

intelliHR



# intelliHR

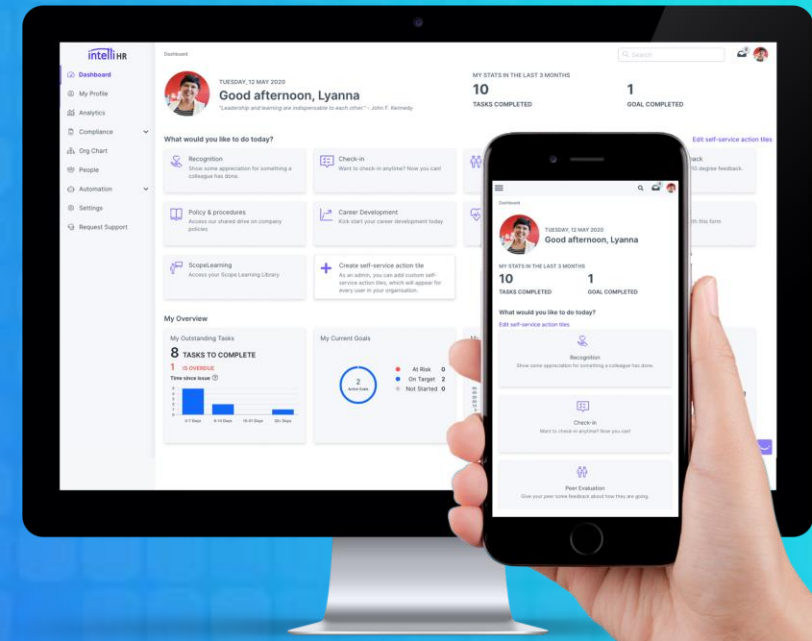
## Growing a Global Business

22 June 2021

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

ROBERT BROMAGE, Founder & CEO

ASX:IHR



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intelliHR is performing strongly in the high growth global HR market supporting the transition to Working-from-Home seen across the Globe...

ASX:IHR



## intelliHR is a Software as a Service (SaaS) for HR and People Management

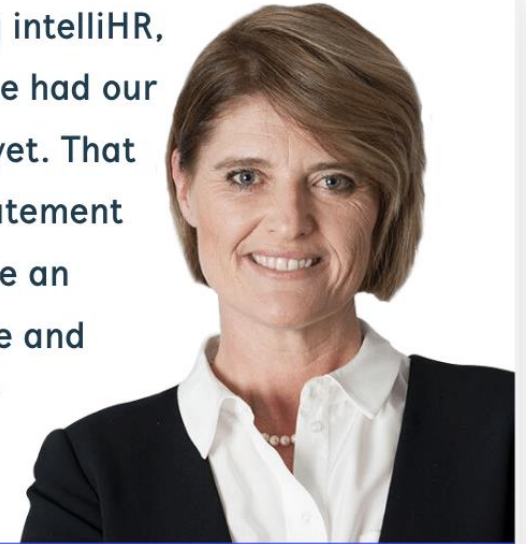
- Full HR Digitisation (Paperless Records)
- HR Process Automation (Paperless processes)
- People Compliance Management
- Performance Enablement Tools
- Feedback and Wellness Tools

And our Unique Selling Proposition (USP)

- People Data Visualisation and Analytics
- Realtime People Sentiment and Insights
- Multi - Language Capabilities

..... we Lower **Costs**, Increase **Productivity**, Improve **Revenues**.

"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



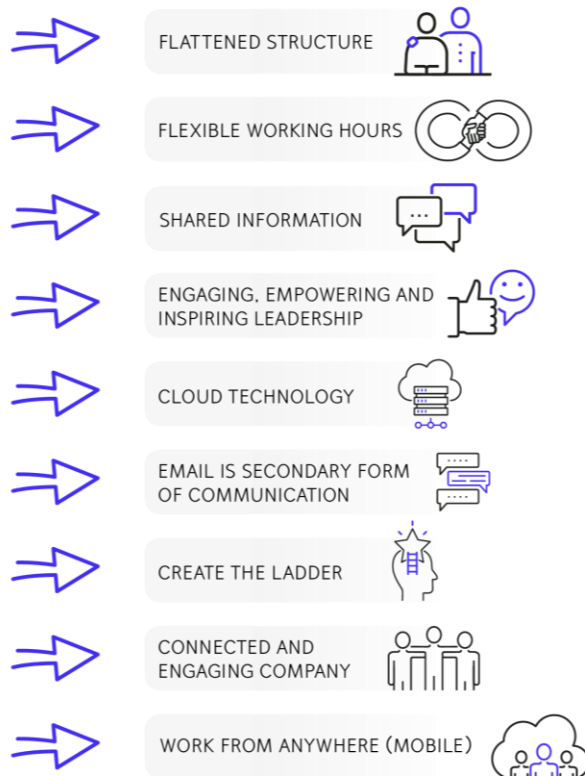
# HR Technology is NOW the NEXT BIG THING

## WHY are Businesses seeing HR TECH essential and must haves today?

### Pre COVID ~~THE PAST~~



### ~~THE FUTURE~~ Post COVID



### THE FUTURE IS HERE TODAY.

Every business around the world was disrupted in 2020 by the pandemic. The fundamentals have not changed but the way of working has.

- 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
- The way of working has been disrupted by the Pandemic and jumped ahead at least 5 years, adapt fast or be left behind
- If you can't see your people, you need intelliHR
- Even if you can see your people, you still need intelliHR





# Why intelliHR? We deliver a 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, digitize 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.

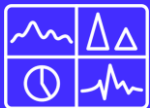
- Personalised performance systems
- Continuous feedback
- Multifunctional goals
- Performance monitoring
- Training and development plans



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



# Our Performance Confirms Relevance & Demand

... FY21 has delivered strengthening ARR and Invoiced revenue 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.

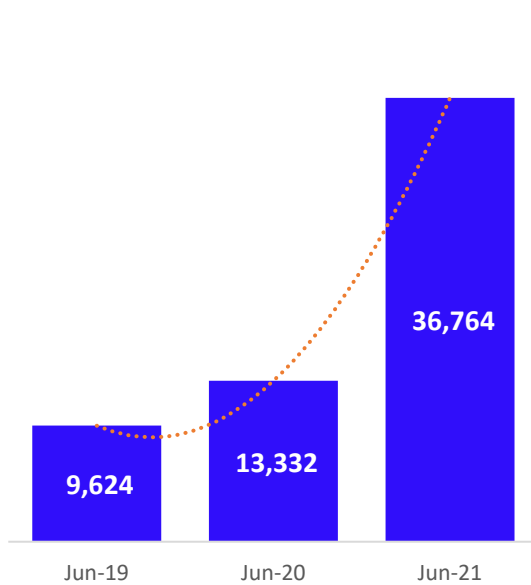
- Strengthening half on half ARR and Invoiced revenue growth
- Customer and Enterprise wins in the North American and UK Markets
- Enterprise Customer success and pipeline developing

Record YOY Subscriber Growth - 176% ↑

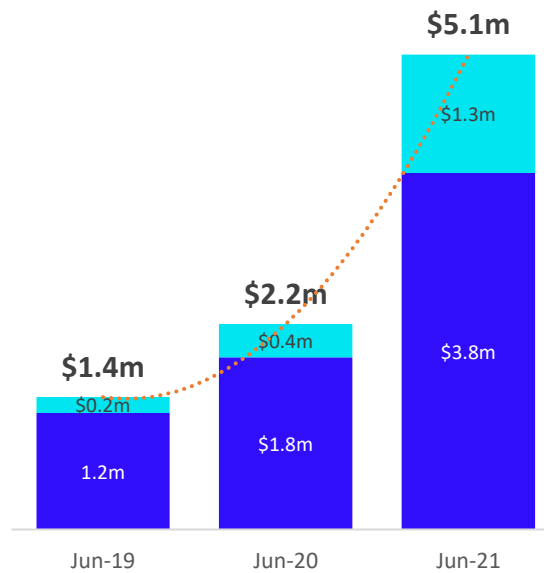
Record YOY Customer Growth - 87% ↑

Record YOY Total Annualised Revenue - 131% ↑

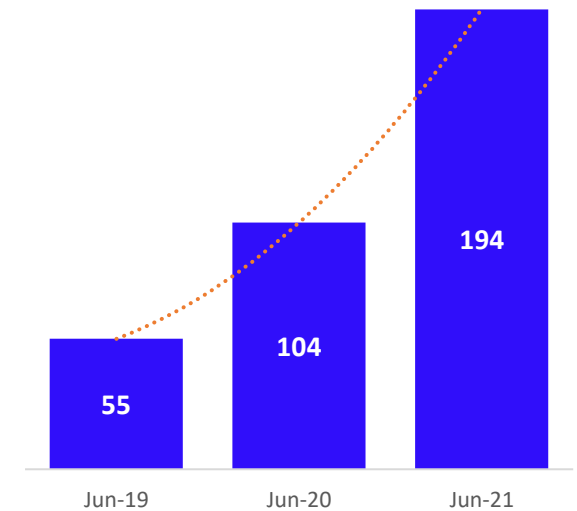
## Subscribers on Platform



## ARR + Annualised Implementation



## Customers on Platform



\* All Data is to the 12 months ending 4<sup>th</sup> of June in year. Annualised Implementation is last 90 days implementation billing annualised.

■ ARR ■ Imp

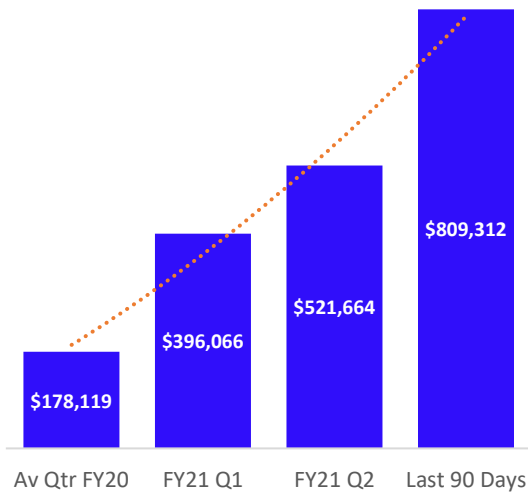


# Performance Highlights FY21 to date

... detailed analysis of the strong momentum continuing to building over the course of FY21 – Shift toward Enterprise Client driving higher customer revenues

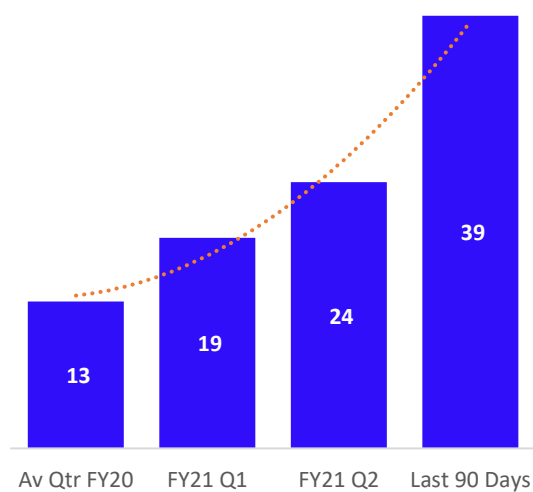


### New Converted ARR by Qtr



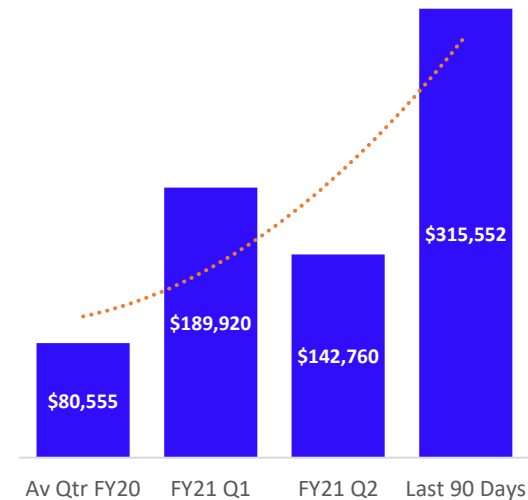
↑ 354%  
YOY

### New Converted Customers by Qtr



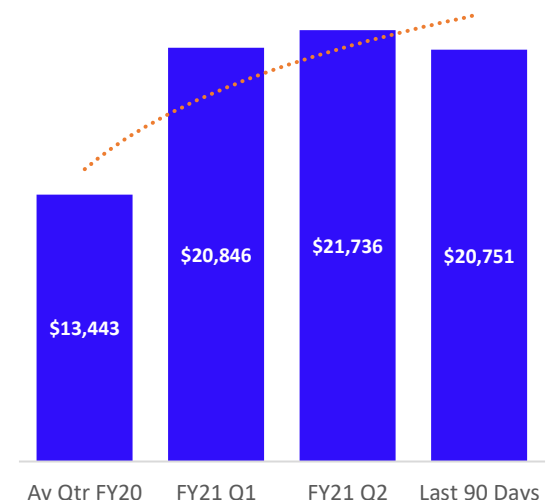
↑ 200%  
YOY

### New Implementation Rev by Qtr



↑ 291%  
YOY

### Av New Customer ARR by Qtr



↑ 54%  
YOY

\* - Data for the Last 90 days is as at 4<sup>th</sup> of June 2021

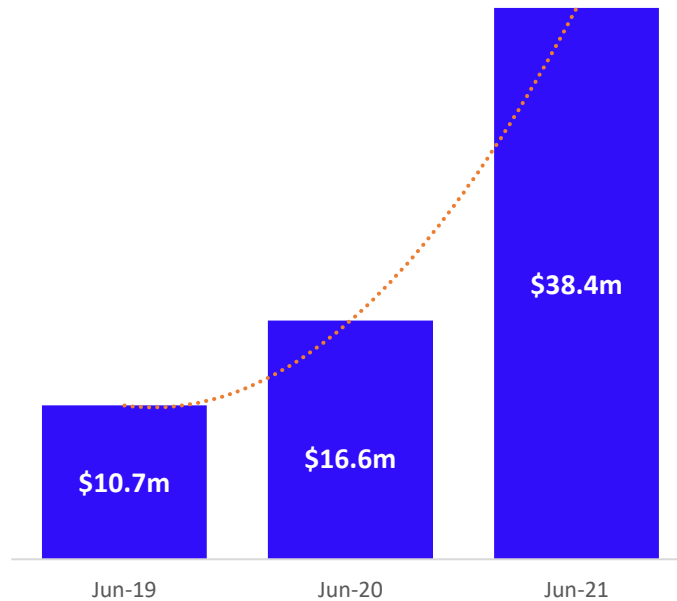


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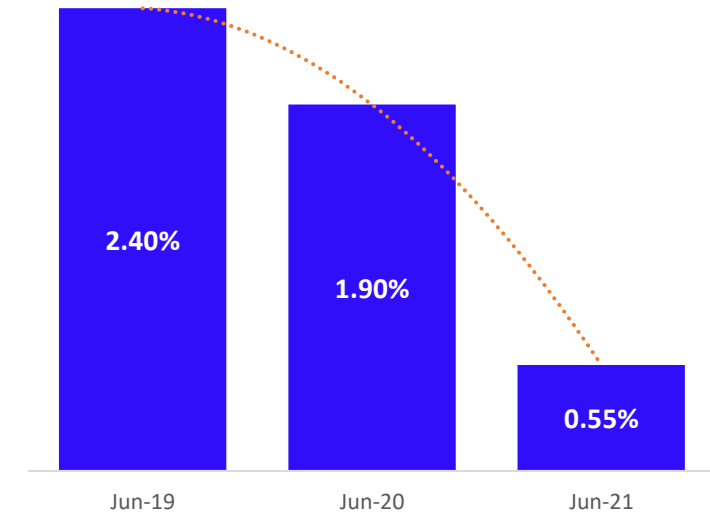


## Total Book Customer Lifetime Value



↑ 131%  
YOY

## Annual Lost Revenue Percentage



↓ 71%  
YOY

LTV based upon 91 Month Average Lifetime demonstrated over last 3 years





# 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

★★★★★

GetApp

"Great Product. Amazing service."

HELENE G.  
NATIONAL OPERATIONS & HR MANAGER

★★★★★

Capterra

"Fantastic HR Support."

JAYDE K.  
SMALL-BUSINESS(11-50 EMPLOYEES)

★★★★★

G2

"Perfect for our business needs."

OLGA D.  
COMPANY SIZE: 201-500 EMPLOYEES

★★★★★

GetApp

"Can't live without it!"

ADMINISTRATOR  
SMALL-BUSINESS(11-50 EMPLOYEES)

★★★★★

G2

"Game changing software."

RENAE L.  
MANAGING DIRECTOR

★★★★★

Capterra

**Best Support**

WINTER 2021

ACHIEVEMENT | NOV-2020

**HR ANALYTICS**

Capterra  
★★★★★  
**BEST VALUE**  
2020

**Easiest To Do Business With**

WINTER 2021

ACHIEVEMENT | NOV-2020

**SURVEY**

Capterra  
★★★★★  
**BEST VALUE**  
2020

**High Performer**

WINTER 2021

ACHIEVEMENT | NOV-2020

**SURVEY**

Capterra  
★★★★★  
**BEST EASE OF USE**  
2020

**Easiest Admin**

WINTER 2021

ACHIEVEMENT | NOV-2020

**SURVEY**

Capterra  
★★★★★  
**BEST EASE OF USE**  
2020

**Easiest To Use**

WINTER 2021

ACHIEVEMENT | NOV-2020

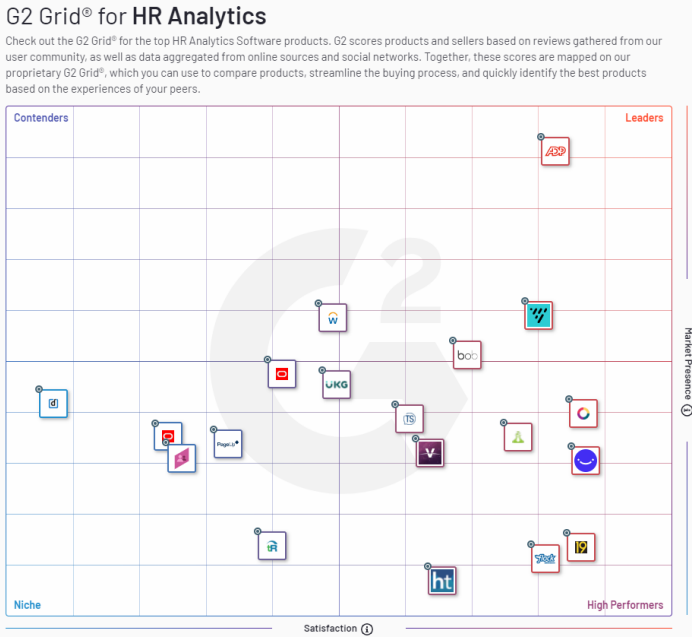
**SURVEY**

Capterra  
★★★★★  
**BEST EASE OF USE**  
2020

59

## A 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.



# 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</small> <b>MEDICAL CENTRE</b>
Financial Services		Retail Services	<b>OSL</b>
Technology		Property Services	<b>first5</b> MINUTES
Public Utility		Education	
Engineering	 <b>ARUP</b>	Distribution	<b>PENSKE</b>
Mining		General Industry	<b>FUJITSU</b>



**Sharyn Murray**  
Baby Bunting  
General Manager People & Culture

*"We are looking forward to partnering with IntelliHR as part of our People & Culture Transformation journey. IntelliHR are a progressive software vendor that demonstrates a strong alignment to our values and the solution delivers a great employee experience which provides us the opportunity to put our team members in the driver's seat as we grow."*

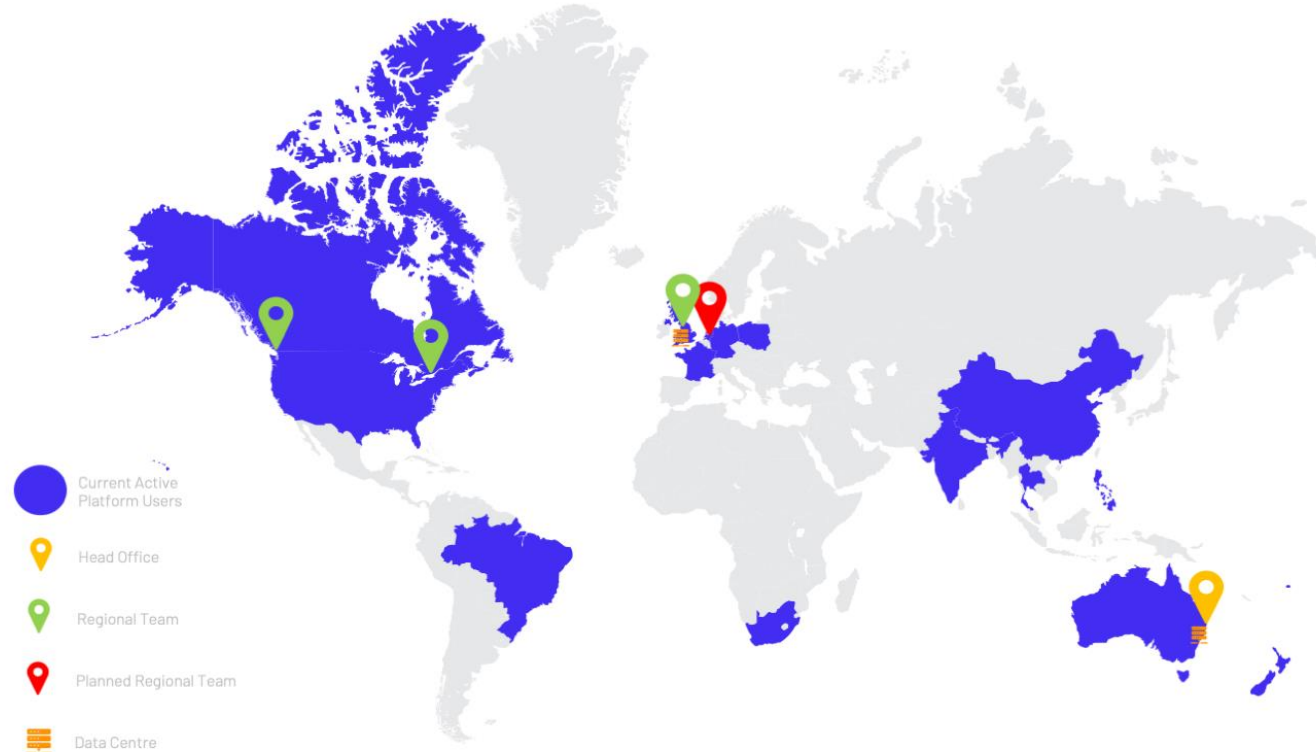


# intelliHR's Global Presence

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



- Supporting customers in 18 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, America's, and during the current quarter we have expanded our team into the UK market space.
- Opening new geographic markets thanks to the inclusion of Foreign language translation - Initial languages include French Canadian, French, English (US) and Spanish.



Hassan Farooqi  
OSLRS  
Director of Learning  
and Development



*"After viewing over a dozen different Performance Management SaaS products, we've chosen intelliHR to help us achieve our goals and our vision as an organization. We've received nothing but best-in-class service and a willingness to listen and make things happen"*



# Our Growth is being generated across Multiple Channels

...we actively pursue partnerships which enhance customer value and generate new customer leads positioning intelliHR at the centre of a best-of-breed people management ecosphere

ESTABLISHED AND EXPANDING GLOBALLY

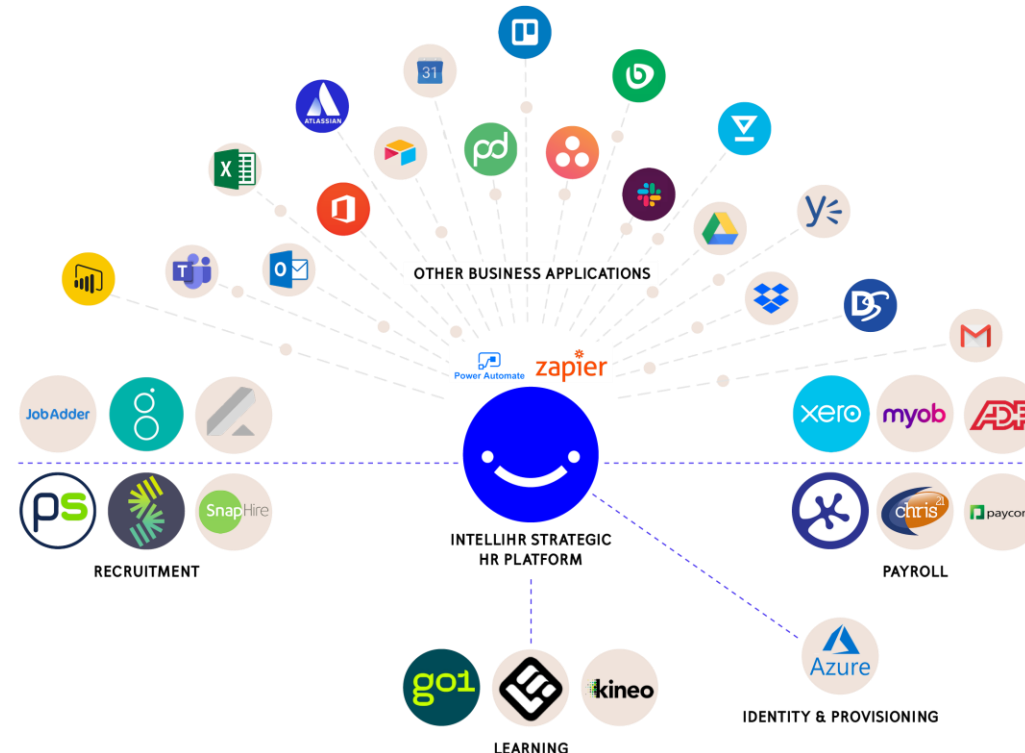
## Direct Channel

Direct Sales and Implementation carried out by the intelliHR team

- APAC – Brisbane  
14 local team members
- North America - Toronto & Vancouver  
13 local team members
- United Kingdom – Manchester & London  
2 local team members (expanding to 6)

NOW GROWING QUICKLY

## intelliHR Best of Breed Ecosystem



NEW EMERGING LARGE-SCALE GROWTH

## intelliHR Inside - Reseller

Resellers – offer a highly efficient source of new customers with resellers typically owning Customer Sales and first level Support.

- HR and Business Consultancies
- Technology and Integration Consultancies
- **\*\*intelliHR inside\*\*** – intelliHR system included as part of another technology vendors offering – For example Enterprise Payroll wanting to offer intelliHR's best of breed HR, People Management and advanced People analytics.





# 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.



Affordable (\$)



UltiPro



intelliHR



Lattice

bamboohr™



Reflektive



Cornerstone



Expensive (\$\$\$)

Basic Capability (✓)

- Limited customisation
- Generic “one size fits all”
- Limited functionality
- Limited integration with other systems

Enterprise Capability (✓✓✓)

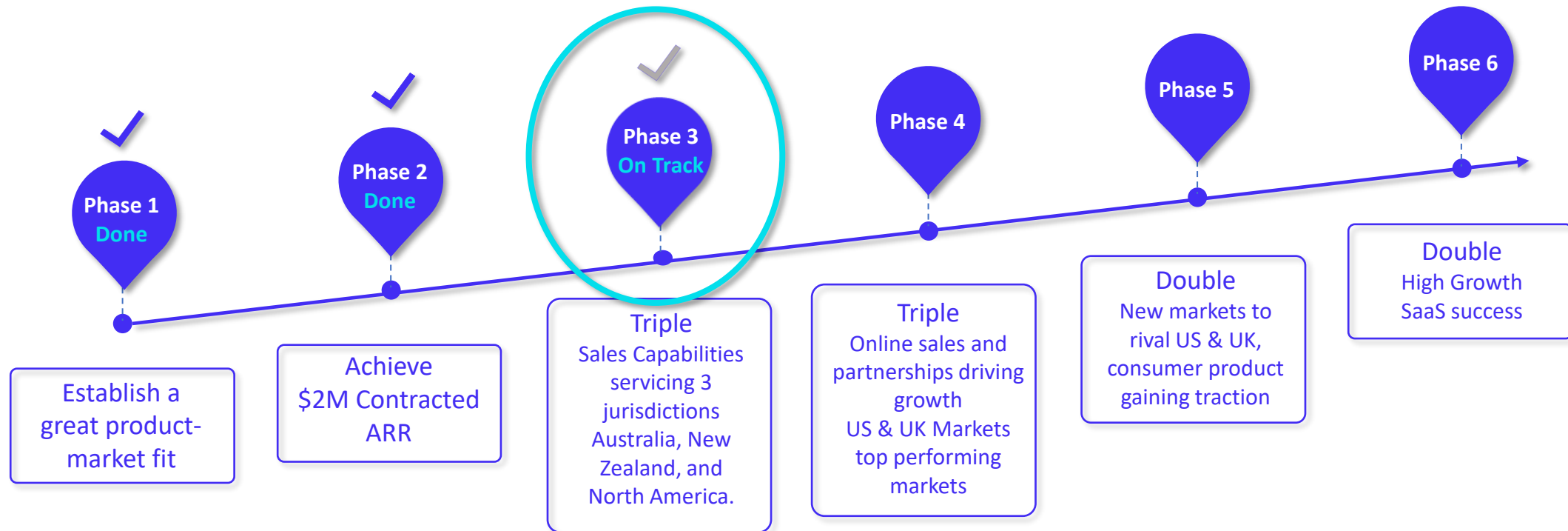
- Highly customisable
- Scalable
- Best-in-class
- Integrates with other systems
- Local content and support
- Advanced analytics





# The Next Growth Cycle

FY 2022 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.





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