

# intelliHR FY22 Results

**ASX:IHR**  
**29 August, 2022**

Matt Donovan, Executive Chair

2022

A N N U A L  
R E P O R T

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# The people platform - intelligent, human, empowering and secure

**intelli**HR

ASX:IHR

## **Puts your People and Culture at the core**

AI and Machine learning

Visualisation + Analytics

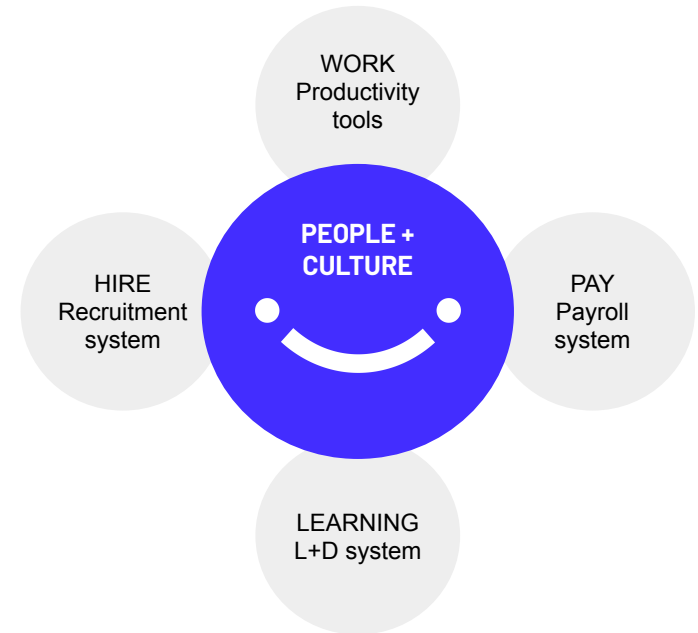
Real-time Sentiment + Insights

Performance, Engagement, Compliance

Tailored, agile and responsive

Digital transformation - paperless HR

Global + Multilingual



# Compelling ROI for our Customers

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# Building the Partner channel in FY22

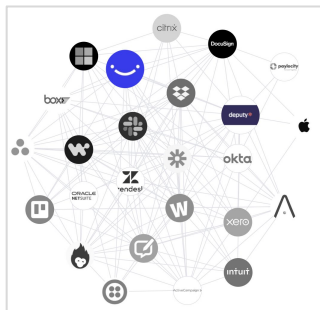
## Co-branded Product



Pre-launch FY22 ARR \$251k

Product launch June 29, 2022

## Ecosystem



Our ecosystem of integrations partners grew by 27 - with notable additions Deputy, Humanforce, Expr3ss!

## Implementation



Implementation agreement with UK leading HR, payroll, and finance systems professional and managed services firm

intelliHR is now negotiating in ANZ and global markets with multiple Tier 1 and 2 consulting firms to drive lead generation, reseller, and implementation opportunities

## 97% ARR growth in FY22

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320+ customers. 20 countries. 40% Headcount on platform is UK/NA.

# Look who we bested in FY22

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Because only intelliHR...

- Creates a single source of employee data truth
- Delivers enterprise capabilities at a mid-market price
- Is fastest to implement and get up and running
- Is a true cloud-first solution - ecosystem, best of breed, easy data flows
- Provides machine learning driven insights and predictive analytics the others don't
- Is so easy to use - low education barrier for HR and broader management users

# intelliHR FY22 Business Dashboard

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**ARR**

**+97%**

Yoy. Now at A\$7.7m

**CHURN**

**0.6%**

ENT 0% MM 1.1% SB 2.9%

**MIX**

**55% ENT**

FY22 Growth

**CAC PAYBACK**

**APAC <12 mths**

Global 24+ mths

**NET REV RETENTION**

**115%**

Rolling 12 mths

**CASH RESERVES**

**A\$5.5m**

As at Jun 30, 2022

**NPS**

**+44**

intelliHR Net Promoter Score

**SUBSCRIBED HEADCOUNT**

**1.26x**

Yoy FY21 v 22

**HEADCOUNT WIP**

**16,558**

As at June 30, 2022



## FY22 intelliHR Results Snapshot

- Strong organic growth in Recurring Subscription Revenues
- Exceptional customer retention of 115% and world class NPS of 44
- Customer cash receipts of \$5.6 million with further strong growth expected given current WIP pipeline of 16558 subscribers
- Capital management and a focus upon achieving operating cash flow breakeven remain a key focus for FY23

### ANNUAL RECURRING REVENUE

**\$7.70m**

↑ UP 97% \$3.92m ON FY21

### GLOBAL SUBSCRIBERS

**71,402**

↑ UP 88% 37,496 ON FY21

### CUSTOMER CASH RECEIPTS

**\$5,631,000**

↑ UP 91% \$2,950,000 ON FY21

### Total Ac Customer ARR

**\$24,059**

↑ UP 28% ON FY21

### ANZ Revenue

**\$6.37m**

83% of Total Revenue

### Global Revenue

**\$1.33m**

17% of Total Revenue

### ANNUAL ORGANIC ARR GROWTH

**97%**

### LOST CUSTOMER REVENUE

**0.6%**

### CASH RESERVES

**\$5.5m**

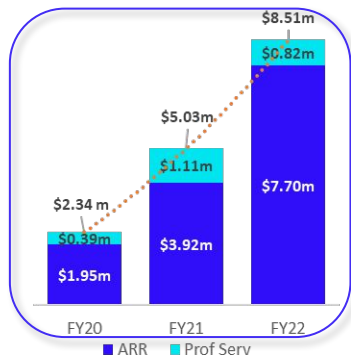
### GLOBAL EXPANSION

3 Global Hubs  
2 Data Centers  
Supporting 20 Countries

# Financial Performance Highlights FY22

...FY22 has delivered its strongest ever FY, with contracted ARR increasing 97% YoY. As at 30th June 2022, total contracted ARR was \$7.7m and invoiced ARR was \$5.763m.

ARR + Annualised Implementation \*



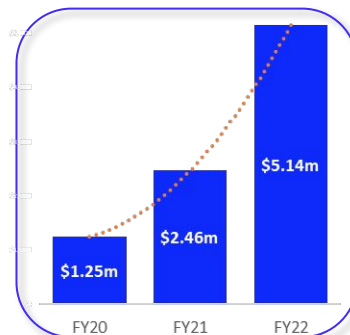
▲ 69%  
YOY

Total Av ARR



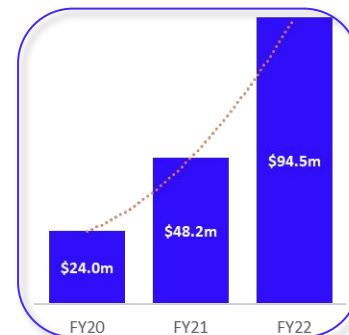
▲ 28%  
YOY

Reported Revenue



▲ 109%  
YOY

Total Customer Lifetime Value \*\*



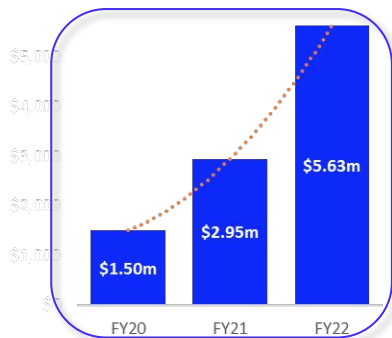
▲ 102%  
YOY

\*30<sup>th</sup> Jun ARR + Q4 Implementation Annualised \*\* Based upon Customer Life Time of 15 years

## Financial Performance Highlights FY22 - cont

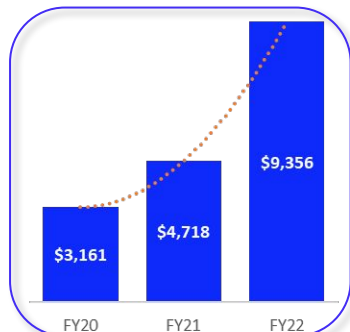
The intelliHR platform continues to achieve excellent levels of Annual Net Retained Revenue Growth at 115%, and with less than 0.6% of revenue lost in the last twelve months. Net cash used in operations reduced QoQ by 24% compared to Q3 to \$2.2m through a combination of restructuring cost and increased income

Customer Cash Receipts



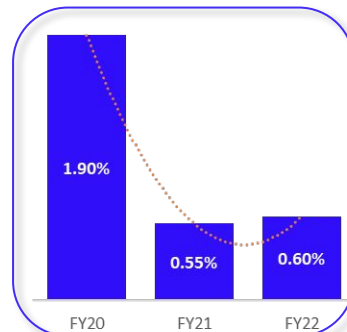
91%  
YOY

Net cash outflows



98%  
YOY

Lost Revenue %



Steady  
YOY

Rolling 12 month  
Net Revenue Retention

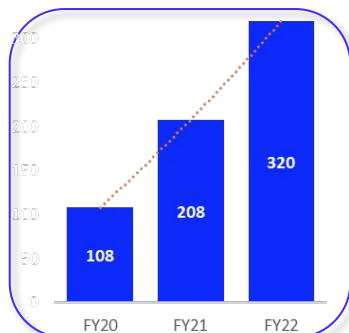


from 106%  
in FY21

## Financial Performance Highlights FY22 - cont

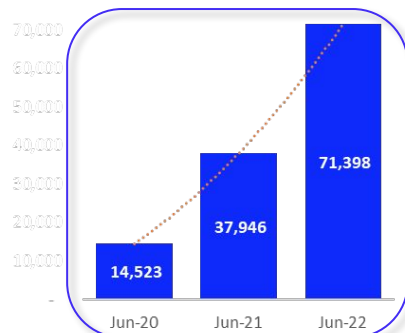
... New Enterprise Business Growth has driven marked increases in Contracted Subscribed Headcount, with contracted global subscribers increasing by 126% during FY22

Customers  
on Platform



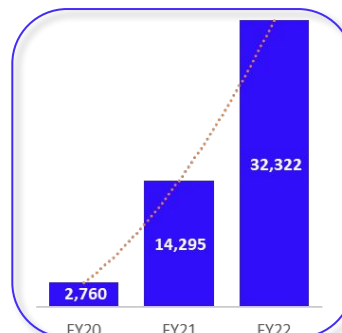
54%  
YOY

Subscribed Headcount  
on Platform



88%  
YOY

Global Subscribed HC  
on Platform



126%  
YOY

Customer  
NPS

+44

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.

## FY22 intelliHR Customer Base

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Ideal Customer Av ARR (500 - 2000)

Total ARR  
**\$2.75m**

36% of Tot ARR

12 month Churn %

0%

Enterprise Customer (+2000)

Total ARR  
**\$1.48m**

19% of Tot ARR

12 month Churn %

0%

Mid Market Av ARR – (200-499)

Total ARR  
**\$1.30m**

17% of Tot ARR

12 month Churn %

1.7%

Small Av ARR – (less than 50-199)

Total ARR  
**\$1.63m**

21% of Tot ARR

12 month Churn %

0.7%

Micro Av ARR – (less than 0-49)

Total ARR  
**\$0.54m**

7% of Tot ARR

12 month Churn %

2.0%

Average 3 Year Revenue Churn \*

**1.02%**

Calculated Customer Lifetime \*\*

**98.03 years**

Forecasted Customer Lifetime \*\*\*

**15 years**

Customer LTV \$

**\$94.56m**

\* Churn for FY22 0.6% \*\* Calculated customer lifetime based upon 3 year Av Churn \*\*\* Opted for conversative forecast of 15 years in place of calculated 98.03 year customer life time



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