



Quarterly Investor Forum

2Q FY2026

Forward Looking Statements

This presentation may contain forward-looking statements for which there are risks, uncertainties, and assumptions. Forward-looking statements may include any statements regarding strategies or plans for future operations; any statements concerning new features, enhancements or upgrades to our existing applications or plans for future applications; any projections of revenues, gross margins, earnings, or other financial items; and any statements of expectation or belief. Forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions regarding the future of our business, future plans and strategies, projections, anticipated events and trends, the economy, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks, and changes in circumstances that are difficult to predict and many of which are outside of our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements, and therefore you should not rely on any forward-looking statements that we may make.

Further information on risks that could affect hSenidBiz's results is included in our filings with the Colombo Stock Exchange which are also available on the hSenidBiz investor relations webpage: <https://investor-relations.hsenidbiz.com>

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Customers who purchase hSenidBiz services should make their purchase decisions based upon services, features, and functions that are currently available.

hSenidBiz | PeoplesHR at a Glance



\$10 Bn+ TAM

Market Opportunity APAC and MEA

1700+ Customers

Operating across 40+ countries and 20+ industries

1 Mn+ Global Users

Churn maintained at a healthy rate of 5.5%

\$4.9 Mn Exit ARR

Exit Annualized Recurring Revenue as at end 2Q FY26

\$5 Mn CARR

Contracted ARR (CARR) includes exit ARR and the subscription revenue backlog

34% ARR Growth

Year-over-Year Growth compared to 2Q FY25

94.5% GRR

Gross Revenue Retention for LTM as at end 2Q FY26

102% NRR

Net Revenue Retention for LTM as at end 2Q FY26

~\$1.8 Mn in Cash

Includes Company's own cash reserves and ~LKR 209 Mn cash float of managed services business

253 FTEs

Across 5 Global Offices in South Asia, Southeast Asia, and Middle East and Africa



PeoplesHR is poised to be the Most Preferred HR Tech Solution in Emerging Markets

- ▶ Solid Workforce Management offering covering HR, Payroll & Time Management delivering seamless scheduling, compliance, and payroll accuracy at scale
- ▶ Mature Enterprise HCM Suite including Talent and Performance modules for Professional Workforces
- ▶ Strong track record of over 1,700 successful deployments across numerous industries and over 40 emerging markets
- ▶ AI-Driven intelligence that provide actionable workforce insights and generative AI automation coupled with Enterprise-Grade Security



Quarter at a Glance

► Revenue of **LKR 516.9 Mn**

- ◆ YoY growth of **23%** & QoQ growth of **9%**
- ◆ Revenue momentum was supported by steady growth in Cloud revenue, up **19%** QoQ & **34%** YoY; **35%** in USD cc
- ◆ Recurring revenue accounted for **72%** of total revenue
- ◆ Subscription revenue grew **8%** QoQ & **34%** YoY; **36%** in USD cc

► Total Exit ARR at **USD 4.9 Mn**

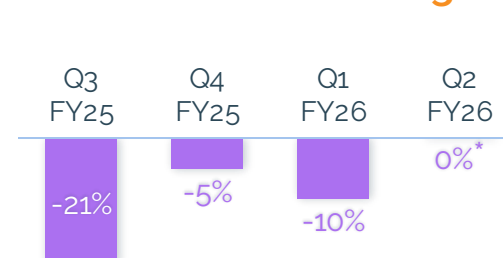
- ◆ Growth of **34%** YoY & **9%** QoQ
- ◆ Company now at operating breakeven point on a normalised basis*

► Positive Adjusted FCFF Margin (**5%***) and Normalized EBITDA Margin (**11%***) continued the turnaround momentum achieved in Q4 of last FY

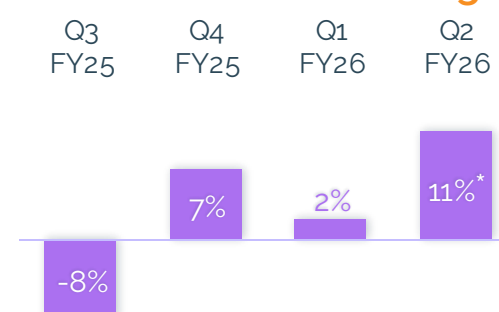
Core Exit ARR (Q3 FY24 to Q2 FY26)



Normalized EBIT Margin[†]



Normalized EBITDA Margin[†]



† Normalized Margins for fx gains/losses, interest income, gratuity provisions & deferred taxes

* Adjusted for the impact of one-off staff restructuring cost in Q2 FY26

Key Business Updates

Product Development & Engineering Update

- ◆ Strengthened data privacy across the recruitment stack, ensuring regulatory compliance
- ◆ Enhanced HR analytics and reporting to improve visibility and data-driven decision-making across offboarding and recruitment processes
- ◆ Improved employee self-service experience by increasing accessibility and transparency of personal financial information

Talent Update

- ◆ Completed quarterly performance evaluations across key departments, strengthening performance culture and data-driven decisions
- ◆ Initiated recognition for top performers across the company, reinforcing merit-based growth
- ◆ Launched "hSenid Connect" engagement series to improve cross-team collaboration and employee experience

Key Business Updates

Sales Update

- ◆ Appointed a Head of Business Development for Indonesia to strengthen regional sales capabilities and drive market expansion
- ◆ Secured multiple high-value banking and insurance clients in the Sri Lankan market

Go-To-Market Update

- ◆ Conducted in-person events and webinars to engage prospective clients in the Philippines market
- ◆ Launched account-based marketing (ABM) and sales initiatives targeting key accounts across Southeast Asia
- ◆ Redesigned product web pages to better reflect customer pain points and showcase solutions tailored to our ideal customer profiles (ICPs)

New Deal Bookings (ARR + Implementation)



- ▶ **USD 381,931** new deal closures in Q2
 - ◆ Up by **48%** compared to Q2 FY25
- ▶ Strong deal momentum in MEA, with new deal acquisitions up **188%** QoQ, contributing **31%** of total new deals in Q2
 - ◆ **58%** of new deals originated from South Asia while **11%** originated from SEA
- ▶ **PHR Cloud** accounted for ~**76%** of new deals during 2Q FY26



Summarized Income Statements

All figures in LKR Mn	FY23	FY24	FY25	2Q FY25	1Q FY26	2Q FY26
Revenue	1,464	1,645	1,818	421	472	517
Gross profit	644	665	825	184	218	240
<i>Gross profit margin</i>	44%	40%	45%	44%	46%	46% [‡]
Normalized EBITDA	138	(148)	(120)	(72)	12	59 [*]
<i>Normalized EBITDA margin</i>	9%	-9%	-7%	-17%	2%	11%
FX gain/(loss)	71	(65)	(11)	(23)	13	-
Net interest income	188	139	41	12	3	3
Profit before tax (PBT)	189	(291)	(321)	(128)	(40)	(28)
<i>PBT margin</i>	13%	-18%	-18%	-30%	-8%	-5%
Net profit	188	(293)	(287)	(129)	(36)	(26)
<i>Net profit margin</i>	13%	-18%	-16%	-31%	-8%	-5%
EPS (LKR)	0.68	(1.06)	(1.00)	(0.46)	(0.13)	(0.09)
FCFF Margin[†]	-8%	-29%	-20%	-49%	1%	5%[*]

* adjusted for the impact of one-off staff restructuring cost in Q2 FY26

‡ adjusted Gross Profit Margin is 51%, excluding the impact of one-off staff restructuring cost

† excluding movements in the cash float of Payroll Outsourcing operations

Revenue Drill Down

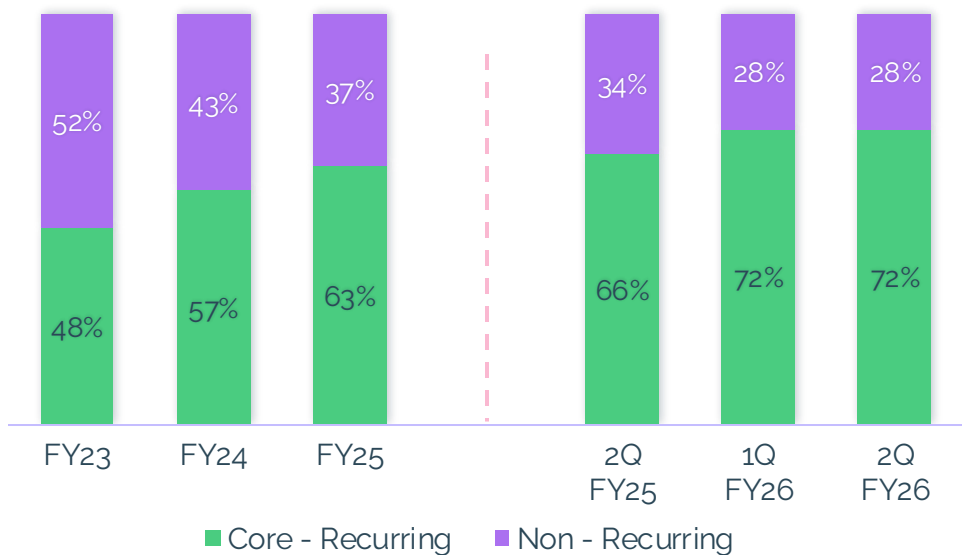
All figures in LKR Mn	FY23	FY24	FY25	3Yr CAGR (in LKR / USD cc)	2Q FY25	1Q FY26	2Q FY26	YoY growth (in LKR / USD cc)
PHR Cloud	678	893	1,075	43% / 30%	275	310	368	34% / 35%
Subscription Revenue (Recurring)	502	670	887		245	264	281	
Professional Services	176	222	187		30	46	87	
PHR On-premise	362	388	361	-4% / -12%	68	68	41	-40% / -40%
Annual Maintenance Fee (Recurring)	110	135	144		32	34	35	
Professional Services [†]	252	253	216		36	33	5	
Tracking Solutions	139	145	180	22% / 26%	52	38	49	-6% / -6%
Annual Maintenance Fee (Recurring)	14	7	10		3	2	3	
Sale of Devices	125	137	170		50	36	47	
PHR Outsourcing	77	77	100	29% / 21%	24	32	39	59% / 59%
Core Revenue	1,259	1,504	1,716	23% / 14%	419	447	497	18% / 19%
Others [‡]	204	141	101	-15% / -22%	2	25	20	1154% / 1155%
Total Revenue	1,462	1,645	1,817	19% / 9%	422	472	517	23% / 23%

[†] Includes Licensing Fees

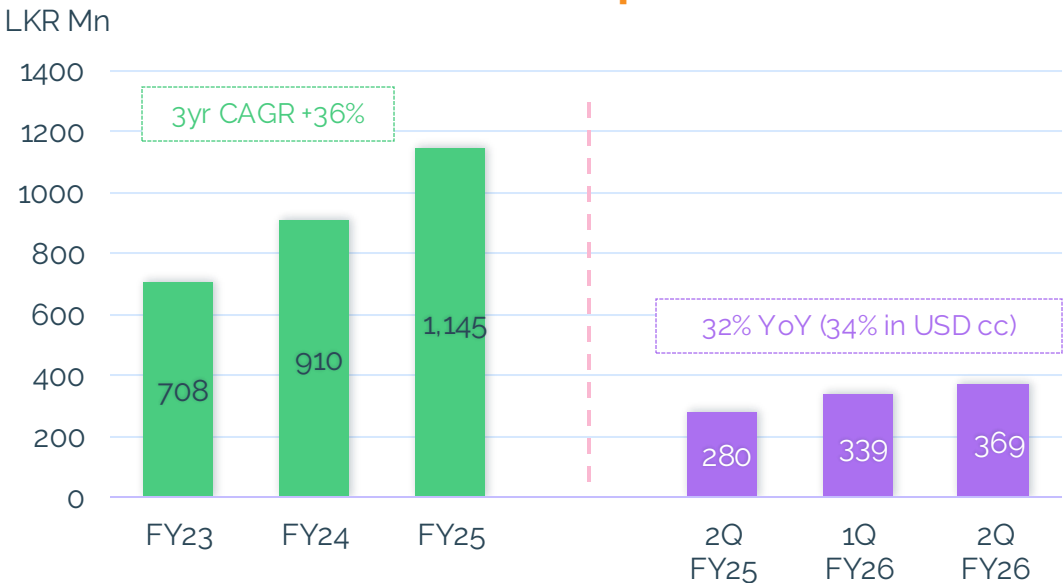
[‡] Includes non-core revenues of PHR Marketplace, Mobile Software and Staffing Solutions

Core Recurring Revenue

Core Recurring Revenue Composition



Annual Core Recurring Revenue Composition



◆ USD 4.9 Mn in Core Exit ARR[†] as at 2Q FY26

◆ NRR[‡] of 102%

◆ GRR[‡] of 94.5%

NRR: Net Revenue Retention; GRR: Gross Revenue Retention

† 2Q FY26 GRR x 4

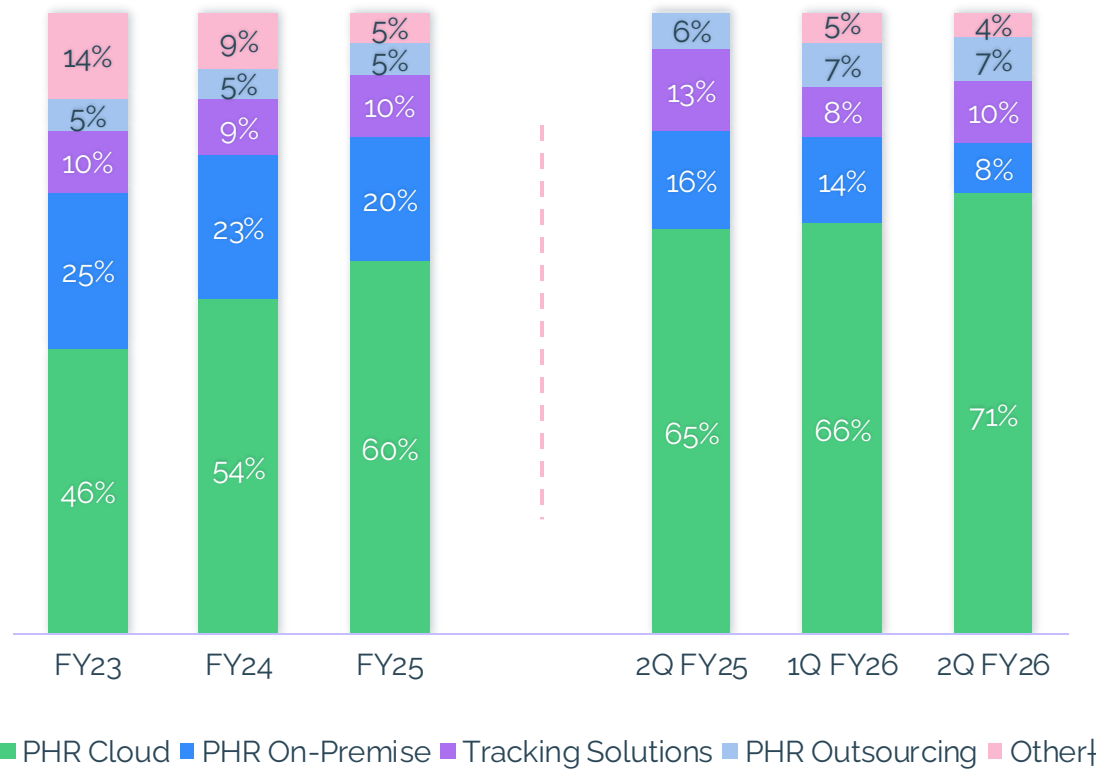
‡ Calculations are done for the SaaS recurring revenue basis for the Last Twelve Months

Revenue Composition

► PHR Cloud continued to be the primary driver of revenue, maintaining a consistent growth trajectory

► Sri Lanka retained its leading position, showing a gradual increase in contribution

Product Breakdown



Geographical Breakdown

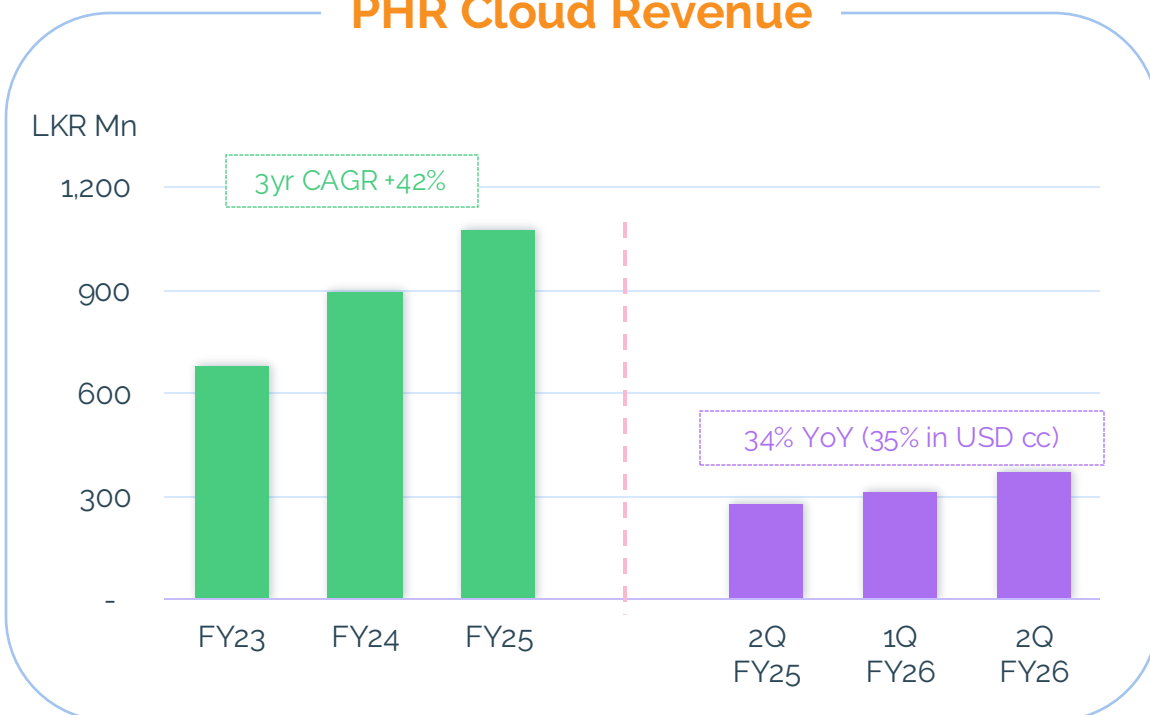


† Includes non-core revenues of PHR Marketplace, Mobile Software and Staffing Solutions

Business Segments

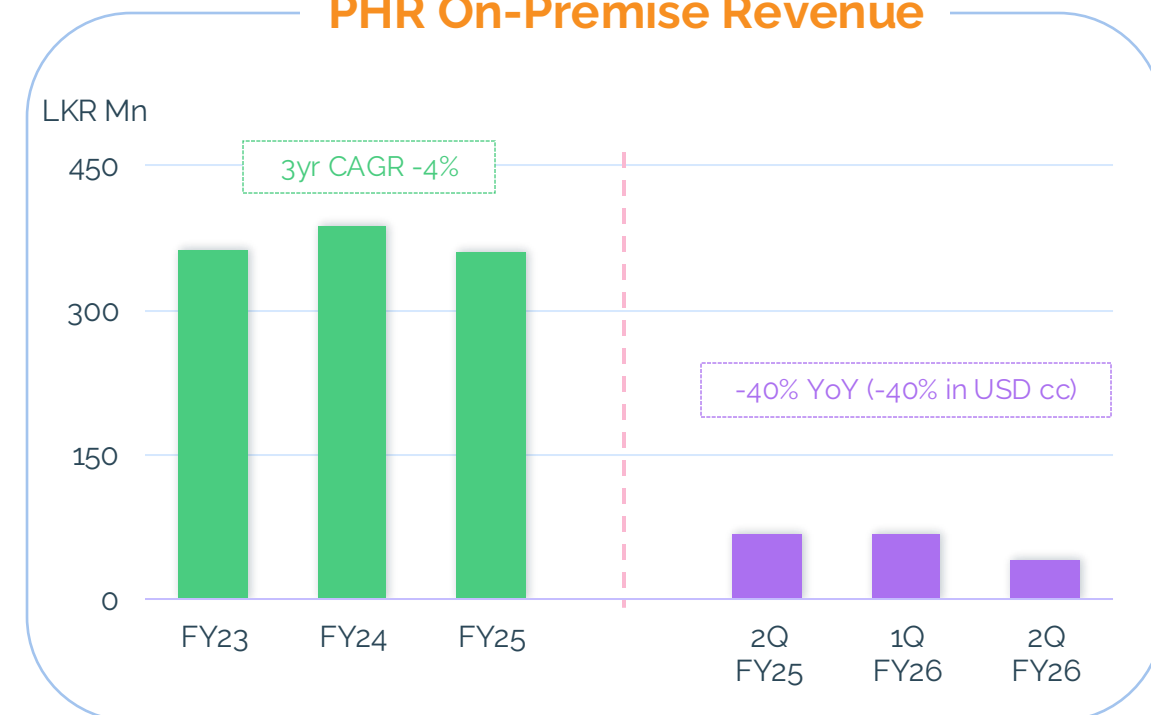
PHR Cloud and On-Premise

PHR Cloud Revenue



- ▶ PHR Cloud reflected improved quality and growth, with recurring revenue accounting for 76% of its total

PHR On-Premise Revenue

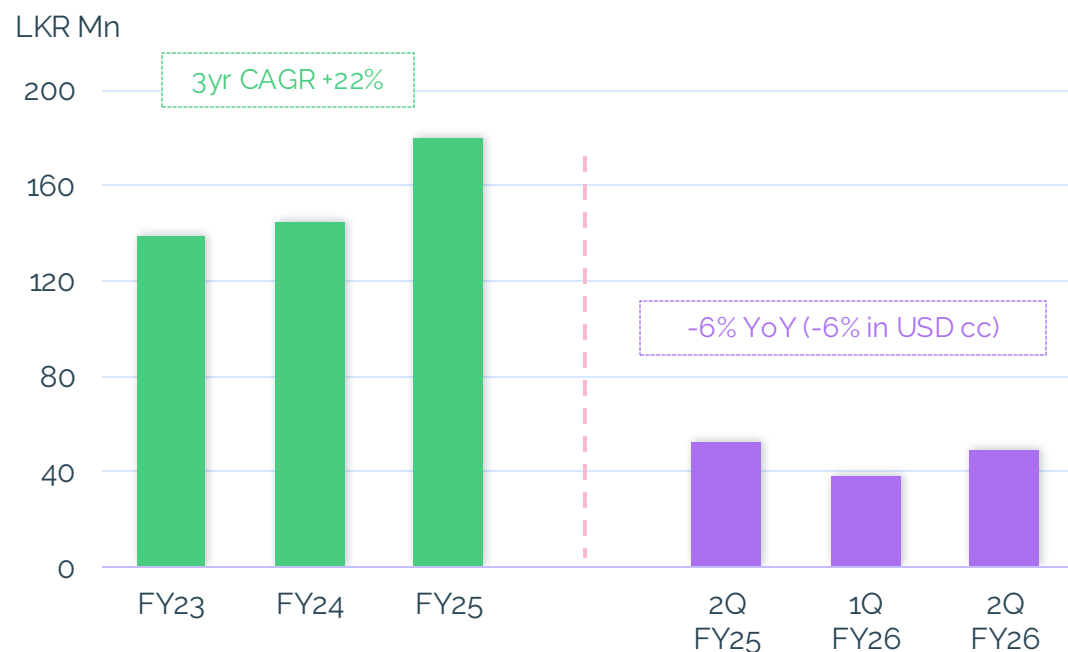


- ▶ PHR On-Prem revenue continued its decline, driven by ongoing migrations to the Cloud in Sri Lanka

Business Segments

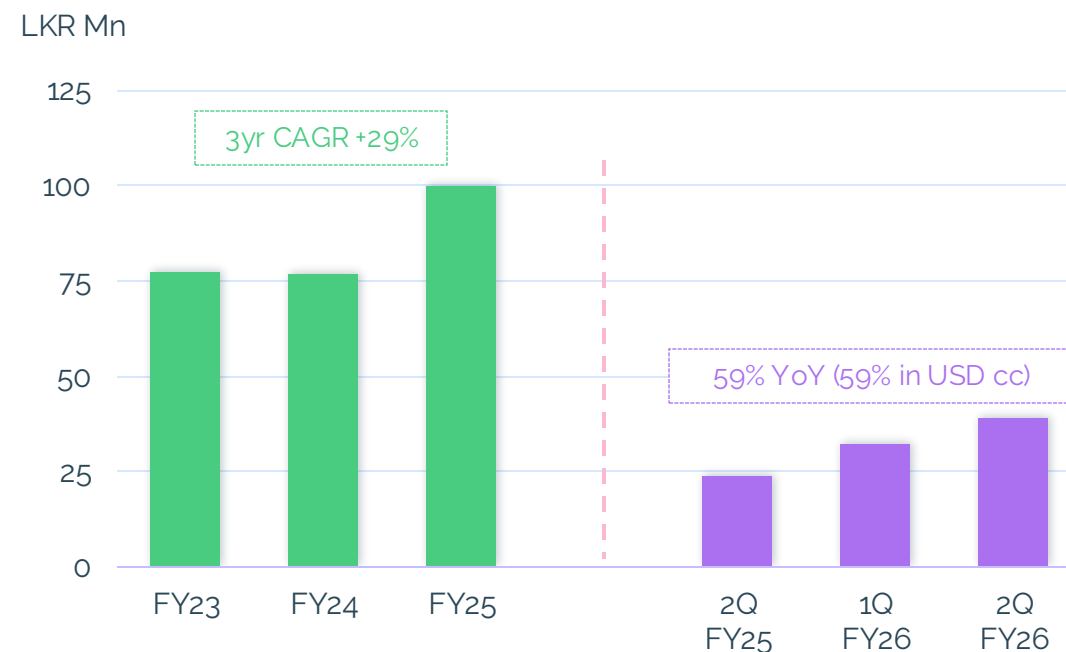
PHR Tracking Solutions and Outsourcing

PHR Tracking Solutions Revenue



- ▶ PHR Tracking revenue continued to grow, driven by its strategic bundling with software services

PHR Outsourcing Revenue



- ▶ PHR Outsourcing continued to deliver consistent revenue, with notable YoY growth

Cost of Sales Drill Down

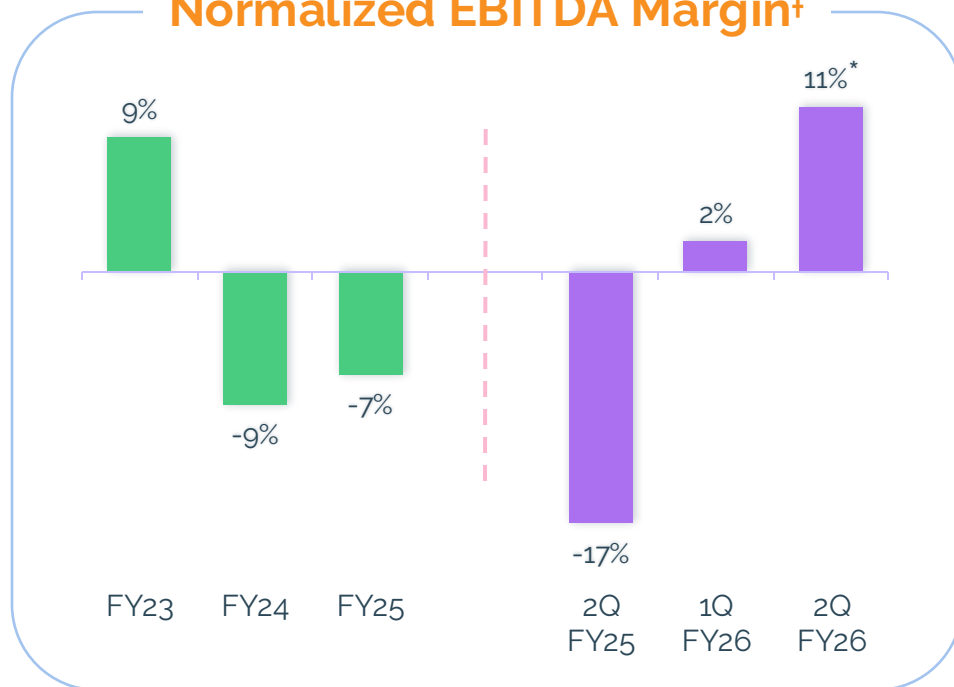
All figures in LKR Mn	FY23	FY24	FY25	3Yr CAGR	2Q FY25	1Q FY26	2Q FY26	YoY growth
On-site and third-party implementation costs [†]	94	150	108	24%	27	24	25	-7%
Infrastructure costs ^{††}	170	162	164	46%	38	53	58	52%
Cost of devices sold	64	49	69	8%	20	19	19	-1%
Mobile solutions related costs	122	61	31	-24%	-	6	2	N/A
Staff related costs	369	556	620	38%	153	151	173	13%
Total Cost of Sales	820	979	993	28%	238	254	277	17%

[†] Includes costs related to on-site implementations by hBS staff and channel partners

^{††} PHR Cloud hosting costs

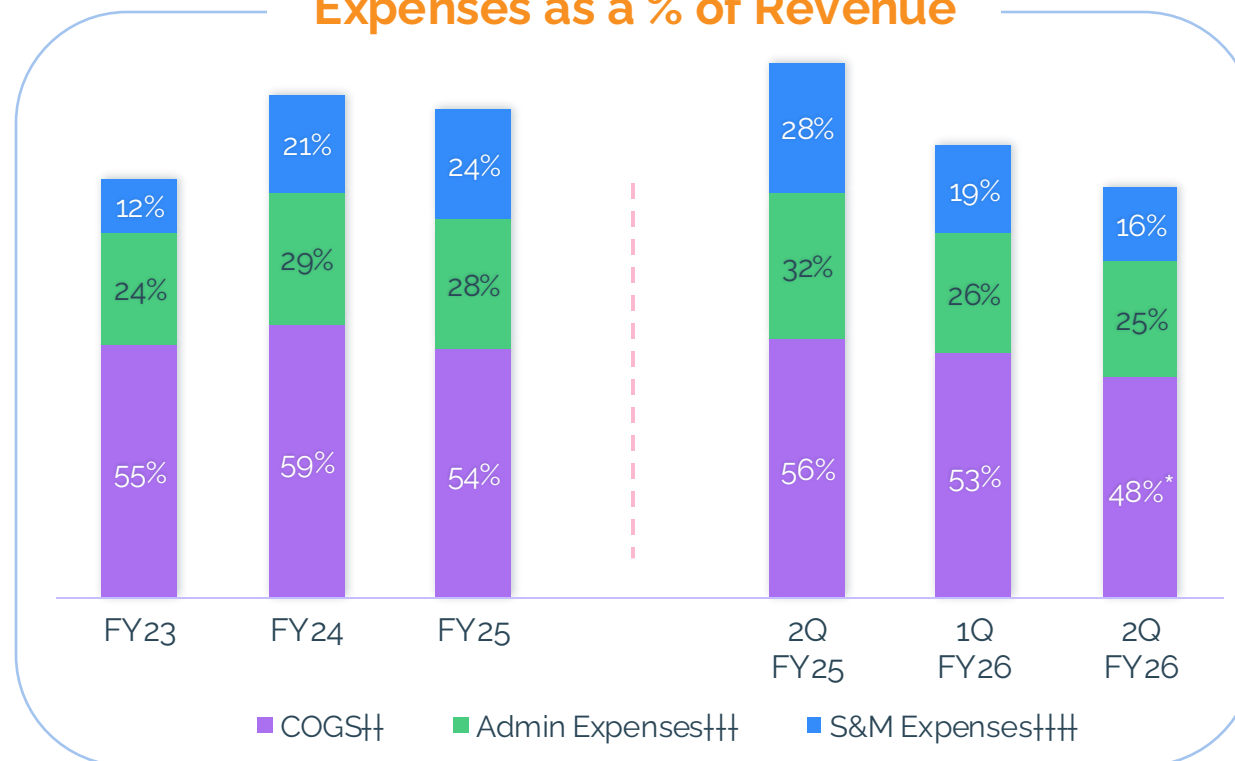
Analysis of Normalized EBITDA Margin

Normalized EBITDA Margin†



- ▶ Normalized EBITDA Margin recorded a more than fourfold increase compared to 1Q FY26

Expenses as a % of Revenue

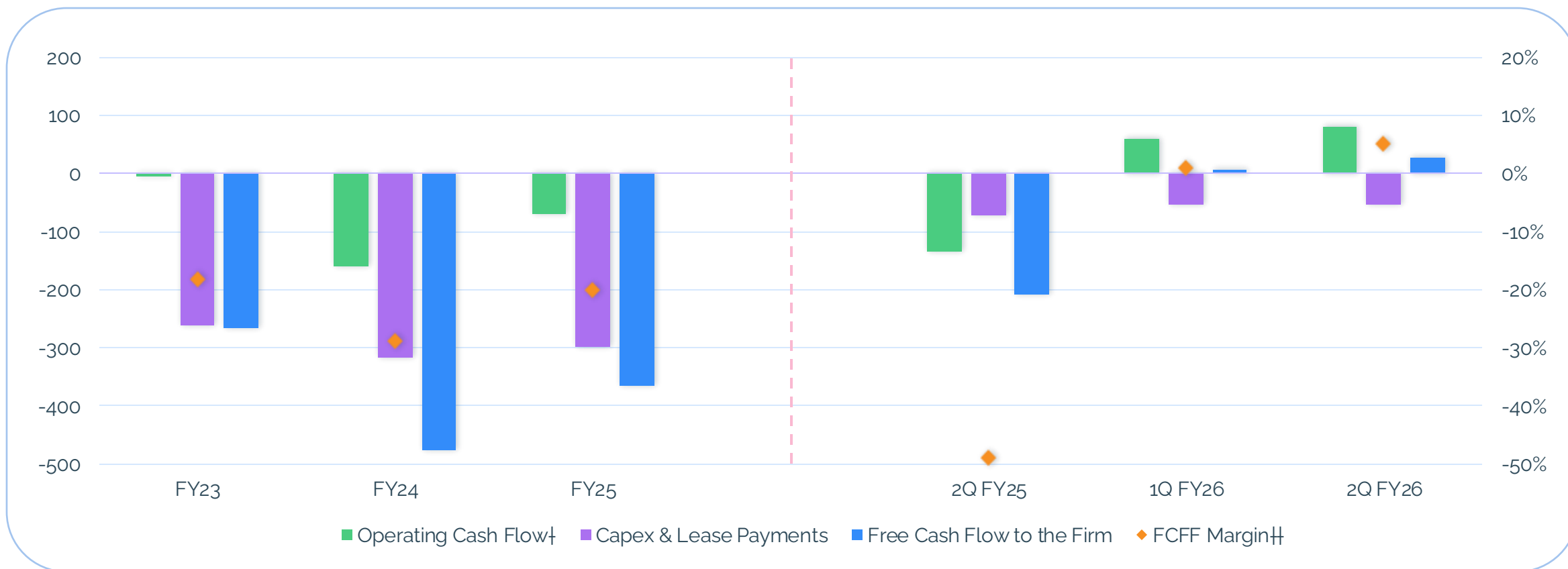


- ▶ Sustained cost discipline continued to support stable COGS and OPEX levels relative to revenue

† Adjusted for D&A, Interest, Impairment of Trade Receivables, FX Impact, Gratuity | †† Adjusted for Gratuity | ††† Adjusted for Amortization of ROU Assets, Gratuity | †††† Adjusted for Impairment of Trade Receivables, Gratuity

* Adjusted for the impact of one-off staff restructuring cost in Q2 FY26

Free Cash Flow Generation



► Adjusted free cash flow* remained positive, maintaining the momentum seen in last two quarters

* Adjusted for the impact of one-off staff restructuring cost in Q2 FY26

† Excludes Cash float from Payroll Outsourcing operations

‡ FCFF = Net operating cash flow – Capital expenditure – Lease payments – Cash flow impact from Payroll Outsourcing operations

Important note: Operating Cash Flow for 2Q FY26 is adjusted for the impact of one-off staff restructuring cost

Peer SaaS company benchmarking

(For the last reported quarter)

	 SenidBiz EMPOWERING PEOPLE THE WORLD OVER	 PeoplesHR	Private SaaS	Public SaaS
ARR Growth	34%	27%	16%	
GTM Efficiency Ratio	154%	180%	208%	
NRR (Net Revenue Retention)	102%	101%	103%	
Revenue Churn Rate	5.5%	12%	5%	

Notes :

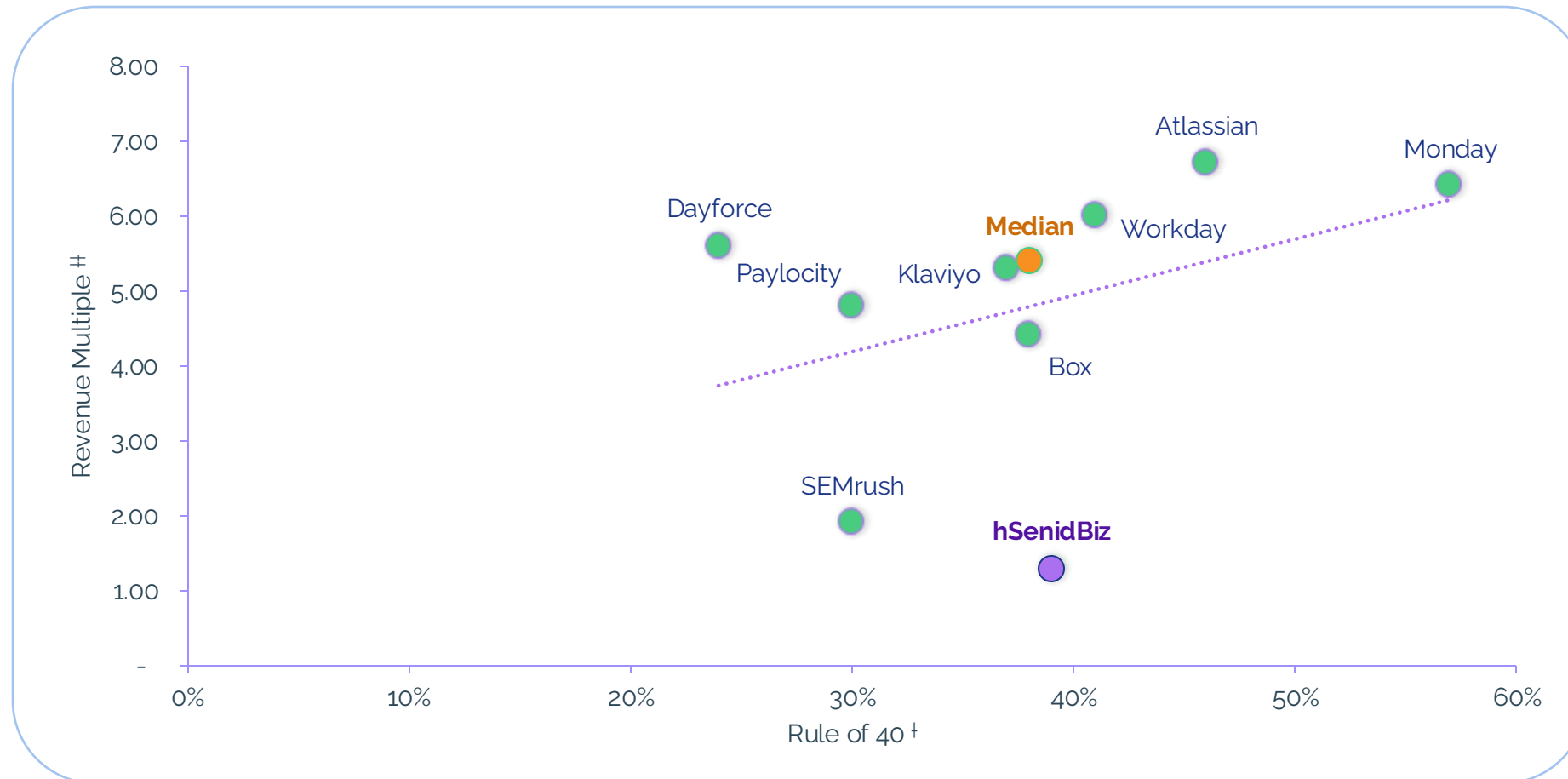
PeoplesHR : ARR Growth is reported for Year-over-Year | GTM Efficiency is reported for the year ending March 2025 | NRR and Churn Rates represents only the PHR Cloud Business for the Last Twelve Months

Private SaaS : Values reflect metrics for the Calendar Year 2024 for Privately held SaaS entities falling under the criteria of ARR \$5-20 Mn

Public SaaS : Values reflect metrics for the Last Twelve Months for Publicly listed SaaS entities falling under the criteria of ARR \$100-500 Mn

The GTM Efficiency ratio is the ratio of Sales and Marketing spend to net new ARR; NRR (Net revenue retention) = 1 – Churned revenue + Upsell & cross sell revenue + account expansion – account contraction

Upside Potential based on Rule of 40 metric



† Rule of 40 = NTM Revenue YoY Growth % + NTM FCFF Margin %

†† Revenue Multiple = EV / NTM Revenue

hSenidBiz : EV is calculated based on Market Cap and Rule of 40 is calculated on an LTM basis considering ARR YoY Growth & 2Q FCFF Margin

Investor Forum



Join us for the **Investor Forum Q&A Session**
for **Q2 FY2026**

11th of November 2025
3.00 pm IST

You can use the Q&A functionality in zoom to send in your questions; **or alternatively**
Click on the "Raise your hand" button to be given an opportunity to unmute your microphone and pose your questions.

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