



Investor Presentation

March 2021



Investment highlights



1. Leading provider of payroll and human capital management (HCM) solutions

PayGroup delivers mission-critical customisable payroll solutions and scalable HCM software



2. Trusted payroll solutions platform

Established scale by leveraging PayGroup's deep regulatory and compliance expertise



3. Valuable customer base

>1,000 enterprise customers, primarily in Asia-Pacific, underpins organic growth potential



4. Strong organic growth potential

Leverage unique position and customer base to cross-sell HCM solutions



5. Record financial performance and strong operational metrics

Record financial results with growing recurring revenues and high customer retention



6. Approaching significant equity value inflection point

Poised to deliver and monetise high-value growth initiatives and opportunities

1. Leading provider of payroll and HCM solutions

PayGroup delivers mission-critical customisable payroll solutions and scalable HCM software



Fully customisable payroll solution, processing >5m payslip transactions¹



Scalable software platform providing full life-cycle HCM modules



Local regulatory and compliance expertise **in more than 40 countries**



>1,000 customers across a growing number of market segments



Recognised by Gartner in market guides for Multicountry Payroll Solutions²

2. Trusted payroll solutions platform

Established scale by leveraging PayGroup's deep regulatory and compliance expertise

'Sticky' payroll solution



Local compliance expertise in APAC **reduces regulatory burden**, mitigating reputational risks (e.g. underpayments)



Streamlined reporting **enhances board and management's oversight** across entire work force



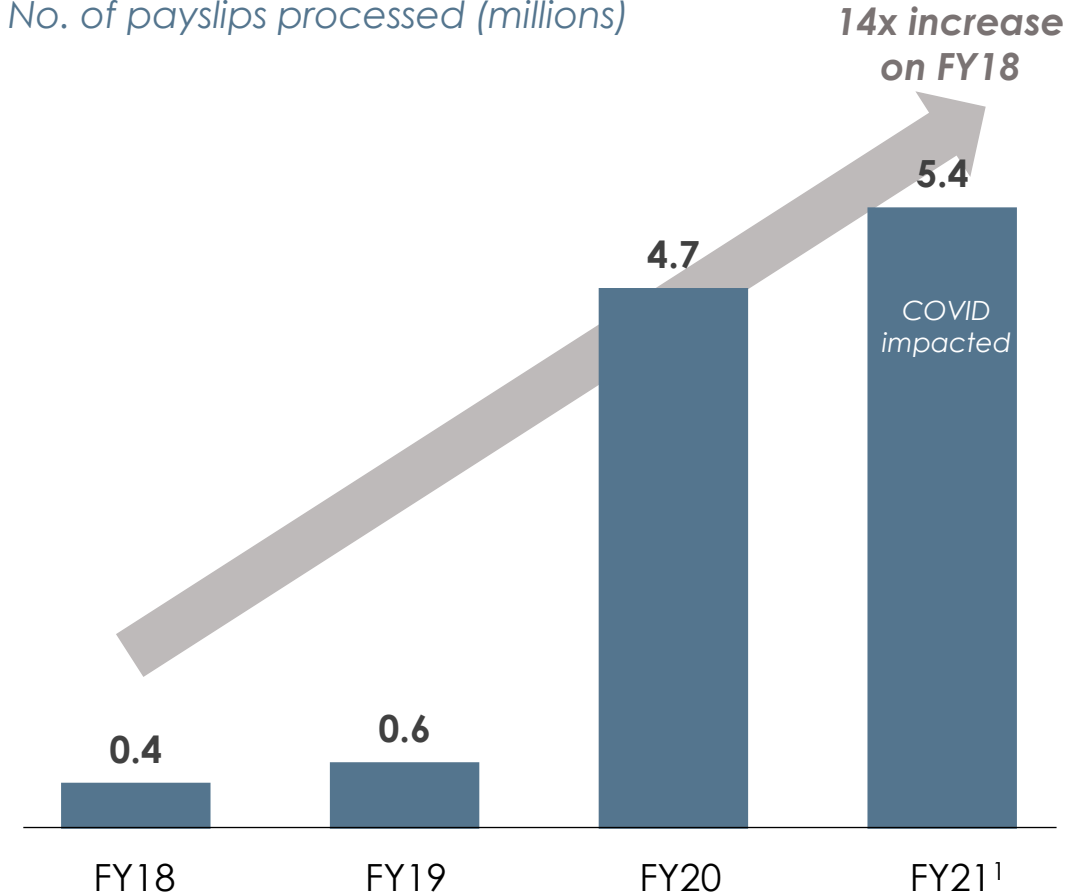
Deep integration into client's infrastructure positions PayGroup to provide additional human capital solutions



Optimise client's in-house and in-country payroll function

Rapid growth achieved

No. of payslips processed (millions)



3. Valuable customer base

>1,000 enterprise customers, primarily in Asia-Pacific, underpins organic growth potential

Professional Services	Financial Services	Healthcare	Construction & Industrials	...and more
				
				
				
				

>1,000 customers across a variety of market segments utilise PayGroup's solutions

4. Strong organic growth potential

Leverage position as mission-critical payroll provider and customer base to cross-sell HCM solutions



PayGroup's payroll solution is uniquely positioned to cross-sell high margin software modules, underpinned by deep client understanding and relationship

Examples



Logical partner for HCM modules, given entrenched payroll platform



Complementary modules such as onboarding, pay conditions and timesheet enables optimised pay solution



Enhances organisational efficiency with employee self service, learning & development and performance modules

Core Payroll solution...



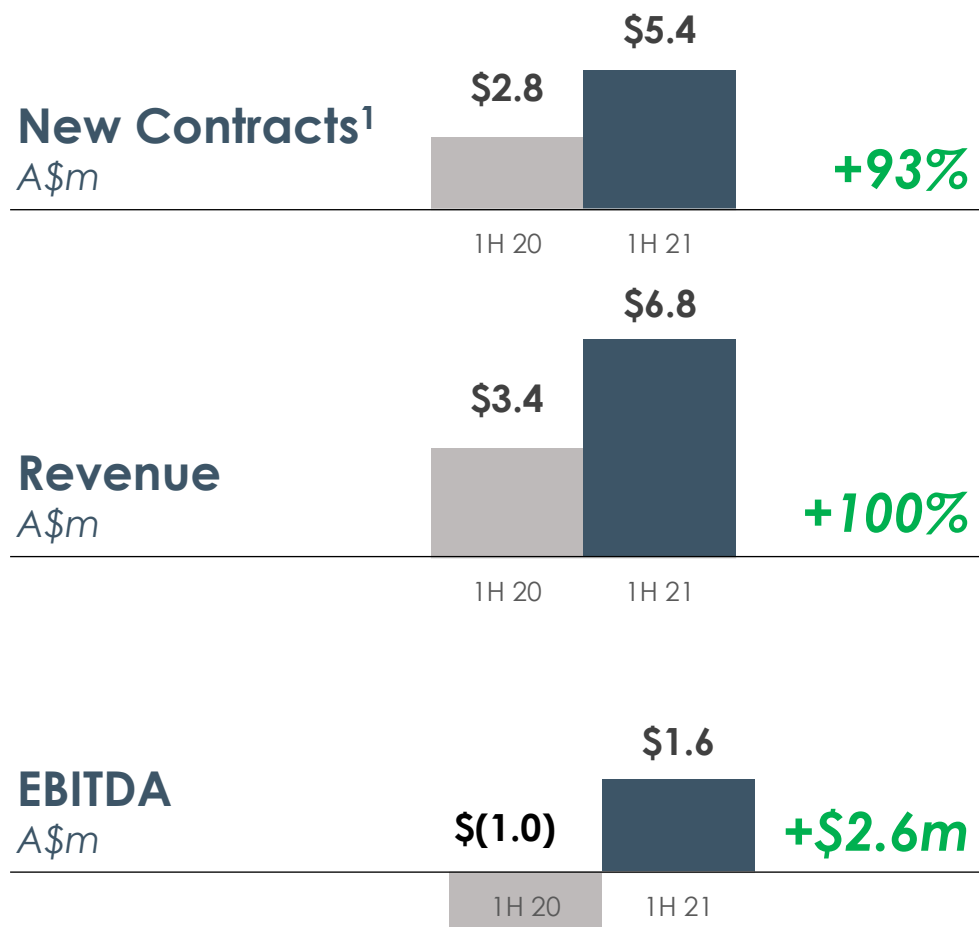
...enables cross-selling of HCM modules

Current modules

- | | | |
|-------------------------------------|--------------------------|-------------------------|
| + Time & attendance | + Recruitment | + Invoicing |
| + Timesheets | + Onboarding | + Integrations |
| + Leave | + Learning & Development | + Claims |
| + Pay conditions | + Competency | + Organisation |
| + Document centre | + Performance | + iOS / Android app |
| + Taxes, superannuation & insurance | + Talent management | + Discussion board |
| + Separation | + Career management | + Employee self service |
| + AI chat bot | + Facial recognition | + Data aggregation |
| | | + Temperature check |

5. Record financial performance...

PayGroup's strategy has resulted in record revenues and contract wins in FY21YTD



Strong momentum in Dec 20 quarter²



Record new contracts of \$2.8m (+115% on pcp)



Signed 115 new enterprise customers (including 37 Australian customers)



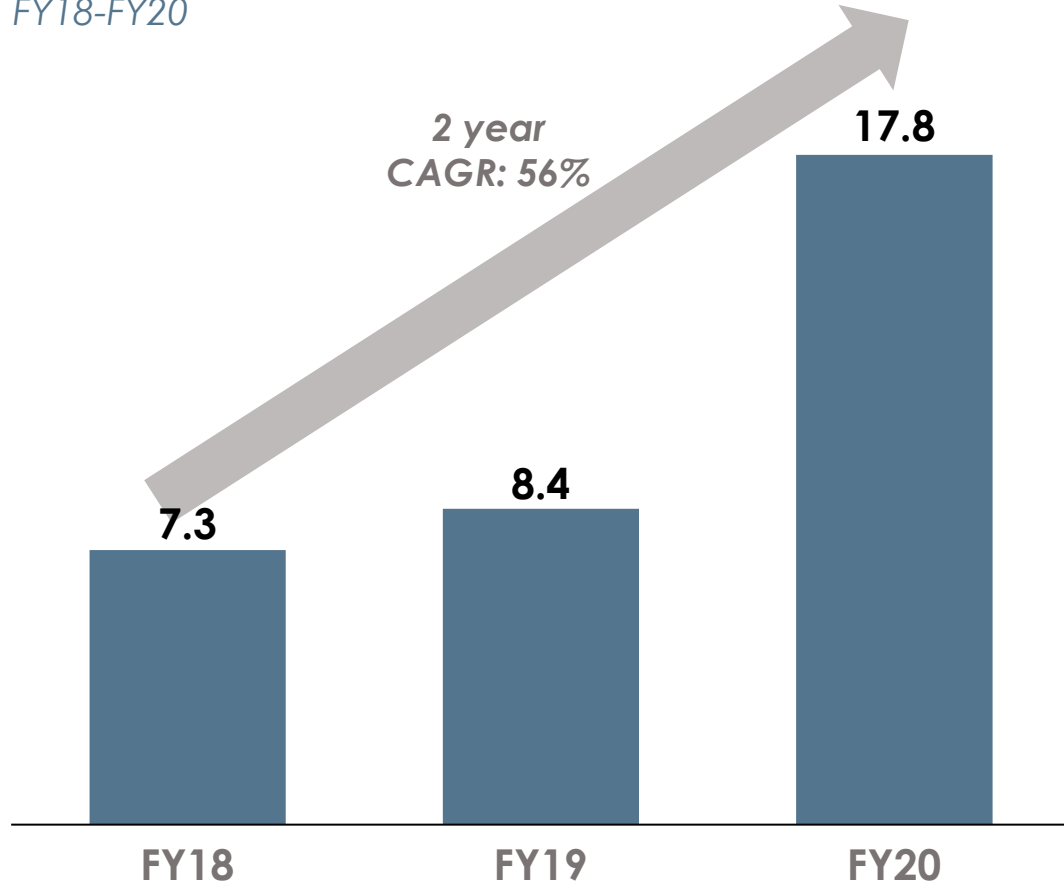
Record cash receipts of \$4.6m (+48% on pcp)

5. ...and strong operating metrics

Recurring revenue supported by strong customer retention and growing customer base

Annualised recurring revenue (A\$m)

FY18-FY20



Key operating metrics



~3x

increase in clients
since IPO (FY18)



~12x

increase in users
since IPO (FY18)



95%

customer
retention




3 year

term contracts with
automatic renewals

6. Well positioned to execute next phase of growth

PayGroup is poised to deliver on high-value growth initiatives and opportunities

Grow core payroll solutions business	Continue to scale proven strategy to deliver trusted payroll solutions
Organic growth via cross-selling	Unlock embedded value across existing customer base
Leverage Global Partnership Program	Expand network of global partners to reinforce the payroll solutions business
Enhanced payment solutions offering	Monetise high-value payments initiatives (e.g. on demand pay)
Automate core solutions	Optimise core payslip business through automation



“ The scale PayGroup has achieved since IPO in 2018 now positions the business at a clear equity value inflection point. Our core payroll solutions business, combined with our suite of HCM software, provides a great foundation for sustainable long term growth. With the platform now in place, we are focusing on greater monetisation opportunities and exciting automation initiatives in the interest of long-term shareholder value creation. ”

**Mark Samlal, Founder and CEO
(largest shareholder – 26.8%)**

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