

ASX: IHR

The year ahead

19 September, 2022

Matt Donovan, Executive Chair



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Authorised for release by the Board of IntelliHR.

Who we are



- Our purposeful mission To empower people to build their best work life together
- Our idea We will build the world’s leading people platform
- Our brand The people platform that creates happy performing teams
- Our product value

Intelligent	Human	Empowering	Secure
Intelligent HR driven by real-time data and insights	Easy, engaging, and inclusive HR experience for all	Puts people at the heart of the business strategy	Secure cloud platform for all your people data

97% ARR growth in FY22

Now 320+ customers. 20 countries. 71k+ 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

Results Snapshot FY22

- 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 16,558 subscribers
- Capital management and a focus upon achieving operating cash flow breakeven remain a key focus for FY23

ANNUAL RECURRING REVENUE

\$7.70m

↑ UP 97% \$3.92m ON FY21

GLOBAL SUBSCRIBED HEADCOUNT

71,402

↑ UP 88% 37,496 ON FY21

CUSTOMER CASH RECEIPTS

\$5.63m

↑ UP 91% \$2.95m ON FY21

Total Av Customer ARR

\$24,059

↑ UP 28% ON FY21

ANZ Revenue

\$6.37m

83% of Total Revenue

Global Revenue

\$1.33m

17% of Total Revenue

ANNUAL ORGANIC ARR GROWTH

97%

LOST CUSTOMER REVENUE

0.6%

CASH RESERVES

\$5.5m

GLOBAL EXPANSION

3 Global Hubs
2 Data Centers
Supporting 20 Countries

Financial Performance Highlights FY22

ARR + Annualised Implementation *



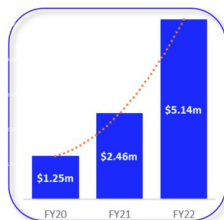
▲ 69%
YOY

Total Av ARR



▲ 28%
YOY

Reported Revenue



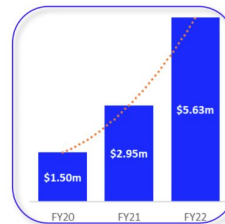
▲ 109%
YOY

Total Customer Lifetime Value **



▲ 102%
YOY

Customer Cash Receipts



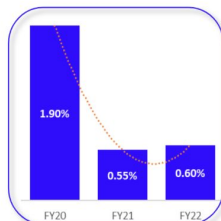
▲ 91%
YOY

Net cash outflows



▲ 98%
YOY

Lost Revenue %



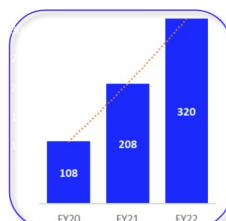
Steady
YOY

Rolling 12 month Net Revenue Retention



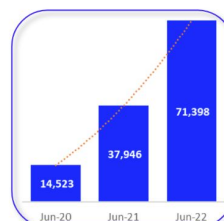
▲ from 106%
in FY21

Customers on Platform



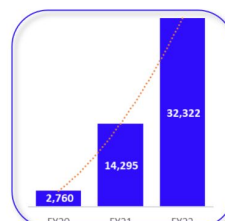
▲ 54%
YOY

Subscribed Headcount on Platform



▲ 88%
YOY

Global Subscribed HC on Platform

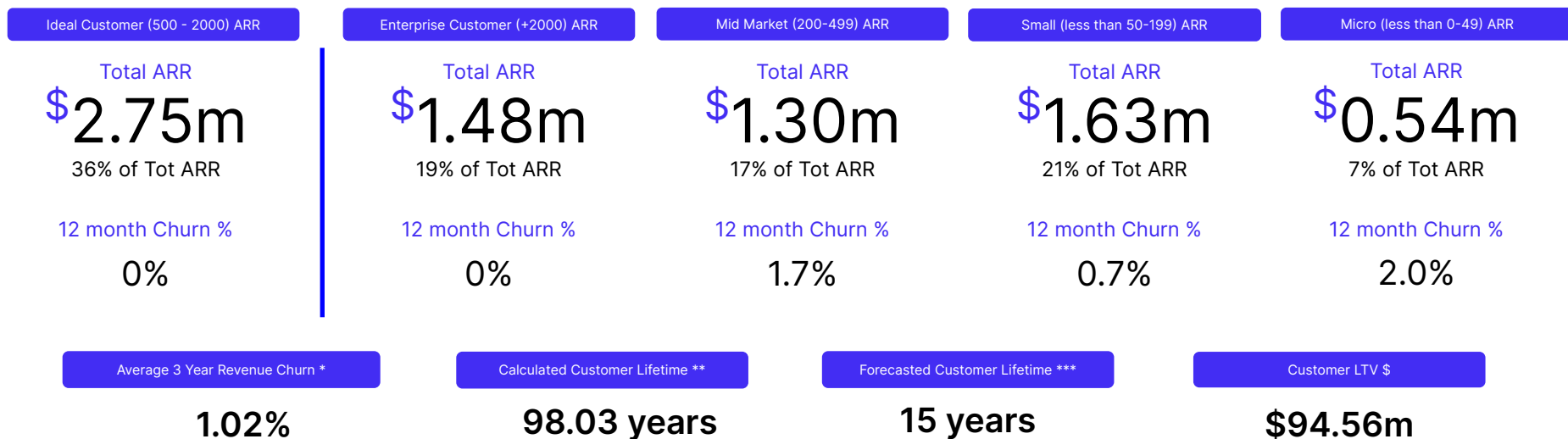


▲ 126%
YOY

Customer NPS



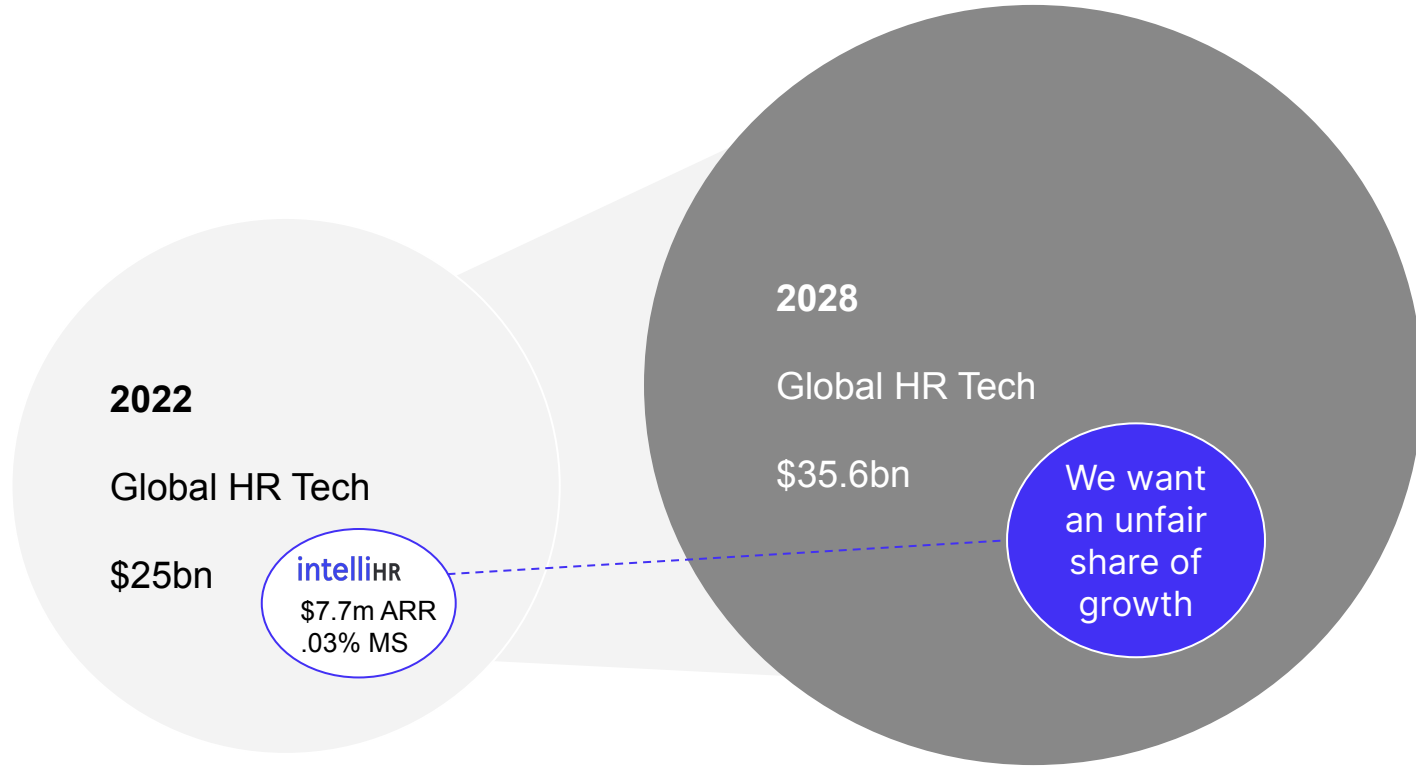
Customer Base FY22



* 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

FY23 is a year of simplification, focus and growth

Targeting a growing addressable market



Notable Q1 FY23 early “Ideal” wins against international competitors



Joylab @ 550 HC



Hall + Wilcox @ 950 HC



Vines @ 400 HC

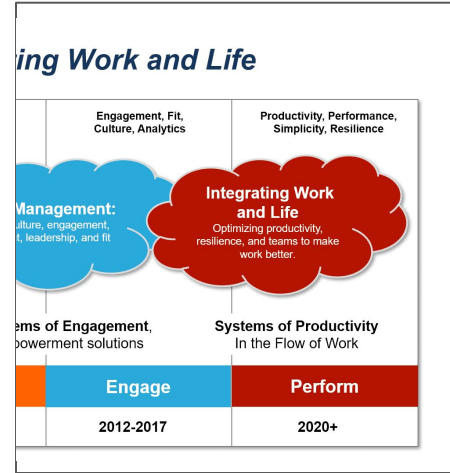
FY23 driving trends



The rise of the CPO



Hybrid working is the new normal



Next-gen HCM is coming

The people platform - is intelligent, human, empowering, secure

Puts your People and Culture at the core

AI and Machine learning

Analytics lead + Visualisation

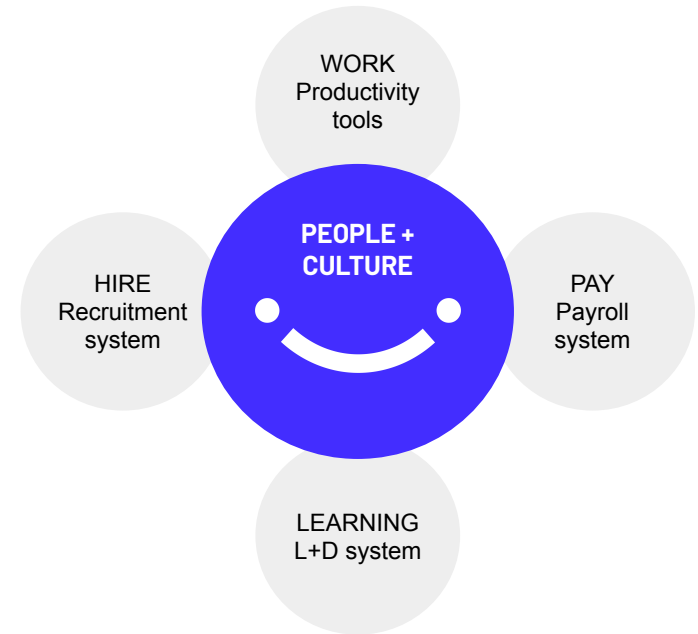
Real-time Sentiment + Insights

Engagement, Performance, Strategic

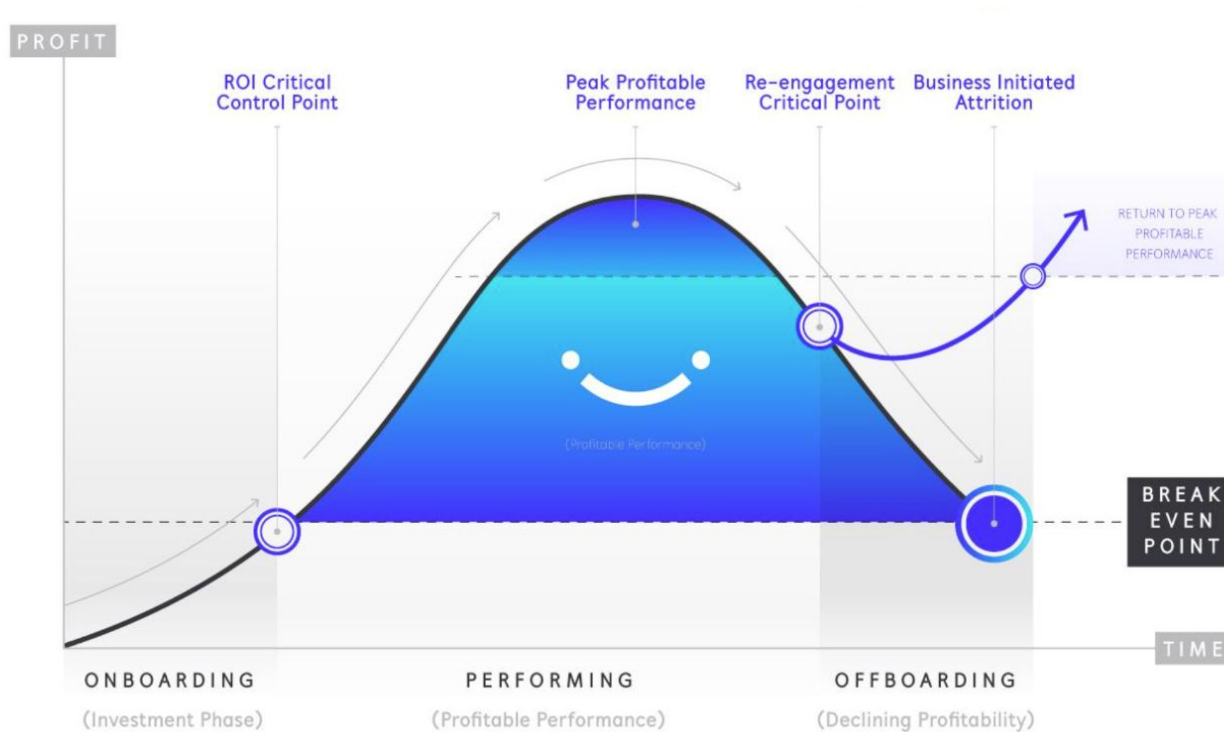
Configured, agile and responsive

Digital transforms HR

Global + Multilingual



The people platform - is creating profitably performing people



The people platform - is creating compelling ROI

Enterprise level capability, world leading analytics, superior configurability, best speed-to-value



The people platform - is creating proactive people leaders

THEM

Morning CPO.
What's happening
with our attrition?

13.1%

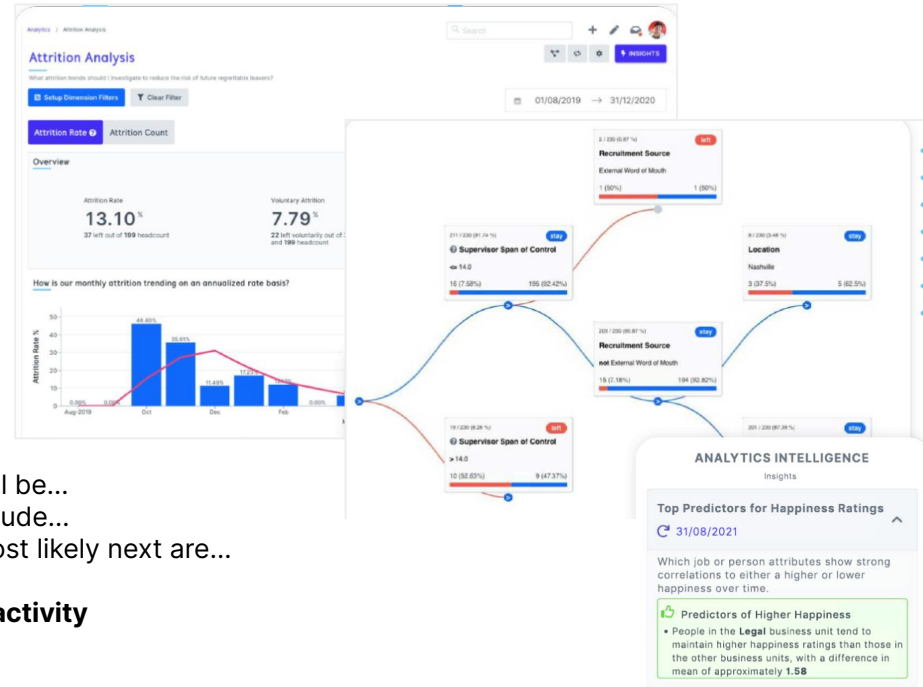
intelliHR

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



The people platform - is winning against the best



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

The people platform - is creating notable admirers



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"

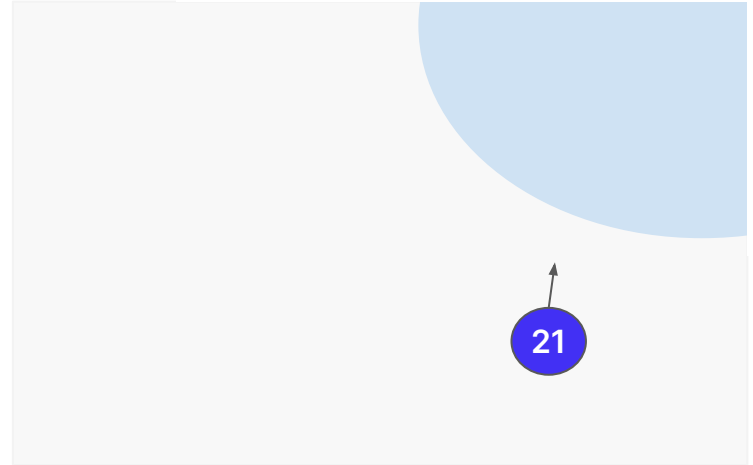
Jason Averbook
Global HR thought leader
Co-founder and CEO of Leapgen
Global HR digital transformation
His latest book: "The Ultimate Guide to a Digital Workforce Experience"



No.1 peer-to-peer tech review site

Chicago, USA

In their next report, check out their "Momentum Leaders" quadrants...



The people platform - is innovating in FY23

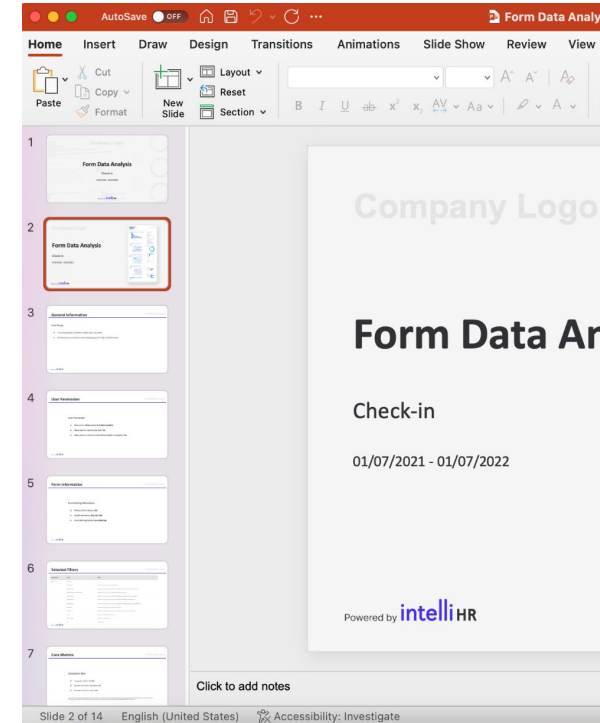
Intelligent	Human	Empowering	Secure
<ul style="list-style-type: none">• Workforce• Signing• Pay rate• PowerPoint builder• Global Leave management,• Expanded machine learning• Configurable notifications• Global date/time zone• More Native integrations	<ul style="list-style-type: none">• Design refresh• New skills taxonomy• Dashboard redesign• Organisation chart enhancement	<ul style="list-style-type: none">• Best in class goals, alignment & organisational objectives• Enhanced Skills• Enhanced Talent matrix• Easier system admin• In-product upgrades	<ul style="list-style-type: none">• ISO & SOC certified Dec 22• Full anonymity functionality• Increased Pen Test frequency• Enhanced automated testing

Examples from FY23 Roadmap

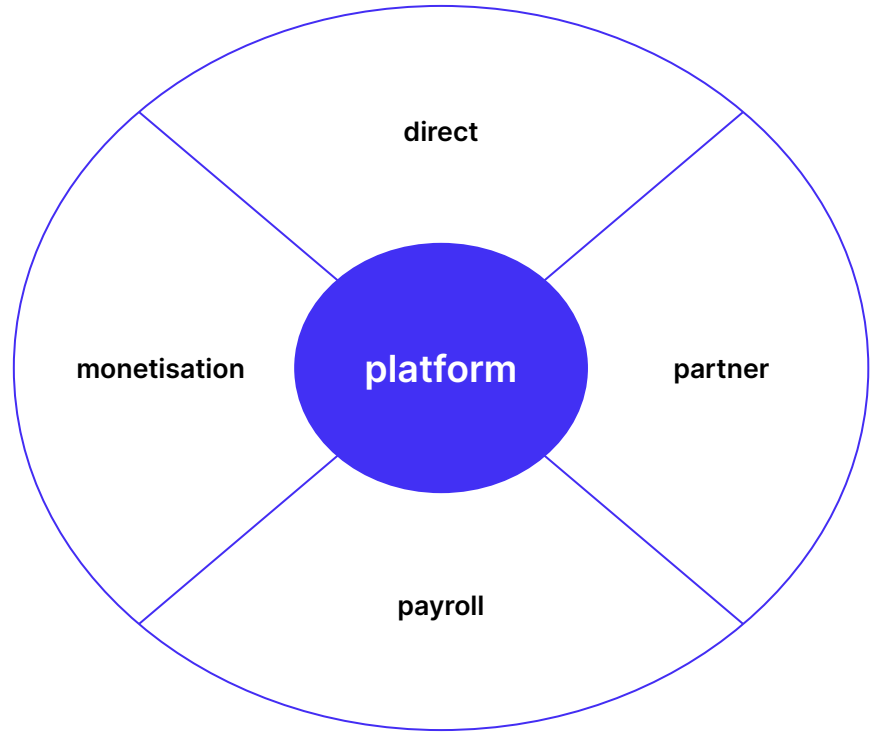
Market opportunities

Competitor gaps

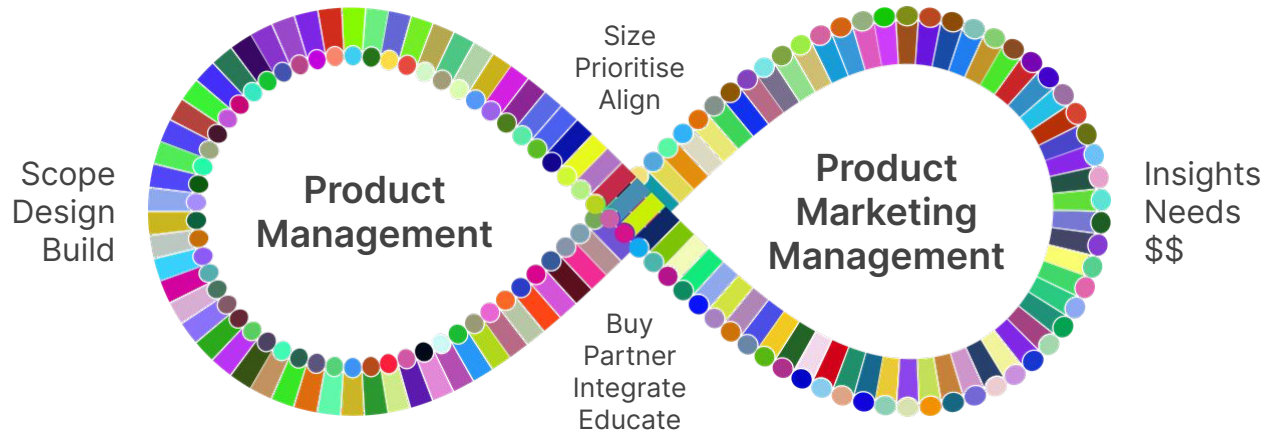
Customer needs



FY23 growth engines



Platform - new product development system



Direct - new simplified brand, website + organic marketing capability

intelliHR

Powering happy, high-performing teams

intelliHR empowers leaders to
create a better work life for their
people, teams, and organisation.

Take a quick tour

Guide yourself through our interactive tour of the intelliHR platform.

Everyday employee
performance,
engagement, and
retention tools.

Deep workforce
data and insights
for smart decision
making.

Expert-led
implementation
and support.

Workflow
automation for
"busy work".

Easily integrates
with your tech.



*Draft only.
In design phase now.

Partner - making new friends, in new places

Ecosystem



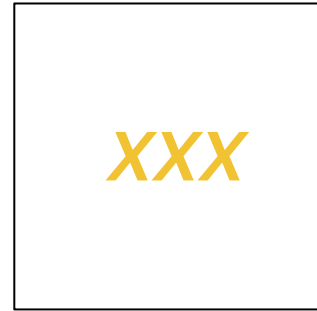
Turning established ecosystem partners into lead generation partners

Implementation



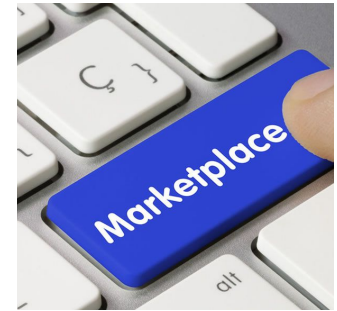
Implementation agreement with UK leading HR, payroll, and finance systems professional and managed services firm

Resellers



Negotiating w/ multiple ANZ and global Tier 1/2 consulting firms - to drive lead generation, reseller, and implementation opportunities

Marketplaces



Entering IHR into leading tech marketplaces (H2-FY23)

Payroll - scaling Cintra first

In pilot phase A\$300k+ ARR-to-date

Launched to Cintra customers was June 29, 2022

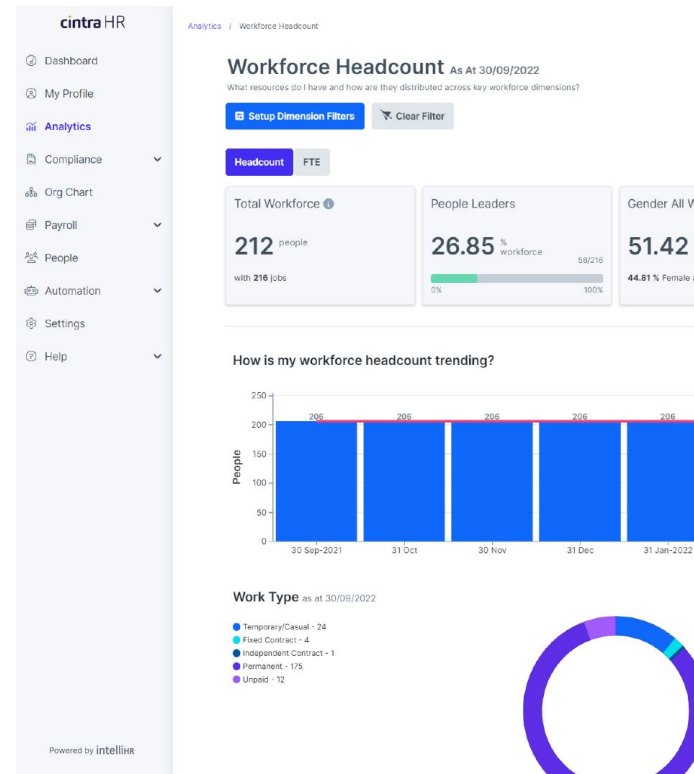
Newly aligned FY23+ sales targets and pipeline

Product integration stable

Beginning Q2 FY23, PSSG potential

- Cintra 200k HC
- Software for People 40k HC

FY23 - new Payroll partners ANZ, UK, NA



Monetisation - initiatives

**Increased pricing
for all products**



Notified in Q4, realised in Q1

Near universal acceptance

**Annual Upfront
Payment**



Standard from Q1-FY23

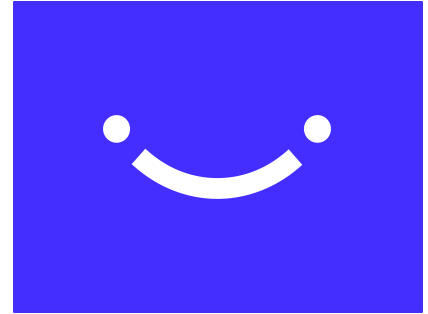
Faster cash recognition

**Partner driven
implementations**



Starting Q2-FY23

Faster ARR start (Day 1)



Starting in Q2-FY23

Support + Integrations Care



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Executive Chair

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