



# ASX:IHR

Executive Chair Presentation

November 24, 2022

Matt Donovan

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**The intelligent people platform  
empowering HR and business leaders  
to make more intelligent people decisions**

**intelliHR**

## Make more intelligent people decisions.

The HR platform that empowers leaders to create a better work life for their people, teams, and organisation.

Take a quick tour



Empower engagement and performance

Build a specialised HR ecosystem

Gain deep workforce data and analytics

Automate core HR workflows

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# The intelligent people platform

## Next-gen HCM putting People and Culture at the core

Pillars: Intelligent, Human, Empowering, Secure

Born of HR

Analytics + Visualisation

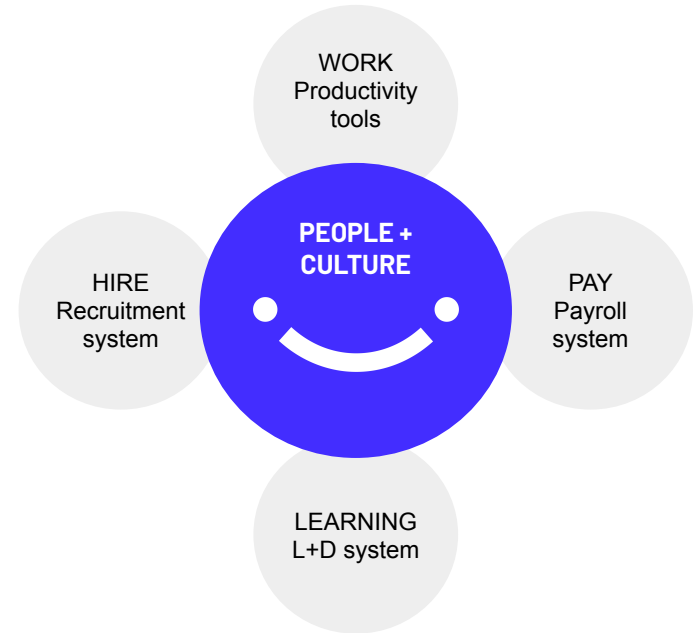
AI + Machine learning

Flexible + configurable

Real-time Sentiment + Insights

Engagement, Performance, Strategic

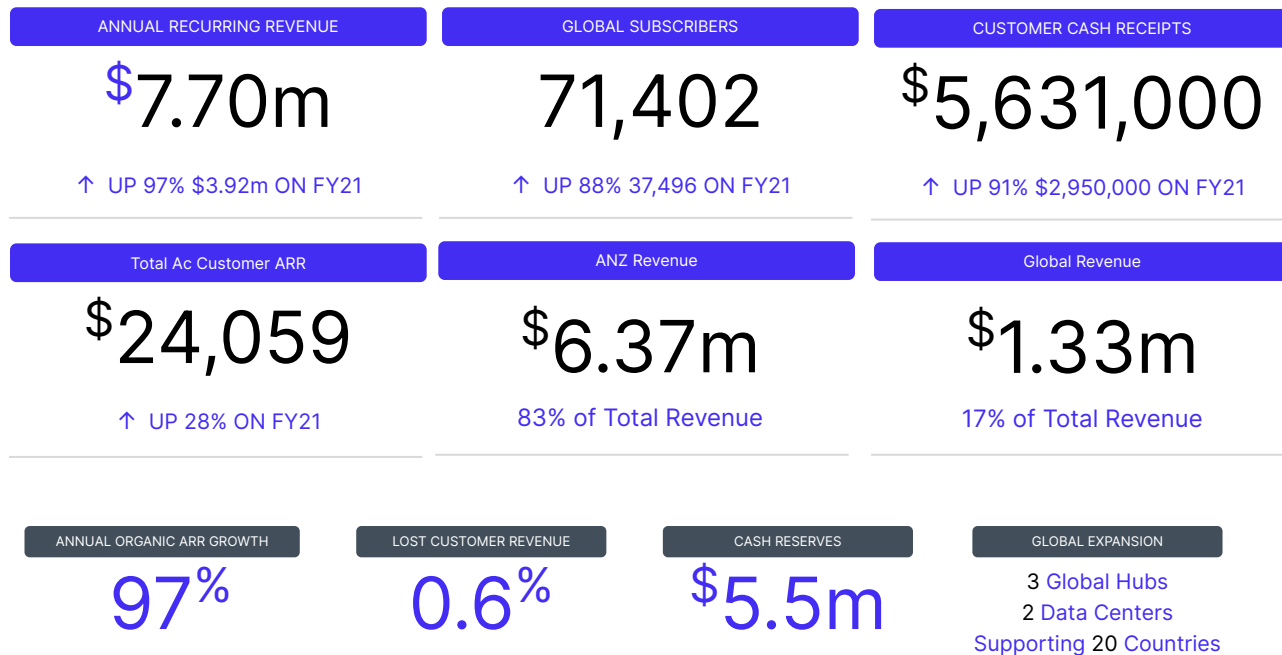
Global + Multilingual



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# FY22 intelliHR Results Snapshot

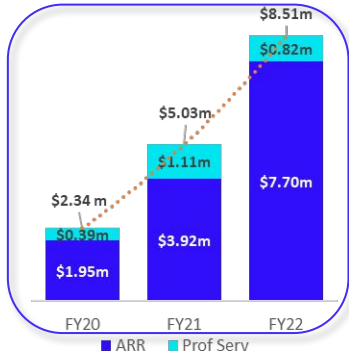
- Strong organic growth in Recurring Subscription Revenues
- Exceptional customer retention of 115% and world class NPS of 44
- Customer cash receipts of \$5.6 million with further strong growth expected given current WIP pipeline of 16558 subscribers
- Capital management and a focus upon achieving operating cash flow breakeven remain a key focus for FY23



# Financial Performance Highlights FY22

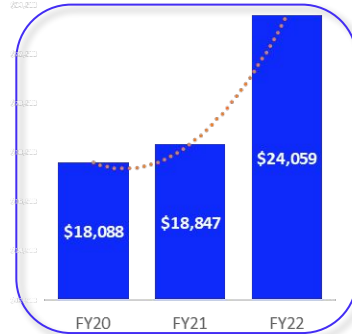
...FY22 has delivered its strongest ever FY, with contracted ARR increasing 97% YoY. As at 30th June 2022, total contracted ARR was \$7.7m and invoiced ARR was \$5.763m.

ARR + Annualised Implementation \*



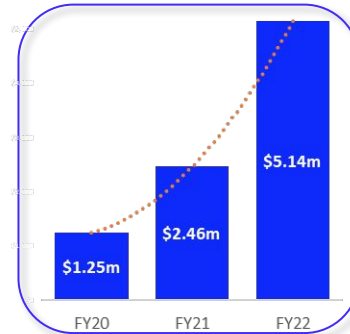
▲ 69%  
YOY

Total Av ARR



▲ 28%  
YOY

Reported Revenue



▲ 109%  
YOY

Total Customer Lifetime Value \*\*



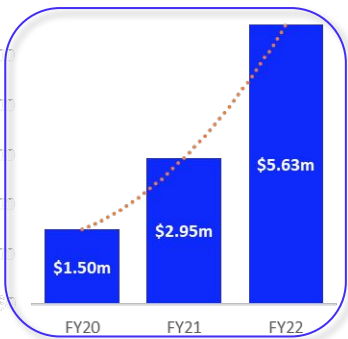
▲ 102%  
YOY

\*30<sup>th</sup> Jun ARR + Q4 Implementation Annualised \*\* Based upon Customer Life Time of 15 years

# Financial Performance Highlights FY22 - cont

The intelliHR platform continues to achieve excellent levels of Annual Net Retained Revenue Growth at 115%, and with less than 0.6% of revenue lost in the last twelve months. Net cash used in operations reduced QoQ by 24% compared to Q3 to \$2.2m through a combination of restructuring cost and increased income

Customer Cash Receipts



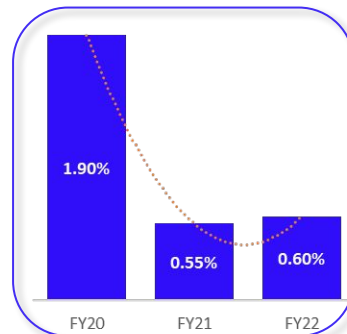
91%  
YOY

Net cash outflows



98%  
YOY

Lost Revenue %



Steady  
YOY

Rolling 12 month  
Net Revenue Retention



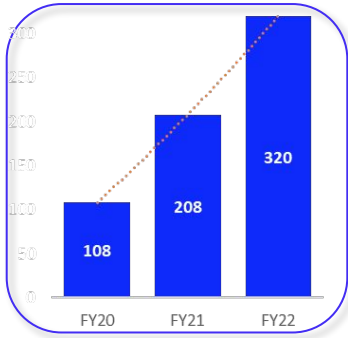
from 106%  
in FY21



# Financial Performance Highlights FY22 - cont

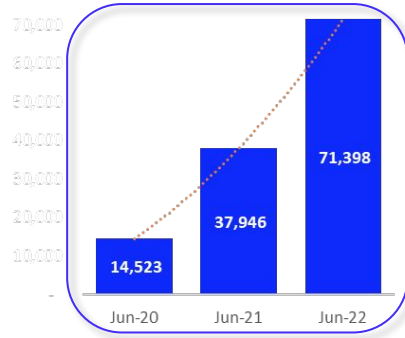
... New Enterprise Business Growth has driven marked increases in Contracted Subscribed Headcount, with contracted global subscribers increasing by 126% during FY22

Customers on Platform



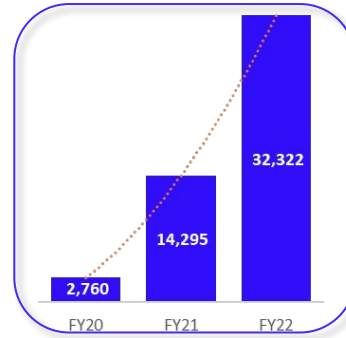
54%  
YOY

Subscribed Headcount on Platform



88%  
YOY

Global Subscribed HC on Platform



126%  
YOY

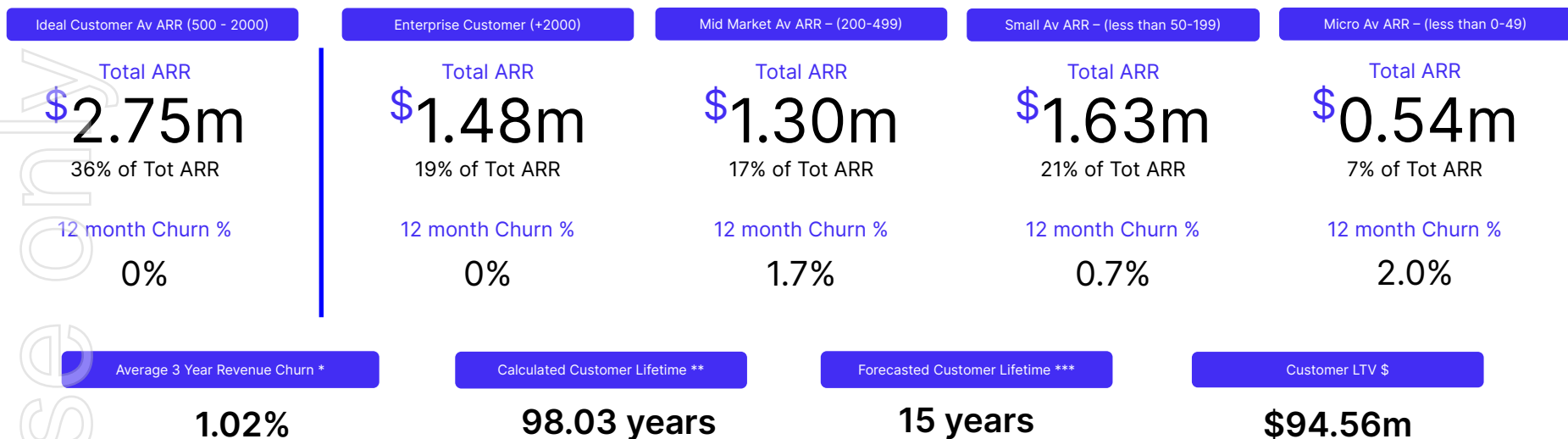
Customer NPS

**+44**

World Class NPS

Net Promoter Score (NPS) measures the loyalty of customers to a company. NPS scores are reported with a number ranging from -100 to +100.

# FY22 intelliHR Customer Base



\* Churn for FY22 0.6% \*\* Calculated customer lifetime based upon 3 year Av Churn \*\*\* Opted for conversative forecast of 15 years in place of calculated 98.03 year customer life time

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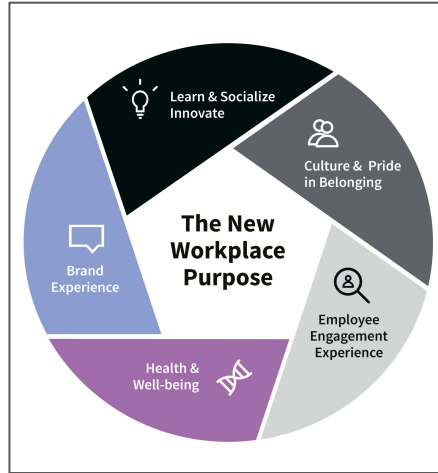
FY23 to date

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# Despite market conditions, underlying drivers remain strong

## Transformation Is A Human Resource Process - Forbes

Digital transformation of HR and business continues



Hybrid working is the new normal



The rise of the CPO

Employee-centric  
Goals  
Agility  
Engagement  
Wellbeing  
Performance

New ways to build performance cultures

# Financial Snapshot at end Q1-FY23

- Strong organic growth in Recurring Subscription Revenues
- Exceptional customer retention of 116% and world class NPS of 44
- Cash receipt growth yet to be realised with current WIP pipeline of 16,409 subscribers
- Capital management and a focus upon achieving operating cash flow breakeven remain a key focus for FY23

ANNUAL RECURRING REVENUE

**\$8.37m**

↑ UP 78% y-o-y

GLOBAL SUBSCRIBED HEADCOUNT

**78,550**

↑ UP 80% y-o-y

Q1FY23 CUSTOMER CASH RECEIPTS

**\$1.83m**

FLAT q-o-q (Q4 RECORD)

Total Av Customer ARR

**\$25,208**

↑ UP 28% y-o-y

ANZ Revenue

**\$6.84m**

82% of Total Revenue

Global Revenue

**\$1.53m**

18% of Total Revenue

NET RETAINED REVENUE

**116%**

LOST CUSTOMER REVENUE

**0.6%**

CASH RESERVES

**\$3.11m**

GLOBAL EXPANSION

3 Global Hubs  
2 Data Centers  
Supporting 20 Countries

# Simplified pitch

**intelliHR**

**Make more intelligent people decisions**

The people platform born of HR

World leading analytics

Secure ecosystem, configured for you

Advanced HR for all business leaders

Enterprise capability, mid-market price



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# Continuing to win larger, well known customers

\$A8.37m ARR (Q1-FY23). 332+ customers. 20+ countries. 78k+ HC on platform. 40% HC is UK/NA

Technology > Travel > Food + Bev > Hospitality > Engineering > Mining > Agribusiness > Public utilities > Health care > Financial > FinTech  
> Consumer Retail > Professional services > Services > Education > Distribution > Manufacturing > Automotive

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# Winning against the world's biggest

workday



bob

ELMO

ÜKG

What the customer told us - "Because only IntelliHR..."

- Creates a single source of employee data truth
- Delivers enterprise capabilities at a mid-market price
- Is fastest to implement and get up and running to realise value
- Is a true cloud-first solution - ecosystem, best of breed, easy data flows
- Provides machine learning driven insights and predictive analytics the others don't
- Is so easy to use - low education barrier for HR and broader management users

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# Unmatched flexibility and speed-to-value



7750 HC

"Celena, our Chief People Officer, requests a report that takes us 3 to 4 days to get from our Payroll team - we were able to produce it in seconds for her, and we'll be able to set it up as a standard report so it's available on her own dashboard in future. She was immediately delighted with her access to the intelliHR analytics and dashboards."

"We're a complex business - that created challenge in implementing an HRIS system. In partnering with intelliHR we are incorporating employee data for over 60 employing entities, with all the appropriate controls and privacy considerations for those separate businesses. Our HR community across New Zealand are incredibly excited to move from excel spreadsheet to intelliHR!"

"intelliHR implementation has been very smooth with close attention to detail and management of all moving parts - they feel like an extension of our team"

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# Independent global thought leader and customer recognition

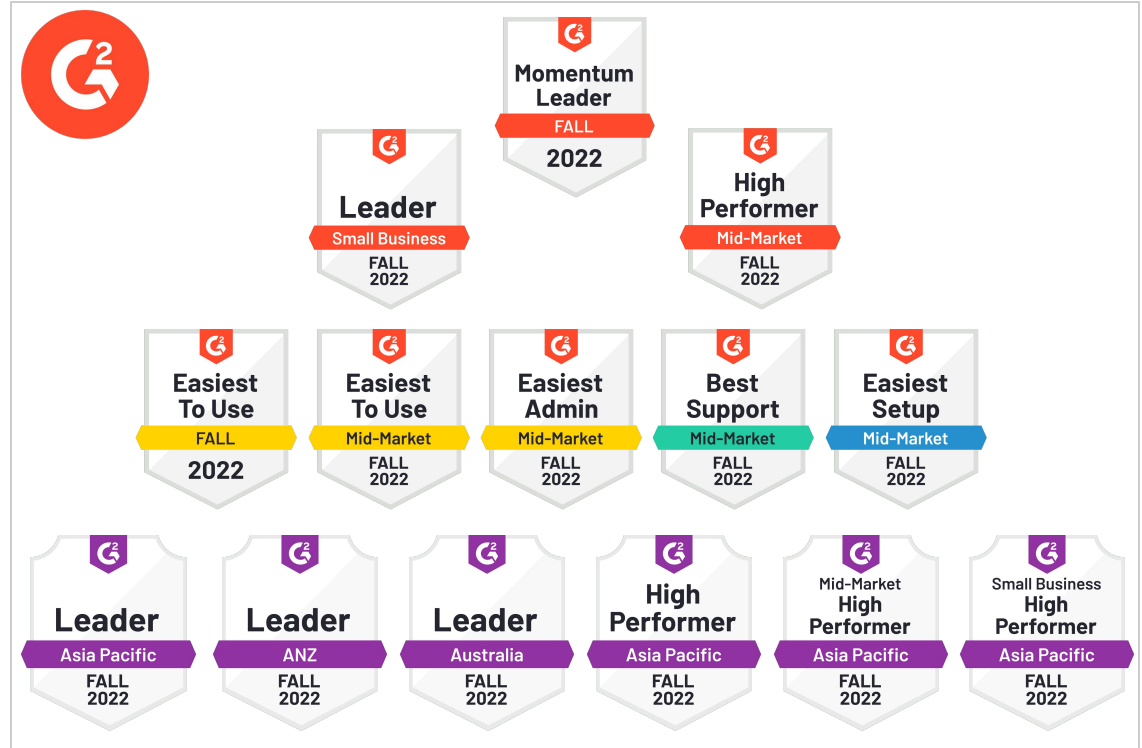


## Key Differentiators

Leapgen Analyst & Consultant Perspective

“No other in this space has these analytic capabilities..... Better visualization of data than most of the market... (bringing) data in without breaking payroll is game-changing”

Jason Averbook  
Global HR thought leader  
Co-founder and CEO of Leapgen  
Global HR digital transformation  
His latest book: “The Ultimate Guide to a Digital Workforce Experience”



# Creating next-gen proactive people leaders

THEM

Morning CPO.  
What's happening  
with our attrition?

13.1%

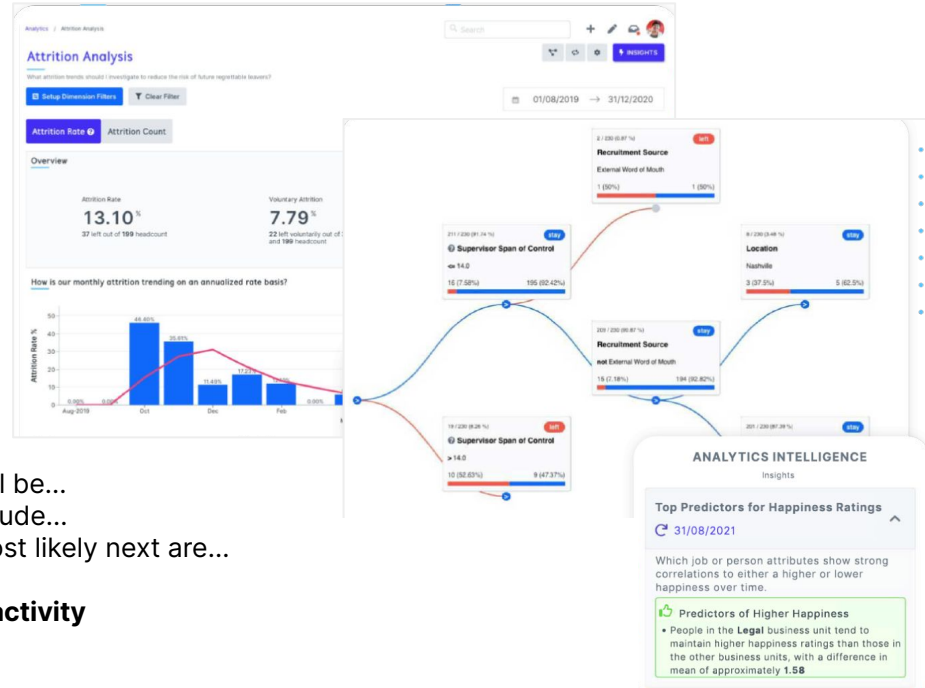
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Morning CPO.  
What's happening  
with our attrition?

13.1%

- +drivers are...
- +next impacted will be...
- +people at risk include...
- +business units most likely next are...

**Insight driven proactivity**



# Global growth model

## Strategies

1. Win in ANZ
2. Win everywhere with Partners
3. Organisational agility
4. Scale the Demand Engine
5. Lead in market with our solution
6. Champion the intelli-Way

## Product

Build the world's most intelligent people platform

## GTM Drivers

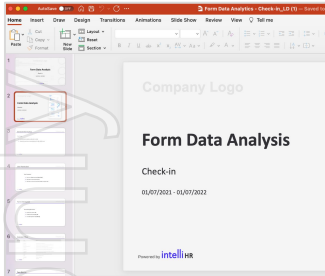
Partners

Payroll

Monetisation

Direct

# Global growth model



## Platform

Modern SaaS process  
Rapid innovation  
Design + insight led  
Intelligent, Human,  
Empowering, Secure



## Partners

Ecosystem  
Implementation  
Resellers  
Marketplaces



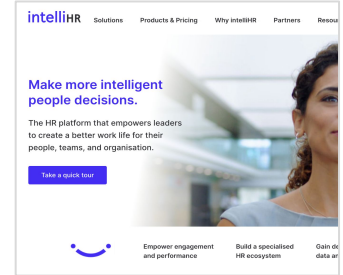
## Payroll

Scale Cintra first  
3 yr deal - 240k HC  
IHR "Payroll inside"  
NA, ANZ, UK



## Monetisation

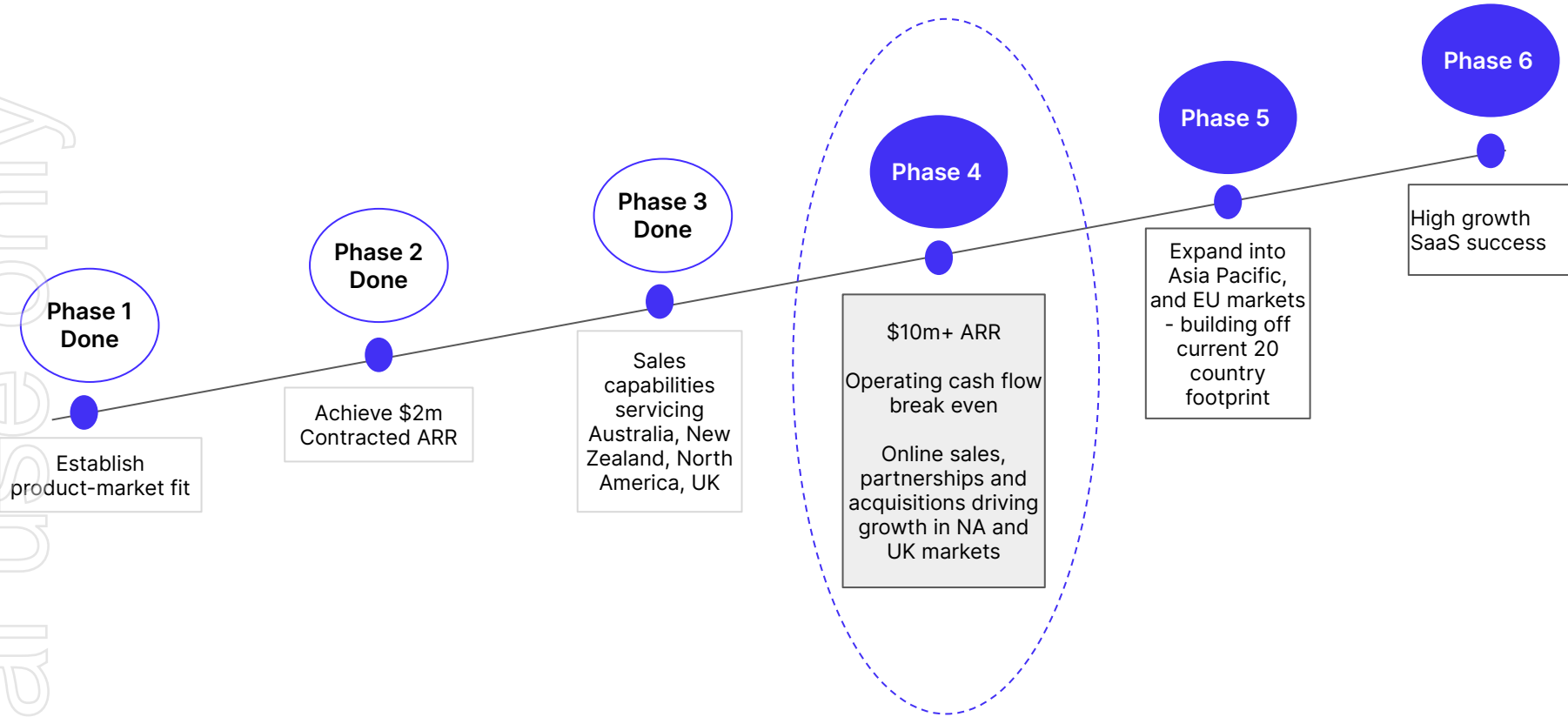
Annual Upfront  
Increased pricing  
Accelerated ARR  
IntelliCare Premium



## Direct

Organic capability  
Efficient spend  
Ideal size  
Simplified sell

# The Next Growth Cycle





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