

intelliHR



intelliHR

H1 Results Presentation - Scaling Global Growth

10th March 2022

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ASX:IHR

www.intellihr.com

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intelliHR – (IHR.ASX)

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

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

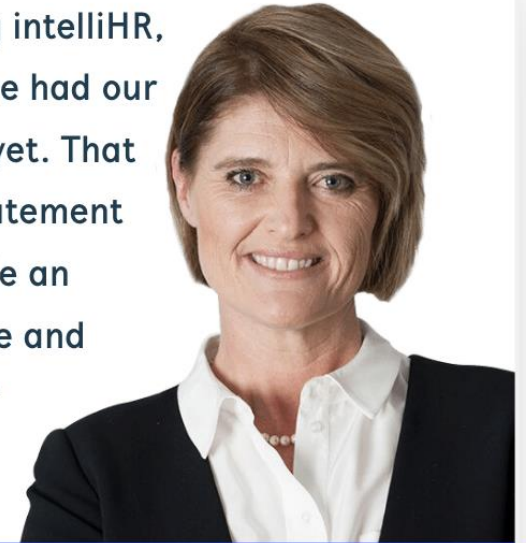
- Full HR Digitisation (Paperless Records)
- HR Process Automation (Paperless processes)
- People Compliance Management
- Performance Management Tools
- Feedback and Wellness Tools

And our USP

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

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





FY22 H1 Results Snapshot

FY22 H1 intelliHR Results Snapshot



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- Three consecutive Qtrs of Record organic growth of \$1.85m in H1 compared to \$1.92m for all of FY21.
- Increased investment in Global reach, Partnership, and Engineering Capacity
- Exceptional customer retention with world class NPS of 57
- Operating loss for the consolidated entity after providing for income tax amounted to \$4,602,230 – (H1 FY21: \$3,033,010)

ANNUAL RECURRING REVENUE

\$5.67m

↑ UP 97% YoY

GLOBAL RECURRING REVENUE

\$1.80m

↑ UP 90% YoY

ARR + Annualised Implementation

\$7.23m

↑ UP 117% YoY

H1 CUSTOMER CASH RECEIPTS

\$2.37m

↑ UP 119% YoY

ANNUAL ORGANIC ARR
GROWTH

101%

12 MTH LOST CUSTOMER
REVENUE

0.87%

CASH RESERVES

\$10.8m

GLOBAL EXPANSION

3 Global Hubs
2 Data Centers
Supporting 20 Countries



Financial Performance Highlights H1 FY22



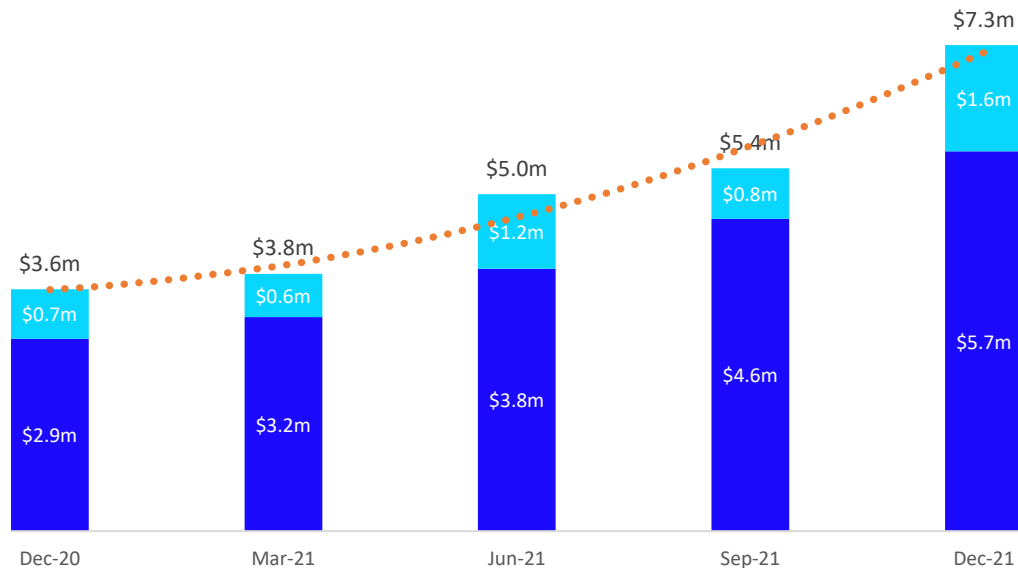
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Organic Customer wins deliver 3rd consecutive quarters of record growth

Organic Growth	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	YoY
Qtr New ARR \$ (,000)	\$524	\$322	\$736	\$578	\$1,076	105%
Qtr New Imp \$ (,000)	\$184	\$162	\$278	\$190	\$397	115%
Conversions	24	22	41	33	44	
New Head Count	9397	2898	5285	5850	8998	

■ ARR ■ Prof Serv

ARR + Annualised Implementation - *



- Newly contracted revenue increasing 47% QoQ and 108% YoY.
- Contracted revenue for the quarter comprised \$1.08m in Annual Recurring Revenue (ARR) and \$0.396m in professional services fee income.
- Q2 growth was 100% organic.
- New customer wins included a record 4 enterprise accounts
- Enterprise sales pipeline continues to grow, pointing to a strong Q3 forecast performance.

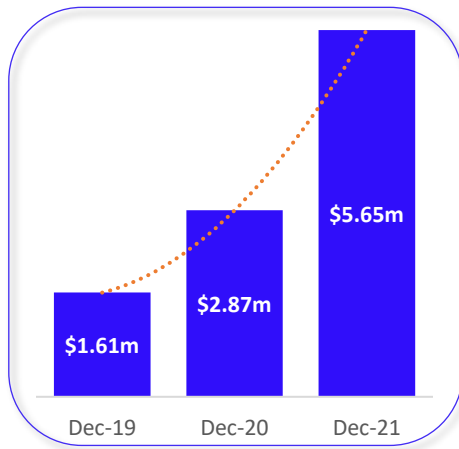
*31st Dec ARR + Q4 Implementation Annualised



Financial Performance Highlights H1 FY22

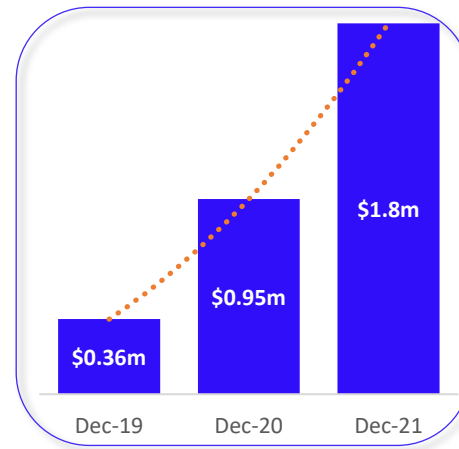
... FY22 delivered record and accelerating ARR growth via the acquisition of new Enterprise customers combined with our Global expansion helping to deliver 3 consecutive quarters of Record Global Growth and 7 Enterprise Conversions in H1.

Total Contracted ARR *



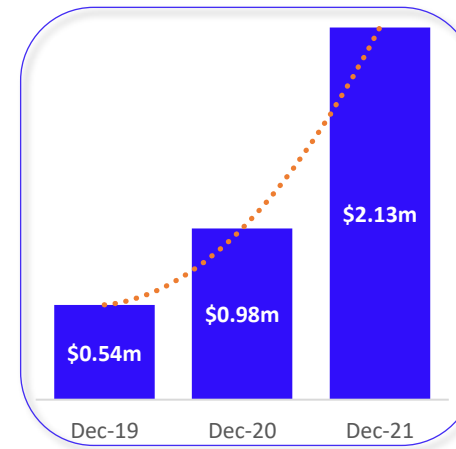
▲ 97%
YOY

Global ARR *



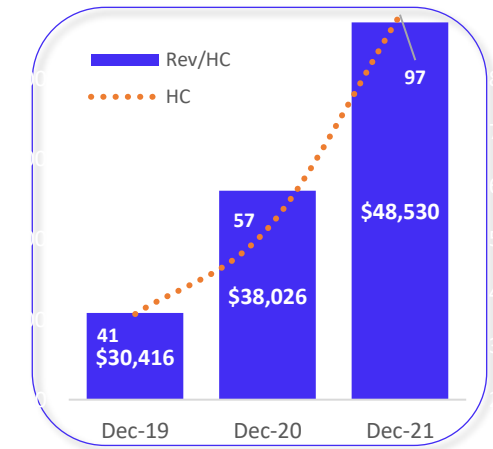
▲ 90%
YOY

H1 Reported Revenue



▲ 117%
YOY

Revenue per Headcount



▲ 27%
YOY

* ARR from contracts and subscribers located outside Australia



Contracted ARR after H1 FY22



Americas/UK

\$0.9m

↑ UP 373% YoY

H1 Sales and Advertising Spend

\$0.97m

H1 FY22 Wins

24

H1 FY22 Implementation Won

\$107,998



APAC

\$4.8m

↑ UP 84% YoY

H1 Sales and Advertising Spend

\$0.78m

H1 FY22 Wins

53

H1 FY22 Implementation Won

\$517,441



Total Global Revenue

\$5.7m

↑ UP 97% YoY

H1 Sales and Advertising Spend

\$1.75m

H1 FY22 Wins

77

H1 FY22 Implementation Won

\$625,438

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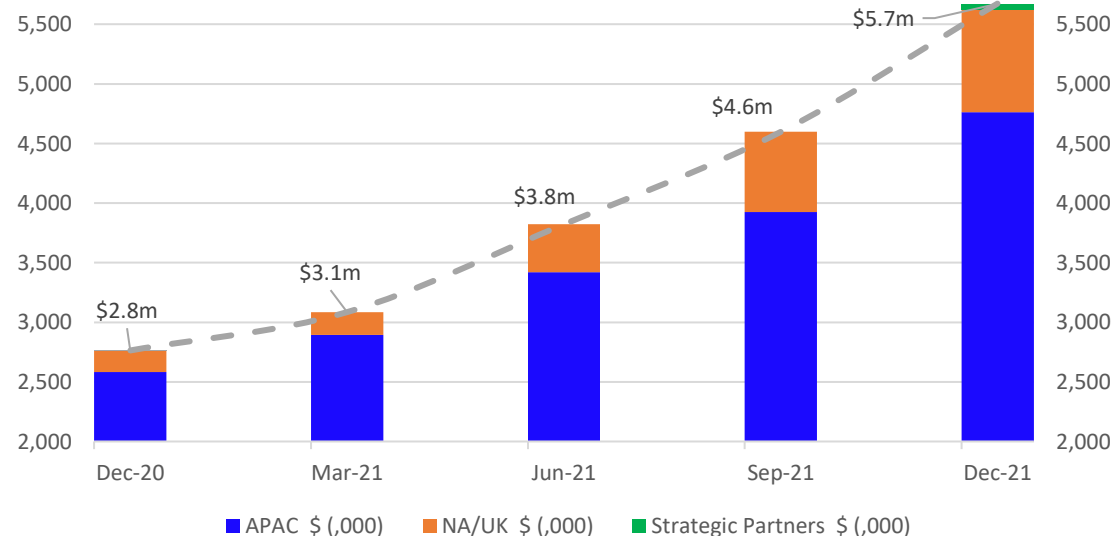


Financial Performance Highlights H1 FY22

Stronger Regions, Cintra and broader Partner channels positioned to accelerate growth

Regional Growth	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	YoY
APAC \$ (,000)	2,582	2,895	3,420	3,925	4,764	84%
NA/UK \$ (,000)	182	190	402	673	862	373%
Strategic Partners \$ (,000)	0	0	0	0	49	
TOTAL	\$2.8m	\$3.1m	\$3.8m	\$4.6m	\$5.7m	97%

Quarterly Cumulative ARR (,000)

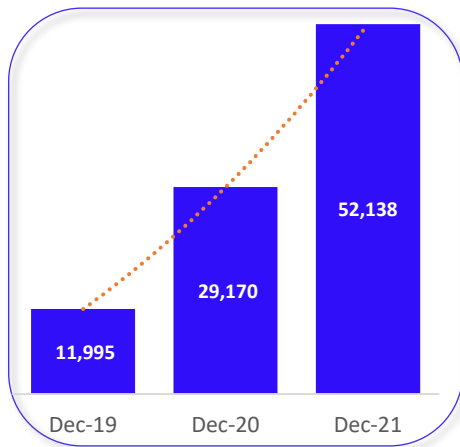


- Strengthening Americas/UK growth with YoY contracted ARR up 373%
- UK expansion building momentum with key sales leadership appointments made.
- Cintra strategic partner reseller channel has secured its first enterprise customer win with the acquisition of the UK arm of global cinema chain, Showcase Cinemas, and integration work progressing as planned.
- ADP Integration work nearly complete, market place entry expected during Q3
- 'Best of breed' partner ecosystem is underpinning success, with c.91% of contracted ARR growth having an integration with an ecosystem partner

Financial Performance Highlights H1 FY22 – cont

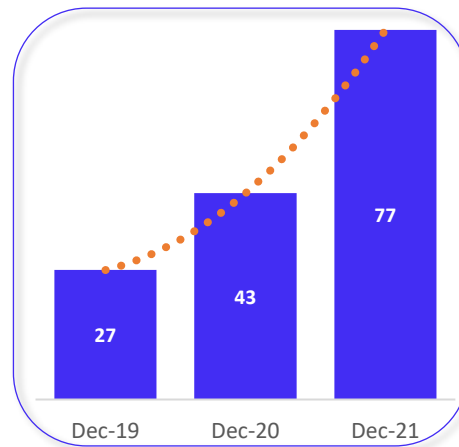
... Record Enterprise Customer Conversions is driving accelerating ARR Growth as intelliHR continues demonstrate a competitive market offering which suits the needs of large global organisations.

Subscribers on Platform



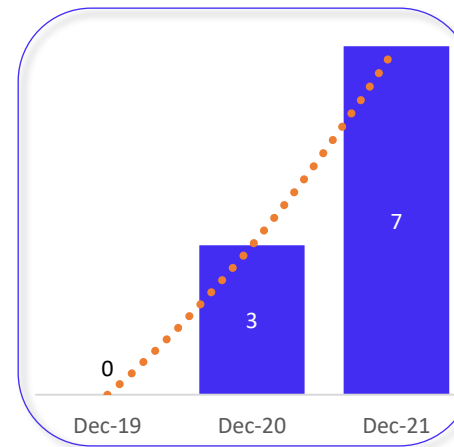
77%
YOY

H1 Customer Wins



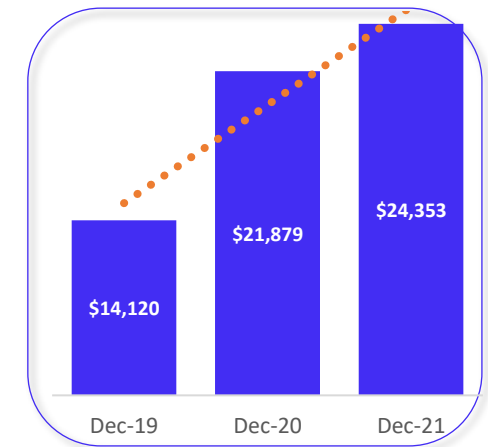
79%
YOY

H1 Enterprise Customer Wins



133%
YOY

Av ARR from H1 Customer Wins



11%
YOY



Financial Performance Highlights H1 FY22 – cont

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

H1 Cash Receipts



▲ 119%
YOY

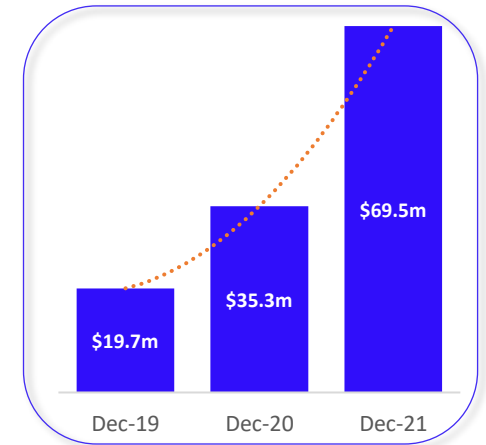
Annual Lost Revenue %

Less than
1%

Rolling 12 month Net Revenue Retention

116%

Total Customer Lifetime Value *



▲ 97%
YOY

* Based upon Customer Life Time of 15 years

H1 FY22 intelliHR Results Snapshot



.... 50% of H1 FY22 Growth was generated from Enterprise Customer Conversions

Enterprise Customer (+1000)

Av ARR

\$143,761

Total Subscribers

27,333

12 month Churn %

0%

Mid Market Customer – (50-1000)

Av ARR

\$27,020

Total Subscribers

22,059

12 month Churn %

1.1%

Small Customers – (less than 50)

Av ARR

\$3,841

Total Subscribers

3,020

12 month Churn %

2.9%

Average 3 Year Revenue Churn *

1.59%

Calculated Customer Life Time **

62.89 years

Customer LTV \$

\$69,495,000

Forecasted Customer Life Time ***

15 years

* Churn for 12 months Dec-22 - 0.88% ** Calculated customer life time based upon Churn *** Opted for conversative forecast of 15 years in place of calculated 62.89 year customer life time



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	LANDER & ROGERS	HOLDING REDLICH	Health & Disability Care	scope	southern cross care
Financial Services	hif	ScotPac Business Finance	Retail Services	OSL	BabyBunting
Technology	instaclustr	swyftx	Services	first5 MINUTES	Pizza Hut
Public Utility	contact		Education	KING'S CHRISTIAN COLLEGE	
Engineering	BDS VIRCON	ARUP	Distribution	PENSKE	YOUNG GUNS
Mining/Agribusiness	BENGALLA	Green Plains	General Industry	FUJITSU	SUPPORT NINJA



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."



Executing our Global Growth Strategy

Well positioned to support the global shift to 'Work from Home'...

Global Growth Strategy

Enterprise Customer Expansion

- Increased Conversion and Pipe depth
- Wins against Industry Leading Competitors
- Advanced Analytics and Executive Insight
- Speed to Value
- Low-Cost Bespoke Configuration
- Building out Enterprise Specific Features

Increasing Global Coverage

- 3 Global Hubs already serving 20 Countries
- Built out our Global Sales and Support Capabilities during FY21
- Established EU Data Centre
- Global Enterprise Focus
- Added Foreign Language Capability
- Acquisitions which accelerate Global capabilities

Investment in Best of Breed Eco-system

- Enterprise Customers demand Best of Breed Software choice
- Eco-system Partnerships and Integrations
- New - intellihr Inside - Technical Product Partnerships offering Growth at Scale
- Acquisitions which strength our Global Eco-system

Our successes during H1 FY22...

- 50% of intelliHR's Record H1 FY22 Growth of \$1.85m came from Enterprise Customers – with H1 FY22 almost matching all of FY22 growth of \$1.92m
- Global Annual Recurring Revenue topping \$1.8m accounting for 31% of ARR and 38% of subscribers
- Record of 7 Enterprise Conversions in H1 with 3 sourced from Global Markets in H1
- Cintra Reseller technology partnership – Converted in August 2021 already generating Enterprise conversions and strong Pipeline.
- Close to finalisation of our integration and entry into the ADP marketplace in the US and Canada
- Eco-system Partnerships accelerating growth by contributing to 91% of ARR wins in record Q2
- Completion of a successful and over-subscribed capital raising in 1h21 which generated \$10.8M in capital net of fees.



intelliHR's Global Focus

... 38% of intelliHR's subscribers are now located outside of Australia.

Supporting customers in 20 countries demonstrating the ability of the platform to meet the needs of business and team members around the world.

AMERICAS

1.4 years - launched September 2020

38 Customers

13 Sales & CS Team

7 New Partners Onboarding

EMEA

0.6 years - launched June 2021

11 Customers

5 Sales & CS Team

1 Major Reseller Onboarding

5 New Partners Onboarding

APAC

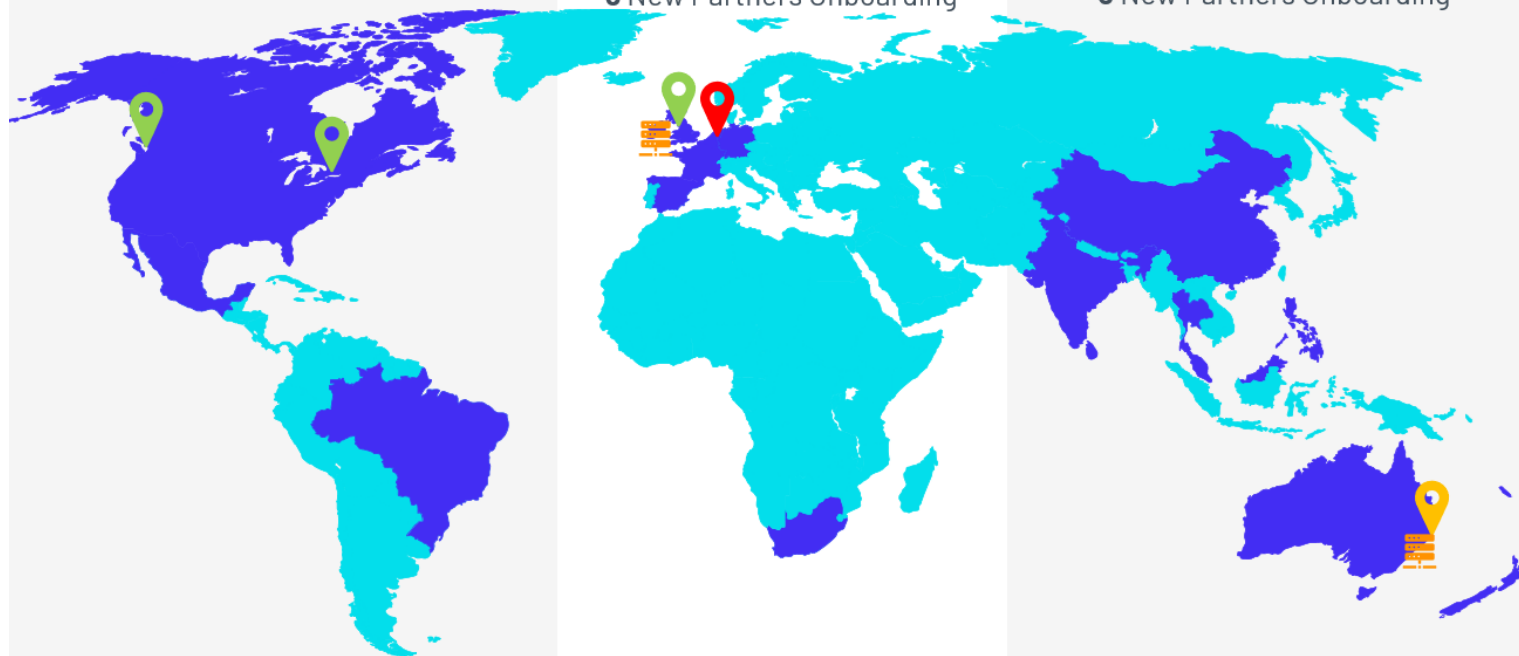
5.4 years - launched August 2016

239 Customers

23 Sales & CS Team

16 Active Referring Partnerships

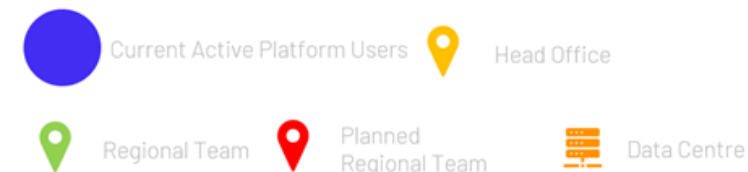
3 New Partners Onboarding



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

...with 90% of our growth involving eco-system partners - 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

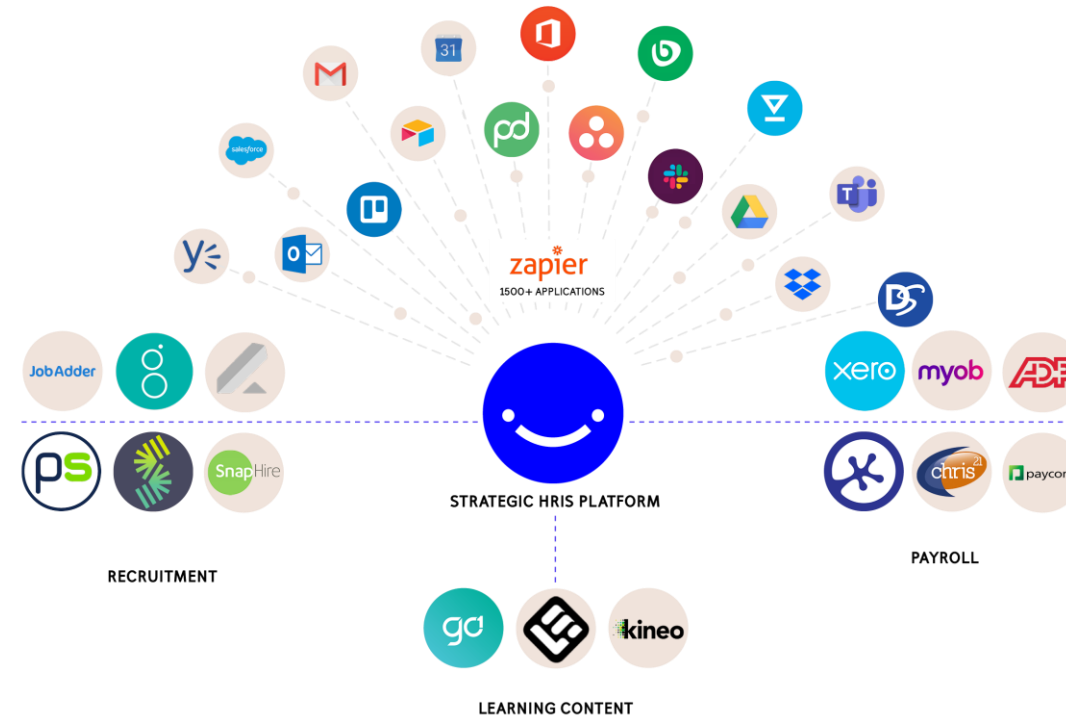
Direct Channel

Direct Sales and Implementation carried out by the IntelliHR team

- **APAC Team** - Brisbane based - 16 team members
- **North American Team** - Located in Toronto and Vancouver - 15 team members
- **United Kingdom/EU** - Team of 5 (Presently expanding to 6)

GROWING QUICKLY

IntelliHR Best of Breed Ecosystem



NEW EMERGING LARGE-SCALE GROWTH

IntelliHR Inside - Reseller

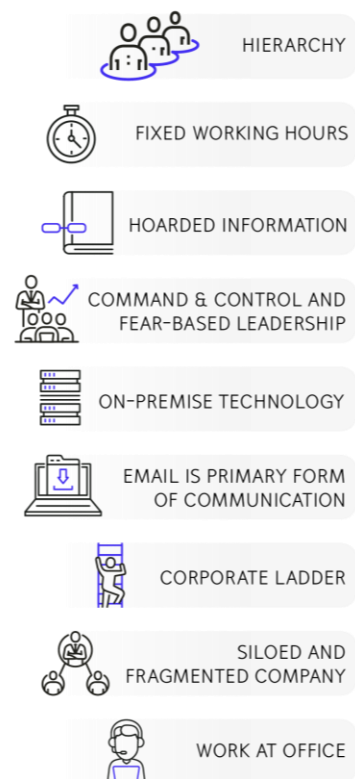
Resellers - offer a highly efficient source of new customers with resellers typically owning Customer Sales and first level Support.

- 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.

HR Technology is NOW the NEXT BIG THING

WHY are Businesses seeing HR TECH essential and must have 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

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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.

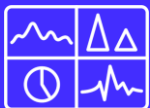
- Personalised performance systems
- Continuous feedback
- Multifunctional goals
- Performance monitoring
- Training and development plans



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



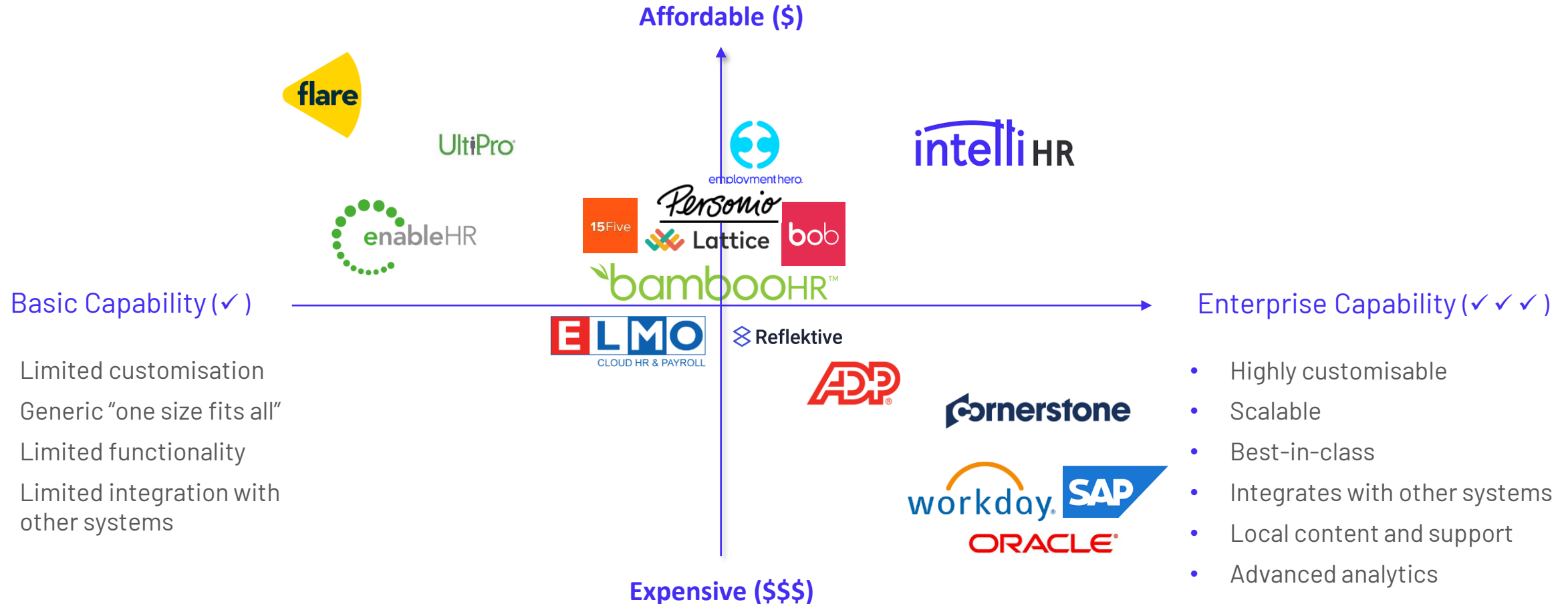
Make data-driven business decisions



Competitor Mapping

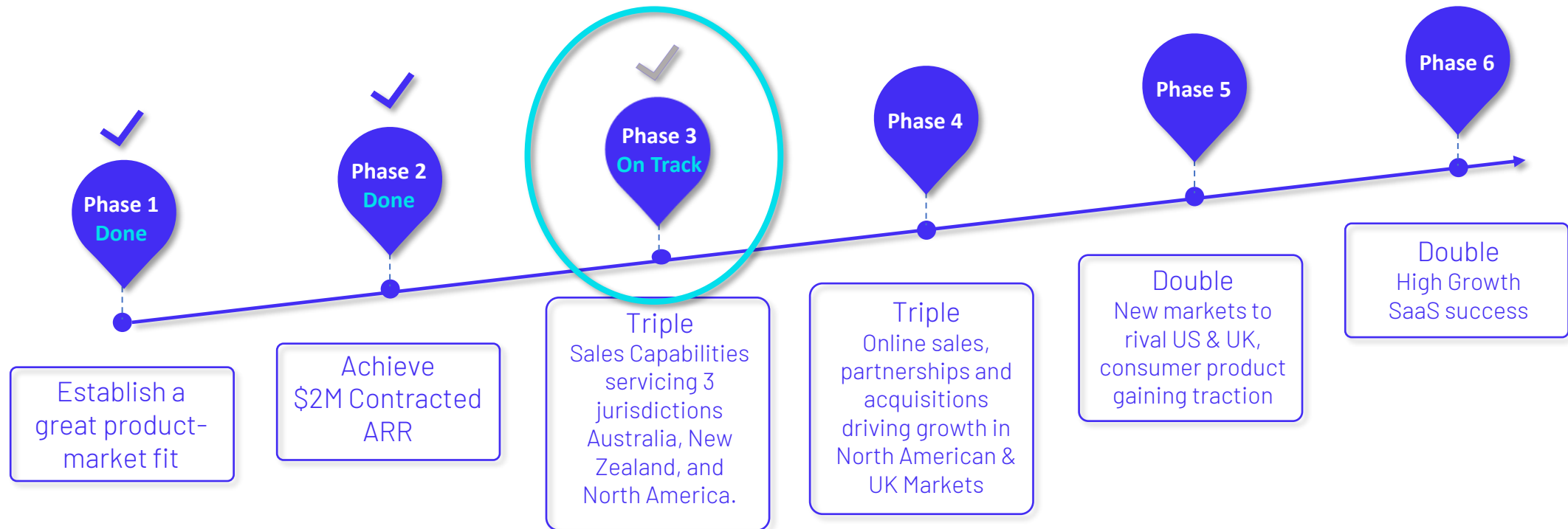
...highlights the intelliHR point of difference with a platform that provides sophisticated enterprise capability at a speed of implementation and price point appropriate to the needs of a dynamic business.

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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.





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