



Intelligent People Management.

ASX:IHR

HR TECH – the NEXT BIG THING

ROBERT BROMAGE, Founder & CEO

15 November 2019 – AGM Presentation

www.intellihr.com.au



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AGM

2019 Highlights

intelliHR

CONTRACTED SUBSCRIBERS

9,451

MILESTONE OF 10,000
NOW IN SIGHT

↑ UP 6.167 YOY

CONTRACTED ARR

\$1,200,000

ANNUAL RECURRING REVENUE
EXCEEDED

↑ UP \$811.000 YOY

CONTRACTED CUSTOMERS

58

OPERATING IN 10
GLOBAL COUNTRIES

↑ UP 41 YOY

CONTRACTED MRR

\$100,000

MONTHLY RECURRING
REVENUE

MILESTONE ACHIEVED

CONTRACTED GLOBAL REVENUE

16.2%

AUSTRALIA, NEW ZEALAND, US, CANADA, EUROPE, UK,
THAILAND, PHILIPPINES, INDIA AND SOUTH AFRICA

CONTRACTED CUSTOMER AVE ARR

\$20,976

ANNUAL RECURRING
REVENUE

TOTAL CUSTOMER LIFETIME VALUE

\$6,975,112

NET PROMOTER SCORE

65

(Non international financial reporting standards measures)

Review of Operations

FY2019 delivered record levels of growth

intelliHR executed its strongest 12 month period of subscriber and ARR growth leveraging IPO capital to execute a high growth strategy and position well to execute future scaling opportunities.

The key deliverables during the period were as follows:

188%

contracted subscriber growth
with **6,167** contracted subscribers
added over FY2019

200%

Annual Recurring Revenue (ARR)
growth contracting **\$811,000** ARR
over FY2019

\$1,200,000

Contracted ARR, **\$100K** Contracted
Monthly Recurring Revenue (MRR)
milestone achieved

9,451 subscribers

contracted as at 30 June 2019 with
milestone of 10,000 imminent

Global expansion

with users now extending across 10 countries,
Australia, New Zealand, US, Canada, Europe, UK, Thailand,
Philippines, India and South Africa

Review of Operations

CONTINUED

FY2019 delivered record levels of growth

intelliHR executed its strongest 12 month period of subscriber and ARR growth leveraging IPO capital to execute a high growth strategy and position well to execute future scaling opportunities.

The key deliverables during the period were as follows:

16%

of contracted revenue is accounted for by our Global Activities, and this is expected to continue rapidly expanding

INCREASED TRACTION was achieved across key

industries of Professional Services, Technology, Financial Services, Education, Mining, Not For Profit and General Industry. New sectors of Engineering, Public Utility, Age Care and Allied Health growing strongly

Three US based

customers were onboarded and a flagship New Zealand customer, the country's second largest public utility

Expansion of the Partner Program to

23

Australian and New Zealand Partners

Successful repricing of Professional Services fees has seen an **increase in revenue** from implementation services

Review of Operations

FY2019 delivered record levels of growth

intelliHR executed its strongest 12 month period of subscriber and ARR growth leveraging IPO capital to execute a high growth strategy and position well to execute future scaling opportunities.

The key deliverables during the period were as follows:

Integration

capabilities strengthened with successful launch of Public API in January 2019

Mutual revenue share agreement with **Greenhouse.io**, a leading Recruiting Software based in the US in May 2019

Zapier middleware integration completed to enable our customers to self-service their own unique integration workflows and fast track integrations with over **1,500 technologies**

Xero integration

live customer beta trial approved in May 2019. intelliHR's beta integration with Xero leverages intelliHR's new hire onboarding automation capabilities by adding new employee self-service (ESS) functionality for Xero Payroll

Growth of sales

pipeline through targeted digital marketing efforts. As at 30 June 2019, the qualified sales pipeline had 169 active customer sales opportunities with potential total ARR estimated to be in excess of \$15M.

AGM

Q1 2020 Highlights

intelliHR

CONTRACTED SUBSCRIBERS

11,512

↑ UP 21.8%
IN THE QUARTER

CONTRACTED ARR

\$1,530,000

ANNUAL RECURRING REVENUE
EXCEEDED

↑ UP \$330,000+

CONTRACTED CUSTOMERS

75

OPERATING IN 11
GLOBAL COUNTRIES

↑ UP 17

CONTRACTED MRR

\$127,575

MONTHLY RECURRING
REVENUE

↑ UP \$27,575

CONTRACTED GLOBAL REVENUE

22%

AUSTRALIA, NEW ZEALAND, US, CANADA, EUROPE, UK,
THAILAND, PHILIPPINES, INDIA AND SOUTH AFRICA

↑ UP 8% SINCE JUNE 30

CONTRACTED CUSTOMER AVE ARR

\$20,412

ANNUAL RECURRING
REVENUE

TOTAL CUSTOMER LIFETIME VALUE

\$8,802,675

↑ UP \$1,827,563

NET PROMOTER SCORE

69

(Non international financial reporting standards measures)

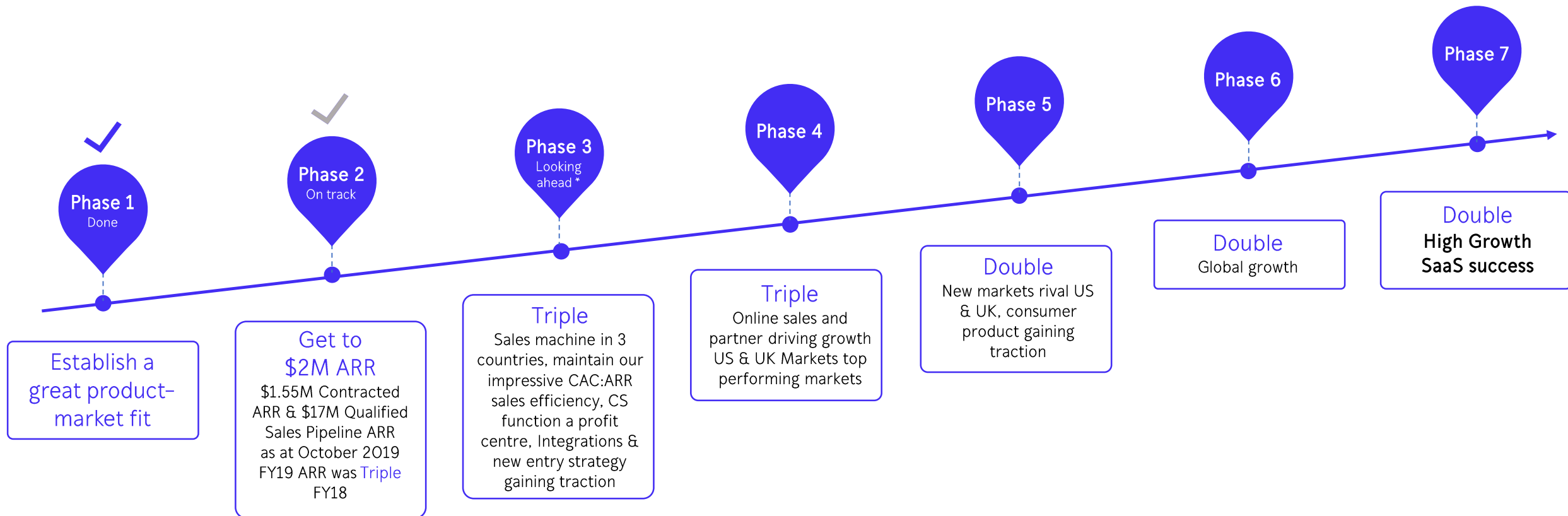
Recapping Q1 2020 Highlights

- ✓ intelliHR went live in the Xero App Marketplace following certification of its payroll onboarding integration
- ✓ Partnership signed with GO1.com (world's largest compliance, professional development and general training platform) building out an integrated ecosystem of HR tools centred around intelliHR as core people management platform
- ✓ Board strengthened with new Non-Executive Director adding SaaS & global expansion experience
- ✓ Global Contracted Revenue reached 22% demonstrating strengthening offshore growth potential
- ✓ 75th Customer Milestone reached on back of 31% growth in the first quarter of FY2020
- ✓ Record 18 new customer wins in first 13 weeks demonstrating new customer velocity accelerating with win rate increasing from 2.4 new customers a month to 6 new customers a month over the quarter
- ✓ Completed implementations over the quarter delivered 54% increase in Invoiced Subscribers (2,811) to 8,053 effective 1 October 2019 invoicing
- ✓ 3,459 Contracted Subscribers are currently in WIP and expected to be implemented and converted to Invoiced Subscribers in the coming months
- ✓ \$1.5M Contracted Annual Recurring Revenue (ARR) milestone exceeded with \$314,000 ARR (26% growth) added Financial Year to date (1 July 2019) seeing \$1.53M ARR now contracted
- ✓ \$910,500 in Contracted ARR added this calendar year to-date (the 9 months from 1 January 2019 to-date)

intelliHR Looking Forward



Focus on executing the T2D3 High Growth SaaS Playbook in a \$30 Billion growth market



HR Technology is the NEXT BIG THING



WHY are Businesses seeing HR TECH as the NEXT BIG THING?

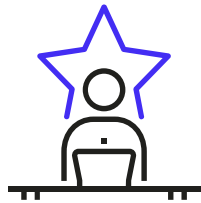
- People costs are one of their biggest costs
- People are their most valuable asset – succeed and fail based on people
- Businesses need better tools to help them **ATTRACT**, better **MANAGE** and **RETAIN** the best people

"In 2019, CEO's are most concerned about Talent and a Recession. Globally, across all regions, CEOs rank attracting and retaining top talent as their #1 internal concern."

The Conference Board C-Suite Challenge 2019™ published 17 January 2019 <https://www.conference-board.org/press/pressdetail.cfm?pressid=7650>

Great People Management

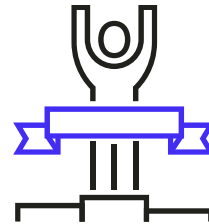
Delivers employees who are engaged



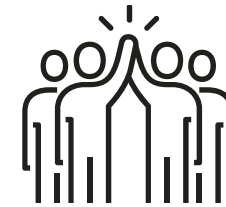
ALIGNED TO
COMPANY
GOALS/STRATEGIES



ENJOY THEIR
WORK



PERFORM
BETTER



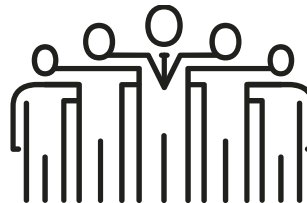
ARE
ENTHUSIASTIC



ENJOY BETTER
MENTAL HEALTH



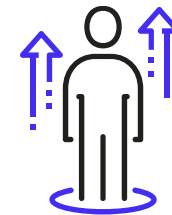
SHOW LOWER
ABSENTEEISM



ARE MORE
INCLUSIVE



ARE
LOYAL



ARE MORE
SELF-SUFFICIENT

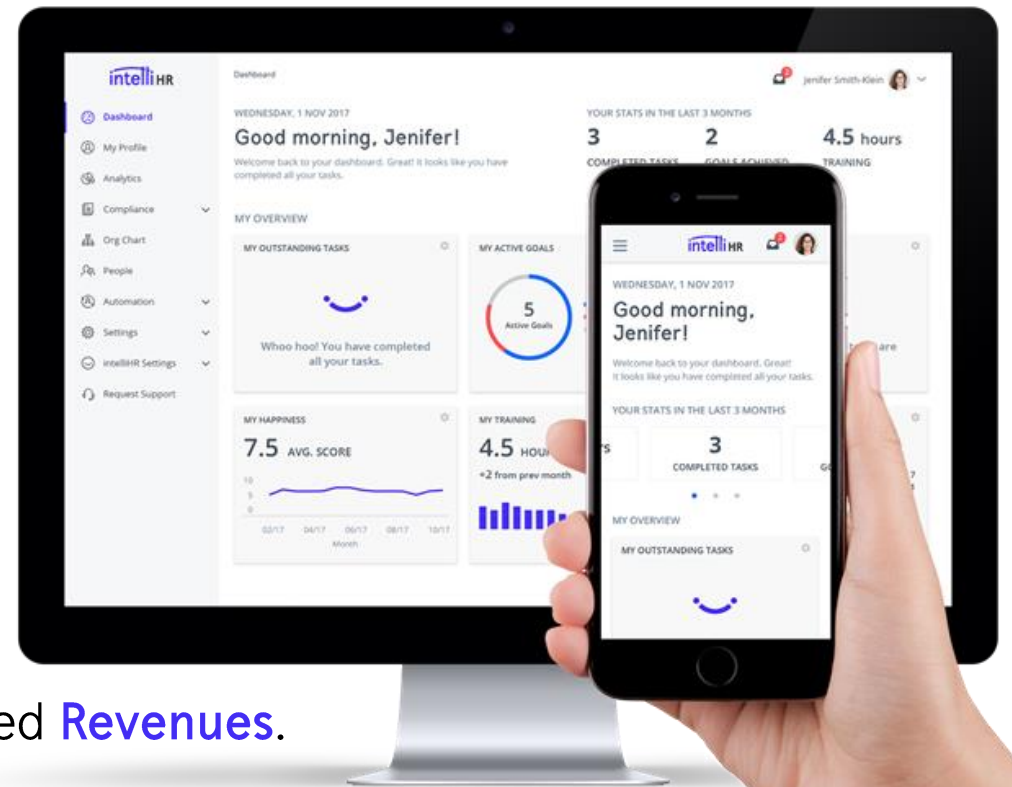
intelliHR is the People Management Solution

WHY customers buy intelliHR – ASX:IHR?

intelliHR delivers:

- Data Analytics – People Insights
- Performance Management Tools
- Process Automation (Paperless processes)
- Digitisation (Paperless Records)
- People Compliance Management
- Realtime People Sentiment

.....which deliver Lower **Cost**, Higher **Productivity**, Improved **Revenues**.



SOLUTION

intelliHR is the Solution

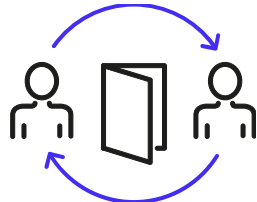


WHY customers buy intelliHR – ASX:IHR?

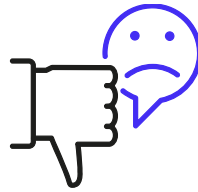
intelliHR customers invest to **FIX** these problems:



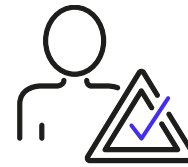
PERFORMANCE



ATTRITION



CULTURE



COMPLIANCE

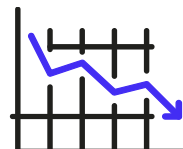
...to **GET**



PRODUCTIVITY



REVENUE



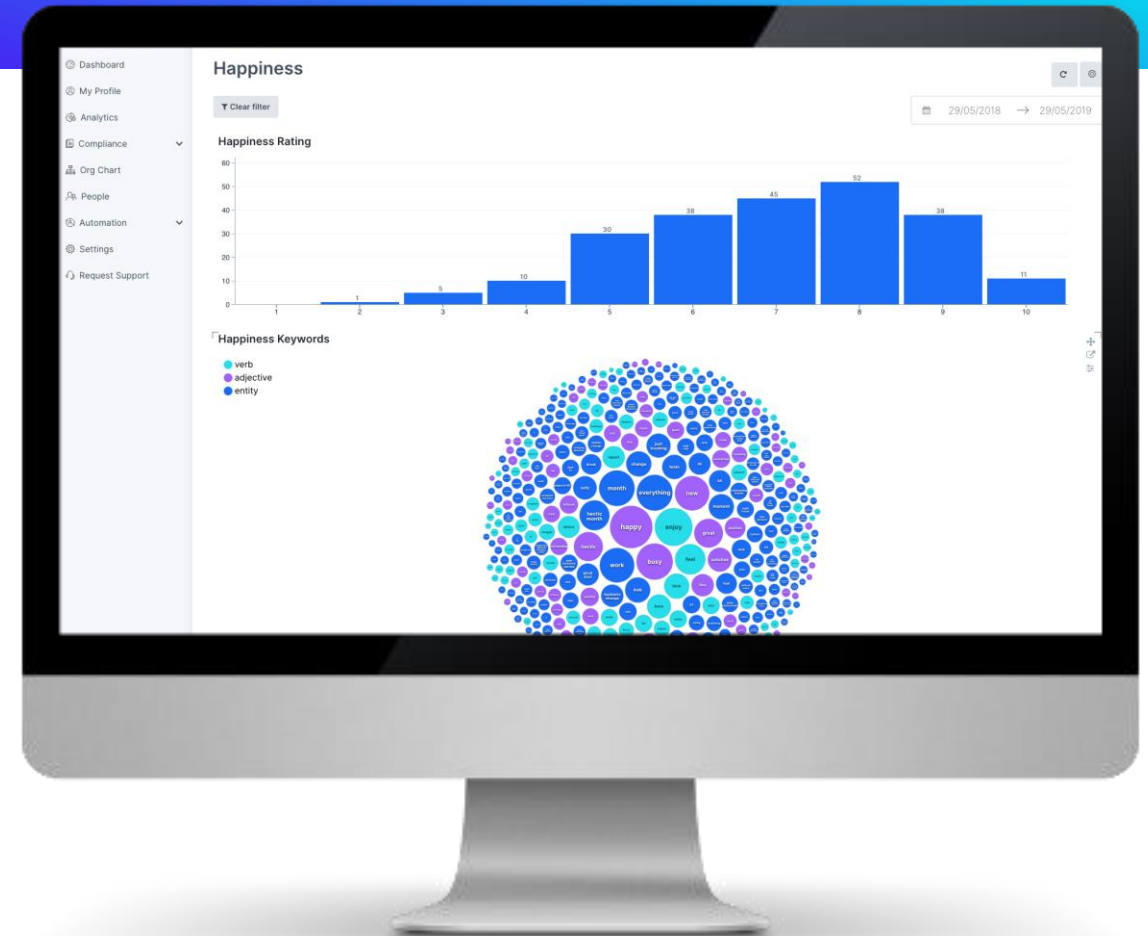
COST

PROVEN CUSTOMER RESULTS

- **Increased Revenue**
"Best ever financial year yet"
- **Increased Productivity**
87% on average of goal measurements are being completed
- **Reduced Cost**
3 Hours per person saved on Onboarding
Estimated saving \$10,800 per year
- **Increased Productivity & Reduced Cost**
Attrition reduced from 31.7% to 15.2% in last 12 months. Cost saving alone estimated to be \$1.12M for their \$36K investment in intelliHR

<https://intellihr.com.au/resources/employee-turnover-calculator/>

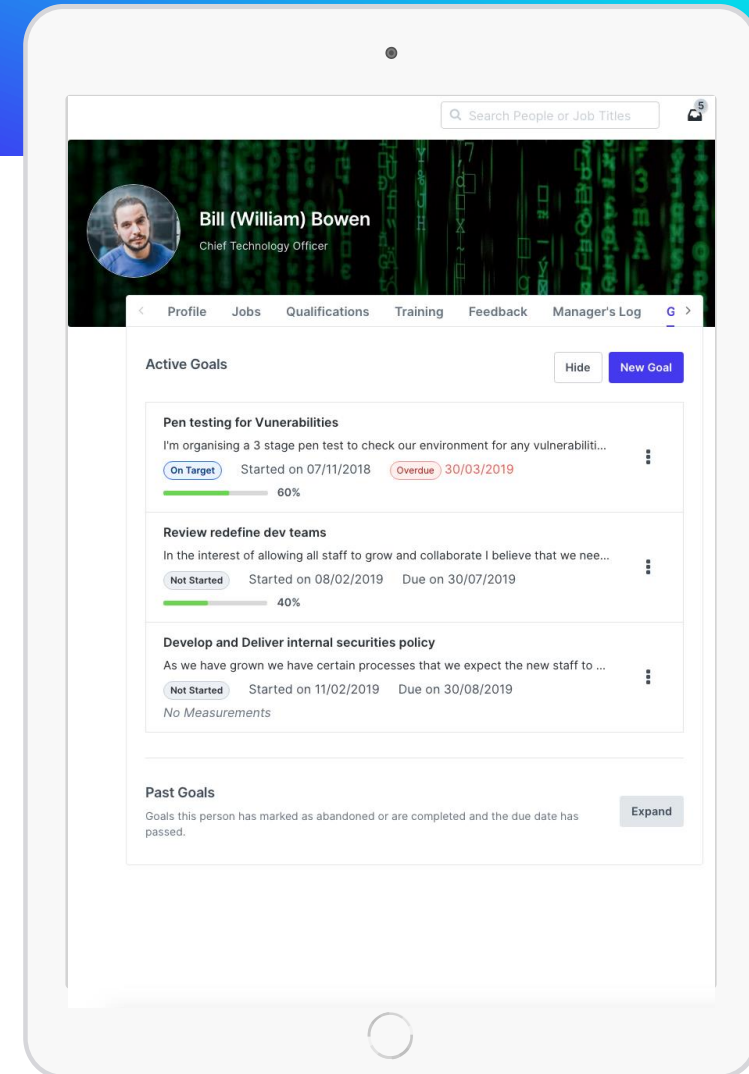
- Culture & Community
 - Are we a great place to work? What is the sentiment today and how is it trending?
- Performance and Productivity
 - Are we doing well or do we need to improve? What areas should we invest in to help us perform to our best?
- Risk and Compliance
 - What risks do I have in my business and where are they? How can I understand them so I can better manage them?
- Planning and Financial Drivers
 - Where can I optimise to maximise my return on investment in people?



Best Practice People Management Tools

Get the best out of your people

- Continuous Feedback
- Multifunctional Goals
- Performance Monitoring
- Diary Notes
- Training Needs & Development Plans
- Performance Reports & Reviews
- Performance Improvement



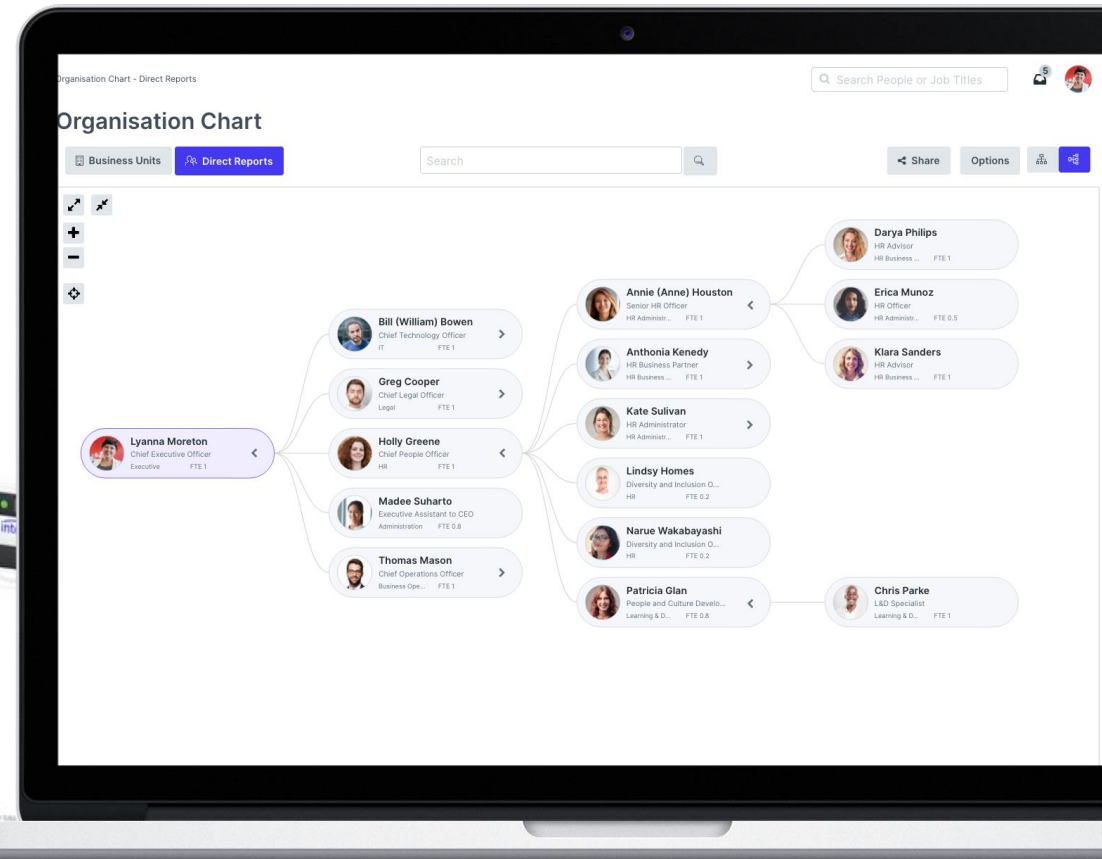
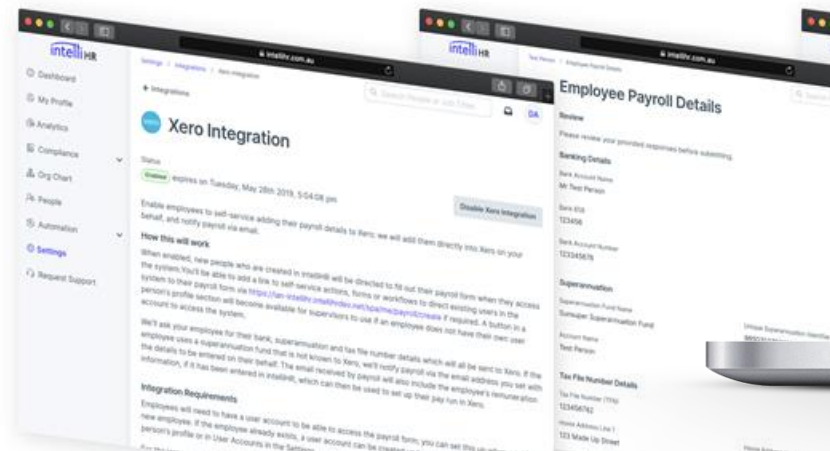
COLLABORATE

Workflow & Compliance Automation Management Tools

intelliHR

Leverage your time

- Automated Organisational Charting
- Employee Lifecycle Automation
- Task Notification & To-Do-List
- Self Service Record-Keeping & Access
- Policy Management Automation
- Self Service Qualification Compliance
- HR Compliance
- Integrations



Delivering HR Technology in a SaaS Platform

WHY invest in a SaaS HR Management Platform?

- Subscription Revenue
- Sticky Customers
- Cumulative Revenue Growth
- \$30 Billion Global Addressable Market
- 3.25 Billion Employees World Wide over 40% of the worlds population.

*"2019 is projected to generate massive revenue expansions in the SaaS industry. As new products enter the market at an increasing rate and adoption of the model rises, the outlook for B2B and B2C grows increasingly positive. Awareness of new technologies, combined with motivation to stay ahead of the competition, has driven previously slow movers to become fast adopters"..... **"SaaS remains an attractive investment** due to its lean cost structure and high customer lifetime values."*

<https://saasmag.com/2019-saas-industry-outlook-3/>

Delivering HR Technology in a SaaS Platform



WHY invest in intelliHR – ASX:IHR as a leading SaaS HR Management Platform?



intelliHR has a **111%** Revenue Retention Track Record

(rolling 12 months to 30 June 2019)

CUSTOMERS

Quality Customers

intelliHR

Over 80 and fast increasing high profile brands use intelliHR



MARKETPLACE

Serving High Growth Sectors

intelliHR is industry-agnostic, currently servicing and expanding into the following sectors:



PROFESSIONAL
SERVICES

Lander & Rogers
Lawyers



TECHNOLOGY

 **plantminer.com.au**
ONLINE CONSTRUCTION MARKETPLACE



FINANCIAL
SERVICES


CLAIMCENTRAL®



PUBLIC
UTILITY


contact™



ENGINEERING

 **DBM VIRCON**



MINING


BENGALLA



ALLIED
HEALTH

myhealth
MEDICAL
CENTRE



AGED
CARE

 **MULTICULTURAL
CARE**
Caring for diversity



NOT FOR
PROFIT


volunteering sa&nt



EDUCATION


ST JOHN'S ANGLICAN
COLLEGE
TRUTH SERVES COURAGE



PROPERTY
SERVICES

first 5 minutes 



GENERAL
INDUSTRY

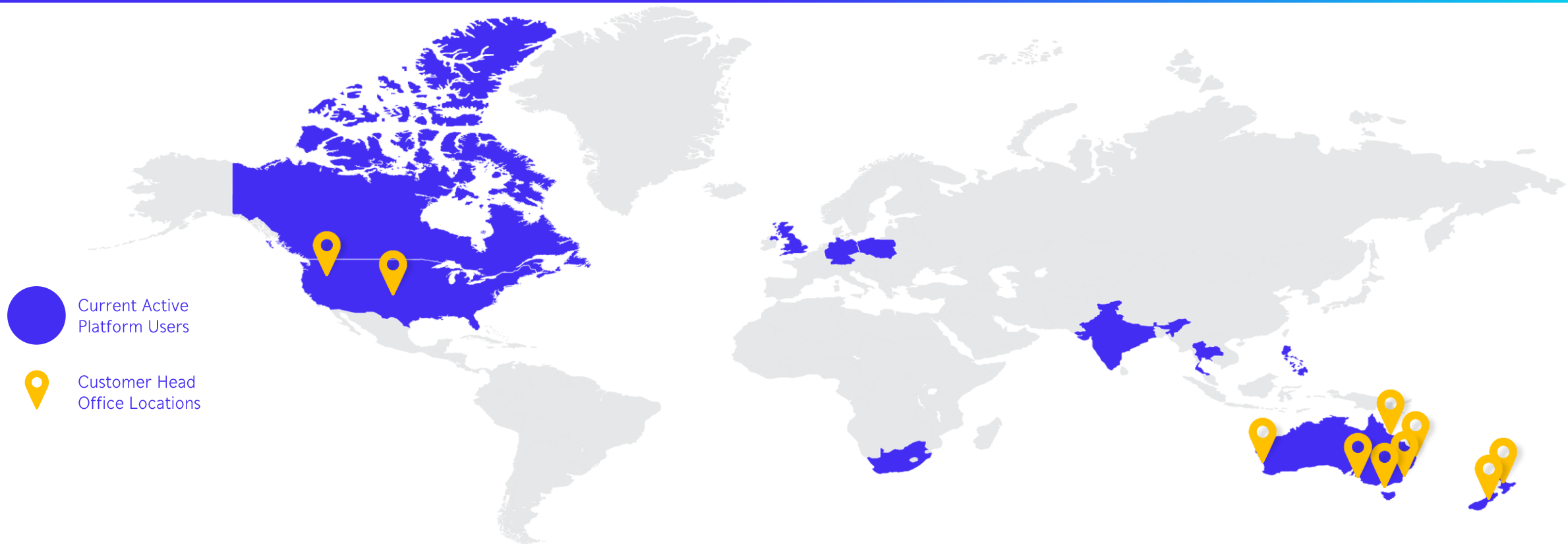

FUJITSU
AIR CONDITIONING

GROWTH

Going Global

intelliHR

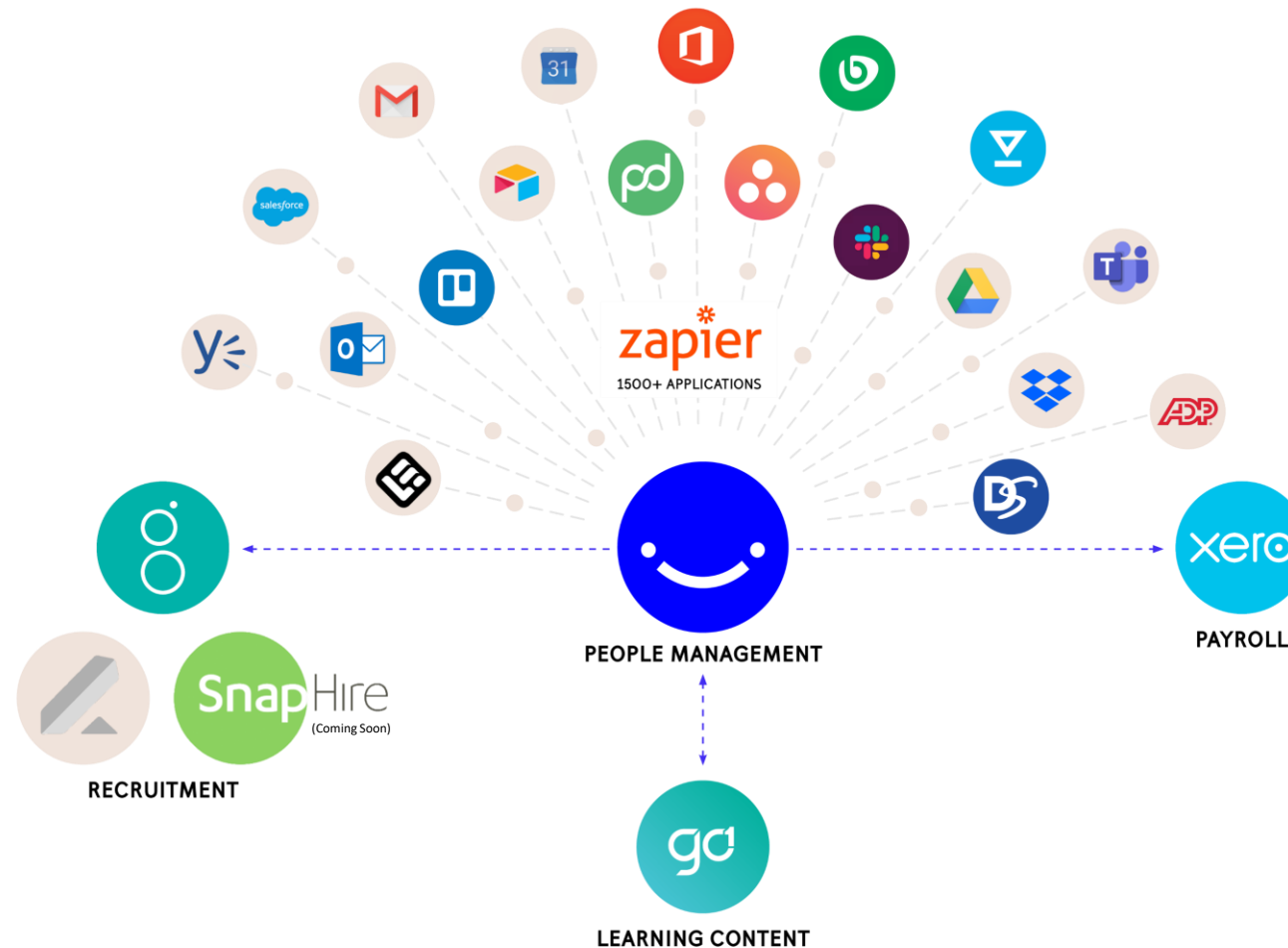
Increasing our global presence to 11 countries



According to a report by Grand View Research, Inc. the global [human resource management market](#) size is projected to attain USD 30.0 billion by 2025. Increasing need for managing widespread workforce and market growth is anticipated from the growing demand for replacing legacy systems with improved human capital management platforms.

Fast Growing High Quality Ecosystem

Best of breed solutions with intelliHR as the essential core People Management system



Overview

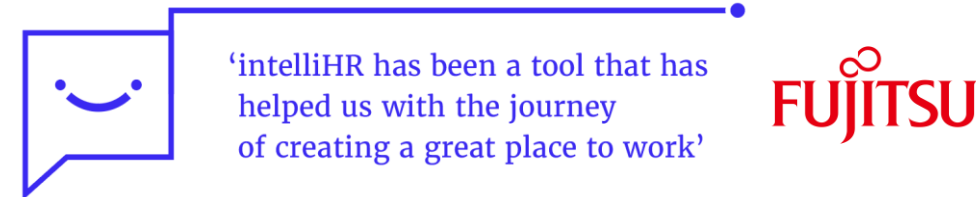
intelliHR is an Australian human resources technology business developing an analytics first software platform for a global market



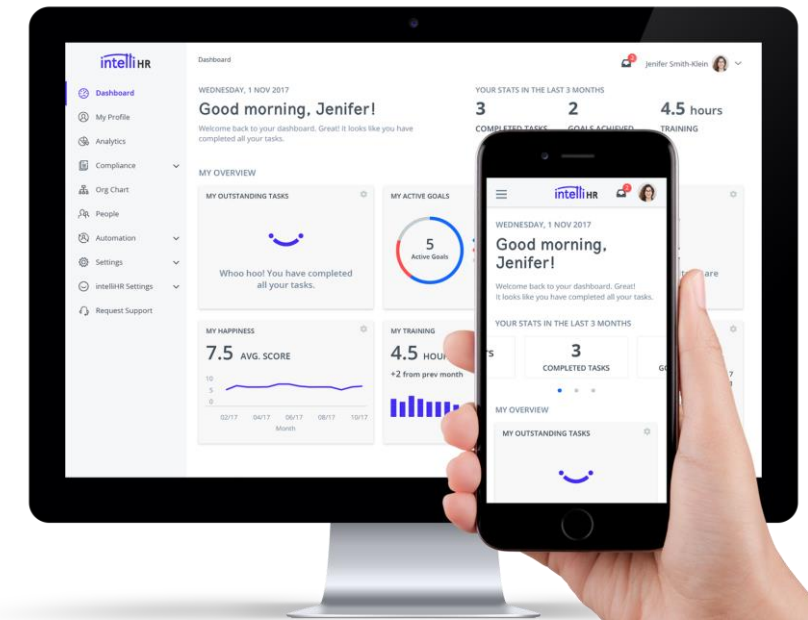
intelliHR

Sarah Gatehouse
National Manager People & Culture, Fujitsu
General Australia

- Since IPO in January 2018, full commercialisation underway, product fit achieved and now experiencing significant growth in customer acquisitions
- Software-as-a-Service business model – fast growing recurring revenues in 2019 and exponential growth potential through a continued focus on scale
- Future of Work tooling for business. Automates manual HR, people management and compliance processes
- People Data Insights... Real-time, cloud-based, self service, opinionated people management and data analytics
- Delivers intelligence augmentation – natural language processing with predictive sentiment analysis and keyword analysis. Current R&D in predictive flight risk, predictive personality and natural language generation for insight delivery
- Providing professionals and business leaders with essential tools with organisational data to make strategic decisions
- Cutting edge technology rivalling global incumbents, scalable to a global market and industry agnostic



FUJITSU





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