



Intelligent People Management.

ASX:IHR - A look at 2019 and beyond

ROBERT BROMAGE, CEO

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www.intellihr.com.au

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Who are we

Australian human resources technology business developing an analytics first global software platform



Sarah Gatehouse
National Manager People & Culture, Fujitsu
General Australia



- intelliHR automates manual HR processes, capturing critical people and performance data
- Real-time, cloud-based people management and data analytics
- Providing professionals and business leaders with essential organisational data to make strategic decisions
- Advanced technology leveraging Natural Language Processing
- Agile software system and scalable to a global market and industry agnostic
- Software-as-a-Service business model

41 PAYING CUSTOMERS
in Australia and internationally

PROFILE BRANDS INCLUDING:



15 ACTIVE PARTNERS
in our Referral and Reseller network

564 SOFTWARE RELEASES
in continuous development

4,800 paying employees + volunteers

 Australian team: **48**

-  Engineering: **22**
-  Customer Acquisition and Delivery: **23**
-  Corporate Support: **3**

Corporate Summary

Public Listed Company **ASX:IHR** Admitted to the list of the ASX on **23 January 2018**

Capital Structure

| | |
|--------------------------|----------|
| Shares on Issue | 104.6M |
| Total Options | 15.2M |
| Total Performance Rights | 367K |
| Market Capitalisation* | A\$17.8M |
| Cash (30 June 2018) # | A\$4.8M |
| Debt (30 June 2018) | Nil |
| Enterprise Value | A\$13.0M |

*As per 16/10/2018 closing share price of \$0.17 per share

#Estimated Cash Balance is A\$3.4 M as at 17 October 2018

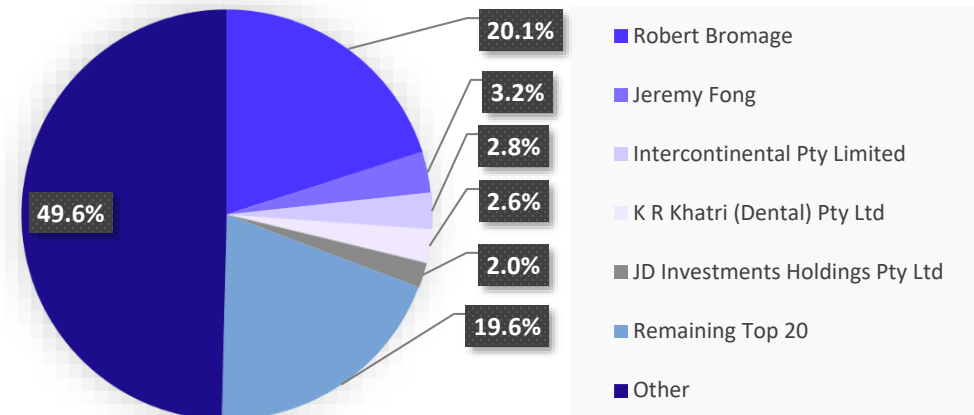
Board/Executive

| | |
|---|----------------|
| Managing Director and CEO | Robert Bromage |
| Executive Director and Chief Technology Officer | Jeremy Fong |
| Chief Operating Officer | Paul Trappett |
| Chief Financial Officer / Company Secretary | Suzanne Yeates |
| Non-Executive Chairman | Tony Bellas |
| Non-Executive Director | Jamie Duffield |
| Non-Executive Director | Greg Baynton |

Share Price History



Shareholders





2018 Financial Summary

| | 2018 \$ | 2017 \$ | Change \$ | Change % |
|--|-------------|-------------|--------------|-------------|
| Revenue from ordinary activities | 313,501 | 80,944 | 232,557 | 287.3% |
| Net loss for the year attributable to members | (4,679,807) | (2,274,704) | (2,405,103) | 105.7% |
| Basic and Diluted Earnings per share (cents per share) | (5.34) | (3.95) | (1.39) | 35.2% |
| Net tangible asset backing per ordinary share | 0.04 | 0.01 | 0.03 | 300.0% |



SAAS BUSINESS MODEL



DISRUPTIVE

Innovation through leading edge technology

Thought leadership on people, performance and culture

Challenging expensive implementation & ongoing costs of competitors



CUSTOMER CENTRIC

All about the customer

Delivering a measured ROI for customers

Involve customers in product development

Building a strong customer community



SCALABLE

Industry agnostic

Geographically expandable to a global market

Strong direct channel

Building a partner ecosystem for accelerated scale



SUBSCRIPTION BASED

Recurring revenue on long-term contracts

One platform.
One price

One set monthly fee to access everything

Recurring Revenue Subscriptions

As a SaaS business model, intelliHR generates revenue by licensing its platform.

Customers pay a once off implementation fee and ongoing monthly operating fee calculated on a per-staff member basis.

As a core HR Platform intelliHR is a sticky product – once a client is on the platform, it is not easy change solutions and manage the change in the business. Contracts entered into can be 3 to 5 years. Continued innovation will support longer customer life spans.

intelliHR's fees may be adjusted for specific commercial circumstances where it sees long-term benefits for significant growth of the platform and its business.



Transition to SaaS

- Significant movement to Software-as-a-Service within the market
- Several global HR management software firms in a rapidly growing industry
- IntelliHR platform rivals existing market products through disruptive AI and scalable operations:
 - An all-in-one, integrated software system providing a fresh alternative for large employers
 - Ability to manage and access real-time information across the entire organisation
 - Analytics first, data driven system to encourage a people and culture strategy
 - Out-of-the-box convenience that leads to fast adoption throughout the company

Namely

Founded in 2012, Namely has raised ~A\$303M* in seed capital

SABA  **HALOGEN**

Halogen Software recently purchased by SABA for ~A\$311M***

bamboohR

Over 5000 clients across over 100 countries¹

Market Cap:



~A\$6.91B



~A\$44.04B*

ORACLE

~A\$272.162B*

sage

~A\$11.48B**

Cornerstone

~A\$4.67B*

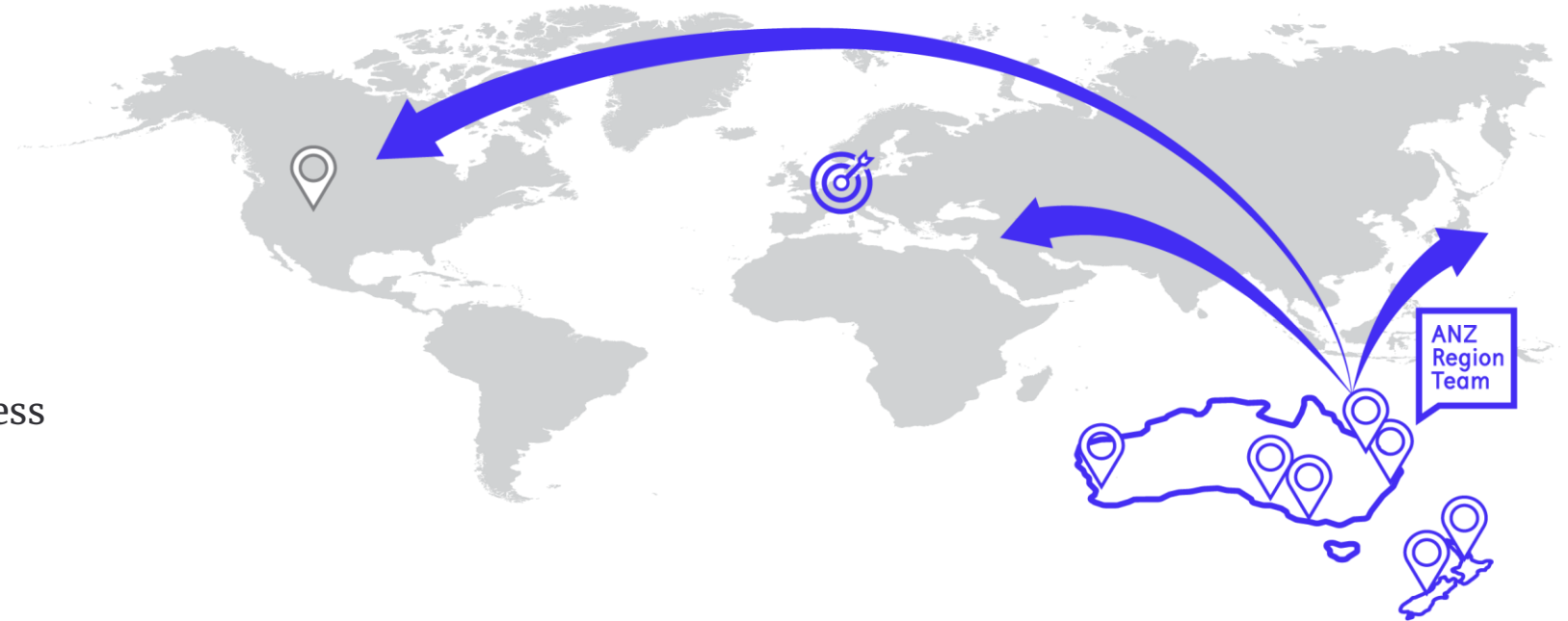


~A\$380M

Getting on with going Global

\$30 Billion Global Market projected by 2025*

- Early success in NZ and fast building a replicable entry platform for other countries.
- US coming on but UK is next target.
- Partner program key to success and will accelerate global expansion.



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 growing demand for replacing legacy systems with improved human capital management platforms are anticipated to fuel market growth.

Why we are essential

We transform **workplaces** for the better for the people that work in them.

Straight out of the box, we are people management and digital transformation agents.

OUR SOFTWARE HELPS COMPANIES



Create
strategic
alignment



Put a
spotlight on
culture



Improve
employee
experience



Increase
leadership
capabilities



Elevate a
focus risk
+ governance



Generation of ROI from
their People Strategies

Top and bottom line benefits.
We reduce costs and increase
productivity – essential strategic tool.

Why we are essential

We transform workplaces for the better for the **people** that work in them.
Straight out of the box, we deliver a positive user experience leading to fast adoption.

OUR SOFTWARE HELPS *PEOPLE*



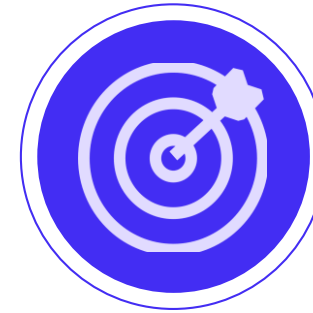
Know what
is expected of them



Have meaningful
Conversations



Perform
better



Be aligned with
purpose



See important
data in real-time



Generation of ROI from
their People Strategies

Top and bottom line benefits.
We reduce costs and increase
productivity – essential strategic tool.



GROWTH PROFILE

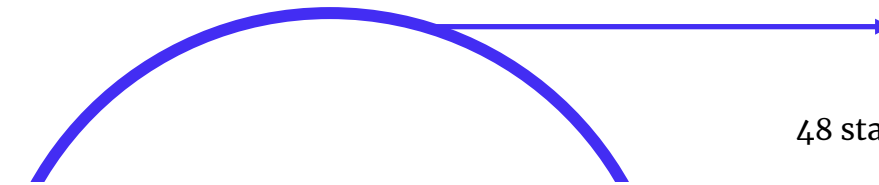


The best way to predict
the future is to create it.

PETER DRUCKER

Our Story

A LONG WAY IN JUST 4 YEARS



2018

ASX listed company
48 staff including independent directors
41 customers in 3 Countries
5,000 plus users across the globe
Revenues fast growing

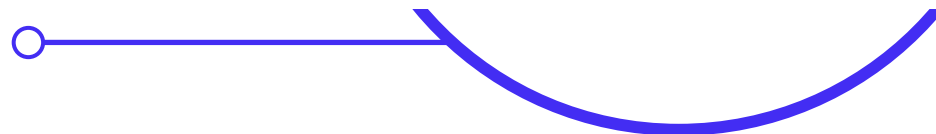
Value Proposition

- Deliver first class customer service transforming workplaces for the better
- Enable digital transformation with advanced & fast evolving technology with AI
 - Deliver ROI on people strategies for customers

Our strategic HR application is the essential tool for high performing businesses.

2014

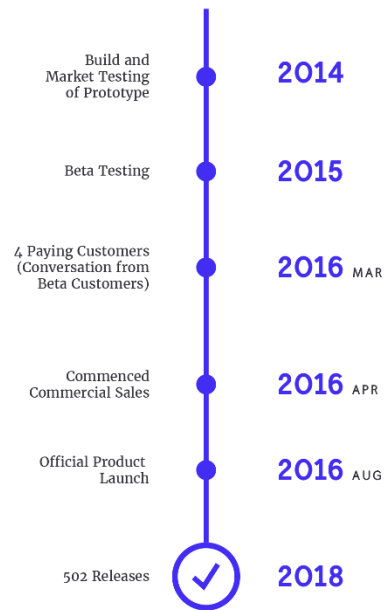
1 staff member...
A passion for people,
technology and performance



Growth Track Record

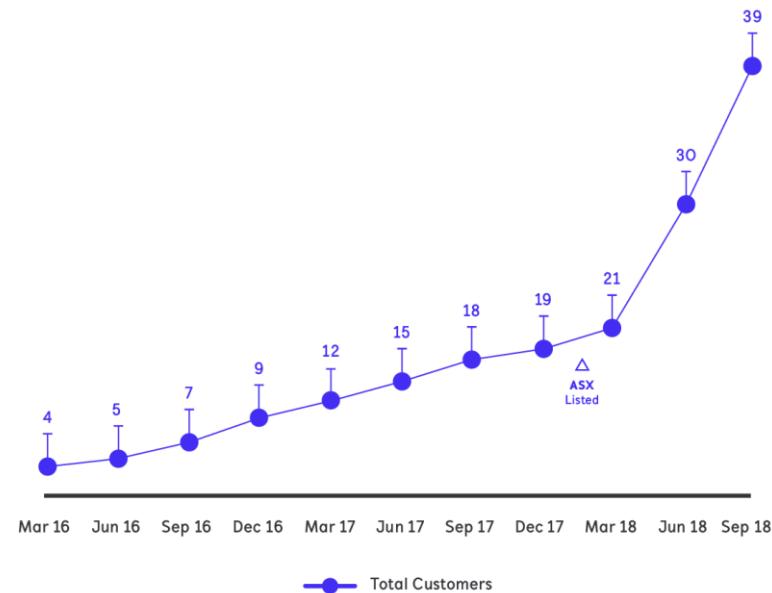
TECHNOLOGY

Fast product development



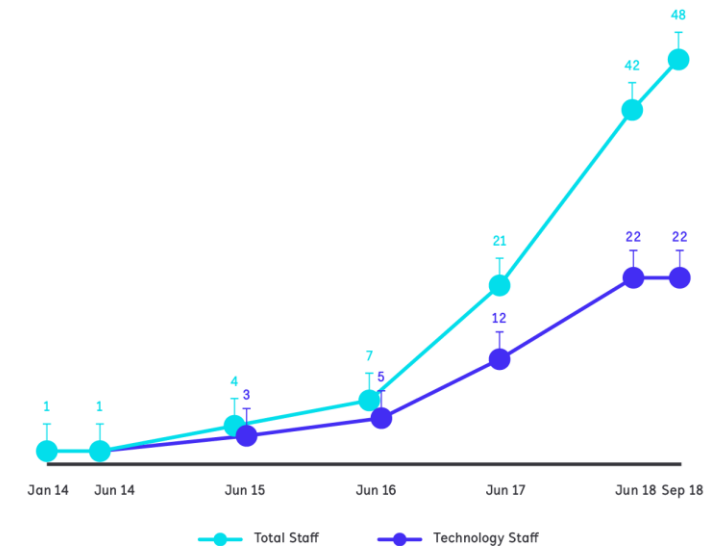
CUSTOMER

New customer velocity acceleration



PEOPLE

Mobilising a quality & engaged workforce at pace



Simple Execution Plan

QUALITY

| | |
|----------------------------|---|
| People | ✓ |
| Product | ✓ |
| Performance & Security | ✓ |
| Research & Development | ✓ |
| Customer Success (service) | ✓ |
| Customers | ✓ |
| Partners | ✓ |
| Integrations | ✓ |

SPEED

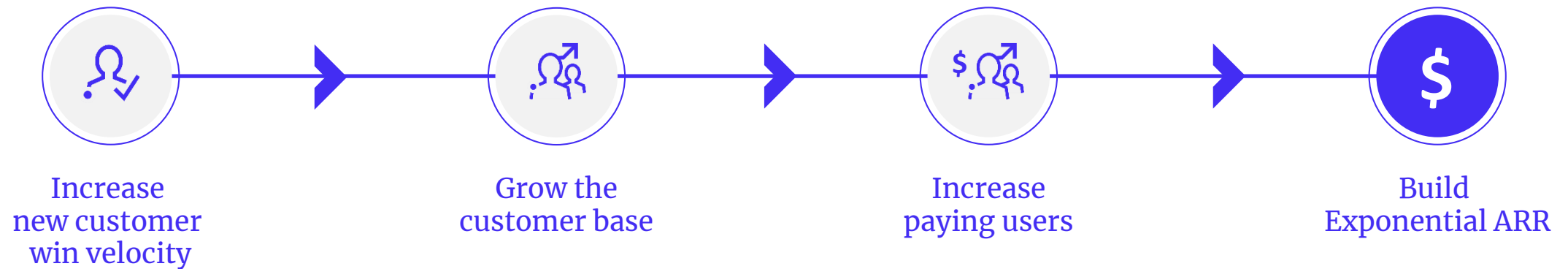
| | |
|----------------------|---|
| Product Evolution | ✓ |
| Customer acquisition | ✓ |
| Customer onboarding | ✓ |
| User Adoption | ✓ |
| Global footprint | |

GO GLOBAL

| | |
|-------------|---|
| Australia | ✓ |
| New Zealand | ✓ |
| US | ✓ |
| UK | |
| Europe | |
| Asia | |
| Africa | |

Execution = Exponential revenue growth

2019 Growth Plan



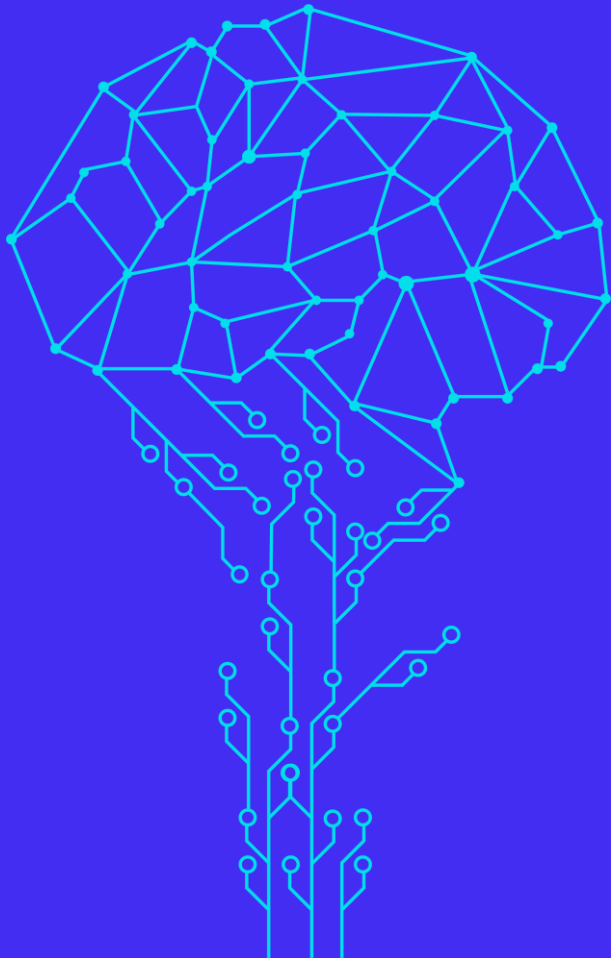
HOW 2019

- 70/30 direct to partner Channel Split
- Increase sales team to 10 direct sales persons (6 now)
- Increase sales rate per month per sales person (1 now)
- Increase qualified sales pipeline (111 now)
- Increase win rate (20% now)
- Increase partner closed deals per month (1 per quarter now)
- Complete priority integrations & sell in online marketplaces (first is close with Xero)

BEYOND 2019

- 30/70 direct to partner channel split
- Replicate Partner Program globally
- Grow direct sales force globally to 30 staff with local representatives in Australia, NZ, UK, Europe, North America, Asia
- Strong online marketplace

Advancing our Technology



intelliHR has a focus on Artificial Intelligence (AI) and machine learning to add value to our customers. We support our customers with Intelligence Augmentation (IA) capabilities, cutting across all the data flowing through our platform.

- Internationalisation
- Public API's & Integrations
- Predictive capabilities & Natural Language Generation
- New age of communication channel integrations & user preferences
- Creating a disruptive consumer product – more to follow later this year

PROVEN SUCCESS

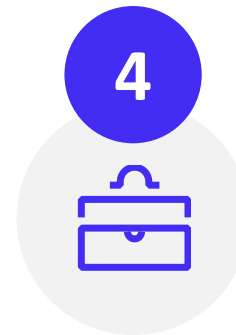
CUSTOMER TRANSFORMATIONS



Jan 2018 Go Live



DIFFERENT
PERFORMANCE
REVIEW PROCESSES



DIFFERENT
BUSINESS
UNITS



DIFFERENT
COUNTRIES



AVERAGE
HAPINESS
SCORE /10



July 2018 Go Live

TEN YEARS WORTH

of historical data uploaded into
their platform (all across 2 weeks)

PROVEN SUCCESS

CUSTOMER TRANSFORMATIONS



240 HOURS SAVED

Saved 3 hours per employee
across onboarding process
(80+ employees)

May 2017 Go Live



August 2017 Go Live

*“We went from
64% to 85% on
Great Places
to Work”*



100%

May 2017
Go Live

Blue Card Management
Compliance for 638 staff

PROVEN SUCCESS

CUSTOMER TRANSFORMATIONS

>95%

People with established
goals after we went live

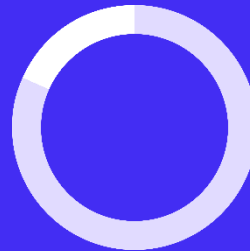
99%

Adoption

across leaders and
staff completing continuous
performance process

49 clicks to 6

"for our people completing
their performance reviews."



>81%

positive sentiment
score across our people



Talented People

intelliHR Scooped the Gold Medal in
HRD Employer of Choice 2018 Awards



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