



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

The intelligent people platform

intelliHR

Next-gen HCM putting People and Culture at the core

Pillars: Intelligent, Human, Empowering, Secure

Born of HR

Analytics + Visualisation

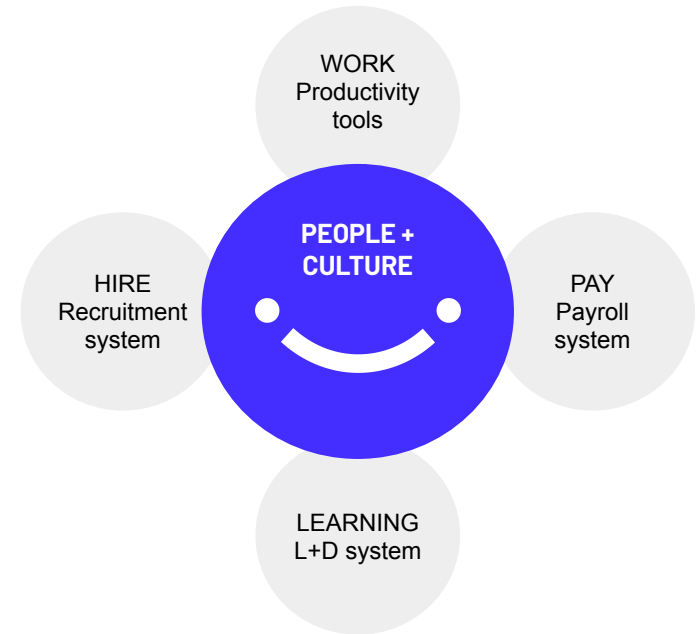
AI + Machine learning

Flexible + configurable

Real-time Sentiment + Insights

Engagement, Performance, Strategic

Global + Multilingual



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

ANNUAL RECURRING REVENUE

\$7.70m

↑ UP 97% \$3.92m ON FY21

GLOBAL SUBSCRIBERS

71,402

↑ UP 88% 37,496 ON FY21

CUSTOMER CASH RECEIPTS

\$5,631,000

↑ UP 91% \$2,950,000 ON FY21

Total Ac 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

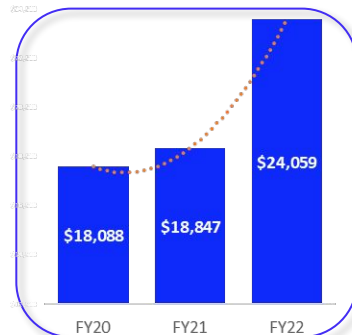
...FY22 has delivered its strongest ever FY, with contracted ARR increasing 97% YoY. As at 30th June 2022, total contracted ARR was \$7.7m and invoiced ARR was \$5.763m.

ARR + Annualised Implementation *



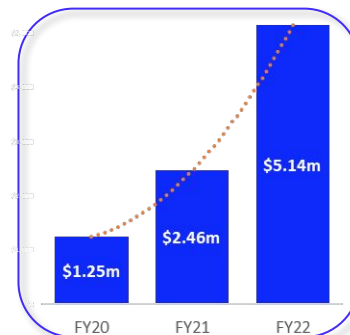
69%
YOY

Total Av ARR



28%
YOY

Reported Revenue



109%
YOY

Total Customer Lifetime Value **



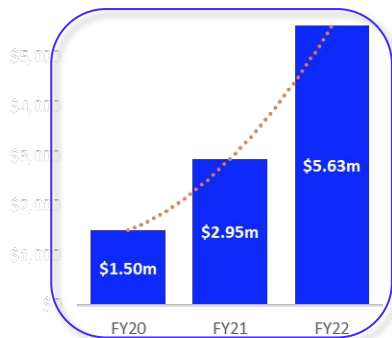
102%
YOY

*30th Jun ARR + Q4 Implementation Annualised ** Based upon Customer Life Time of 15 years

Financial Performance Highlights FY22 - cont

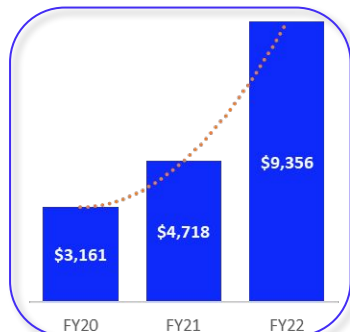
The intelliHR platform continues to achieve excellent levels of Annual Net Retained Revenue Growth at 115%, and with less than 0.6% of revenue lost in the last twelve months. Net cash used in operations reduced QoQ by 24% compared to Q3 to \$2.2m through a combination of restructuring cost and increased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

Customer Cash Receipts



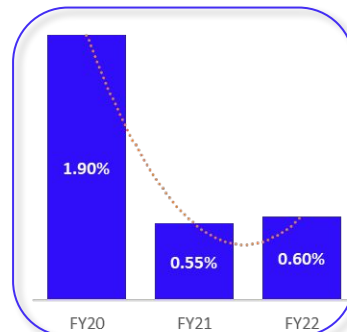
91%
YOY

Net cash outflows



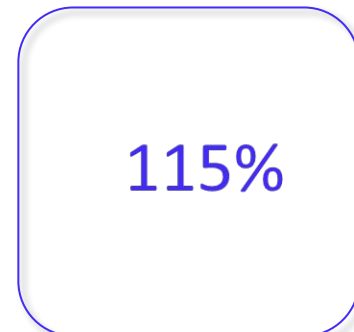
98%
YOY

Lost Revenue %



Steady
YOY

Rolling 12 month
Net Revenue Retention

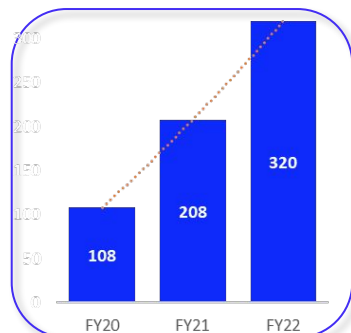


from 106%
in FY21

Financial Performance Highlights FY22 - cont

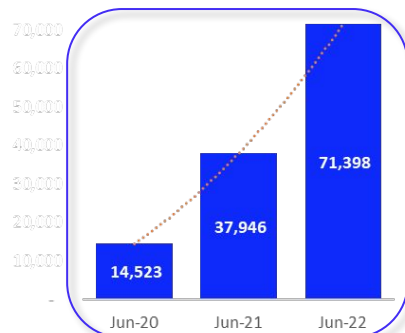
... New Enterprise Business Growth has driven marked increases in Contracted Subscribed Headcount, with contracted global subscribers increasing by 126% during FY22

Customers
on Platform



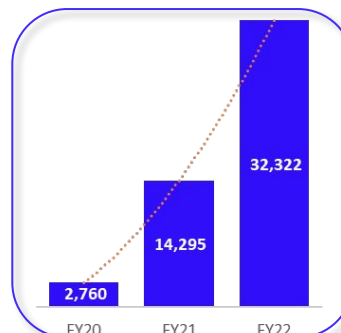
54%
YOY

Subscribed Headcount
on Platform



88%
YOY

Global Subscribed HC
on Platform



126%
YOY

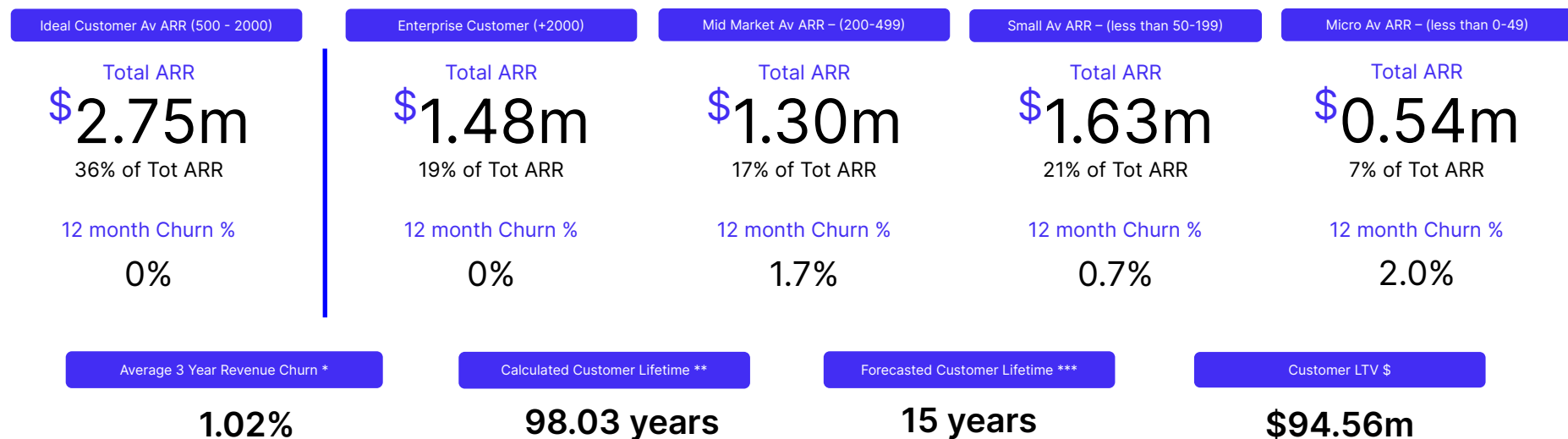
Customer
NPS

+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 conservative forecast of 15 years in place of calculated 98.03 year customer life time

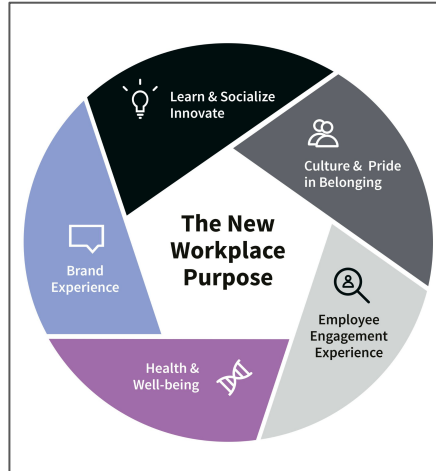
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FY23 to date

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



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



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

Winning against the world's biggest



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

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"

Independent global thought leader and customer recognition

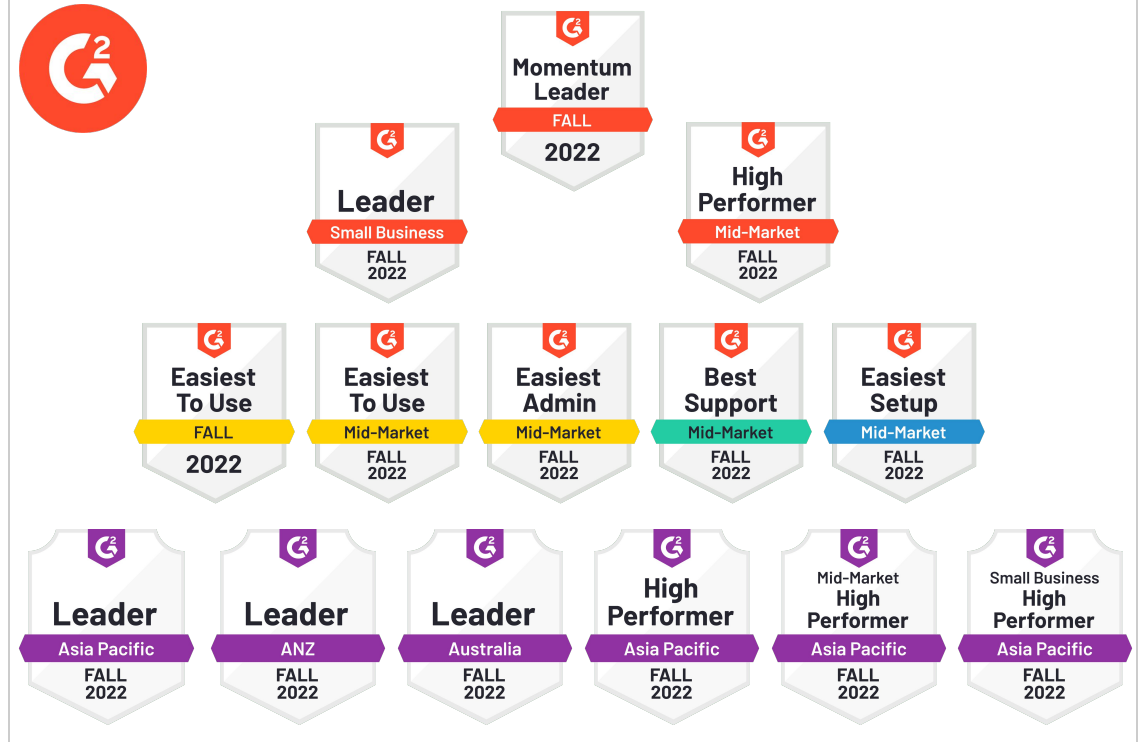


Key Differentiators

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%

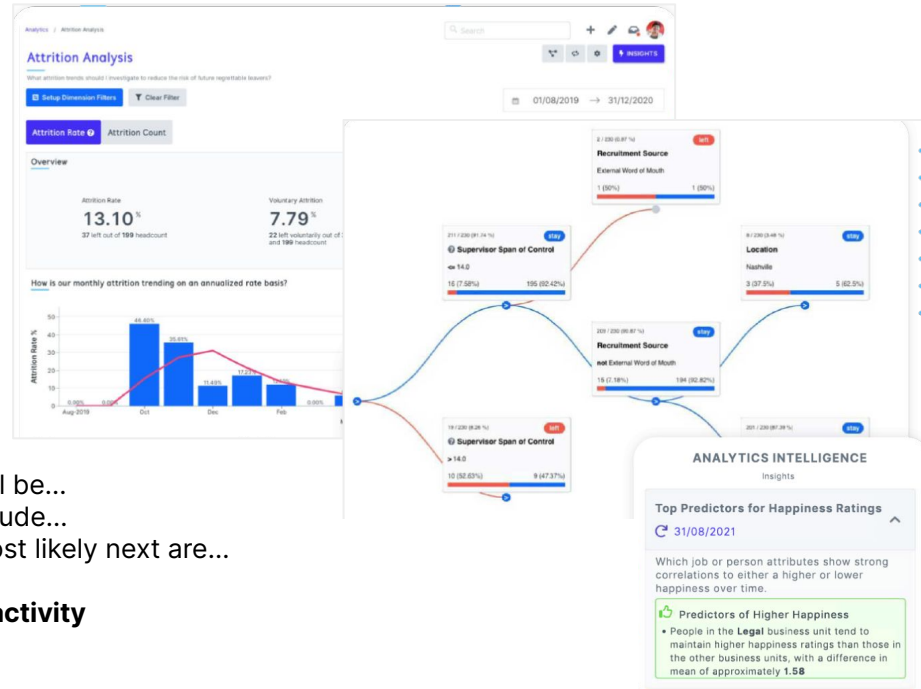
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Morning CPO.
What's happening
with our attrition?

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

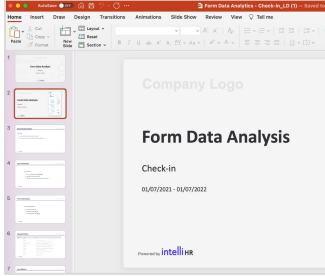
Partners

Payroll

Monetisation

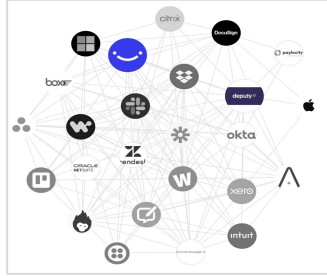
Direct

Global growth model



Platform

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



Partners

Ecosystem
Implementation
Resellers
Marketplaces



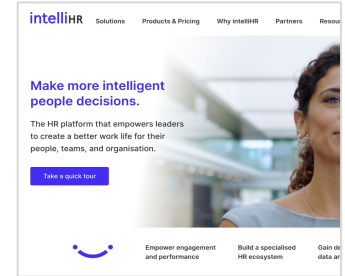
Payroll

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



Monetisation

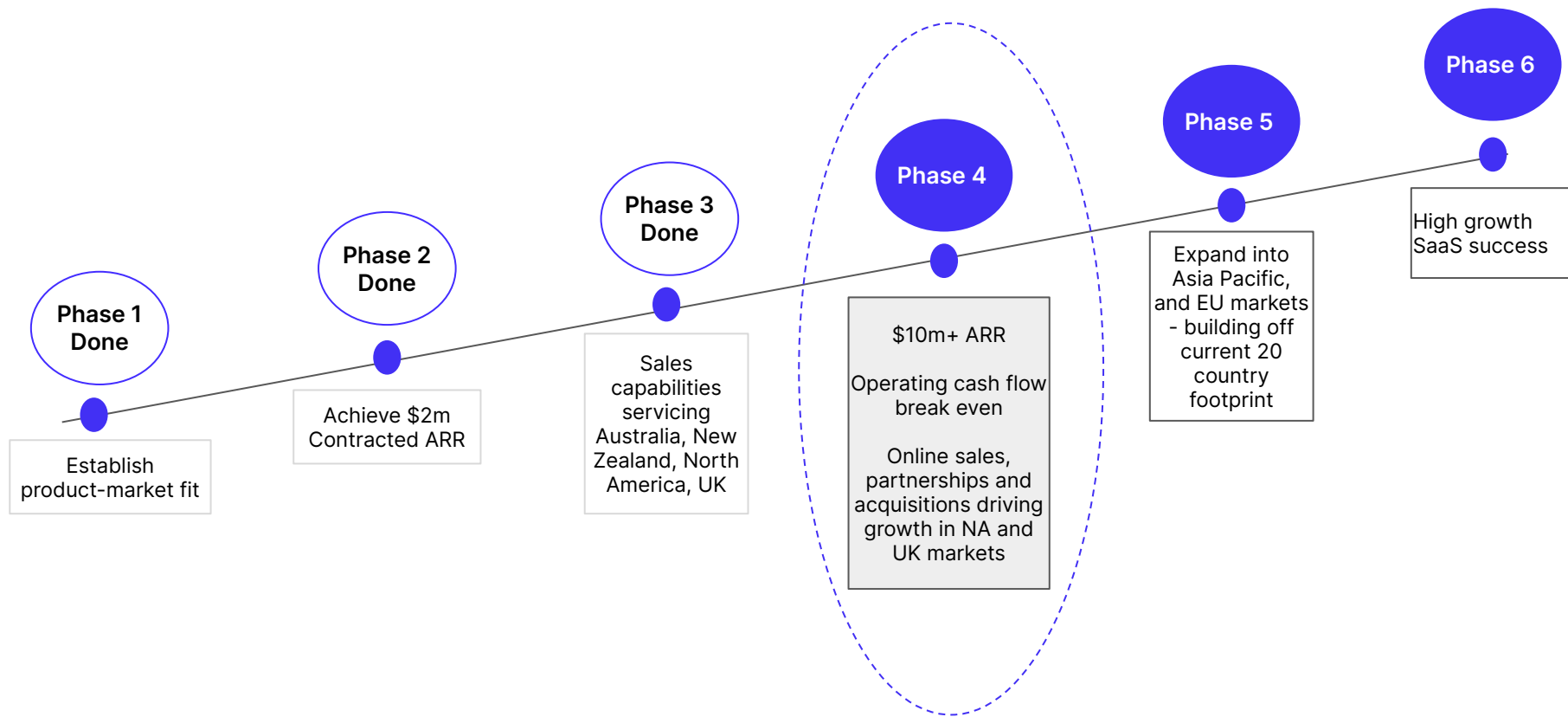
Annual Upfront
Increased pricing
Accelerated ARR
intelliCare Premium



Direct

Organic capability
Efficient spend
Ideal size
Simplified sell

The Next Growth Cycle





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