Webinar | H1 FY25

Simplifying the process of daily people management compliance for organisations

ASX: KYP

6 March 2025

Disclaimer

This presentation has been prepared by Kinatico. The information in this presentation is of a general nature and does not purport to be complete, nor does it contain all the information which would be required in a prospectus prepared in accordance with the requirements of the Corporations Act. This presentation may contain statements, opinions, projections, forecasts and other material (forward looking statements), based on various assumptions. Those assumptions may or may not prove to be correct. None of Kinatico, its respective officers, employees, agents, advisers or any other person named in this presentation makes any representation as to the accuracy or likelihood of fulfilment of any forward-looking statements or any of the assumptions upon which they are based.

The information contained in this presentation does not take into account the investment objectives, financial situation or particular needs of any recipient and is not financial product advice. Before making an investment decision, recipients of this presentation should consider their own needs and situation and, if necessary, seek independent, professional advice.

To the extent permitted by law, Kinatico and its respective officers, employees, agents and advisers give no warranty, representation or guarantee as to the accuracy, completeness or reliability of the information contained in this presentation. Further, none of Kinatico and its respective officers, employees, agents and advisers accept, to the extent permitted by law, responsibility for any loss, claim, damages, costs or expenses arising out of, or in connection with, the information contained in this presentation. Any recipient of this presentation should independently satisfy themselves as to the accuracy of all information contained herein.

• Recognition of country

Kinatico acknowledges the Traditional Owners of the land on which we meet and work throughout Australia and New Zealand. We recognise Aboriginal and Torres Strait Islander peoples' continuing connection to land, place, waters and community. Kinatico recognises the unique role of Māori as Tangata Whenua and embraces Te Tiriti o Waitangi recognising Māori as tino rangatiratanga of Aotearoa/New Zealand while embracing the three guiding principles of the Treaty – Partnership Participation and Protection.

We pay our respects to their cultures, country and elders past present and emerging and will endeavour to implement bicultural policies and practices that incorporate and value cultural concepts and values.

• Introduction

An active workforce is a valuable workforce.

Kinatico ensures organisations can deploy their teams with confidence by providing surefire, company-wide, compliance at a glance, without the admin getting in the way.

There's no better suite of connected, end-to-end, people management compliance services in the world.

Kinatico

Speakers

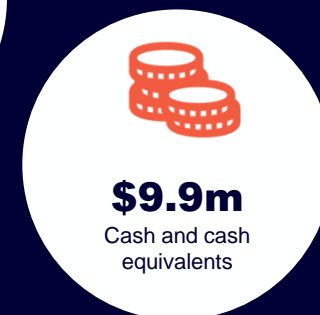**Michael Ivanchenko**, Chief Executive Officer
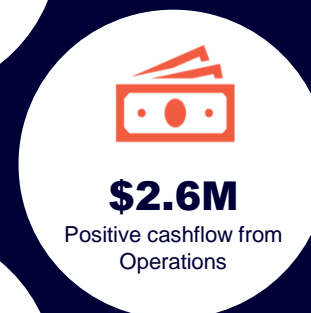
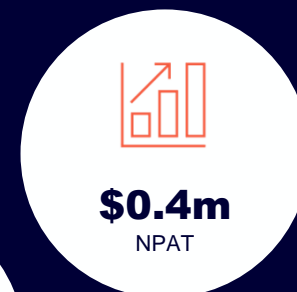**Jason Margach,** Chief Financial Officer
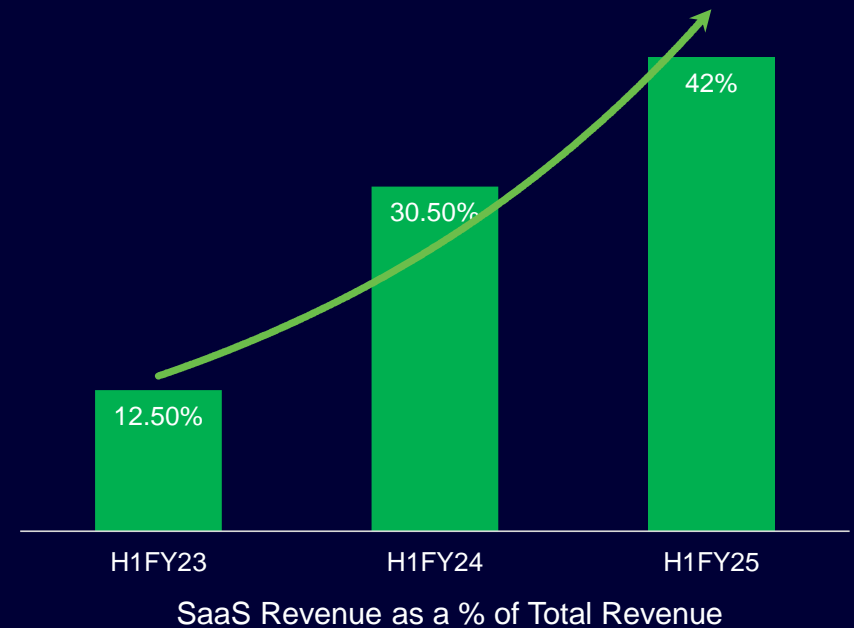
Geoff Hoffmann, Chief Revenue Officer

Financial Highlights - 1H FY25
The positive trend continues

✓ **$15.6 M Consolidated Revenue:** Increase of 9% pcp

✓ **$6.5M SaaS Revenue:** Increase of 49% pcp

✓ **SaaS Revenue 42% of Total Revenue :** Increase of 24% pcp

✓ **$2.1M Reported EBITDA:** Increase of 10% pcp

✓ **$0.4M NPAT:** Increase of 17% pcp

✓ **$9.9M Cash and cash equivalents and Accretive for the Half Year**

✓ **$2.6M Cashflow from operations:** Increase of 68% pcp

✓ **$0.1M Net Increase in Cash and Cash Equivalents** – ($0.5M) pcp

✓ **No Debt**

$0.1m
Net Increase in Cash

42%
SaaS Revenue as a % of Total Revenue

$6.5m
SaaS Revenue

$15.6m
Consolidated Revenue

$0.4m
NPAT

$2.6M
Positive cashflow from Operations

$9.9m
Cash and cash equivalents

$2.1m
EBITDA

Product investment driving business scale
Achieved whilst remaining cash accretive

Chart 1 ($AUD):
- Y-axis: $AUD ranging from $1,000,000 to $13,000,000
- H1FY23: Annualised SaaS ~$7,800,000, Cash Invested in Development ~$2,000,000
- H1FY24: Annualised SaaS ~$9,500,000, Cash Invested in Development ~$1,600,000
- H1FY25: Annualised SaaS ~$14,000,000, Cash Invested in Development ~$2,000,000
- Legend: ■ Annualised SaaS ■ Cash Invested in Development

Chart 2:
- H1FY23: 12.50%
- H1FY24: 30.50%
- H1FY25: 42%
- SaaS Revenue as a % of Total Revenue

- **Customer wins – adding new customers to our extensive list**

• Introducing Compliance X

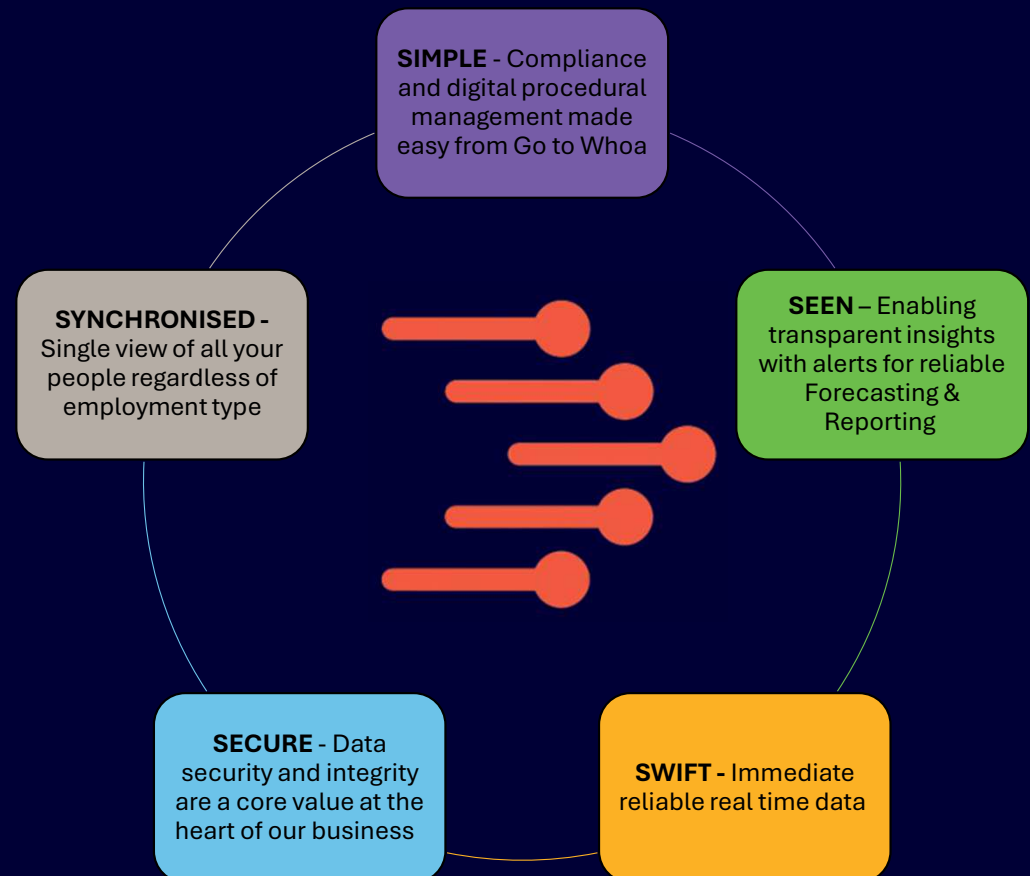PLAY VIDEO

Introducing ComplianceX

- ComplianceX is the latest version of our platform.

- It will be marketed simply as Kinatico.

- It changes the management of the workflow of your people as Uber did for rideshare and Canva did for design.

- It synchronizes disparate screening, validation, compliance and procedural systems, with ad hoc data sources, into a real-time Simple, Secure, Self-Serve Solution.

- It gives your business real-time insights to truly KYP (Know Your People).

- It makes these often-tedious tasks easy for your people to do, so you can focus on the day to day, and achieve your business goals.

- It is designed with its users in mind. Both administrators or mobile users save time, angst and interruption.

- It accelerates integration and deployment with an extensive list of plug-ins all out of the box.
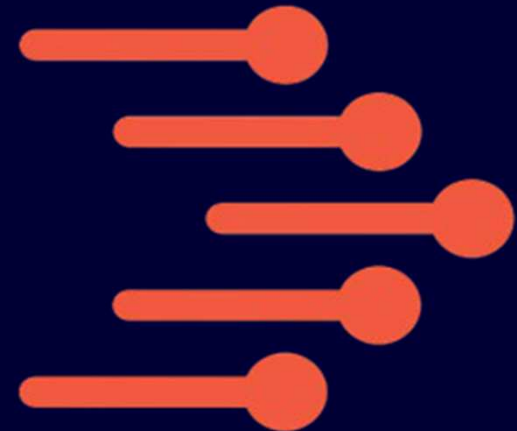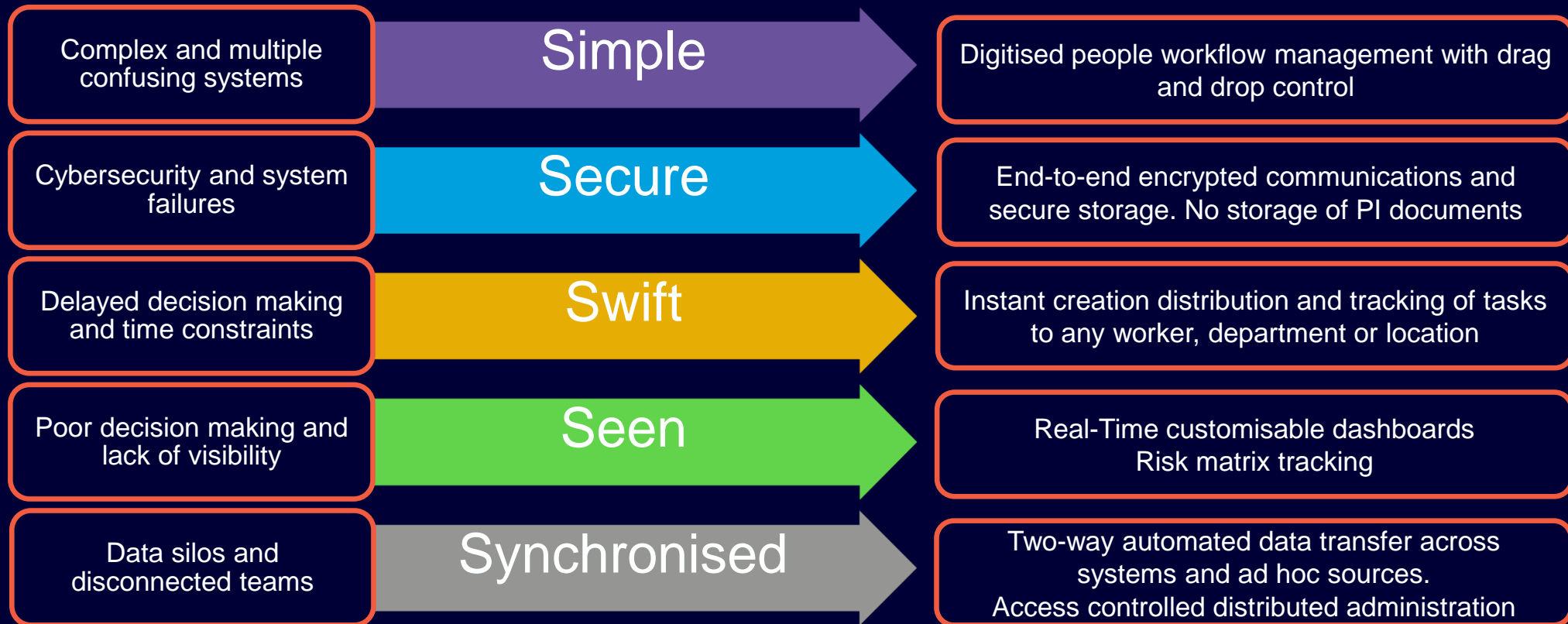
Delivering the 5 S's that customers are asking for

What's In it For Me (WIFM)

- ✓ Our technology helps your organisation to truly know your people,

- ✓ Taking away the angst of non-compliance,

- ✓ Making tasks easy to create manage track and complete.

- ✓ Relieve the concerns around how data is sent and stored across the organisation,

- ✓ Letting you focus on your 'day job',

- ✓ While we synchronise what has and hasn't been done,

- ✓ Into a reliable, real-time data dashboard with access controls.

SIMPLE - Compliance and digital procedural management made easy from Go to Whoa

SEEN – Enabling transparent insights with alerts for reliable Forecasting & Reporting

SYNCHRONISED - Single view of all your people regardless of employment type

SECURE - Data security and integrity are a core value at the heart of our business

SWIFT - Immediate reliable real time data

How Kinatico solves common compliance problems

Problem	Solution	Detail
Complex and multiple confusing systems	**Simple**	Digitised people workflow management with drag and drop control
Cybersecurity and system failures	**Secure**	End-to-end encrypted communications and secure storage. No storage of PI documents
Delayed decision making and time constraints	**Swift**	Instant creation distribution and tracking of tasks to any worker, department or location
Poor decision making and lack of visibility	**Seen**	Real-Time customisable dashboards Risk matrix tracking
Data silos and disconnected teams	**Synchronised**	Two-way automated data transfer across systems and ad hoc sources. Access controlled distributed administration

What the research said

UTILITIES

"Harder for a small business that you have to spend so much energy and time to make yourself compliant. But it's a it's a big win to actually have it done so you sort of suck it up. The big thing on a small business with 15 staff is the paperwork and the management"

EDUCATION

"Our systems don't talk to each other. We've got our applicant tracking system, it doesn't talk to our onboarding system, and it doesn't talk to our employee management system or document management system either"

UTILITIES

"tick, tick, tick, tick, tick, for exactly the same reason that we do with ISO. This is like, this is gold again, you know, I'll say that a few too many times, I'm sure. But. It is. It's just that quick glance that you can filter from your worker. I can see the task straight away, and again, that all this is very helpful for when we have our ISO compliance"

GOV HEALTHCARE

"Absolutely, it's identified my needs without knowing me personally. It is absolutely on target for an online solution that I'm looking for."

CONSTRUCTION

"Reporting is always in mind. But we also need to make sure that we have access for our project managers and project administrators alike to pull out that information quickly for our clients, because they will also want to know we've hit milestones within our projects, and a lot of it's got to do with ISO, because they have to also report and audit their ends"

UTILITIES

"Can I have it? It's a big yes from me. I look at that and we have a massive folder for compliance and yeah, seeing those things with the working assessment, remote working assessment, anti-harassment policy, all that sort of stuff is in there that we've gotta do. So, where I can categorize it as high, medium and low is fantastic, because working with the two guys that I do that look after our QA, I can work with them and go right. Here you go. This is what is high priority, this is what I need. We can work through medium, and then low is, is what it exactly what it is. And then to have it assigned and see where the task is sitting is gold for me"

The Pricing model - Delivering 80%+ GM
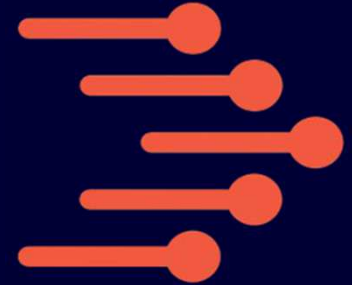
- Simplicity even in our pricing.

- Ensures organisations can budget and plan expenditure

- Charge per active mobile user. Free admin platform with unlimited admin users.

- Includes all available integrations and external interfaces such as Single Sign On for users.

- Facilitates instant sign up and ease of use.

- Support for small organisations who face the same obligations as larger ones while simultaneously building awareness and providing opportunity for larger organisations to "trial for free".

- Flexibility for organisations to pay for select verifications or take the "all you can eat" model.

- Lowering sign up friction with No minimum term contracts. We believe in the "stickiness" of the product.

Starter → Core → Premium → Enterprise

Pricing Plans are designed and named to align with business growth and reduce the need hand holding

"Start Free, Scale Seamlessly.
Our tiered modelling grows with your needs, unlocking powerful features as your business expands"

GEOFF HOFFMANN, CHIEF REVENUE OFFICER

Kinatico

Select your plan

Enterprise

Need a custom solution?

Lets Chat →

For Small teams or Start-ups
Starter
$0
Up to 5 users
Unlimited Administrators with access controls

Get Started →

- Real time data to know your people
- Single Sign On support for administrator
- Personal data protections and controls for your people
- Customisable Dashboards with alerts & reporting
- Create custom tasks and digital forms to suit your business
- Intuitive mobile app for your people that makes it easy to meet requirements
- Automated hiring reference validations
- Biometric ID verification
- Australian working rights validation
- Digital Support 24 X 7

For Mid-size Teams or Business
Core
$15/month
per user, more than 5 users
Unlimited Administrators with access controls

Get Started →

- Real time data to Know Your People
- Single Sign On support for administrator
- Personal data protections and controls for your people
- Customisable Dashboards with alerts & reporting
- Create custom tasks and digital forms to suit your business
- Intuitive mobile app for your people that makes it easy to meet requirements
- Automated hiring reference validations
- Biometric ID verification
- Australian working rights validation
- CVCheck integrated verifications available. Pay only for what you need.
- Extensive integrations across ATS, HRIS, LMS, Payroll and more
- Digital Support 24 X 7

For whole of business
Premium
$24/month
per user, more than 5 users
Unlimited Administrators with access controls

Get Started →

- Everything in Core Tier PLUS access to all your verification and screening needs including:
  - Annual Police Checks
  - Monitored Anti Money Laundering screening
  - Monitored Working with Children validations
  - NDIS worker verification
  - APRA registration verification
  - Motor Vehicle License verifications
  - Australian Qualifications
  - International Qualifications - fees apply
  - International verifications - fees apply
- Single Sign On support for administrator
- Digital Support 24 X 7
- Quarterly account review
- Intergration & configuration support, training available

The Australian market sizing and opportunity is considerable even before factoring international expansion

Growth Drivers:

- **Rising Compliance Pressure**:

  Wage theft laws, data privacy fines, ESG reporting

- **Digital Transformation**:

  SaaS adoption for HR, automation, and remote workforce needs

- **Technological Innovation**:

  AI/ML integration for proactive risk detection & analytics

- **Sector Expansion**:

  Non-financial (mining, healthcare, education) ramping up compliance.

Competitive Landscape:

- **Fragmented Market:** No dominant all-in-one GRC/workflow provider
- **Key Players**: SafetyCulture (A$160M rev), Kinatico (A$29M rev), ELMO Software (A$91M rev), SAI360 (enterprise GRC)
- **Global Suites**: ServiceNow, SAP, Oracle, Workday targeting large enterprises
- **Opportunity**: Integrated platforms, user-friendly UX, niche vertical solutions

Challenges:

- **Fragmentation**: Siloed point solutions, tool fatigue
- **Budget Constraints**: SME hesitance; ROI proof is key
- **Funding Environment for new entrants**: RegTech funding down 50% since 2018; well-capitalized incumbents

Investment Outlook:

- **Short-Term**:

  Double-digit growth likely; demand driven by immediate regulatory deadlines

- **Mid-Term**:

  Market matures but still healthy CAGR (10–15%); expect consolidation & advanced AI modules

- **Resilience**:

  Compliance is non-discretionary spend = inelastic demand

- **Attractive Upside**:

  Large, growing market with multiple paths to scale or exit

TAM   A$1.2B (2023) Projected: ~A$2.7–3.0B by 2030

SAM   ~60–70% of TAM actively "in-market"; could reach 80–90% by 2030

SOM   A$10-30M 1–3% share (1-3 yrs); 8–10% share A$200–300M+ (5 -10 yrs)

Overlaying the SOM over current revenue

Chart — AUD$ (left axis) vs Number of mobile users (right axis) across yr0–yr3. Bars: Revenue; Line: ComplianceX Workers.
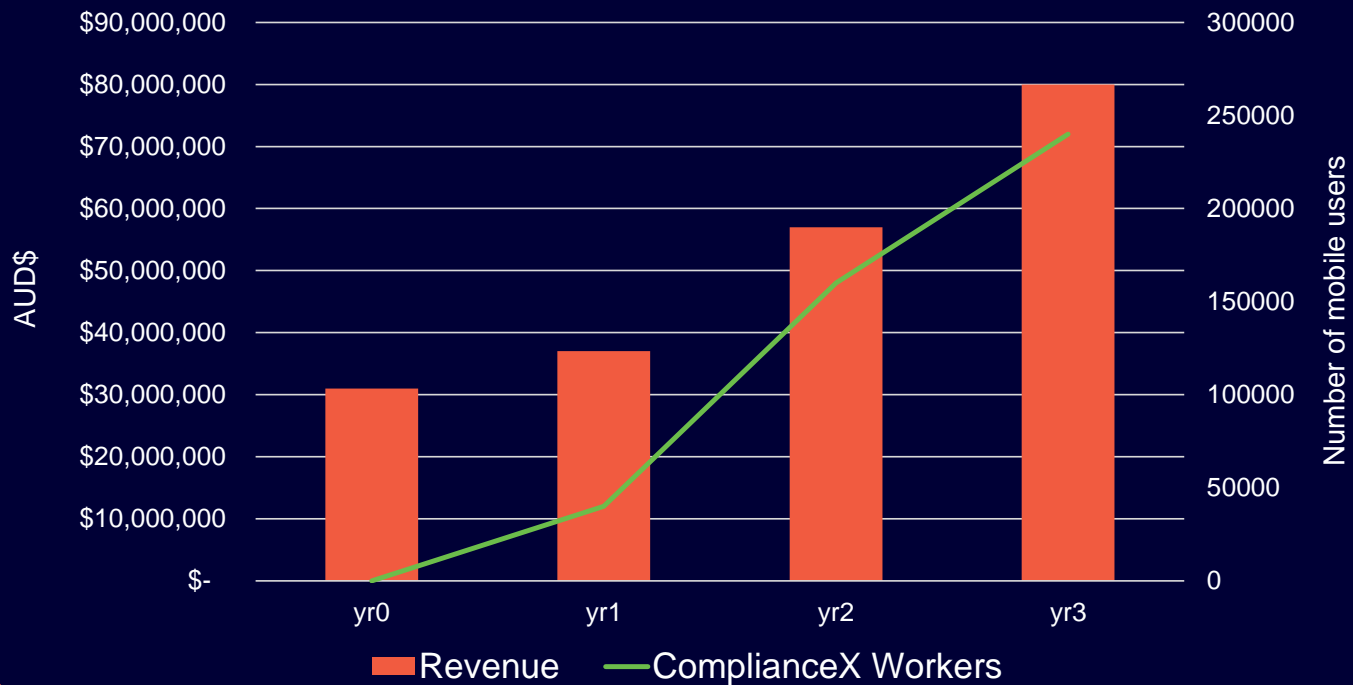
- New Entrant SOM
  - 1% share **= $10m**; (Yrs 1-3)
  - 1% Share = $25m; (Yrs 5+)

- Kinatico is not a new entrant so has acceleration potential

- Model assumes no other revenue growth

- Does not represent a forecast
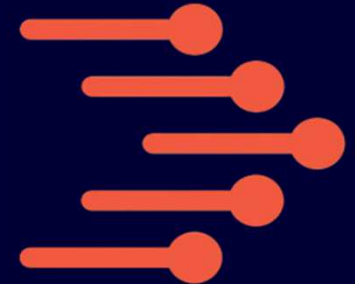
Simplifying daily people compliance management for organisations

Organisation

- Automated People Management Workflow
- Consolidate synchronized data from multiple platforms
- Policy Management
- Auditing Tools
- Inherent data security
- Access controlled administration
- Automated escalations and reminders
- Instant visibility of status and issues via customisable dashboards
- Track the status of risk mitigations to know your risks are being managed

Security Controls

- Data Encryption and secure transfer
- Privacy Filter
- Access Control

Employee Mobile

- Simple
- Easy
- Notifications
- Immediate completion of tasks
- Training
- Control of personal data
- Contractors can connect to multiple organisations

Extensive Integrations

SuccessFactors · W · Hubspot · ADP · Asana · d · Dropbox · ORACLE · FreshBooks · Google Drive · SmartRecruiters · ...

Protecting personal information while ensuring compliance requirements are met.
Secure two-way communication with privacy controls.

People Management Workflow – Lifecycle Compliance Solutions

HIRING
- Candidate Assessment
- Credential Verication
- Compliance Tracking

ONBOARDING
- Digital Documentation
- Policy Acceptance
- Training Assignments

MANAGEMENT
- Procedural Verification
- Ongoing Certification
- Performance Tracking

OFFBOARDING
- Exit Documentation
- Asset Recovery
- Access Termination

Easily customise Tasks

Intuitive insights

Increase productivity

Reduce errors

Accelerate workforce availability

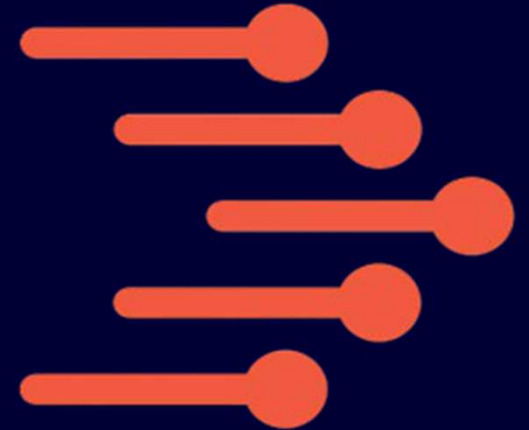**Support clearer decisions**

Integrated security

Less risk with higher visibility

Demonstration

Questions and Answers

Please submit your questions through Zoom webinar chat box

The future of people management workflow.

Kinatico

Email Us

Investors@kinatico.com

Visit Our Website

www.kinatico.com

Future of People Management Workflow