

intelliHR



# intelliHR

## Growing a Global Business

2 December 2020

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ASX:IHR

[www.intellihr.com](http://www.intellihr.com)

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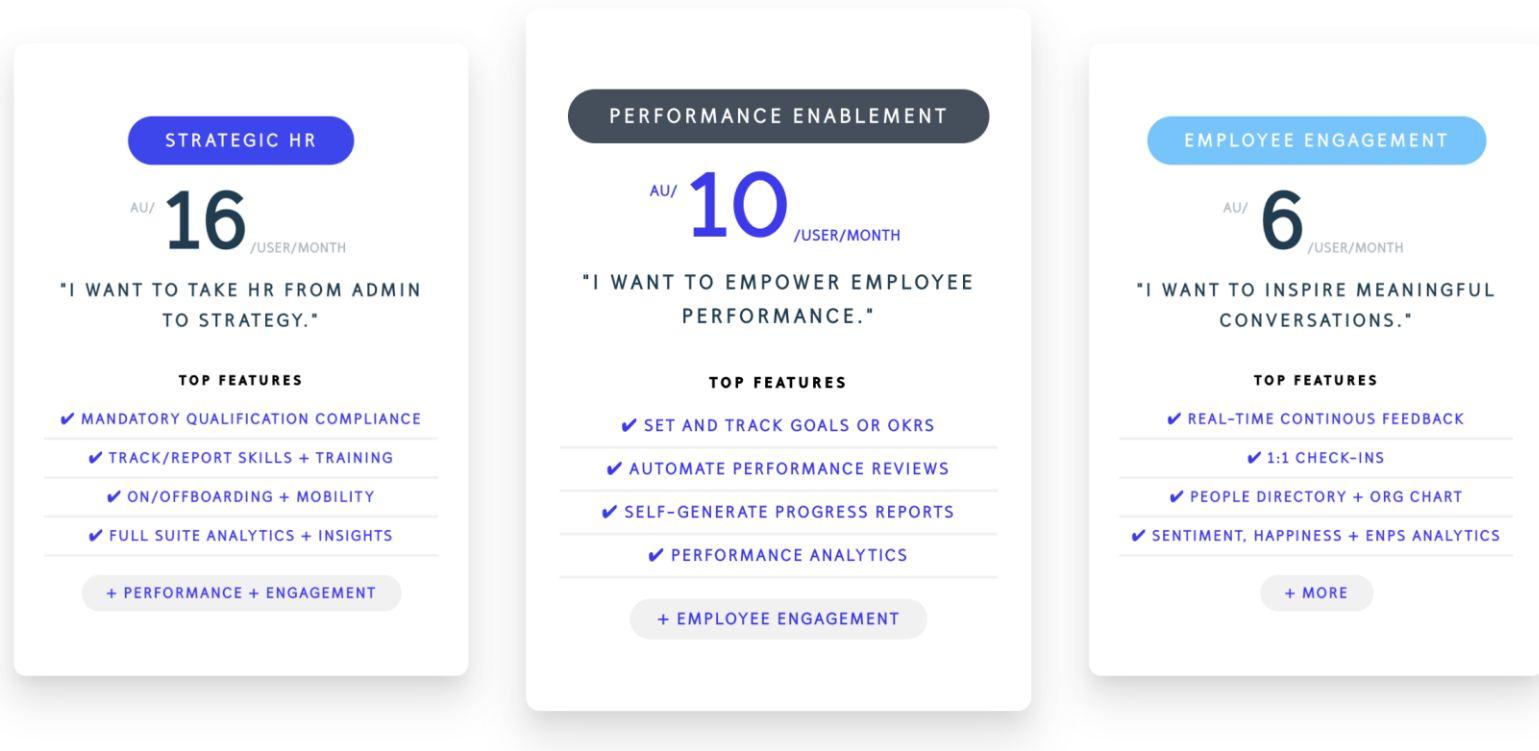
# YOUR PLAN. YOUR HR. WE GROW WITH YOU.

intelliHR is a Software as a Service (SaaS) HR and People Management cloud based system which delivers ....

- Full HR Digitisation (Paperless Records)
- HR Process Automation (Paperless processes)
- People Compliance Management
- Performance Management Tools
- Feedback and Wellness Tools

## And our USP

- People Data Visualisation and Analytics
- Realtime People Sentiment and Insights



The image displays three service cards for intelliHR, each with a distinct header, pricing, a quote, top features, and an additional service link.

- STRATEGIC HR**  
AU/ **16** /USER/MONTH  
"I WANT TO TAKE HR FROM ADMIN TO STRATEGY."  
**TOP FEATURES**
  - ✓ MANDATORY QUALIFICATION COMPLIANCE
  - ✓ TRACK/REPORT SKILLS + TRAINING
  - ✓ ON/OFFBOARDING + MOBILITY
  - ✓ FULL SUITE ANALYTICS + INSIGHTS[+ PERFORMANCE + ENGAGEMENT](#)
- PERFORMANCE ENABLEMENT**  
AU/ **10** /USER/MONTH  
"I WANT TO EMPOWER EMPLOYEE PERFORMANCE."  
**TOP FEATURES**
  - ✓ SET AND TRACK GOALS OR OKRS
  - ✓ AUTOMATE PERFORMANCE REVIEWS
  - ✓ SELF-GENERATE PROGRESS REPORTS
  - ✓ PERFORMANCE ANALYTICS[+ EMPLOYEE ENGAGEMENT](#)
- EMPLOYEE ENGAGEMENT**  
AU/ **6** /USER/MONTH  
"I WANT TO INSPIRE MEANINGFUL CONVERSATIONS."  
**TOP FEATURES**
  - ✓ REAL-TIME CONTINUOUS FEEDBACK
  - ✓ 1:1 CHECK-INS
  - ✓ PEOPLE DIRECTORY + ORG CHART
  - ✓ SENTIMENT, HAPPINESS + ENPS ANALYTICS[+ MORE](#)

..... we Lower **Cost**, Higher **Productivity**, Improved **Revenues**.



# YOUR PLAN. YOUR HR. WE GROW WITH YOU.



intelliHR is positioned well in a high growth global market that is also now disrupted by the trend to Working-from-Home brought on by the pandemic...

# >80%

of our sales prospects do not have any existing technology outside a payroll system. They have manual HR processes, use excel for reporting and have no analytical capability.

"After implementing intelliHR, the following year we had our best financial year yet. That makes a massive statement to show how valuable an investment in people and technology can be."



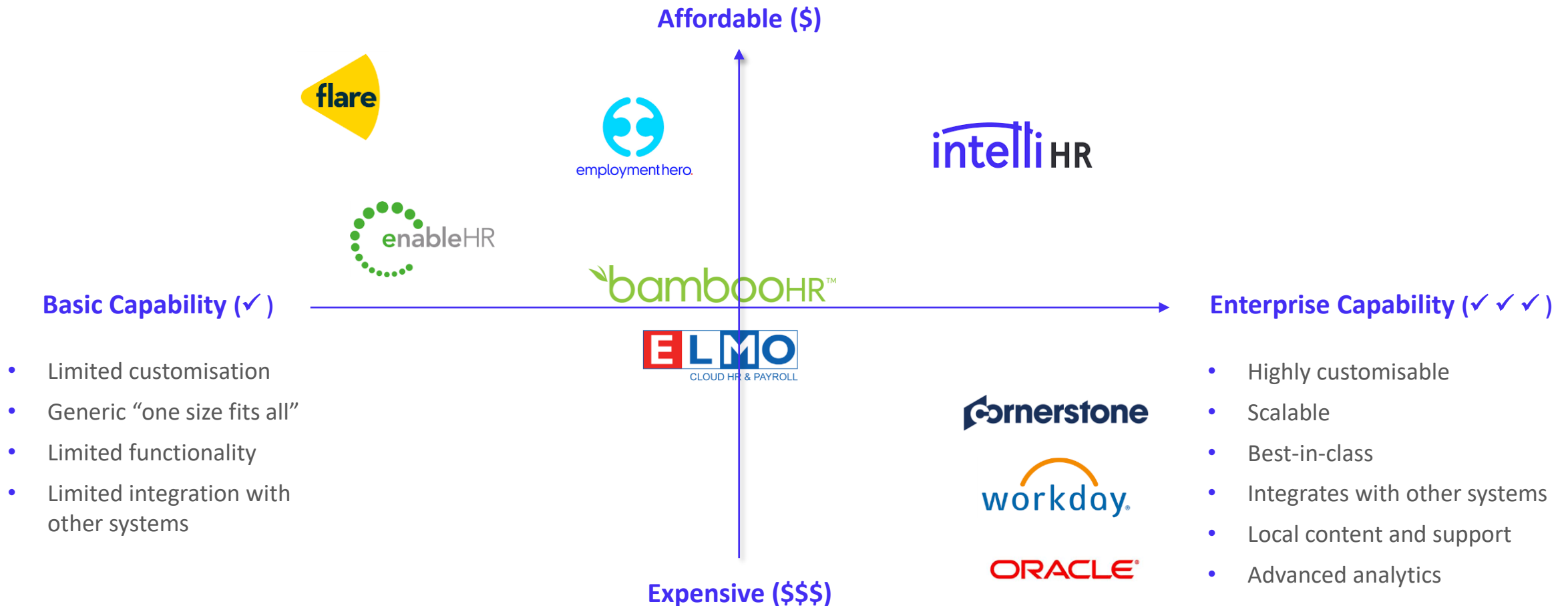
**SARAH GATEHOUSE**

Head of People and Culture ANZ  
Fujitsu General Australia



# Competitor Mapping

...highlights the intelliHR point of difference with a platform that provides sophisticated enterprise capability at a speed of implementation and price point appropriate to the needs of a dynamic business.





# intelliHR delivers compelling ROI

.... through reduced HR admin costs (including people and systems), lower turnover and improved productivity



## Single source of truth

## ROI



### Core HRIS / workflow & compliance

Workflow and compliance tools to automate manual HR admin tasks, digitise HR records

- Employee lifecycle automation
- Self-service record keeping
- Policy management automation
- Automated organisational charting
- Employee qualification compliance



Optimised HR admin costs



Increase engagement and wellbeing



### People and performance management tools

Engage employees and realise the benefits of performance and retention.

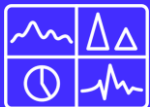
- Personalised performance systems
- Continuous feedback
- Multifunctional goals
- Performance monitoring
- Training and development plans



Build higher performing teams



Increase productivity



### Analytics and predictive insights

Generate real-time and predictive insights from people data and provide actionable strategies.

- Culture and community
- Performance and productivity
- AI and predictive sentiment
- Risk and compliance
- Planning and financial drivers



Reduce turnover



Make data-driven business decisions



# intelliHR Track Record

...leads the competition with independently compiled ratings that are consistently ahead in every category.

"Where have you been  
all my life!"

BEN W.

COMPANY SIZE: 13-50 EMPLOYEES



"Great Product.  
Amazing service."

HELENE G.

NATIONAL OPERATIONS & HR MANAGER



"Fantastic  
HR Support."

JAYDE K.

SMALL-BUSINESS(11-50 EMPLOYEES)



"Perfect for our  
business needs."

OLGA D.

COMPANY SIZE: 201-500 EMPLOYEES



"Can't live  
without it!"

ADMINISTRATOR

SMALL-BUSINESS(11-50 EMPLOYEES)



"Game changing  
software."

RENAE L.

MANAGING DIRECTOR



Search business apps BROWSE SIGN IN JOIN

<b>intelliHR</b> All-In-One People Manag... ★★★★★ 13 <a href="#">LEARN MORE</a>	<b>Culture Amp</b> Complete solution for em... ★★★★★ 62 <a href="#">LEARN MORE</a>	<b>ELMO</b> Cloud HR, payroll & roste... ★★★★☆ 13 <a href="#">VISIT WEBSITE</a>	<b>Employment ...</b> Australia's No.1 Integrate... ★★★★★ 108 <a href="#">VISIT WEBSITE</a>
<b>INTELLIHR</b> <b>Reviews</b> Overall rating ★★★★★ 13 Ease of use ★★★★★ Value for money ★★★★★ Customer support ★★★★★ Last review 17th of September	<b>CULTURE AMP</b> <b>Reviews</b> Overall rating ★★★★★ 62 Ease of use ★★★★★ Value for money ★★★★★ Customer support ★★★★★ Last review 30th of August	<b>ELMO</b> <b>Reviews</b> Overall rating ★★★★☆ 13 Ease of use ★★★★☆ Value for money ★★★★☆ Customer support ★★★★☆ Last review 19th of September	<b>EMPLOYMENT HERO</b> <b>Reviews</b> Overall rating ★★★★★ 108 Ease of use ★★★★★ Value for money ★★★★★ Customer support ★★★★★ Last review 4th of December



Find Software

All Software Categories

BambooHR

★★★★★ 4.5 / 5

[Visit Website](#)

ELMO Cloud HR & Payroll

★★★★☆ 3.5 / 5

[Visit Website](#)

Employment Hero

★★★★★ 4.6 / 5

[Visit Website](#)

intelliHR

★★★★★ 4.9 / 5

[Visit Website](#)

## ★ Ratings

★ Ratings				
Overall	★★★★★ 4.5 / 5	★★★★☆ 3.5 / 5	★★★★★ 4.6 / 5	★★★★★ 4.9 / 5
Ease of Use	★★★★★ 4.6 / 5	★★★★☆ 4.1 / 5	★★★★★ 4.6 / 5	★★★★★ 4.8 / 5
Customer Service	★★★★★ 4.4 / 5	★★★★☆ 3.6 / 5	★★★★★ 4.6 / 5	★★★★★ 5 / 5
Features & Functionality	★★★★★ 4.4 / 5	★★★★☆ 3.2 / 5	★★★★★ 4.3 / 5	★★★★★ 4.5 / 5
Value for Money	★★★★★ 4.4 / 5	★★★★☆ 3.8 / 5	★★★★★ 4.6 / 5	★★★★★ 4.9 / 5



# The Calibre of intelliHR Customers

...is a reflection of the efficacy of the enterprise grade platform and its scope from managing administrative processes to driving team and business strategy.



Professional Services	<b>LANDER &amp; ROGERS</b>	Health & Disability Care	<b>scope</b> <small>myhealth MEDICAL CENTRE</small>
Financial Services	<b>Platinum</b> ASSET MANAGEMENT	Retail Services	<b>OSL</b>
Technology	<b>CLAIMCENTRAL</b> CONSOLIDATED	Property Services	<b>first5</b> MINUTES
Public Utility	<b>contact</b>	Education	<b>ST JOHN'S ANGLICAN COLLEGE</b> FAITH SERVICE COURAGE
Engineering	<b>VIRCON</b> BDS VIRCON ■ CANDRAFT VSI ■ PDC ■	Distribution	<b>PENSKE</b>
Mining	<b>BENGALLA</b>	General Industry	<b>FUJITSU</b>

*"intelliHR gives us the power to easily see our people information and data in a way and with speed that we've never previously had, it provides insights and tools to connect, for all of our people."*

**Angela Cilia**  
Penske Australia and New Zealand  
General Manager Human





# intelliHR's Global Presence

... Nearly 40% of intelliHR's subscribers are now located outside of Australia.

- We support customers in 16 countries demonstrating the ability of the platform to meet the needs of business and team members around the world.
- Sales & Service Teams are based in APAC and now the America's one of our largest growth markets with recent expansion to Toronto Canada.



*"After viewing over a dozen different SaaS products in the performance management space, we've chosen intelliHR to help us achieve our goals and our vision as an organization. From the moment we had our initial contact, all the way through the contract signing, we've received nothing but best-in-class service, flexibility and a willingness to not only partner, but also an eagerness to listen and find ways to make things happen, the process has been exceptional."*

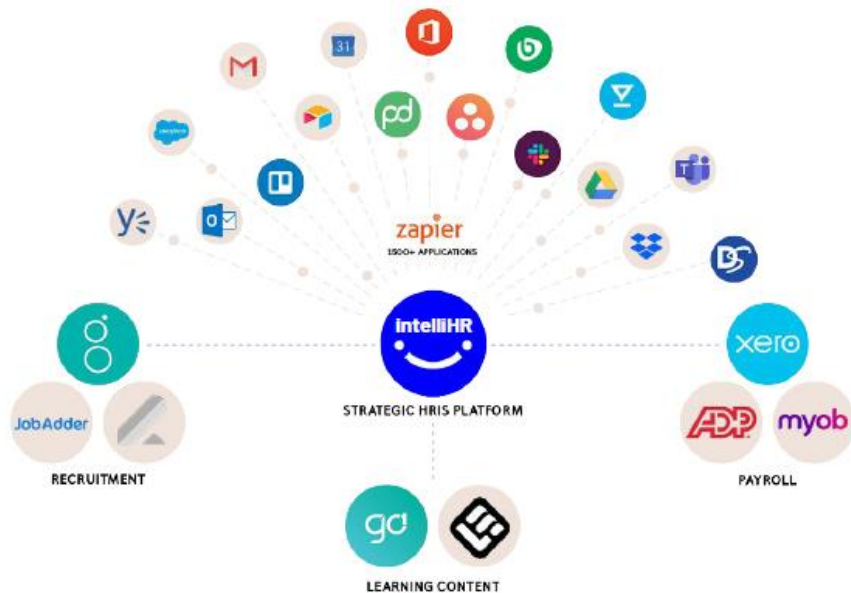
**Hassan Farooqi**  
OSLRS  
Director of Learning  
and Development



# Our Growing Ecosystem is a Future Marketplace

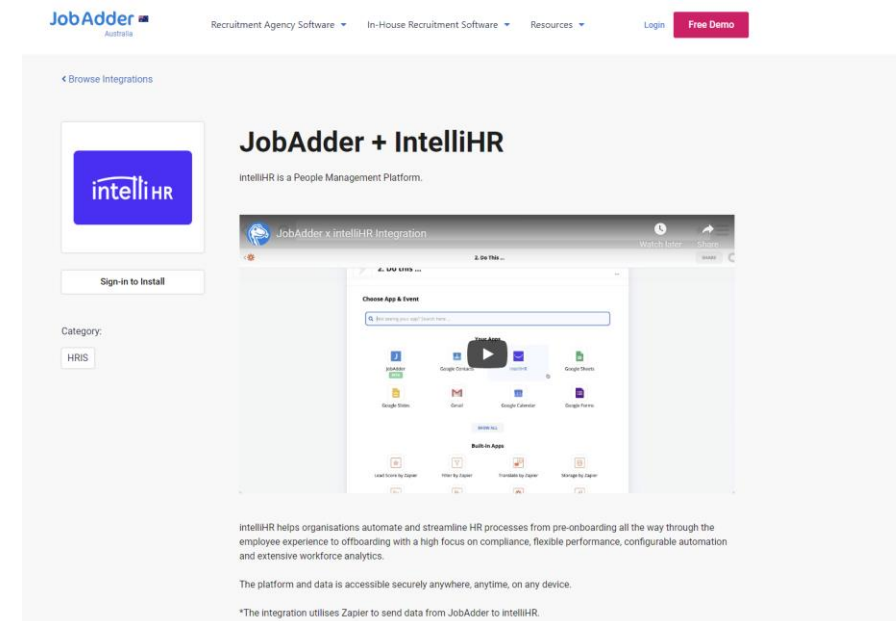
...and has grown to a bank of 40 technology and referrer partners who generate new customer leads and enhance market relevance.

## IntelliHR Best of Breed Ecosystem



intelliHR actively pursues integrations with other apps that can generate new customer leads and that position the intelliHR SaaS platform at the centre of a best-of-breed people management technology ecosphere.

- We established key integration partnership during FY20 with Zapier, Lever, GO1.com, Keypay, Job Adder and Xero
- Integrations: put intelliHR in these SaaS app marketplaces; and are a preferred distribution strategy due to lower customer acquisition costs
- Integrations enhance the value proposition for intelliHR's existing customer base as well as attracting new customers



# intelliHR Growth

...is the result of its clearly articulated plan to offer a sophisticated and versatile system to a global addressable market in excess of \$38 billion.\*



Customers/Subscribers

+

Partnerships

+

Satisfaction

=

ARR Growth

AT TIME OF LISTING – JAN ‘18	
10	Customers
500	Subscribers
0	Freemium
0	Partners
n/a	Satisfaction <small>(not measured)</small>
\$0.22M	ARR

+ 2.75 years

AS AT 26th Nov ‘20	
142	Customers
28,779	Subscribers
3,593	Freemium
40	Partners
74	Satisfaction <small>Net Promoter Score (NPS)</small>
\$2.81M	ARR

\* Grandviewresearch.com Human Resource Management Market Size | Industry Report

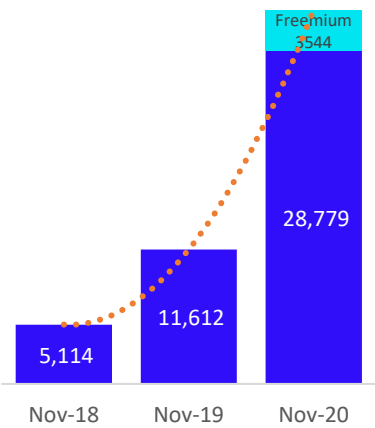


# Financial Performance Highlights to Date

... FY21 has delivered strengthening ARR growth via the acquisition of new customers and increasing international business. IntelliHR is well positioned to facilitate the global trend of Working-from-Home for an expanding customer audience.

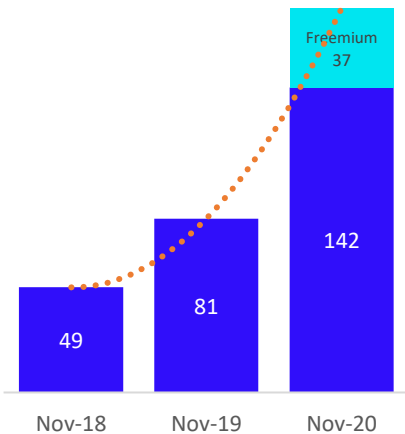


Subscribers on Platform



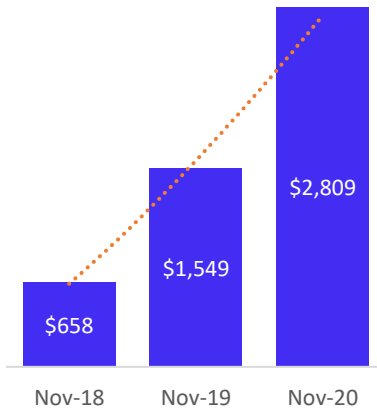
148%  
YOY

Customers on Platform



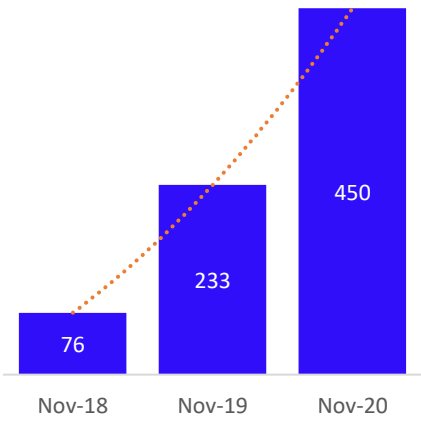
75%  
YOY

ARR  
Contracted (\$'000)



81%  
YOY

Professional Services  
(\$'000)

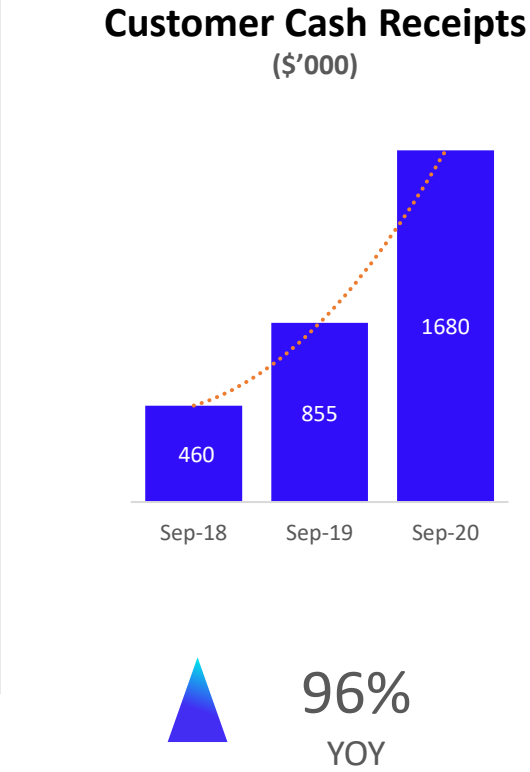
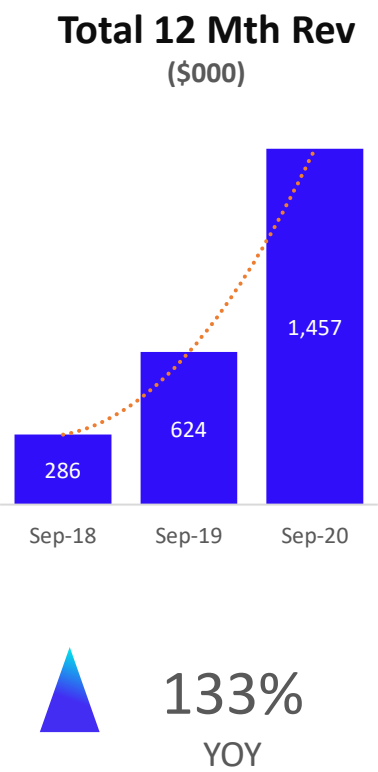


93%  
YOY



# Financial Performance Highlights to Q1,21

... strong increase in cash receipts as new business is successfully onboarded – high levels of customer retention with very low levels of lost revenue





# Strategic Focus...

IntelliHR has established a strong forward cash position – allowing continuing R&D investment while scaling up the operations to acquire subscribers in both existing markets and new offshore markets.



## Grow Channels and Territories

- ✓ Accelerate global expansion beyond existing 40% of ARR accounted for by offshore activities
- ✓ Increase marketing investment in the Americas following the recent launch of the IntelliHR Toronto Canada
- ✓ Additional sales staff to be brought on-line as required to meet growth opportunities

## Execute Business Strategy

- ✓ Continue to grow domestic and international customer base, aiming to increase subscribers beyond 30,000 users
- ✓ Continue to execute new 'land and expand' business model, maintaining focus on the full digital transformation marketplace
- ✓ Continue focus on building out the international technology partner ecosystem and marketplace
- ✓ Continue to support the global shift to 'Work from Home', which organisations can better manage using IntelliHR's platform tools for continuous feedback, performance enablement and wellness capabilities

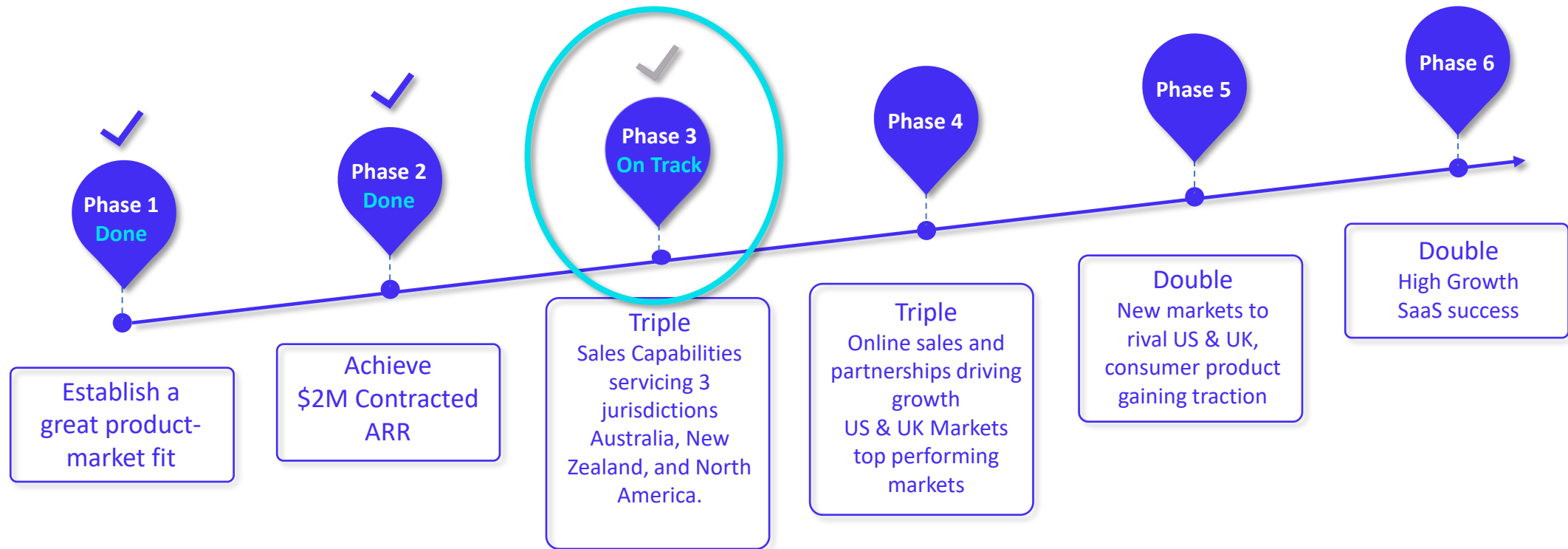
## Maintain Product Leadership

- ✓ Continue investment in developing prescriptive analytics capabilities, specifically insight generation using machine learning and artificial intelligence (AI)
- ✓ Further investment in artificial intelligence (AI) across the full IntelliHR people management platform aimed at further differentiating IntelliHR's product offering
- ✓ Invest further into localisation (e.g. user language preference customisation) to support expanding IntelliHR's global reach



# The Next Growth Cycle

...as set out 15 months ago, will see continued revenue growth in new and existing markets with further investment in both R&D and sales and marketing resources to capitalise on a large and fast-growing global market.





## Rob Bromage

Managing Director & CEO



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