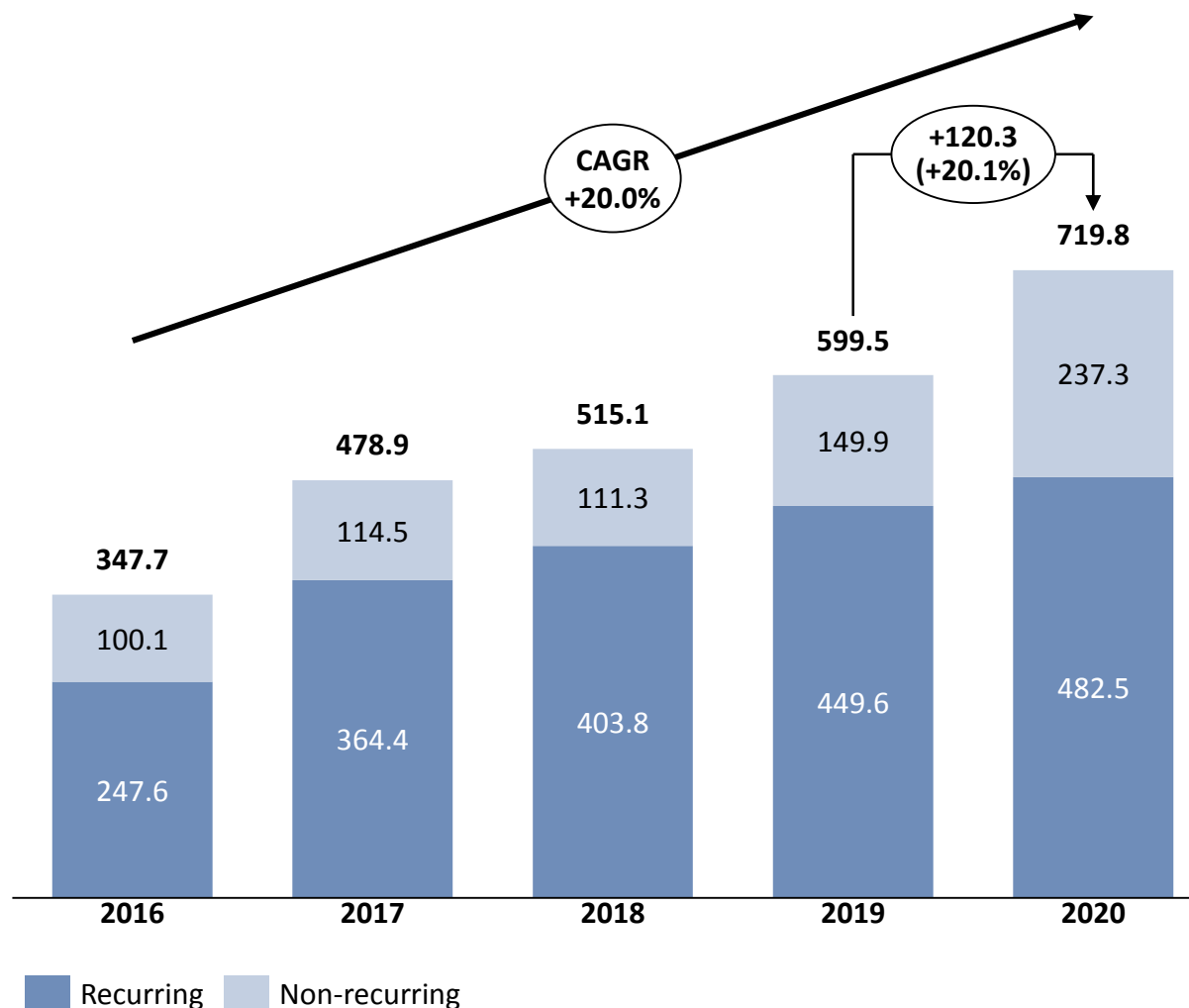
REVENUE FROM SALES AND SERVICES BY NATURE

Year on Year

Recurring revenue grew **+32.9mb** or **+7.3%** while non-recurring revenue grew **+87.4mb** or **+58.3%**.

67.0% of revenue from sales and services in FY2020 was recurring revenue (FY2019: 75.0%)

Non-recurring revenue made up **33.0%** of revenue in FY2020 (FY2019: 25.0%)



REVENUE FROM SALES AND SERVICES BY NATURE BY SEGMENTS Year on Year

HR Solutions:

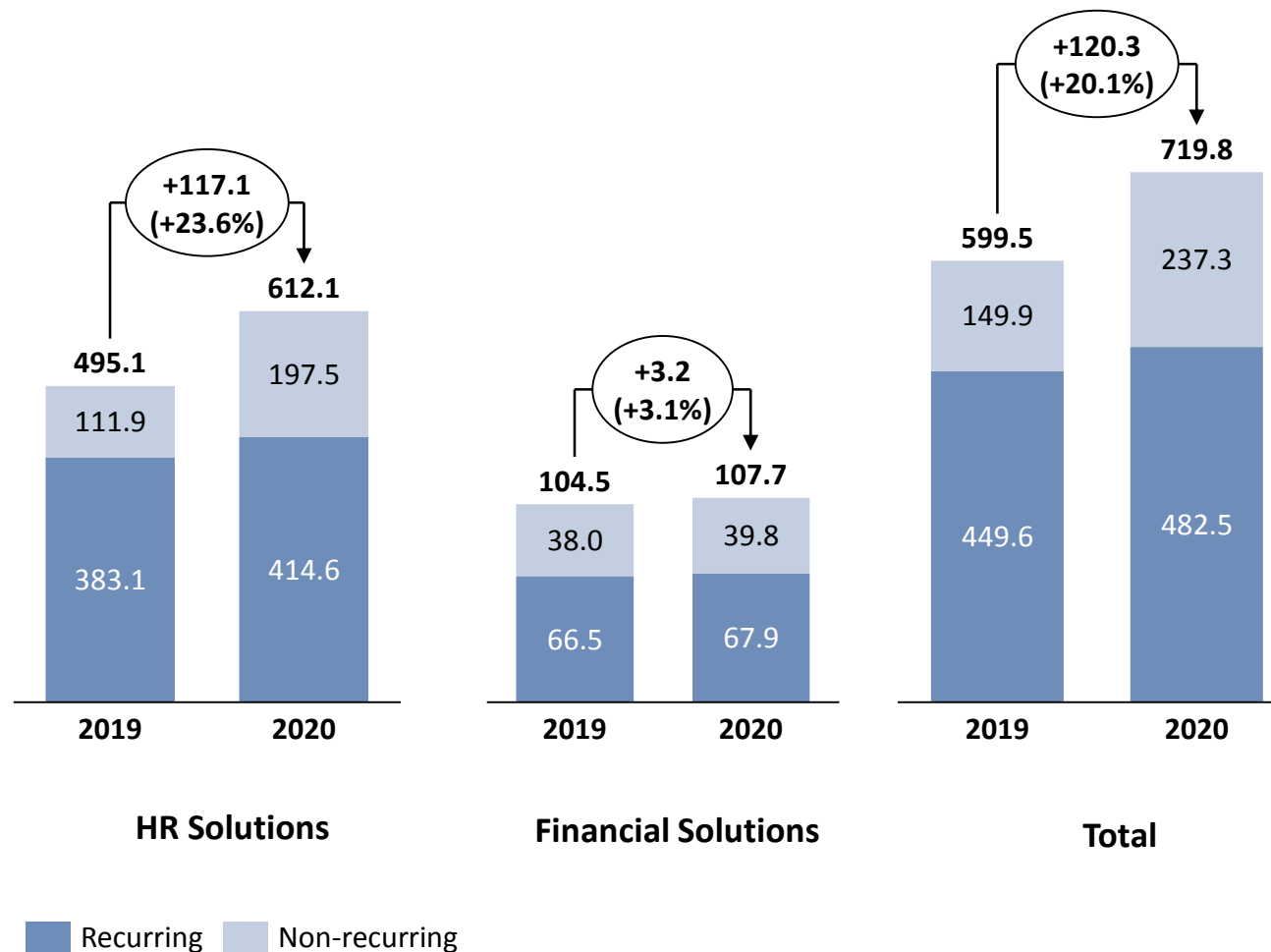
Recurring **+31.5mb (+8.2%)**

Non-Recurring **+85.6mb (+76.5%)**. TigerSoft contributed incremental revenue to both recurring and non-recurring revenue. Organic growth was driven by increased outsource and implementation revenue from new large clients won.

Financial Solutions:

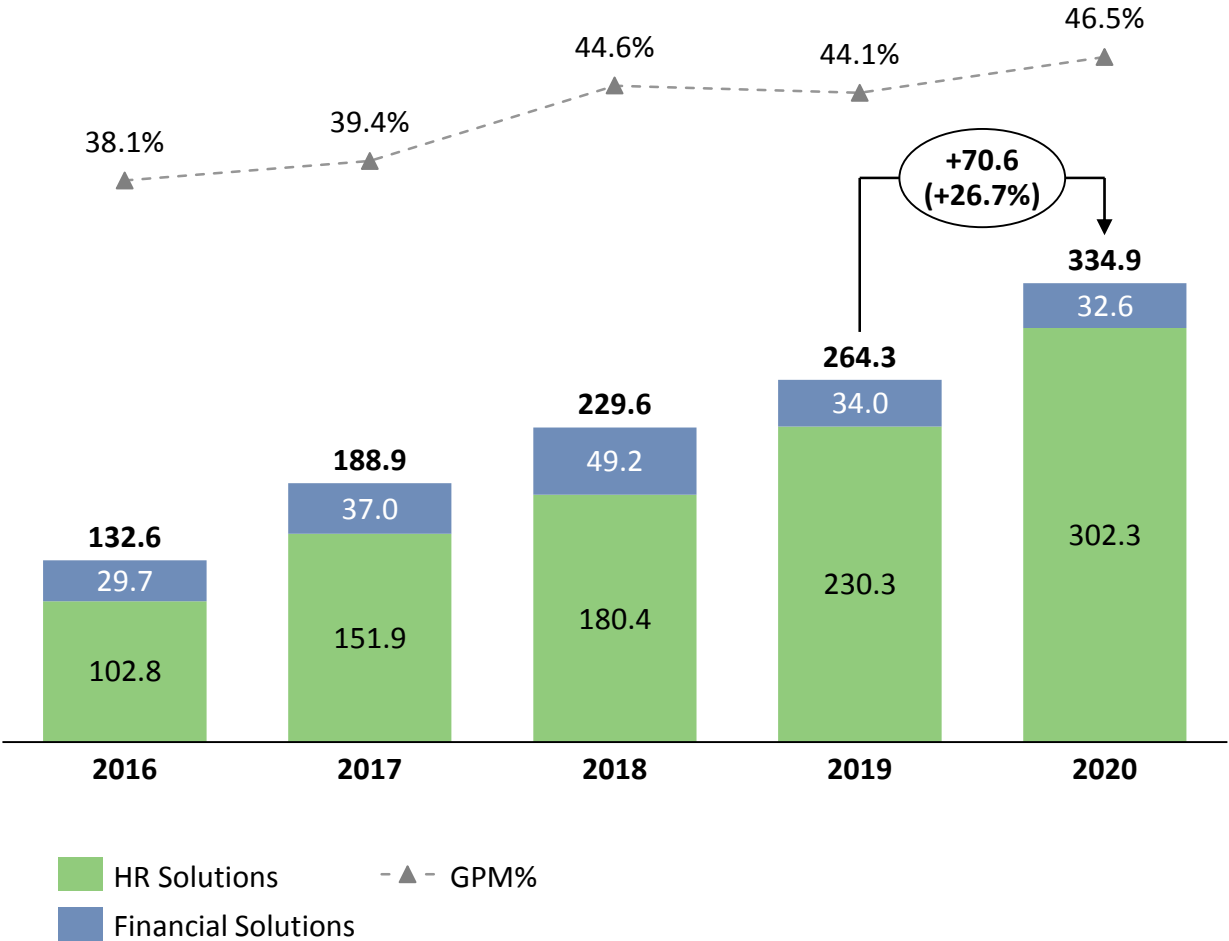
Recurring **+1.5mb (+2.2%)**.

Non-recurring **+1.8mb (+4.7%)**. ERP implementation revenue grew despite COVID-19 situation this year.



GROSS PROFIT Year On Year

We reported gross profit of **334.9mb** (GPM% of 46.5%), representing growth of **+70.6mb** or **26.7% YoY**.

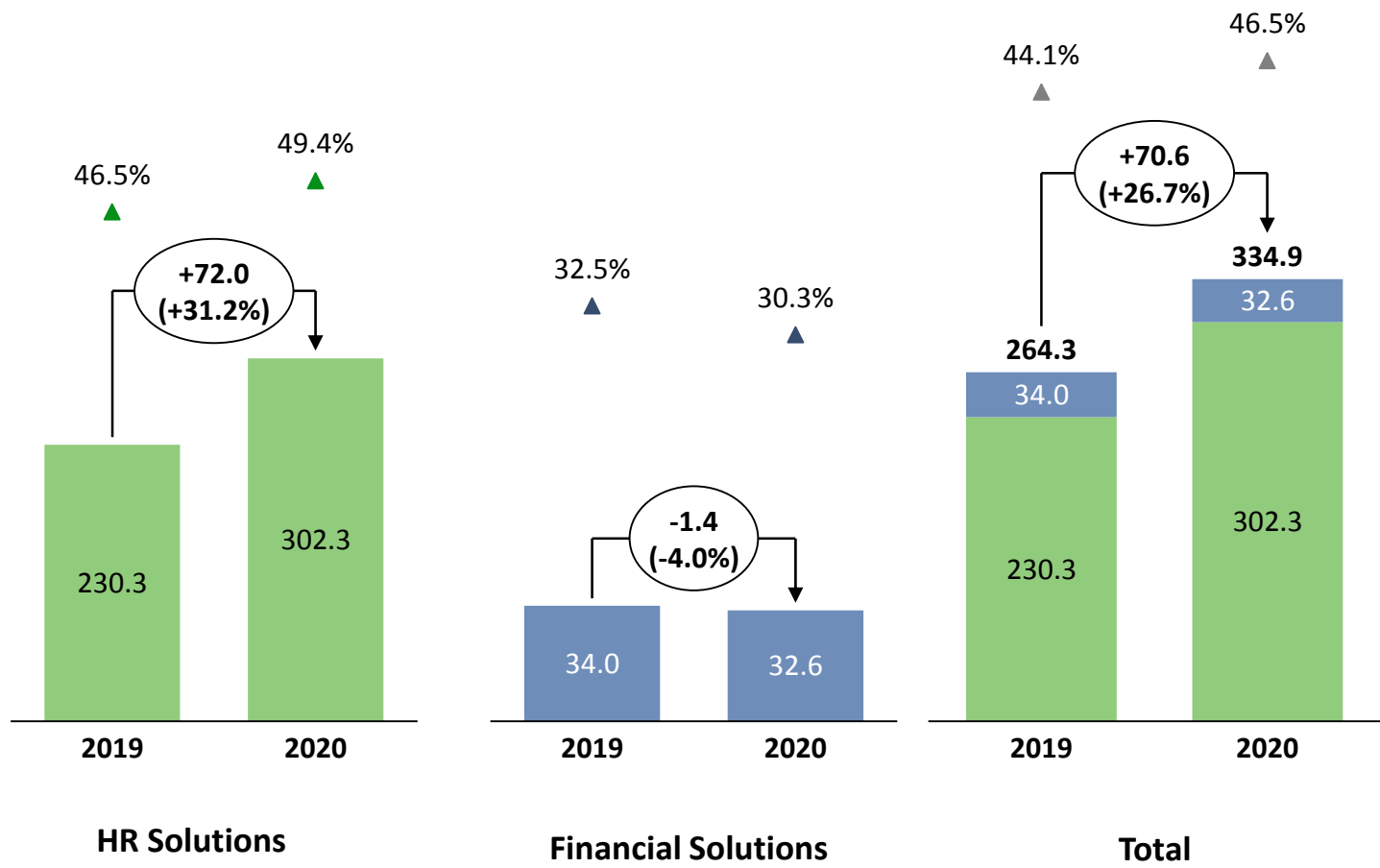


GROSS PROFIT BY SEGMENTS

Year on Year

HR Solution:
Gross profit grew **+72.0mb** or **+31.2%** YoY with GPM% improving to 49.4%. TigerSoft contributed incremental GP of +30.1mb YoY.

Financial Solutions:
Gross profit declined **-1.4mb** or **-4.0%** YoY with GPM% slightly dropped to 30.3% due to investing in resources for the new Oracle Netsuite business.



GROSS PROFIT BY SEGMENTS

Quarter On Quarter

HR Solutions:

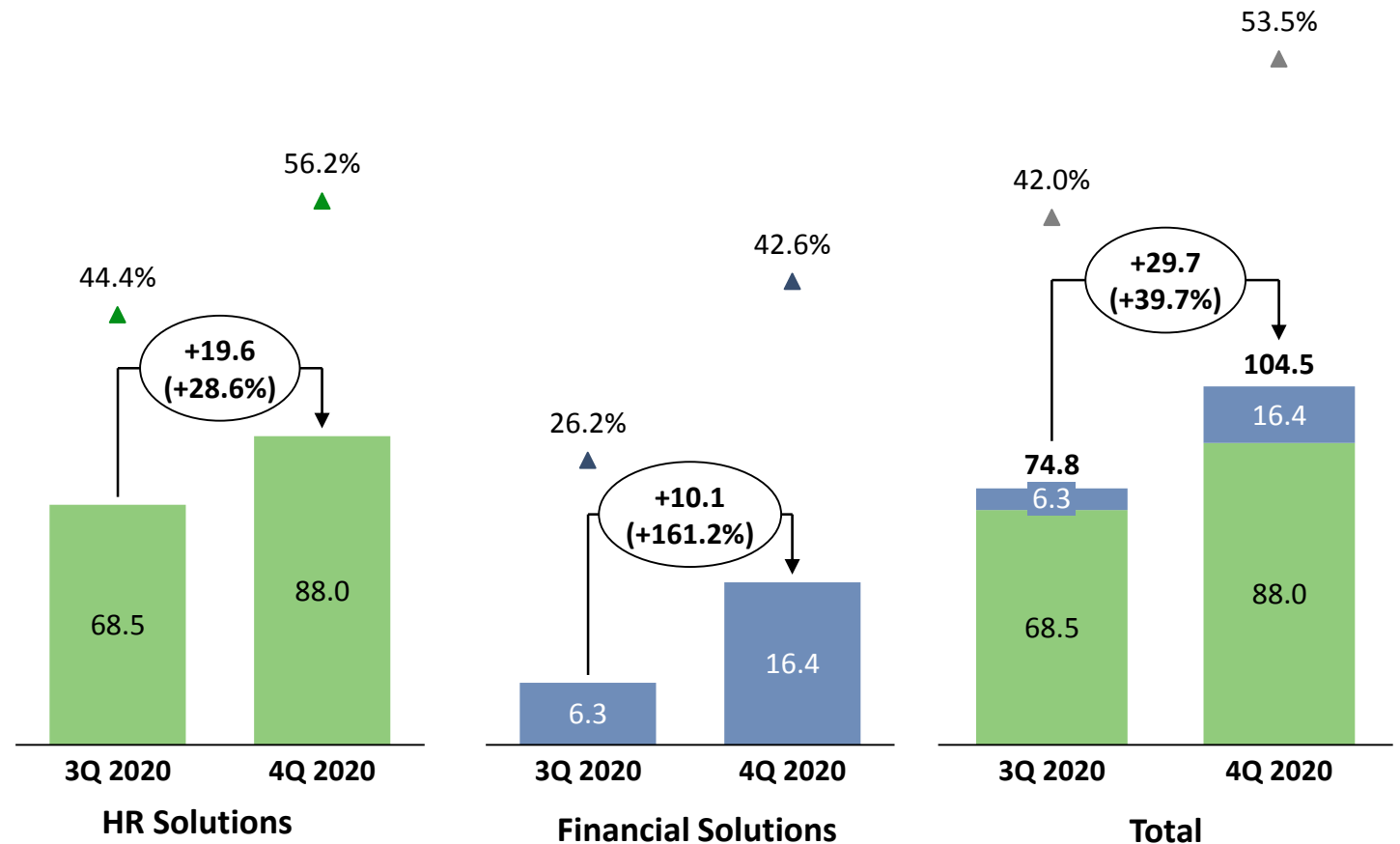
HR Solutions GP increase **+19.6mb** or **+28.6% QoQ** with GPM% improving from 44.4% to 56.2% in relation to +2.6mb or +1.7% sales growth

Financial Solutions:

Gross profit significantly improved in relation to growth in license and implementation revenue in 4Q 2020.

Total:

Overall GP improved **+29.7mb** or **+39.7% QoQ** driven by growth in both HR Solutions and Financial Solutions.

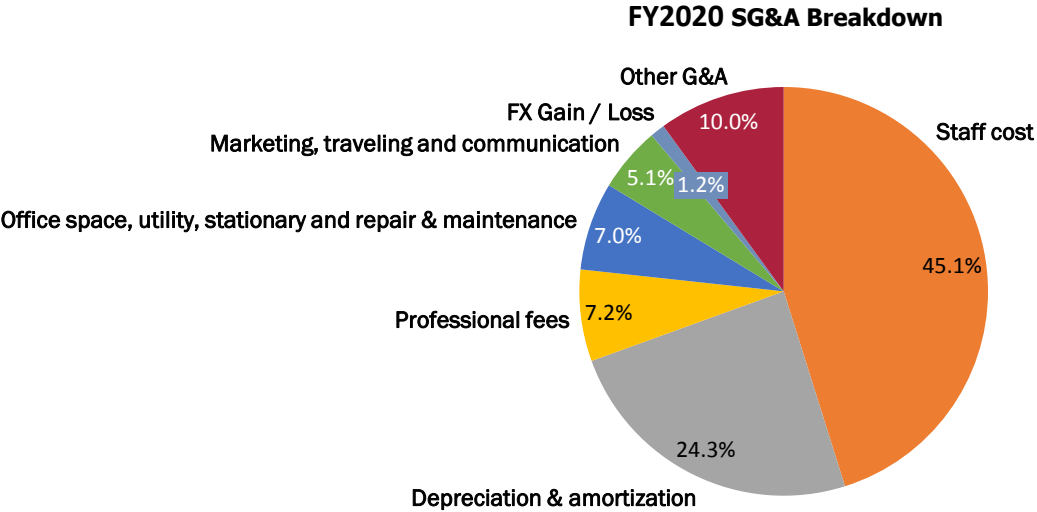
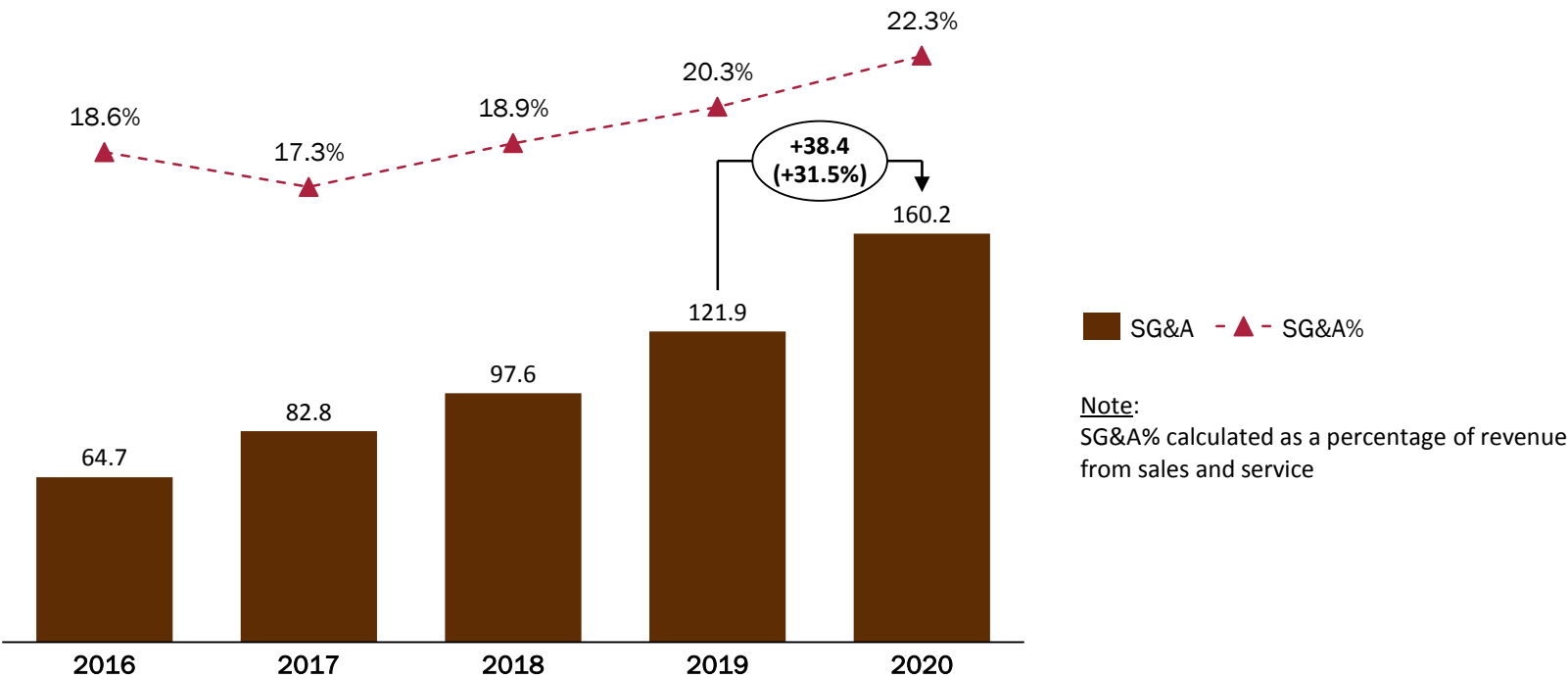


SG&A

Excluding TigerSoft consolidation and PPA impacts, SG&A would increase by **8.8mb or 8.0% YoY** with **SG&A%** of sales inching up from **18.3% in FY2019** to **18.4% in FY2020**.

The organic increase of 8.8mb was mainly due to increase in staff cost (8.0mb) in relation to revenue growth

TigerSoft (including PPA impact) added 29.6mb in incremental SG&A to overall SG&A growth.

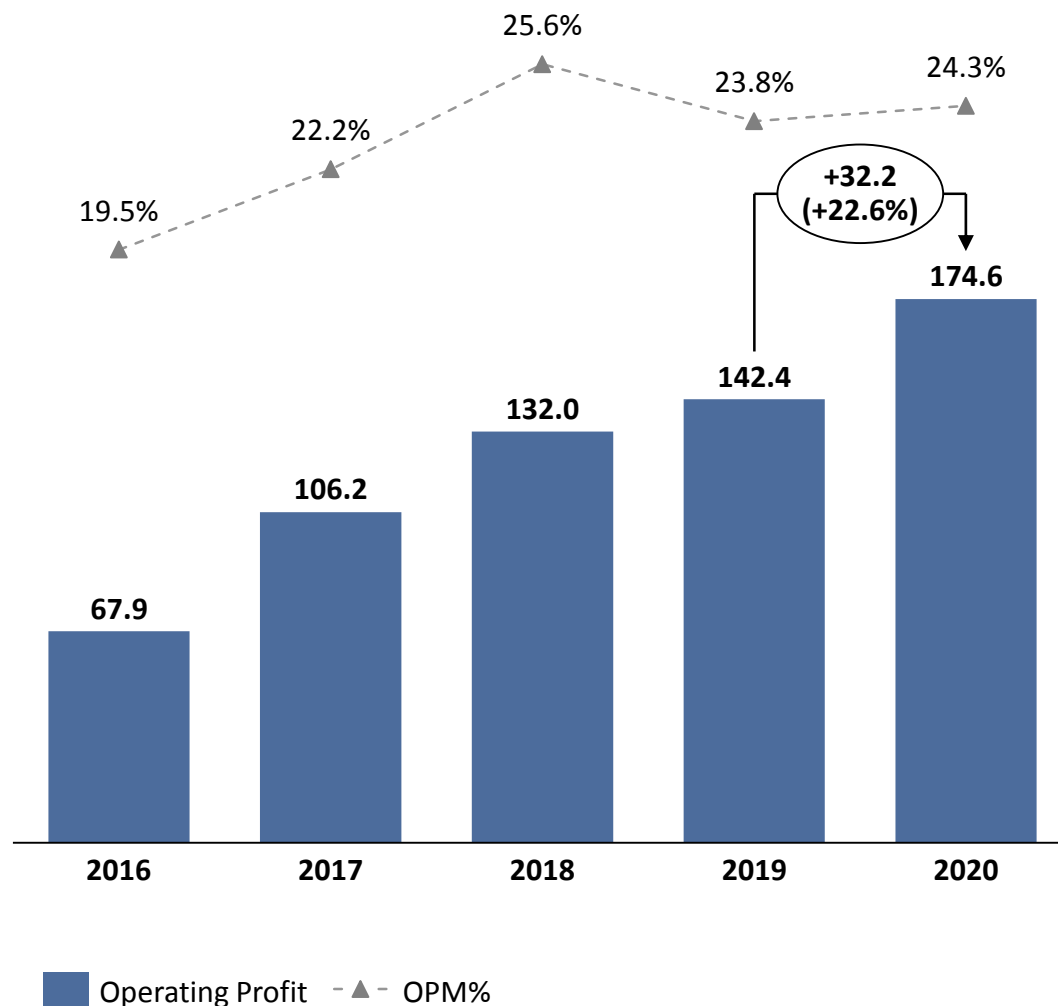


OPERATING PROFIT

Operating profit grew **+32.2mb or +22.6% YoY** with OPM% inching **up** from **23.8%** last year to **24.3%** this year.

Excluding the TigerSoft consolidation and related PPA impacts, OP would increase **+31.7mb or +23.2% YoY** and OPM% would improve from **25.6%** to **29.4%**.

TigerSoft is expected to lower Group's OPM% due to its product mix. PPA amortization of software and customer relationship also added -3.8mb impact to OP between the years.

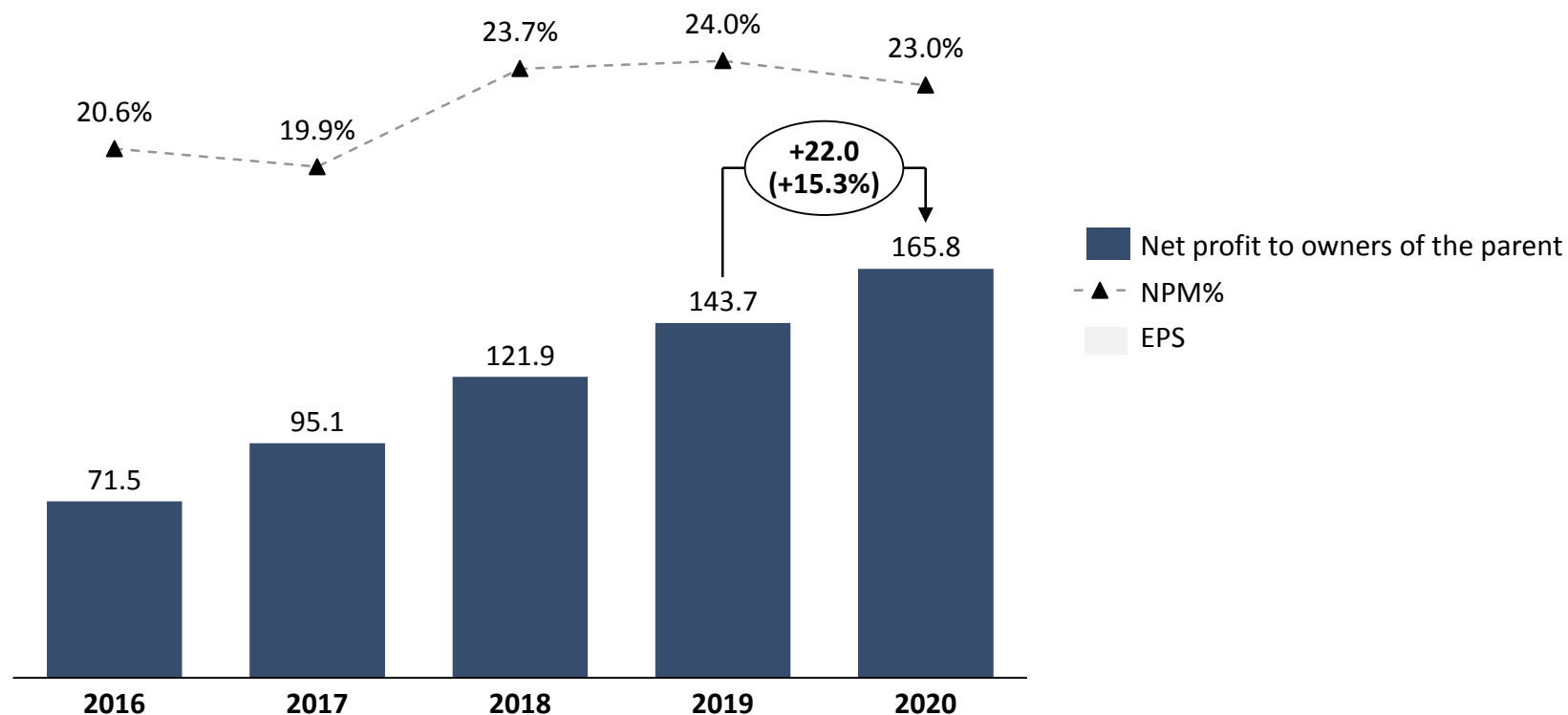


NET PROFIT & EPS

Net profit at **165.8mb**, **+22.0mb** or **+15.3% YoY** with NPM% inching down from 24.0% in 2019 to 23.0% this year.

Below-OP items were net unfavorable (-10.2mb) as improvement in other income and finance income was more than offset by higher finance cost (TFRS16 adoption) and income taxes.

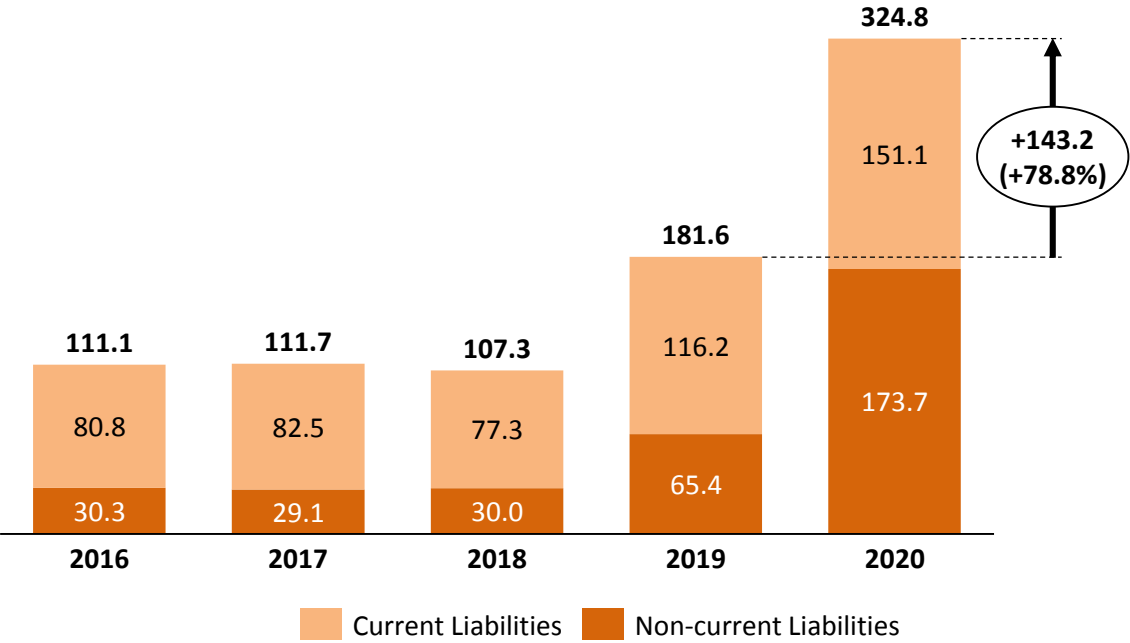
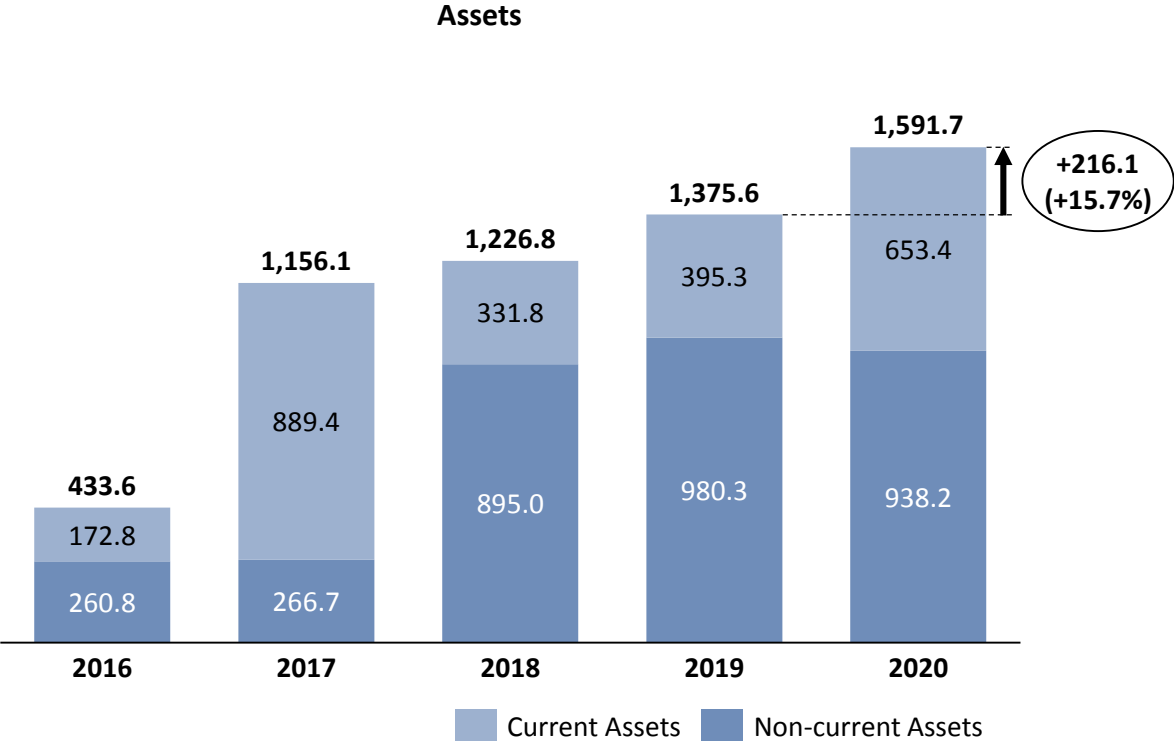
Reported EPS was **0.24** baht, compared to **0.21** baht in 2019.



mTHB	2019	2020	Change
Operating profit	142.4	174.6	32.2
Other income	6.0	9.4	3.4
Finance income	8.3	11.1	2.8
Share of profit	1.9	0.9	(1.0)
Finance cost	(0.4)	(8.4)	(7.9)
Income tax	(14.5)	(22.8)	(8.3)
Non-controlling interest	-	0.9	0.9
Net profit to owners of the parent	143.7	165.8	22.0

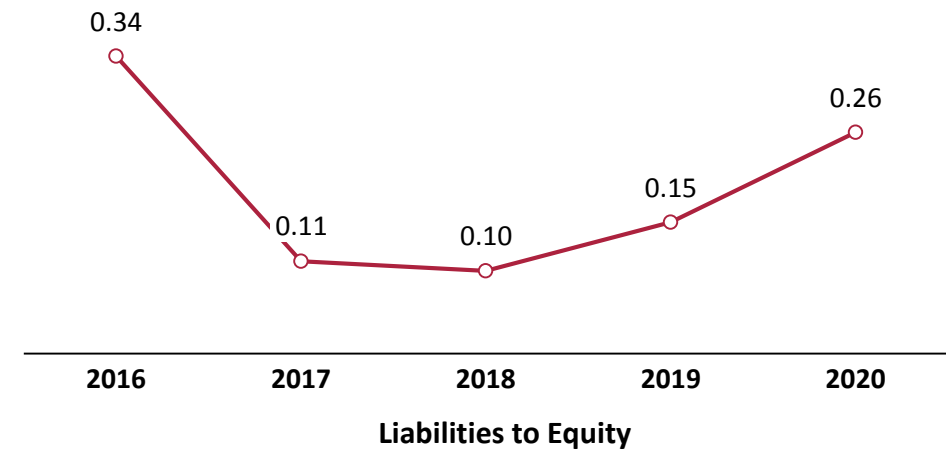
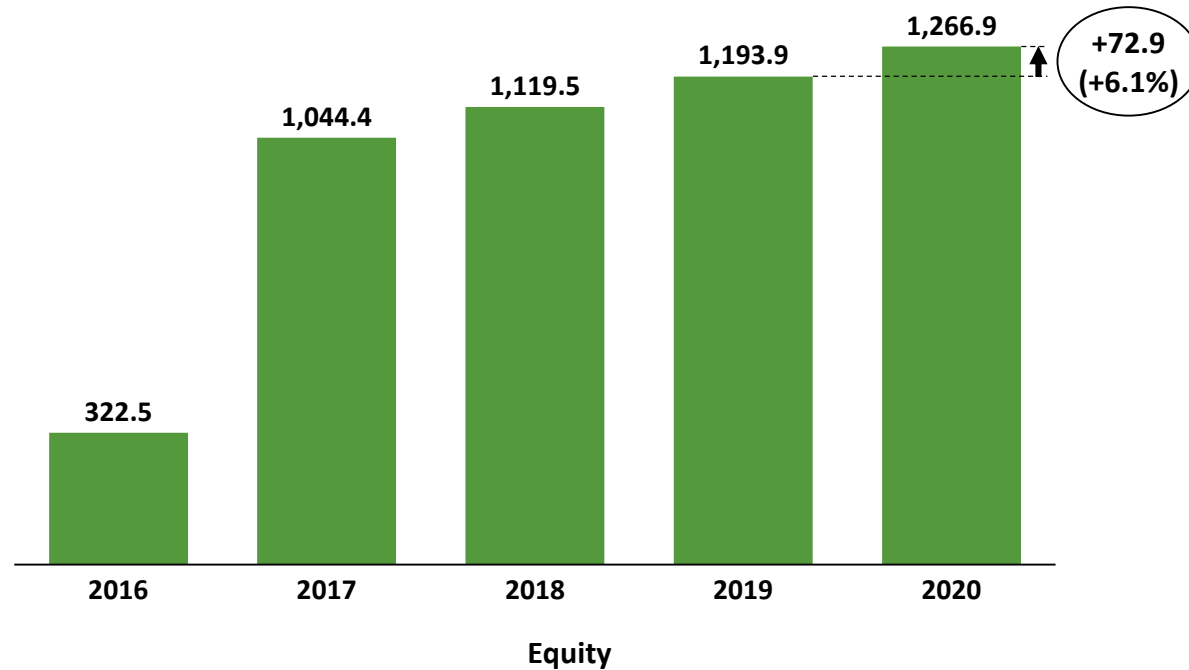
Below OP impact: **-10.2mb**
Mainly from TFRS 16 Lease Accounting adoption and higher income tax

BALANCE SHEET



The increase in assets and liabilities was largely due to the adoption of TFRS16 Leases, which resulted in the recognition of right of use assets (+128.8mb) and lease liabilities (+137.6mb) on the balance sheet.

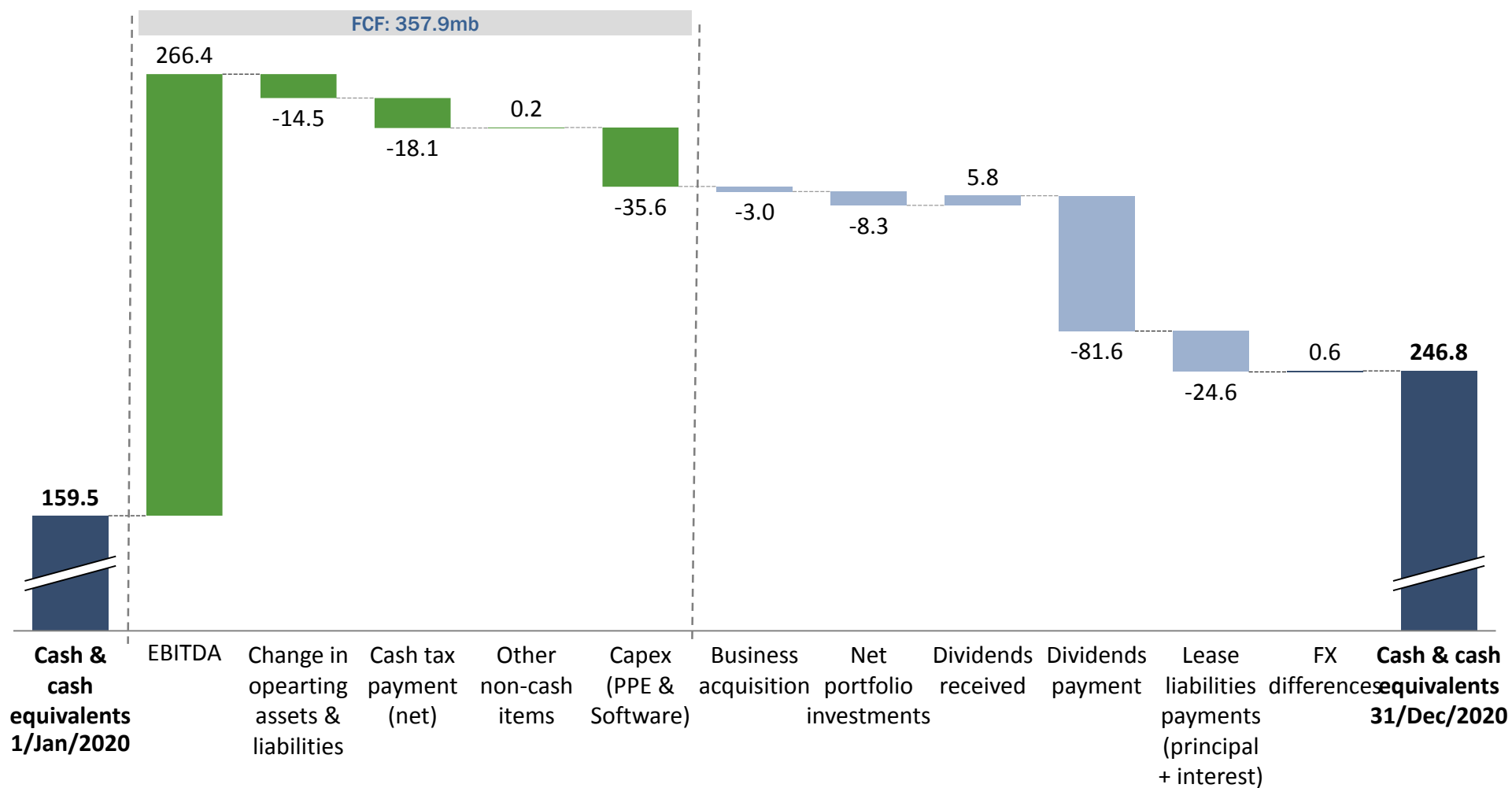
BALANCE SHEET



Equity increased by 72.9mb largely from net profit after NCI for the year (164.9mb), partially offset by other comprehensive income (-16.4mb) and dividends paid (-81.6mb).

The increase in Liabilities-to-Equity ratio was mainly a result of the recognition of lease liabilities from the adoption of TFRS16.

CASH FLOWS



We generated free cash flow of 357.9mb in FY2020, which was used to pay dividends (81.6mb) and pay principal and interest on finance lease liabilities (24.6mb).

Cash & cash equivalents was 246.8mb, an increase of 87.3mb from 31 Dec 2019 level.

BALANCE SHEET

Unit : Million Baht	2016	2017	2018	2019 (Restated)	2020
Cash	46.27	88.14	111.34	159.47	246.80
Account receivables	91.14	105.40	95.96	114.23	118.44
Current contract assets	29.41	33.08	22.36	24.58	30.35
Inventories	-	-	-	9.42	14.98
Investments in financial assets	-	650.08	669.79	641.45	620.06
Fixed assets	34.10	31.95	51.21	40.11	44.65
Intangible assets other than goodwill	162.01	151.56	165.45	200.99	176.16
Goodwill	35.16	35.16	35.16	108.62	108.62
Computer software under development	6.03	21.46	12.03	27.43	34.19
Right of use assets	-	-	-	-	128.83
Other assets	29.46	39.28	63.49	49.28	68.57
Total assets	433.58	1,156.11	1,226.79	1,375.58	1,591.66
Account payables	42.55	45.05	38.16	48.50	59.16
Current contract liabilities	21.10	21.07	20.75	47.17	47.82
Lease liabilities	9.38	9.82	9.76	3.88	137.63
Other liabilities	38.07	35.73	38.64	82.10	80.20
Total liabilities	111.10	111.67	107.31	181.64	324.80
Total equity of major S/H	320.99	1,044.44	1,119.48	1,193.94	1,264.73
Minority interest	1.49	-	-	0.00	2.13
Total equity	322.48	1,044.44	1,119.48	1,193.94	1,266.85

INCOME STATEMENT

mTHB	2016	2017	2018	2019	2020
Revenue from sales and services	347.68	478.88	515.11	598.85	719.82
Cost of sales and services	(215.13)	(289.96)	(285.52)	(335.26)	(384.97)
Gross profit	132.55	188.91	229.59	263.59	334.86
GPM%	38.1%	39.4%	44.6%	44.0%	46.5%
SG&A	(64.68)	(82.75)	(97.59)	(121.85)	(160.25)
SG&A%	-18.6%	-17.3%	-18.9%	-20.3%	-22.3%
Operating profit	67.87	106.16	132.01	141.74	174.61
OPM%	19.5%	22.2%	25.6%	23.7%	24.3%
Other income	4.27	3.50	8.12	15.01	20.53
Share of profit from associates	7.25	-	-	1.93	0.93
EBIT	79.39	109.66	140.13	158.68	196.07
EBIT%	22.8%	22.9%	27.2%	26.5%	27.2%
EBITDA	106.24	155.43	186.68	213.95	274.07
Finance cost	(4.19)	(0.80)	(0.63)	(0.43)	(8.37)
Income tax expense	(3.72)	(11.41)	(17.74)	(14.53)	(22.84)
Net profit	71.48	97.45	121.75	143.73	164.86
NPM%	20.6%	20.3%	23.6%	24.0%	22.9%
Net profit attributable to:					
Equity holders of the Company	71.47	95.08	121.91	143.73	165.75
Non-controlling interest of subsidiaries	0.00	2.36	0.00	-	(0.90)
EPS (THB)	0.11	0.14	0.18	0.21	0.24



KEY PERFORMANCE RATIOS

Financial Ratios		2016	2017	2018	2019	2020
Gross margin (sales & services)	%	38.1%	39.4%	44.6%	44.0%	46.5%
Operating margin	%	19.5%	22.2%	25.6%	23.7%	24.3%
Net profit margin	%	20.6%	20.3%	23.6%	24.0%	22.9%
ROE	%	27.4%	14.3%	11.3%	12.4%	13.4%
ROA	%	17.9%	12.3%	10.2%	11.0%	11.1%
Liquidity ratio	Times	2.1	10.8	4.3	3.4	4.3
Account receivable turnover	Times	6.4	5.6	5.7	6.3	6.6
Average collection period	Days	56.7	63.9	63.3	57.5	54.6
Account payable turnover	Times	6.0	6.6	6.9	7.7	7.2
Average payment period	Days	60.4	54.4	52.5	46.5	50.0
Cash cycle	Days	-3.7	9.5	10.9	11.0	4.6
Earnings per share	Baht	0.11	0.14	0.18	0.21	0.24
Book value per share	Baht	0.5	1.5	1.6	1.8	1.9

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.

The Benix logo is rendered in a bold, green, sans-serif font. The letter 'B' is stylized with three horizontal bars. The letter 'i' features a solid green dot. The background of the entire image is a faded photograph of a person running on a road towards a bright horizon, with a green bar at the bottom.

Benix

Your Wellness Partner

Digital Work-Life Solution – With Benix



HR

Attracting, Recruiting
Onboarding, Developing,
Rewarding, Retention
Off boarding



ADMIN

Office Resource Management
Office Asset Management
Admin Service Request
Purchase Request



IT

Active Directory
Access Management
IT Asset Management
IT Service Request



ACCOUNTING

Sales, Inventory, Finance
(Revenue and Expense
by Project, Cost Center)

Benix

BENEFIT

Digitalize insurance broker

Partners Eco System

Employee Community Platform

A PARTNERSHIP OF



HUMANICA

Leading HR Solution
and Thailand's number 1
payroll outsourcing provider.



cxagroup

Asia's pioneer and leading
insuretech provider. CXA has grown to
become Asia's leading Insurtech
start-up – affirmed.



Venture Capital (VC) arm of Muang Thai
Group, strategically invests in Insurtech,
and other sectors related to our core
business.

BENIX'S VALUE PROPOSITIONS

Benix A New Age Broker in Digital Era



RIGHT-FIT PROTECTION AND COVERAGE

- > Group insurance - options for flexible benefits
- > Options to have health checkup bundled
- > Options to have self - funded budget for OPD, dental, health checkup
- > Suitable coverage/features for different segments



HOLISTIC HEALTH AND WELLNESS SOLUTION

- > Claims management, insurance hospital network, e-medical card
- > Connect with telemedicine, pharmacy network, and clinic network
- > Health risk assessment (HRA)
- > Health checkup data
- > Health and wellness recommendation

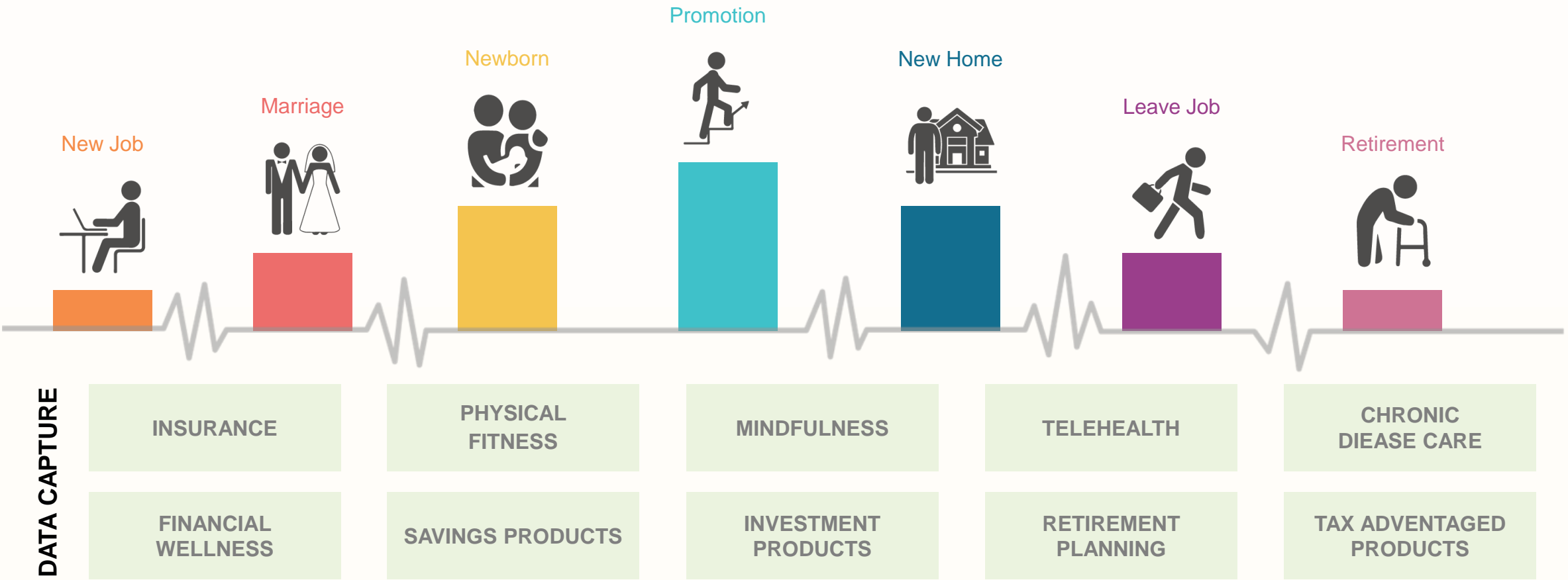


PERSONALIZED HEALTH AND WEALTH OFFERINGS

- > Gather and analyze data
 - Claim history
 - HRA
 - Health checkup
 - Payroll information
- > Recommend personal health and wealth products through E-shop

HOW BENIX HELPS

Benix A New Age Broker in Digital Era



WE SUPPORT YOU

Benix A Humanica Company Presenting



Group Insurance

One that provides coverage to a group of members, usually comprised of company employees or members of an organization. Group health members usually receive insurance at a reduced cost.



Self-Insured Medical Plan

One in which the employer assumes the financial risk for providing health care benefits to its employees.



Flexi Benefits

A benefit program that offers employees a choice between various benefits including cash, life insurance, health insurance, vacations, retirement plans, and child care.



Benefits Administration

A process of creating, managing and updating an organization's employee benefits program. It provides employees with the right mix of benefits is critical to attracting and retaining talent and creating engaged employees.

WE SUPPORT YOU

Benix A Humanica Company Presenting



Health Screening

An effective way to detect a specific disease or condition early, even when there have been no symptoms or signs of the disease. Detecting a condition early means getting the right treatment at the right time and this gives employees better control over their health.



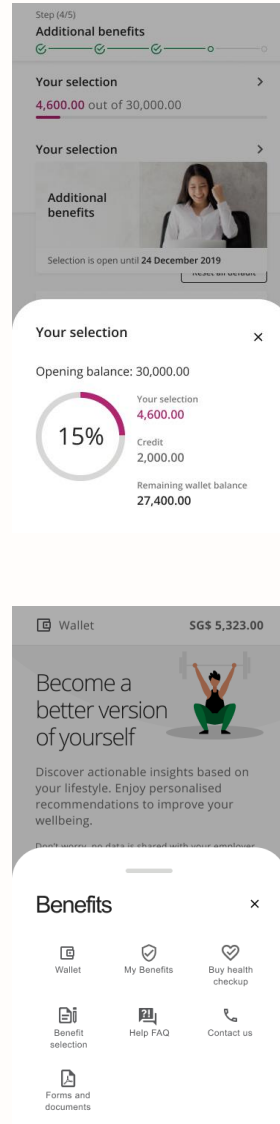
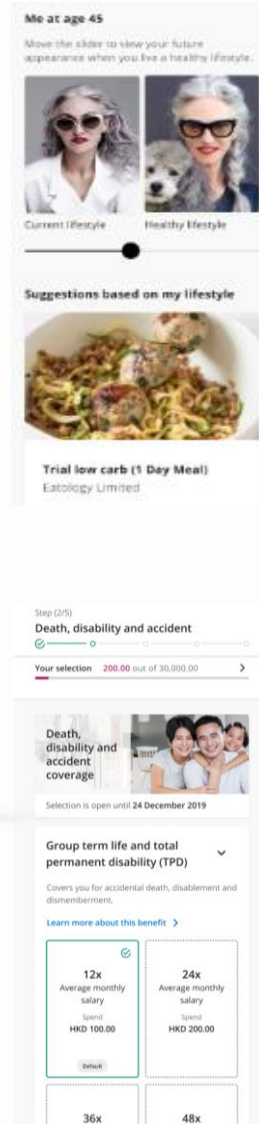
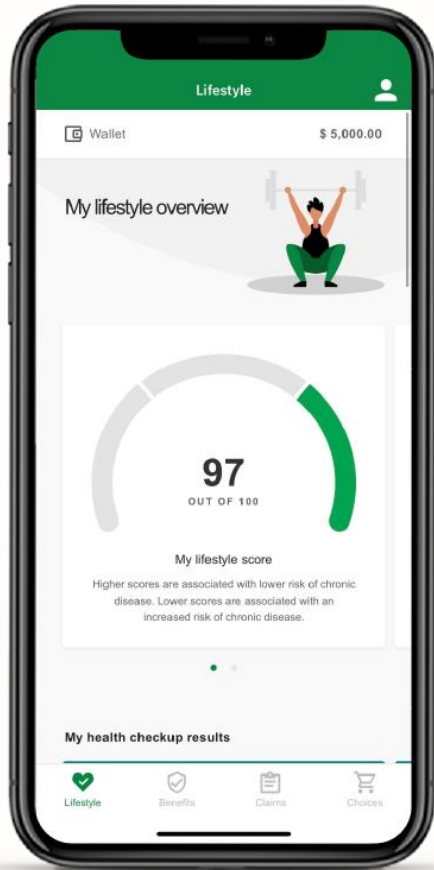
Healthcare Service

Any medical or remedial care or service, including supplies delivered in connection with the care or service, that is recognized under state law.



Wellness Portal And E-Shop

A digitalized services which your employees can easily access via their devices.



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

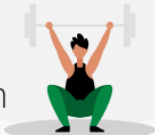
We will be the first in Thailand to provide an ecosystem with from HR to Benefits.



Employee Community

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

Become a better version of yourself



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



Benefits from using Tiger Payroll Outsourcing Service



Payroll Calculation

Our staff will calculate the payroll,
perform salary payment,
and submit formal business reports to the executives.



Workplaze Program

It is a software that helps verify employees' information
various information through online channels.



Time Attendance Device Rental

For the convenience of work time recording



All-in-one solution for SMEs



Affordable



Digitalized using LINE notify

Tiger Payroll Outsourcing Services



Time Attendance Device Rental



TigerSoft offers Time Attendance Device Rental service for free.

The customer can verify and gather the employees' work time
records with ease. Also, it prevents work time fraud, resulting in
accurate information



XFace200+

Temperature measurement technology with real-time display to prevent high-temperature personnel from accessing a specific area.



Contactless recognition technology

Fever detection and masked individual identification

Anti-spoofing algorithm for facial recognition against almost all types of fake photos and videos attack

High-speed biometric access control terminal with facial recognition. 3-in-1 palm recognition (Palm Shape, Palm Print and Palm Vein) is performed in 0.35 sec per hand

Features

- Visible Light Facial Recognition
- Prevent counterfeit from using photos or videos
- Verification through Face, Fingerprint, Palm, and Password
- Operational in low light areas
- The scanning distance is 0.3-2 meters.
- Temperature measurement technology.

Visible Light Facial Recognition



Touchless



High Temperature



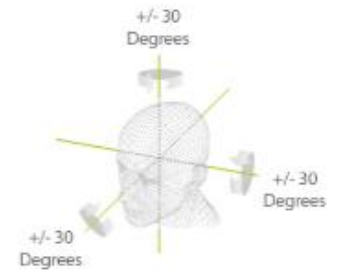
Palm Recognition



Masked Face



Fever Detection



The scanning distance is 0.3-2 meters.

XFace200+ measures body temperature. If the person's temperature exceeds a given criterion, he will not be able to pass through. The device helps prevent the spreading of COVID-19 within an organization. Additionally, the detection range of the device is 30-50 centimeters, reports the result in under 3 seconds, and recognizes faces within the 30 degrees angle.



E-LEARNING INTEGRATION

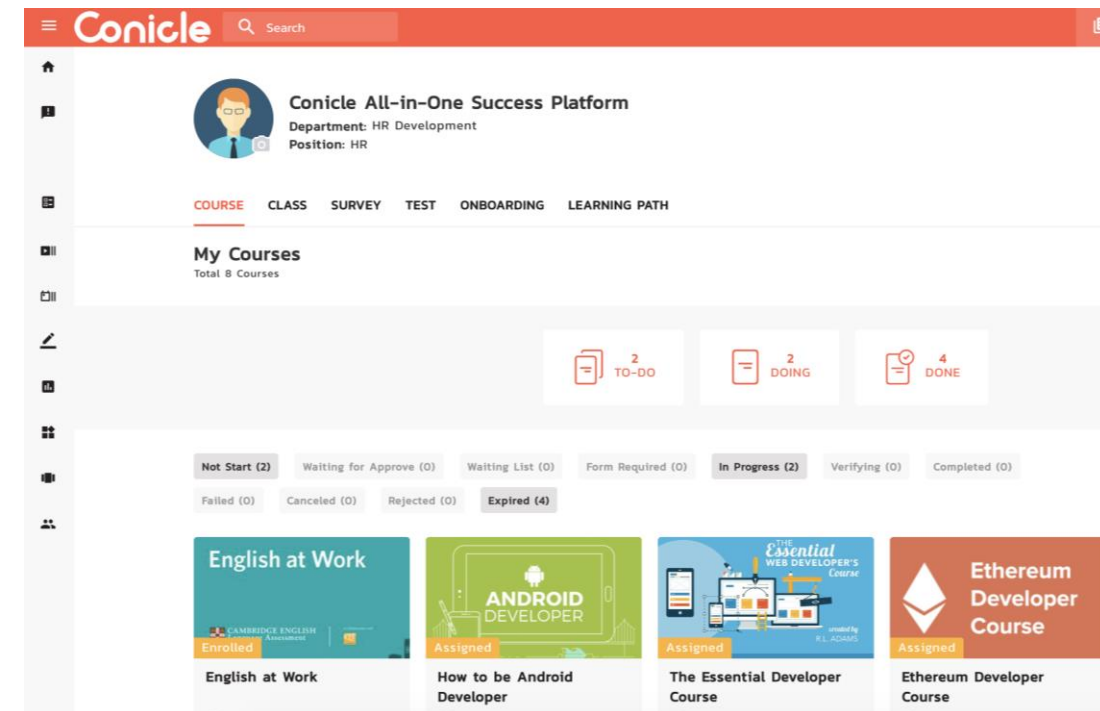
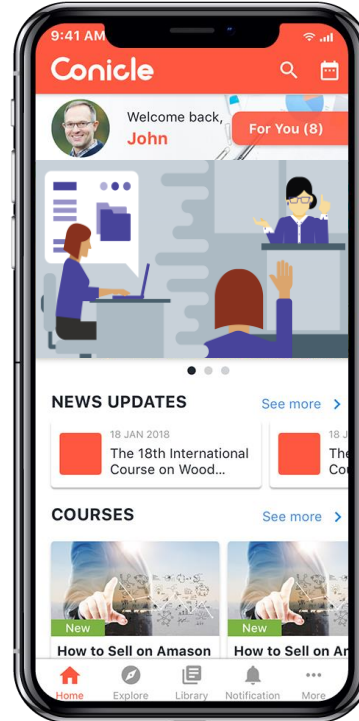
Alternative e-Learning platform, Humatrix's integration out of the box.

Conicle

Modern Learning Platform

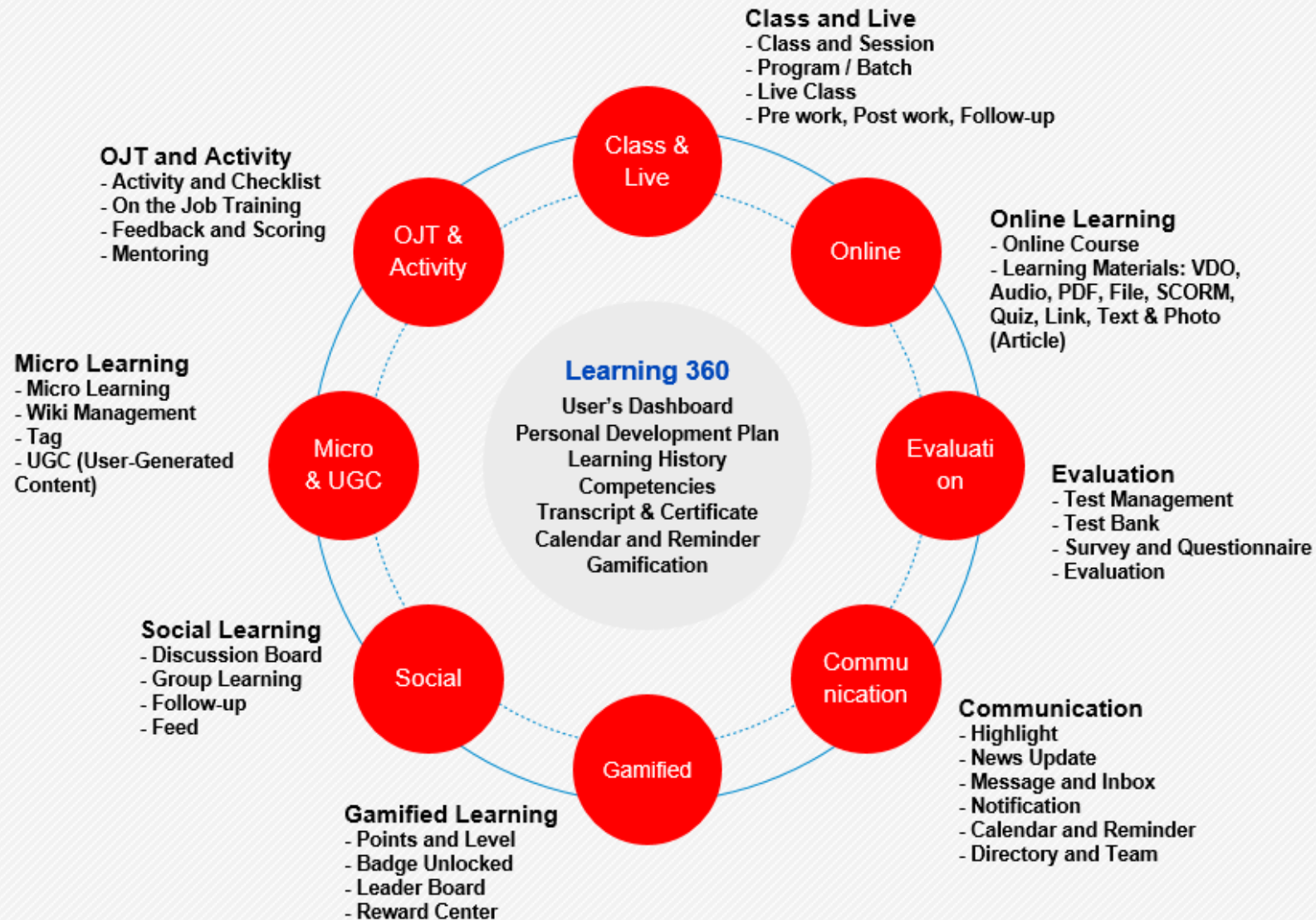
Conicle Platform is the revolutionized enterprise-class learning and development solution to empower organizations and people to learn and develop faster, easier and better. Anywhere. Anytime.

Mobile | Blended | Data-driven



E-LEARNING INTEGRATION

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



Conicle ccess Story

 **350,000+** Users

 Revenue growth **16x** from 2015-2019

 **33mb+** Revenue



AIS
AIS LearnDi
The Digital Learning Hub

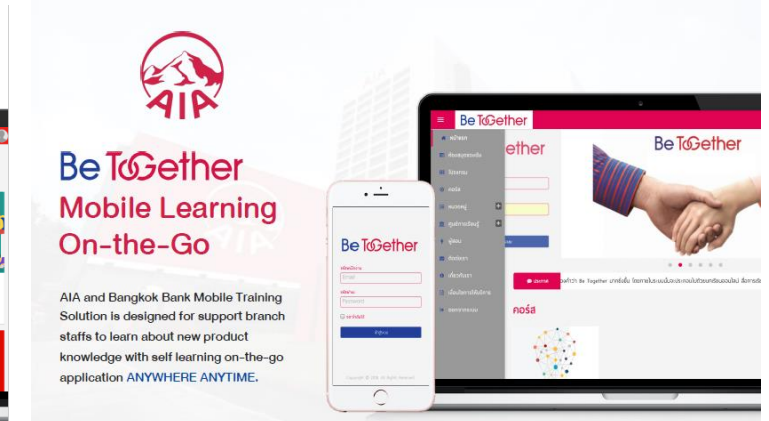
Implementing all Conicle learning platforms: ONDEMAND and CONNECT, to develop and grow all teams in the company from AIS HQ to all departments and branches all around the country.

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.



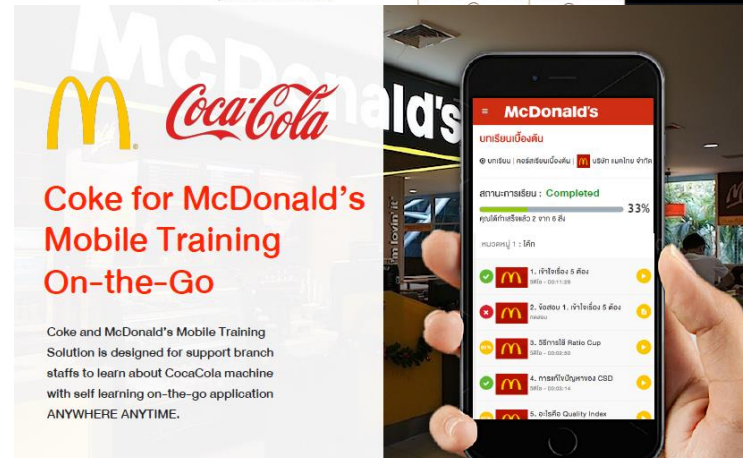
CIMB BANK
CIMB Smart Learning Management System

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 for support branch staffs to learn about new product knowledge with self learning on-the-go application ANYWHERE ANYTIME.



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

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



Unilever Network
Training On-the-Go

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.



KING POWER
KING OF DUTY FREE

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**

1 Strengthen Platform to Penetrate Corporate Market HUMANICA

Strengthen our platform covering HRD process and aggressively penetrate the market with our strategic partner; **Humanica**

2 Build Customer Success Engine for High Retention and Lifetime Value

Build the customer success engine to retain almost 100% of subscribers to have higher base recurring revenue

3 Industry Expert Partnership and International Content Licensing

Accelerate the growth of the content and academy business with 1. Industry Expert Partnership and 2. Licensing Contents

4 Scale to SMBs and B2C with Strategic Partners TIGERSOFT AIS

Scale and leverage to the mass market; SMBs and B2C with strategic partners; **Tigersoft (Humanica)** and **AIS**

5 Oversea Expansion with Strategic Partners HUMANICA

Oversea Expansion by leverage the network of our partners and investors; **Humanica** and **500 Startups**

Conicle Platform

People Development Platform: For Corporates / Cloud Academy Platform: For Industry Experts / B2C Platform: For Consumers / Conicle For Business Platform: For SMBs



Micro Learning

Mobile-First
On-the-Go
Anywhere Anytime



Blended Learning

Online and Live
Class and Workshop
Activity and OJT



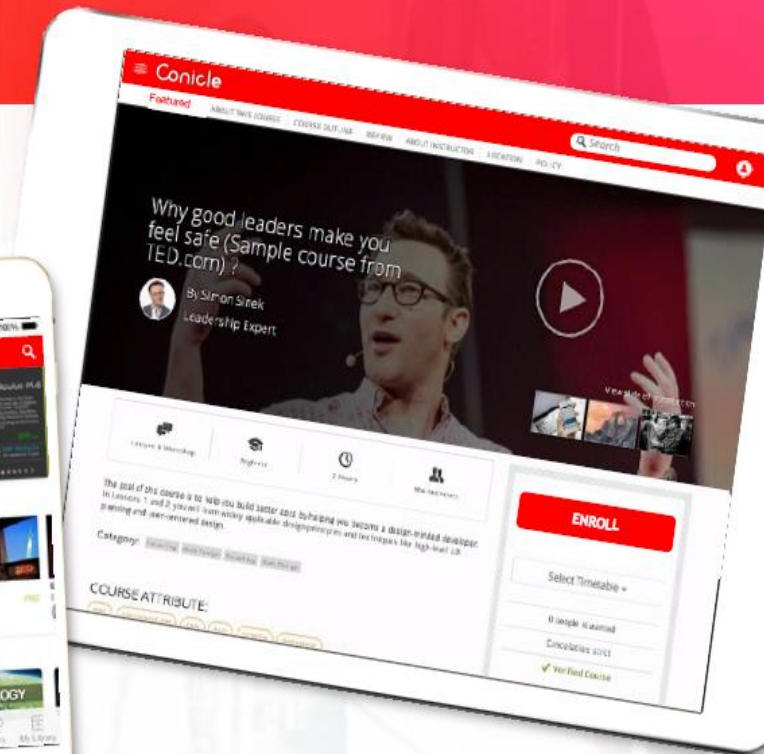
Social & Engaged

Group Learning
Discussion and Mentor
User-Generated



Personalized

Competencies
Gamification
Visualized and Analytics



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

P2P LENDING IN A NUTSHELL

A marketplace for lending products

BORROWERS



Borrowers have to borrow outside of the financial system.

Borrowers want to find alternatives with lower interest rate.

Borrowers do not meet bank's minimum risk appetite.

Borrowers do not want to go through the slow and tedious banking process.

P2P PLATFORM



Platform facilitates matching between borrowers and investors. Allowing retail borrowers to borrow directly from retail investors.

Platform performs risk assessment and underwriting for investors, meanwhile keeping credit record.

Platform assists both sides in loan services from origination to collections.

INVESTORS



Investors want to find other fixed income alternatives than deposits and TDs, which offer very low rates

Investors want to have access to investment products. Equity is not accessible to everyone.

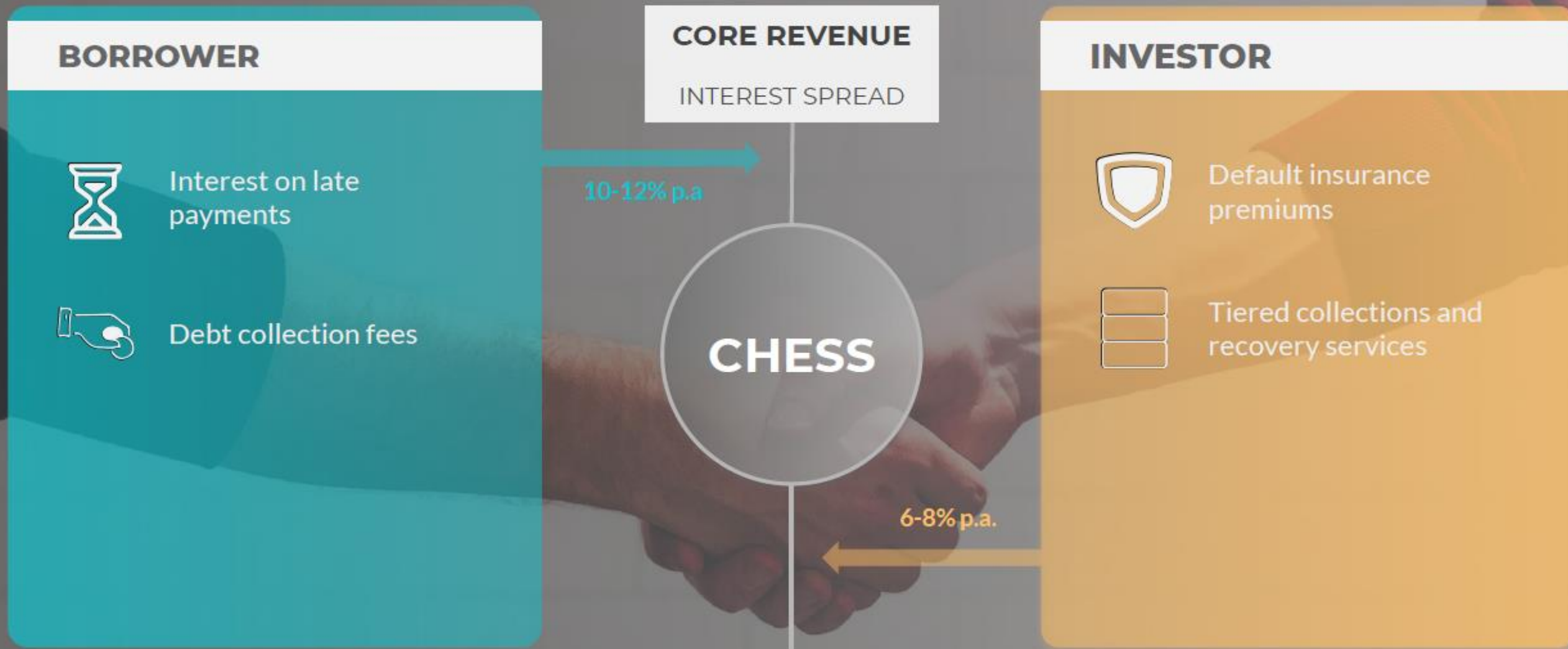
Borrowers does not meet bank's risk appetite or doesn't want to

Request to borrow money

Choose which borrower to invest money with

MONETIZATION STRATEGY

Minimal hassle in the form of micro-transaction fees to distinguish from traditional banks



THANK YOU

Any questions?



You can find me at

- Soonporn.D@humanica.com
- www.humanica.com

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