



Quarterly Investor Forum

3Q 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 7%

\$5.2 Mn Exit ARR

Exit Annualized Recurring Revenue as at end 3Q FY26

\$5.4 Mn CARR

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

31% ARR Growth

Year-over-Year Growth compared to 3Q FY25

93% GRR

Gross Revenue Retention for LTM as at end 3Q FY26

96% NRR

Net Revenue Retention for LTM as at end 3Q FY26

~\$1.7 Mn in Cash

Includes Company's own cash reserves and ~LKR 159 Mn cash float of managed services business

242 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 547.6 Mn**

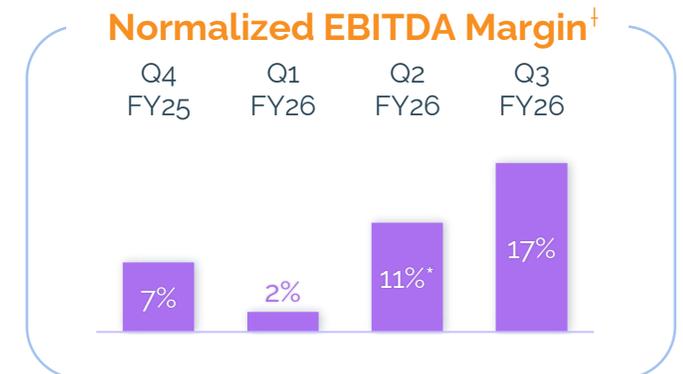
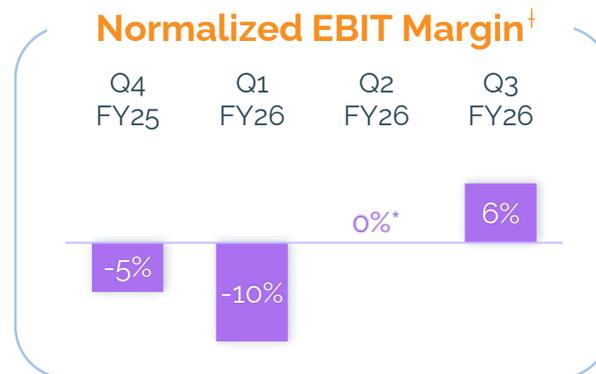
- ◆ YoY growth of **27%** & QoQ growth of **6%** (**23%** YoY & **5%** QoQ in USD cc)
- ◆ Revenue momentum remained strong, driven by steady Cloud revenue growth of **48%** YoY & **4%** QoQ (**42%** YoY & **2%** QoQ in USD cc)
- ◆ Recurring revenue grew **35%** YoY & **8%** QoQ (**31%** YoY & **6%** QoQ in USD cc), accounting for **73%** of total revenue

▶ Total Exit ARR at **USD 5.2 Mn**

- ◆ Growth of **31%** YoY & **6%** QoQ
- ◆ Company surpassed the **USD 5 Mn Exit ARR Milestone**

▶ Positive FCFF Margin (**9%**) and Normalized EBITDA Margin (**17%**) continued the turnaround momentum achieved in Q4 of last FY

Core Exit ARR (Q4 FY24 to Q3 FY26)



† 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

- ◆ Introduced AI usage visibility and governance capabilities to support scalable and monetizable AI adoption
- ◆ Advanced development of an AI Super-Agent to deliver real-time analytics and insights through voice/text prompts
- ◆ Strengthened Indonesian payroll localization to ensure continued statutory compliance

Talent Update

- ◆ Completed quarterly performance and recognition cycle, reinforcing a high-performance, merit-driven culture aligned with business outcomes
- ◆ Strengthened employee engagement through cross-functional collaboration and knowledge-sharing, improving internal communication and organisation-wide understanding of core functions
- ◆ Updated HR policies to drive organisation-wide alignment, compliance, and operational readiness

Key Business Updates

Sales & Go-To-Market Update

- ◆ Increased focus on ICP-aligned mid-market accounts through demand generation initiatives, while deploying account-based marketing (ABM) programs targeting enterprise accounts
- ◆ Attracted and actively engaged multiple high-quality mid-market opportunities, with several deals progressing towards expected closure in Q4
- ◆ Launched industry-focused campaigns driven by inbound intent signals, extending outreach to non-focus industries such as Outsourcing and Mining in the Philippines and Indonesia
- ◆ Conducted localized webinars leveraging in-country resources and native languages to deepen market engagement across the Philippines and Indonesia

New Deal Bookings (ARR + Implementation)



- ▶ **USD 330k** new deal closures in Q3
 - ◆ Up by **29%** compared to Q3 FY25
- ▶ Strong deal momentum in SEA, with new deal acquisitions up **78%** QoQ, contributing **23%** of total new deals in Q3
 - ◆ **70%** of new deals originated from South Asia while **6%** originated from MEA
- ▶ **PHR Cloud** accounted for **97%** of new deals during 3Q FY26



Summarized Income Statements

All figures in LKR Mn	FY23	FY24	FY25	3Q FY25	2Q FY26	3Q FY26
Revenue	1,464	1,645	1,818	431	517	548
Gross profit	644	665	825	201	240	290
<i>Gross profit margin</i>	44%	40%	45%	47%	46% ‡	53%
Normalized EBITDA	138	(148)	(120)	(35)	59 *	92
<i>Normalized EBITDA margin</i>	9%	-9%	-7%	-8%	11%	17%
FX gain/(loss)	71	(65)	(11)	(13)	-	17
Net interest income	188	139	41	6	3	4
Profit before tax (PBT)	189	(291)	(321)	(100)	(28)	53
<i>PBT margin</i>	13%	-18%	-18%	-23%	-5%	10%
Net profit	188	(293)	(287)	(100)	(26)	35
<i>Net profit margin</i>	13%	-18%	-16%	-23%	-5%	6%
EPS (LKR)	0.68	(1.06)	(1.00)	(0.35)	(0.09)	0.12
FCFF Margin[†]	-8%	-29%	-20%	-27%	5%*	9%

* 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

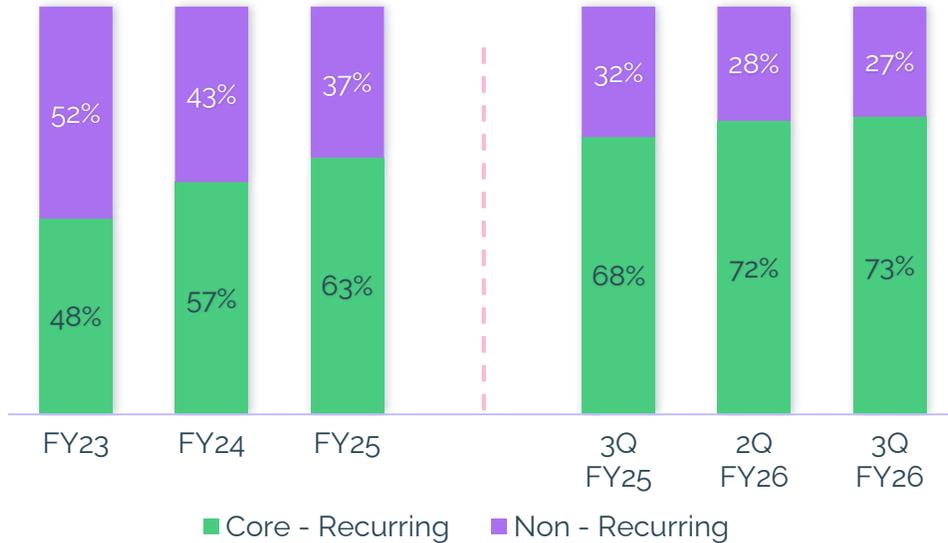
All figures in LKR Mn	FY23	FY24	FY25	3Yr CAGR (in LKR / USD cc)	3Q FY25	2Q FY26	3Q FY26	YoY growth (in LKR / USD cc)
PHR Cloud	678	893	1,075	43% / 30%	258	368	382	48% / 42%
Subscription Revenue (Recurring)	502	670	887		214	281	313	
Professional Services	176	222	187		44	87	69	
PHR On-premise	362	388	361	-4% / -12%	92	41	62	-32% / -34%
Annual Maintenance Fee (Recurring)	110	135	144		42	35	33	
Professional Services [†]	252	253	216		50	5	29	
Tracking Solutions	139	145	180	22% / 26%	36	49	49	35% / 35%
Annual Maintenance Fee (Recurring)	14	7	10		3	3	5	
Sale of Devices	125	137	170		34	47	44	
PHR Outsourcing	77	77	100	29% / 21%	25	39	34	35% / 30%
Core Revenue	1,259	1,504	1,716	23% / 14%	411	497	528	28% / 24%
Others [‡]	204	141	101	-15% / -22%	20	20	22	
Total Revenue	1,462	1,645	1,817	19% / 9%	431	517	549	27% / 23%

[†] Includes Licensing Fees

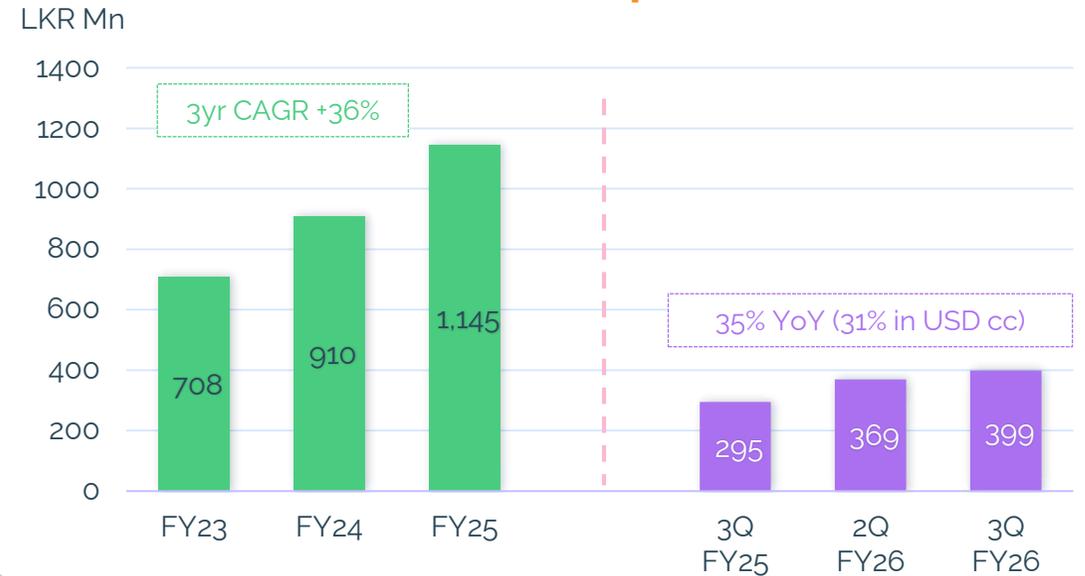
[‡] Includes non-core revenues of PHR Marketplace, Mobile Software and Staffing Solutions

Core Recurring Revenue

Core Recurring Revenue Composition



Annual Core Recurring Revenue Composition



◆ USD 5.2 Mn in Core Exit ARR[†] as at 3Q FY26

◆ NRR[‡] of 96%

◆ GRR[‡] of 93%

NRR: Net Revenue Retention; GRR: Gross Revenue Retention

† 3Q FY26 QRR x 4

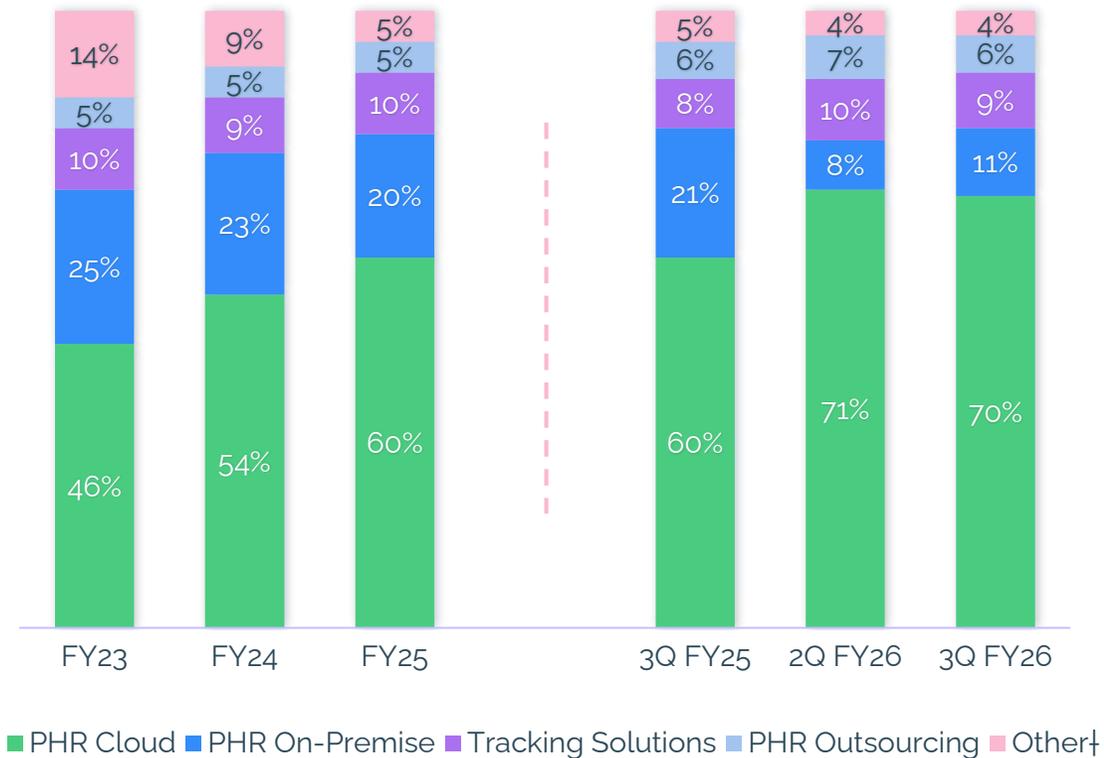
‡ Calculations are done for the SaaS recurring revenue basis for the Last Twelve Months

Revenue Composition

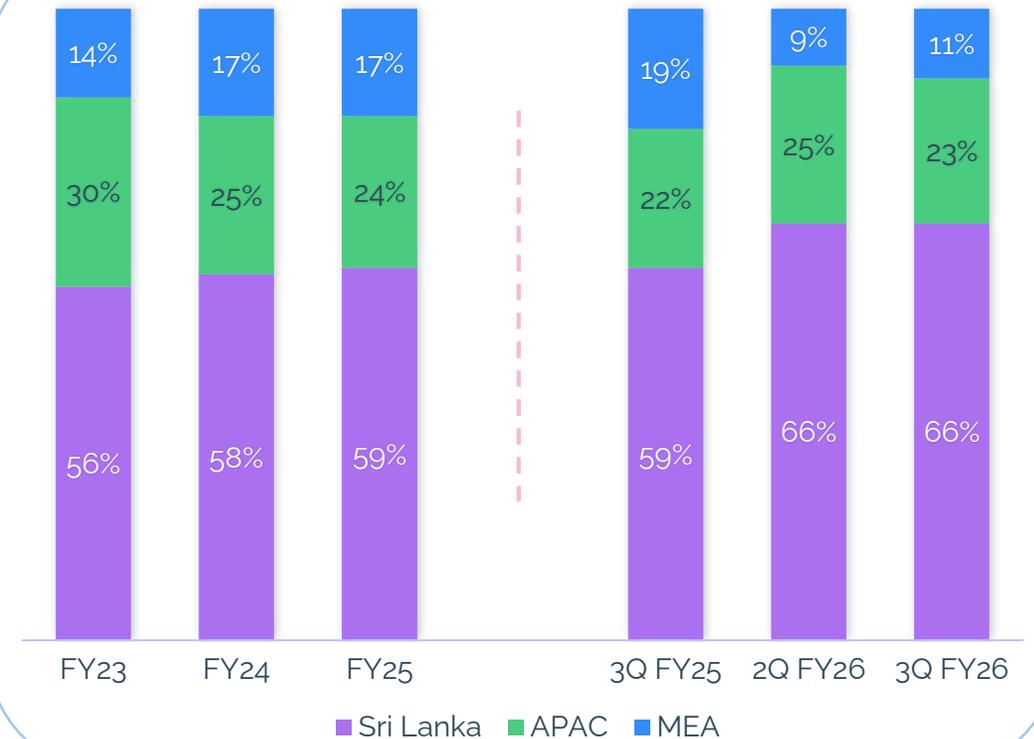
- ▶ PHR Cloud remained the dominant revenue contributor, reinforcing its role as the core pillar of the company's revenue mix

- ▶ Sri Lanka continued to retain its position as the leading contributor to the revenue

Product Breakdown



Geographical Breakdown

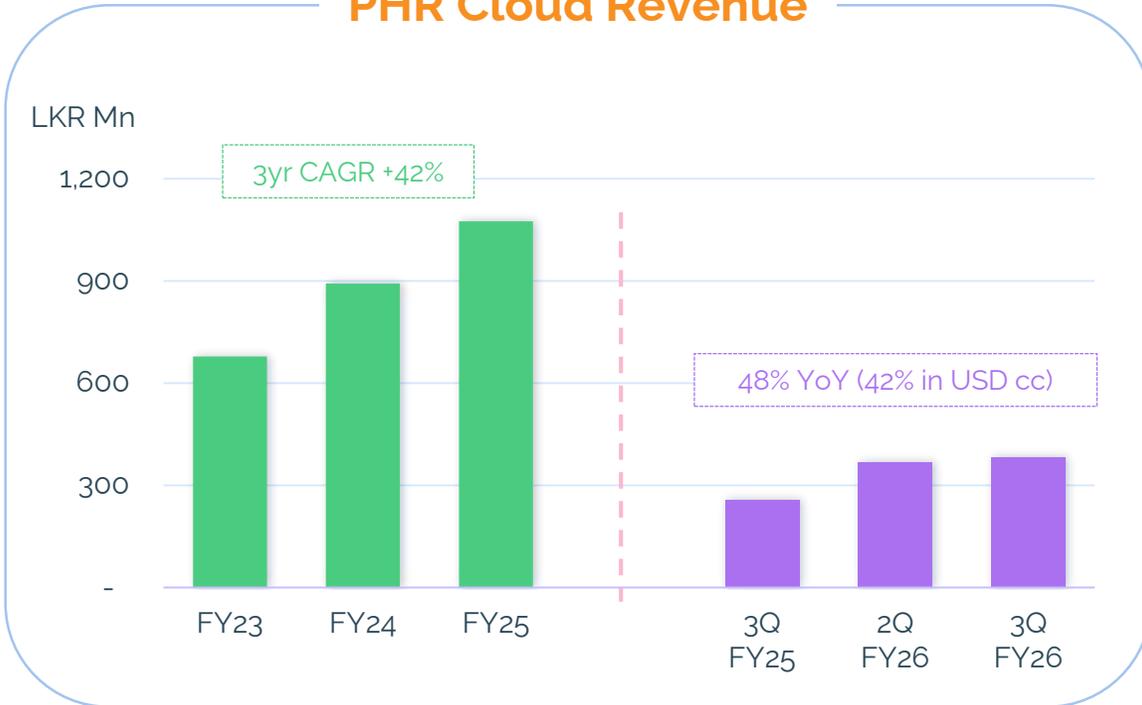


† Includes non-core revenues of PHR Marketplace, Mobile Software and Staffing Solutions

Business Segments

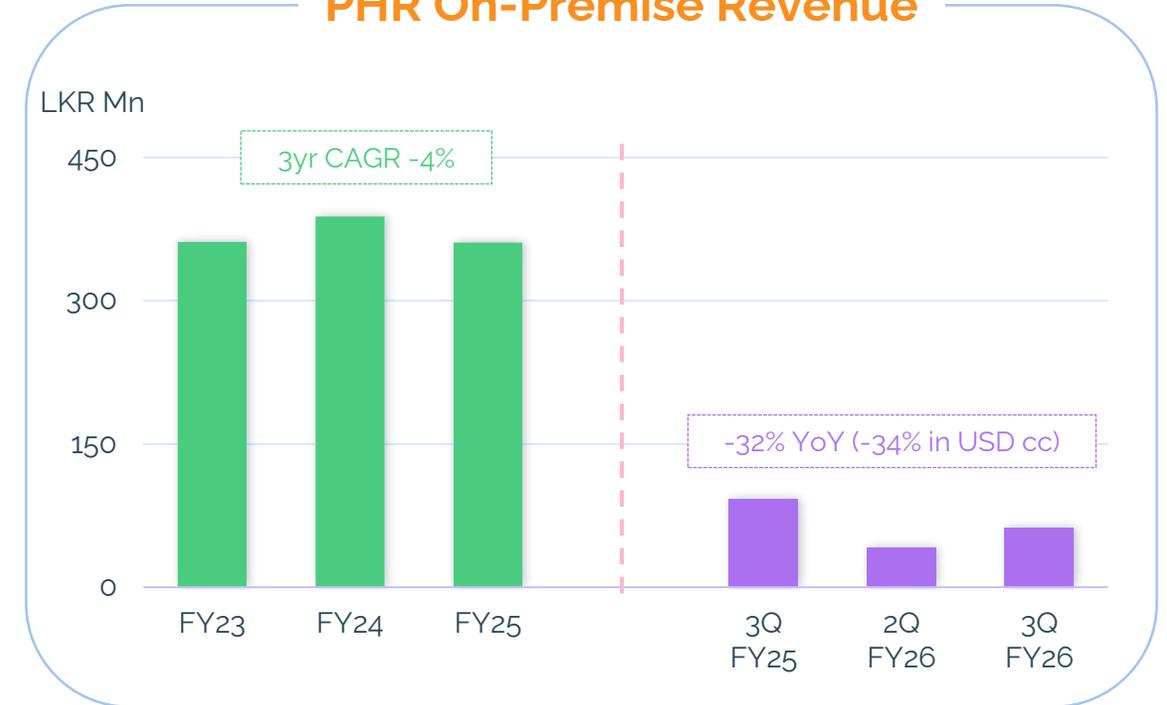
PHR Cloud and On-Premise

PHR Cloud Revenue



► PHR Cloud demonstrated improved quality and growth, underpinned by 86% recurring revenue

PHR On-Premise Revenue

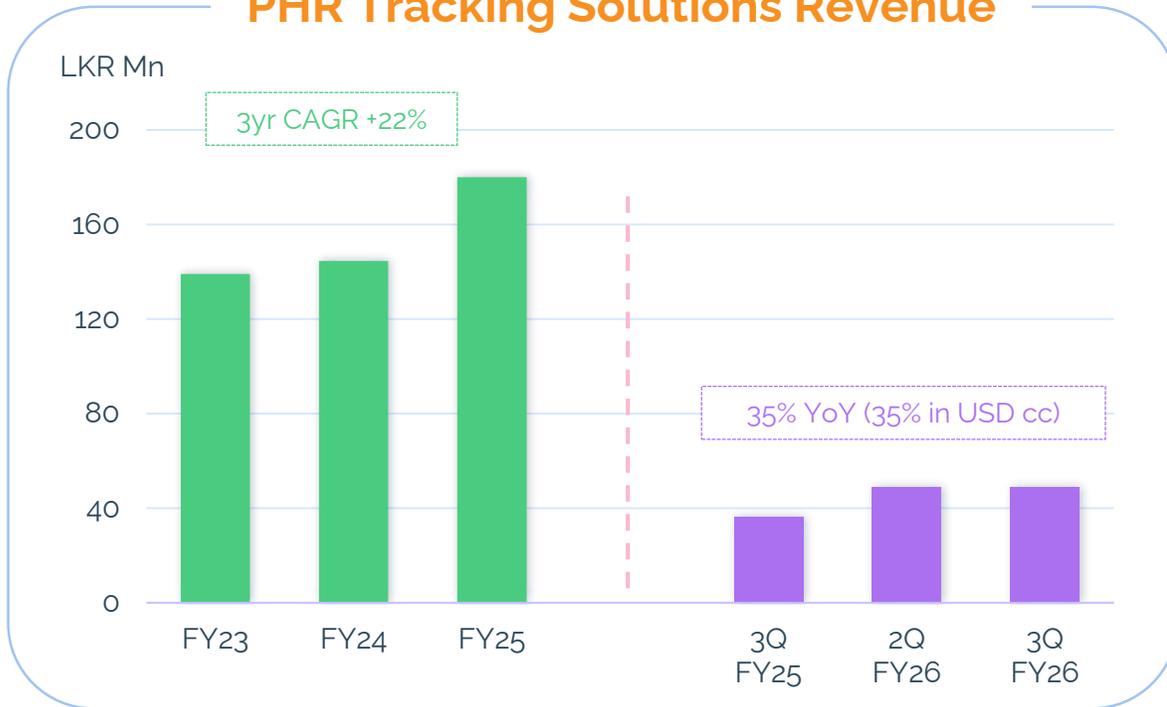


► PHR On-Prem revenue continued its overall decline, driven by ongoing migrations to PHR Cloud

Business Segments

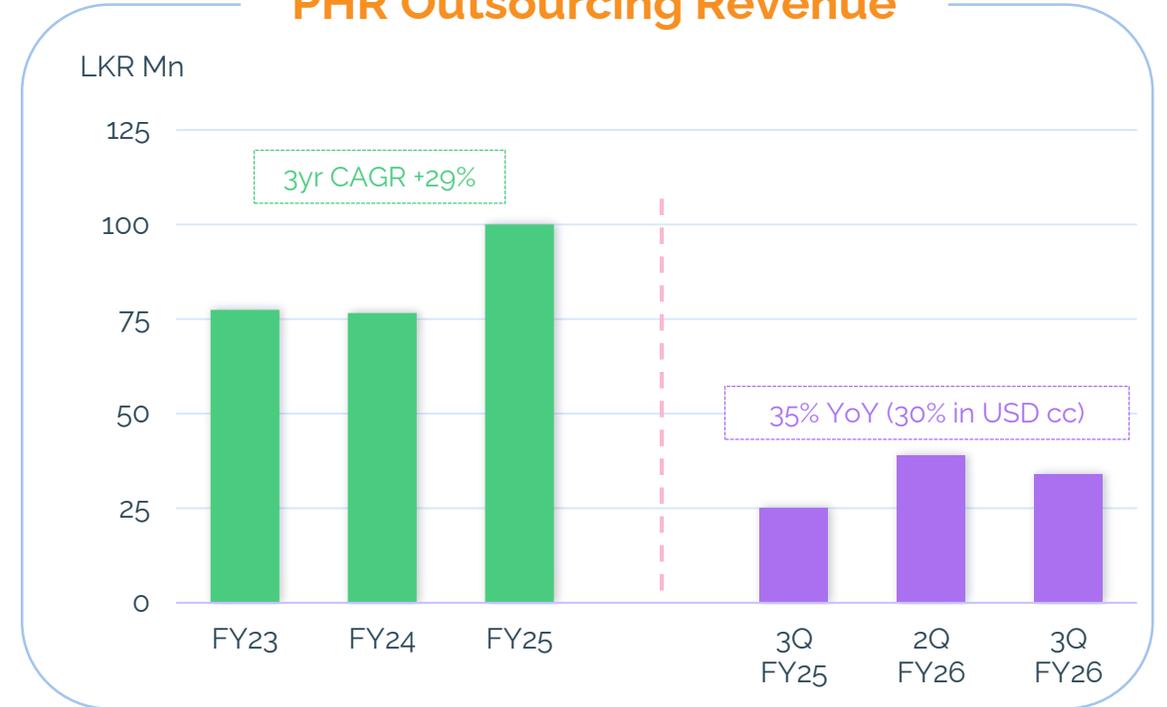
PHR Tracking Solutions and Outsourcing

PHR Tracking Solutions Revenue



- ▶ PHR Tracking revenue remained stable, supported by its strategic bundling with software services

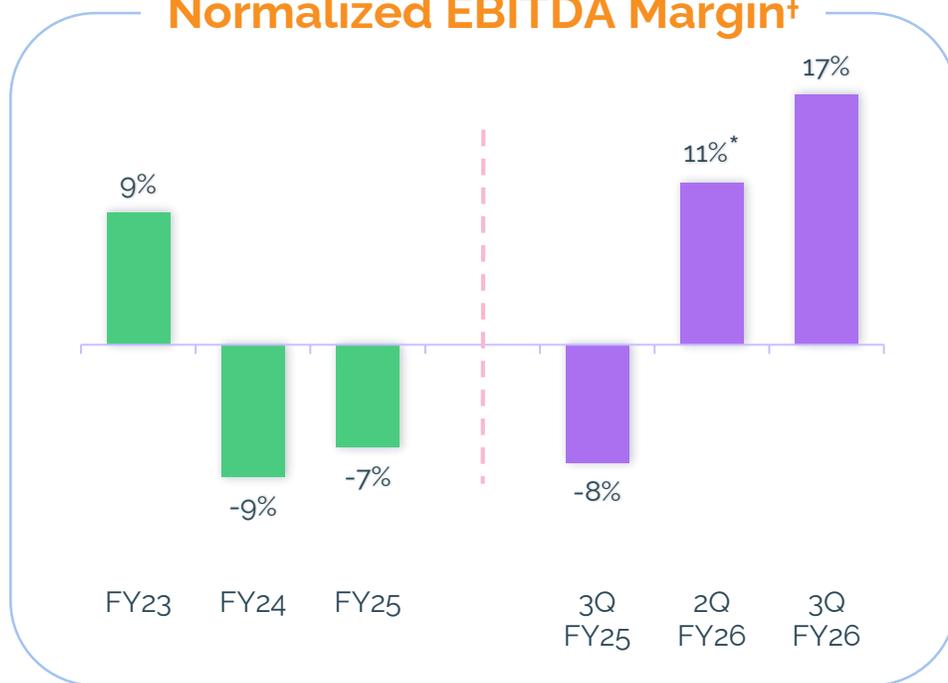
PHR Outsourcing Revenue



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

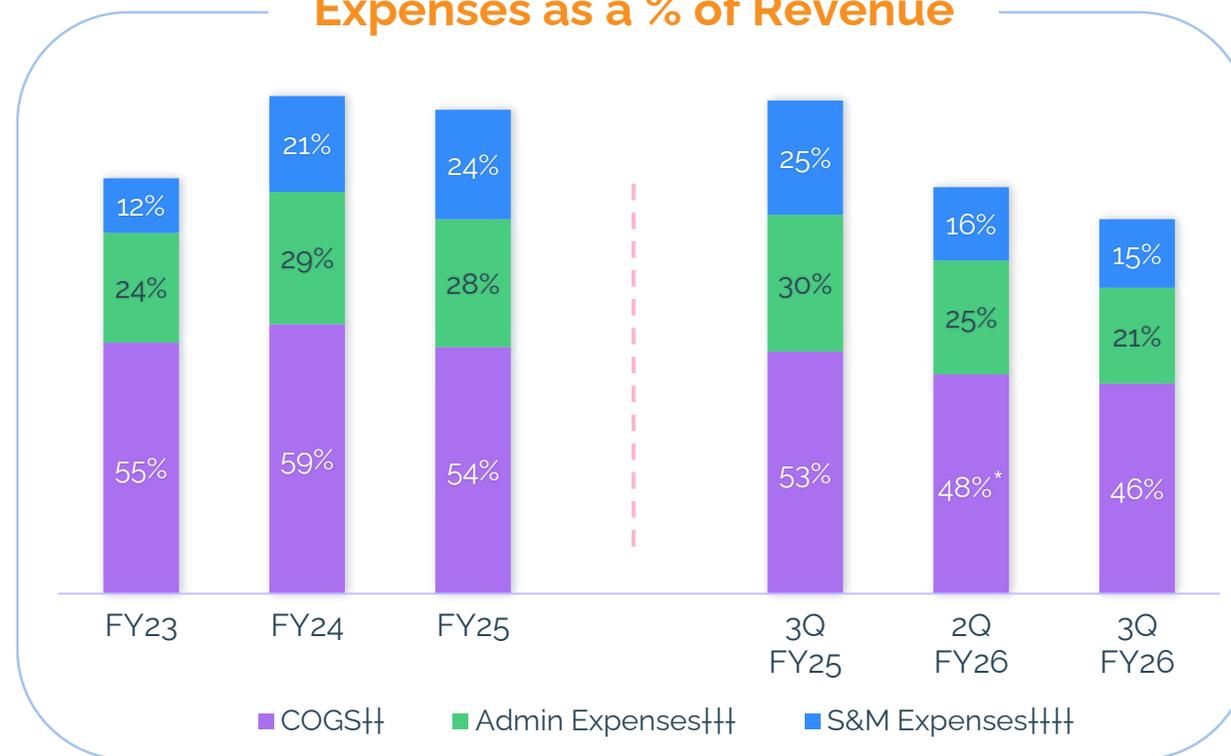
Analysis of Normalized EBITDA Margin

Normalized EBITDA Margin†



▶ Normalized EBITDA Margin continued to improve, underpinned by revenue growth and cost discipline

Expenses as a % of Revenue



▶ Disciplined cost management continued to support stable COGS and OPEX 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



► Free cash flow remained positive, maintaining the momentum seen in last three quarters

† Excludes Cash float from Payroll Outsourcing operations

‡ FCF - 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)



Private SaaS

Public SaaS

Metric	PeoplesHR	Private SaaS	Public SaaS
ARR Growth	31%	27%	15%
GTM Efficiency Ratio	101%	180%	221%
NRR (Net Revenue Retention)	96%	101%	107%
Revenue Churn Rate	7%	12%	5%

Notes :

PeoplesHR : ARR Growth is reported for Year-over-Year | GTM Efficiency is reported for the year ending December 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 ADV < \$50k

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

Investor Forum



Join us for the **Investor Forum Q&A Session**
for **Q3 FY2026**

10th of February 2026
3.00 pm IST

You can use the Q&A functionality in zoom to send in your questions

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