



Quarterly Investor Forum

4Q 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>

hSenidBiz assumes no obligation for, and does not intend to update, any forward-looking statements. Any unreleased services, features, functionality or enhancements referenced in any hSenidBiz document, roadmap, blog, our website, press release or public statement that are not currently available are subject to change at hSenidBiz's discretion and may not be delivered as planned or at all.

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 6%

\$5.5 Mn Exit ARR

Exit Annualized Recurring Revenue as at end 4Q FY26

\$5.6 Mn CARR

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

32% ARR Growth

Year-over-Year Growth compared to 4Q FY25

94% GRR

Gross Revenue Retention for LTM as at end 4Q FY26

100% NRR

Net Revenue Retention for LTM as at end 4Q FY26

~\$1.8 Mn in Cash

Includes Company's own cash reserves and ~LKR 137 Mn cash float of managed services business

238 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



FY26 – A Transformational Year for hBS

| All figures in LKR Mn | Audited FY25 | Unaudited FY26 | Δ% |
|--------------------------------|--------------|----------------|------------|
| Revenue | 1,818 | 2,058 | ↑ 13% |
| Gross profit | 825 | 1,020 | ↑ 24% |
| <i>Gross profit margin</i> | 45% | 50% | ↑ 4.2 pps |
| Normalized EBITDA | (120) | 200 | ↑ 267% |
| <i>Normalized EBITDA %</i> | -7% | 10% | ↑ 16.3 pps |
| Profit before tax (PBT) | (321) | (8) | ↑ 98% |
| <i>PBT margin</i> | -18% | -0.4% | ↑ 17.3 pps |
| Net profit | (287) | (37) | ↑ 87% |
| <i>Net profit margin</i> | -16% | -2% | ↑ 13.9 pps |
| FCFF† | (331) | 53 | ↑ 116% |
| <i>FCFF Margin</i> | -18% | 3% | ↑ 20.8 pps |

† FCFF = Net operating cash flow – Capital expenditure – Cash flow impact from Payroll Outsourcing operations

- ▶ FY26 marked a clear **turnaround in financial performance**, reflected across all key financial metrics
- ▶ Profitability strengthened significantly, with **Normalized EBITDA turning positive**, driven by improved operating efficiency
- ▶ **Free cash flow turned positive**, underscoring the quality and sustainability of the financial turnaround

Quarter at a Glance

▶ Revenue of **LKR 522.2 Mn**

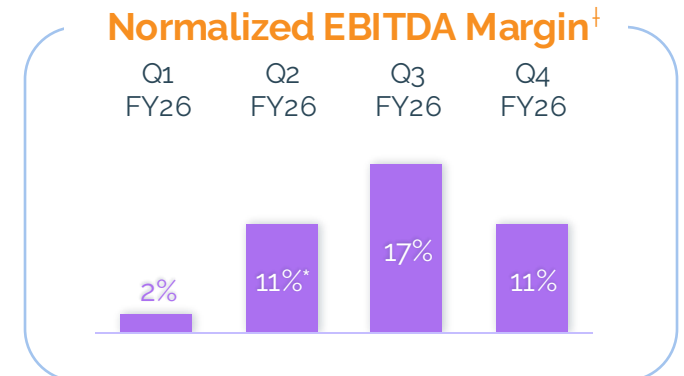
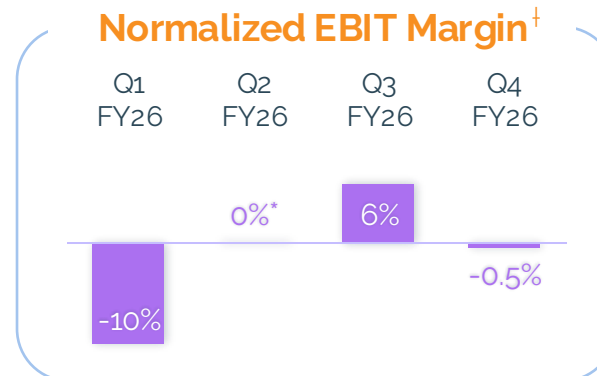
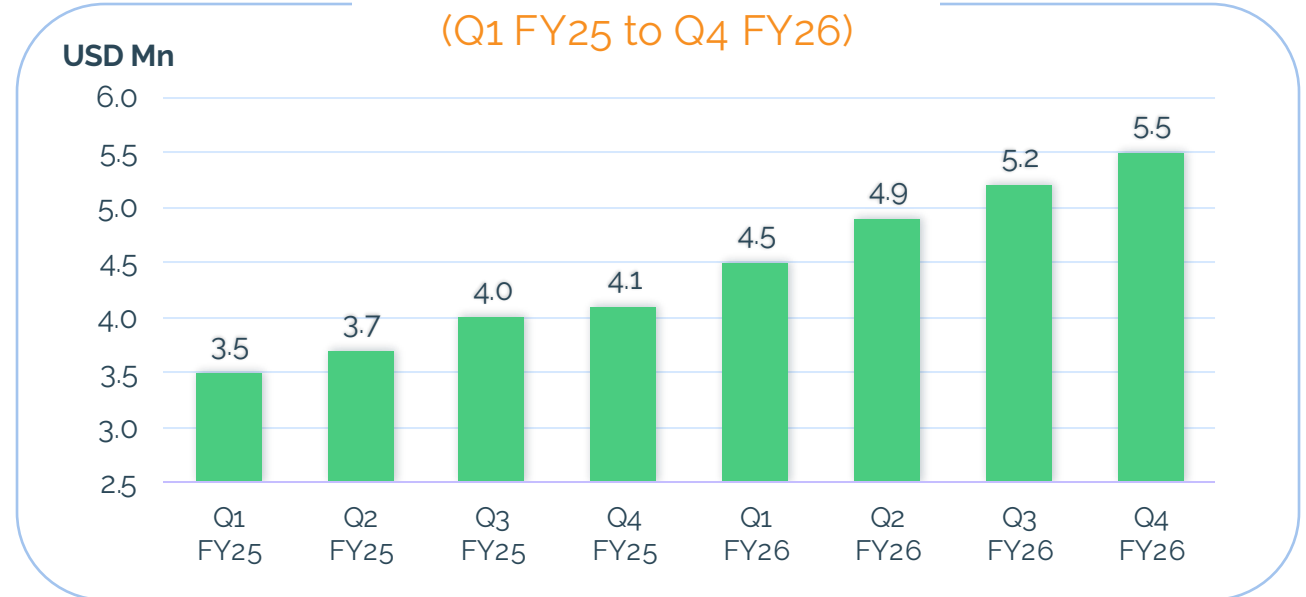
- ◆ Total revenue recorded **4.5%** YoY growth
- ◆ Supply disruptions due to memory and chip shortages affected PHR Tracking Revenues in Q4, resulting in a 5% QoQ decline in Total Revenue
- ◆ Revenue momentum remained strong, driven by steady Cloud subscription revenue growth of **38%** YoY & **3%** QoQ (**29%** YoY & **2%** QoQ in USD cc)
- ◆ Recurring revenue grew **35%** YoY & **3%** QoQ (**27%** YoY & **2%** QoQ in USD cc), accounting for **77%** of total revenue

▶ Total Exit ARR at **USD 5.5 Mn**

- ◆ Growth of **32%** YoY & **5%** QoQ

▶ Positive FCFF Margin (**2%**) and Normalized EBITDA Margin (**11%**) continued the turnaround momentum achieved in Q4 of last FY

Core Exit ARR (Q1 FY25 to Q4 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 Update

- ◆ Introduced “Lexi Insights”, an advanced analytics capability using Agentic AI to deliver predictive insights and strategic workforce recommendations for C-suite decision-making
- ◆ Launched payroll anomaly detection capabilities to proactively identify irregularities and strengthen payroll accuracy and governance
- ◆ Delivered a redesigned PeoplesHR mobile application experience, significantly enhancing usability and modernizing the overall user experience

Talent Update

- ◆ Continued empowerment of employees with latest AI tools and technologies to enhance productivity
- ◆ Continued increase in sales headcount while keeping overall FTE count stable
- ◆ Continued employee engagement and cross-functional communication initiatives to strengthen internal alignment and employee development

Key Business Updates

Go-To-Market Update

- ◆ Continued focus on ICP-aligned accounts, with increasing demand generation traction and improved sales conversion timelines across targeted segments
- ◆ Expanded marketing capabilities through the recruitment of new talent across product marketing and customer marketing functions
- ◆ Made further investments in the AI-powered GTM technology stack to accelerate campaign execution, content delivery, and go-to-market efficiency
- ◆ Conducted a customer events to showcase the latest PeoplesHR release and newly introduced AI-driven product capabilities

New Deal Bookings (ARR + Implementation)



- ▶ **USD 843k** new deal closures in Q4
 - ◆ Up by **184%** compared to Q3 FY26 and **3%** compared to Q4 FY25
- ▶ Strong PHR Cloud deal momentum in SEA, with new deal acquisitions up **305%** QoQ, contributing **36%** of total Cloud deals in Q4
 - ◆ **56%** of Cloud deals originated from South Asia while **8%** originated from MEA
- ▶ **PHR Cloud** accounted for **56%** of new deals during 4Q FY26 and **74%** of new deals for FY26

New Deal Bookings



Summarized Income Statements

| All figures in LKR Mn | FY24 | FY25 | FY26 | 4Q FY25 | 3Q FY26 | 4Q FY26 |
|---------------------------------|---------------|---------------|---------------|-------------|-------------|---------------|
| Revenue | 1,645 | 1,818 | 2,058 | 500 | 548 | 522 |
| Gross profit | 665 | 825 | 1,020 | 243 | 290 | 274 |
| <i>Gross profit margin</i> | 40% | 45% | 50% | 49% | 53% | 52% |
| Normalized EBITDA | (148) | (120) | 200 | 33 | 92 | 59 |
| <i>Normalized EBITDA margin</i> | -9% | -7% | 10% | 7% | 17% | 11% |
| FX gain/(loss) | (65) | (11) | 38 | 11 | 17 | 8 |
| Net interest income | 139 | 41 | 17 | 8 | 4 | 6 |
| Profit before tax (PBT) | (291) | (321) | (8) | (32) | 53 | 7 |
| <i>PBT margin</i> | -18% | -18% | -0.4% | -6% | 10% | 1% |
| Net profit | (293) | (287) | (37) | 3 | 35 | (8) |
| <i>Net profit margin</i> | -18% | -16% | -2% | 1% | 6% | -2% |
| EPS (LKR) | (1.06) | (1.00) | (0.13) | 0.01 | 0.12 | (0.03) |
| FCFF[†] Margin | -27% | -18% | 3% | 2% | 9% | 2% |

† FCFF = Net operating cash flow – Capital expenditure – Cash flow impact from Payroll Outsourcing operations

Revenue Drill Down

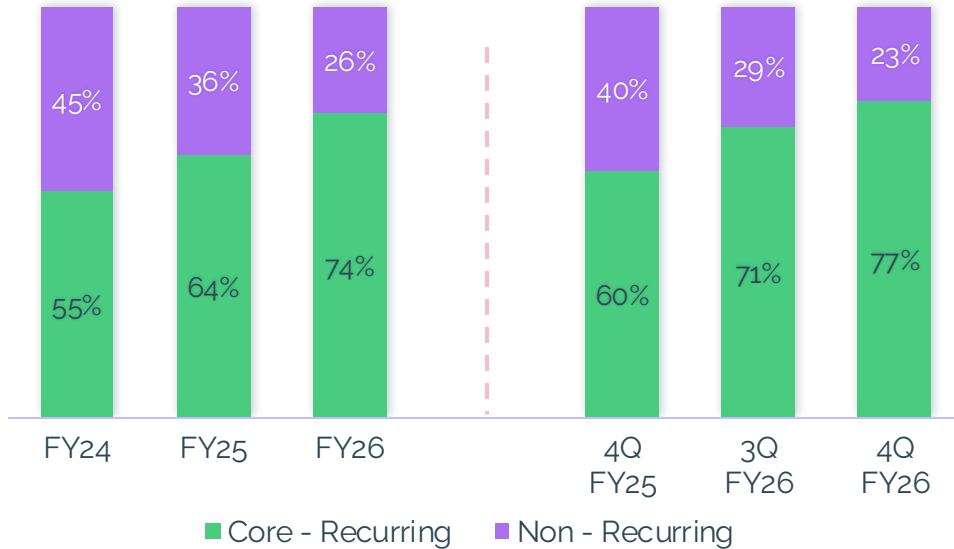
| All figures in LKR Mn | FY24 | FY25 | FY26 | 3Yr CAGR | 4Q FY25 | 3Q FY26 | 4Q FY26 | YoY growth |
|------------------------------------|--------------|--------------|--------------|-------------|------------|------------|------------|-------------|
| PHR Cloud | 889 | 1,085 | 1,440 | 29% | 317 | 382 | 380 | 20% |
| Subscription Revenue (Recurring) | 683 | 903 | 1,230 | | 239 | 320 | 331 | |
| Professional Services | 206 | 182 | 209 | | 78 | 62 | 49 | |
| PHR On-premise | 389 | 361 | 228 | -14% | 80 | 62 | 57 | -28% |
| Annual Maintenance Fee (Recurring) | 138 | 146 | 138 | | 30 | 33 | 35 | |
| Professional Services [†] | 251 | 215 | 89 | | 49 | 29 | 22 | |
| Tracking Solutions | 145 | 180 | 170 | 7% | 59 | 49 | 33 | -44% |
| Annual Maintenance Fee (Recurring) | 11 | 10 | 12 | | 3 | 5 | 2 | |
| Sale of Devices | 134 | 170 | 158 | | 56 | 44 | 31 | |
| PHR Outsourcing | 77 | 101 | 140 | 22% | 25 | 34 | 35 | 42% |
| Core Revenue | 1,499 | 1,727 | 1,977 | 16% | 481 | 528 | 505 | 5% |
| Others [‡] | 149 | 91 | 81 | -26% | 18 | 22 | 17 | -6% |
| Total Revenue | 1,648 | 1,818 | 2,058 | 12% | 499 | 549 | 522 | 4% |

† Includes Licensing Fees

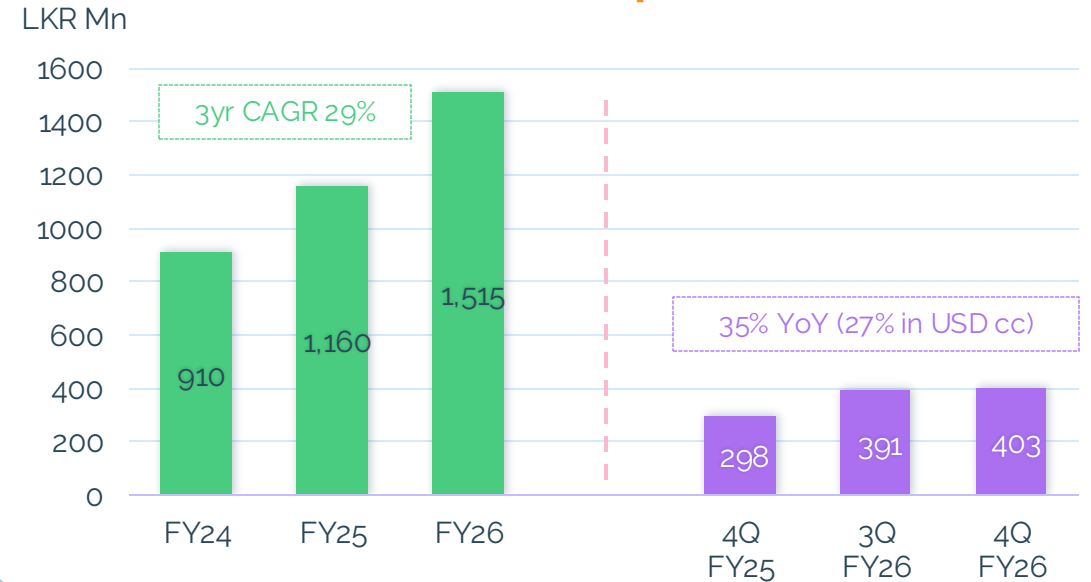
‡ Includes non-core revenues of PHR Marketplace, Mobile Software and Staffing Solutions

Core Recurring Revenue

Core Recurring Revenue Composition



Annual Core Recurring Revenue Composition



◆ USD 5.5 Mn in Core Exit ARR[†] as at 4Q FY26

◆ NRR^{††} of 100%

◆ GRR^{††} of 94%

NRR: Net Revenue Retention; GRR: Gross Revenue Retention

† 4Q FY26 QRR x 4

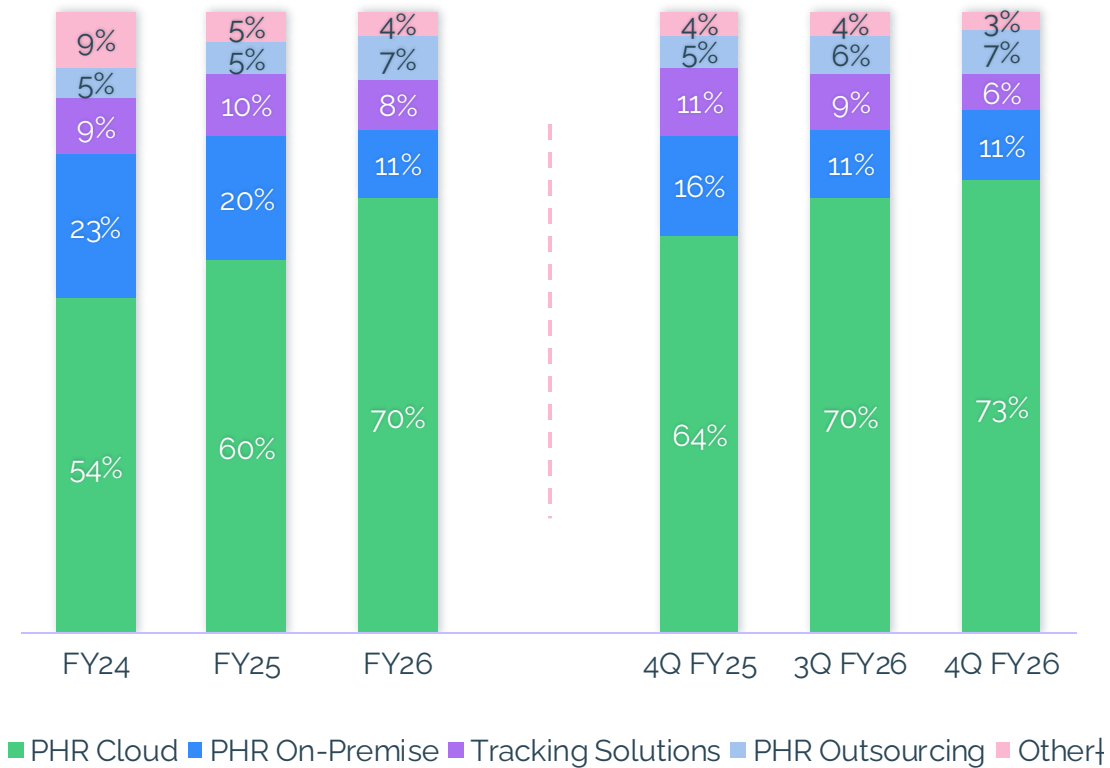
†† Calculations are done for the SaaS recurring revenue basis for the Last Twelve Months

Revenue Composition

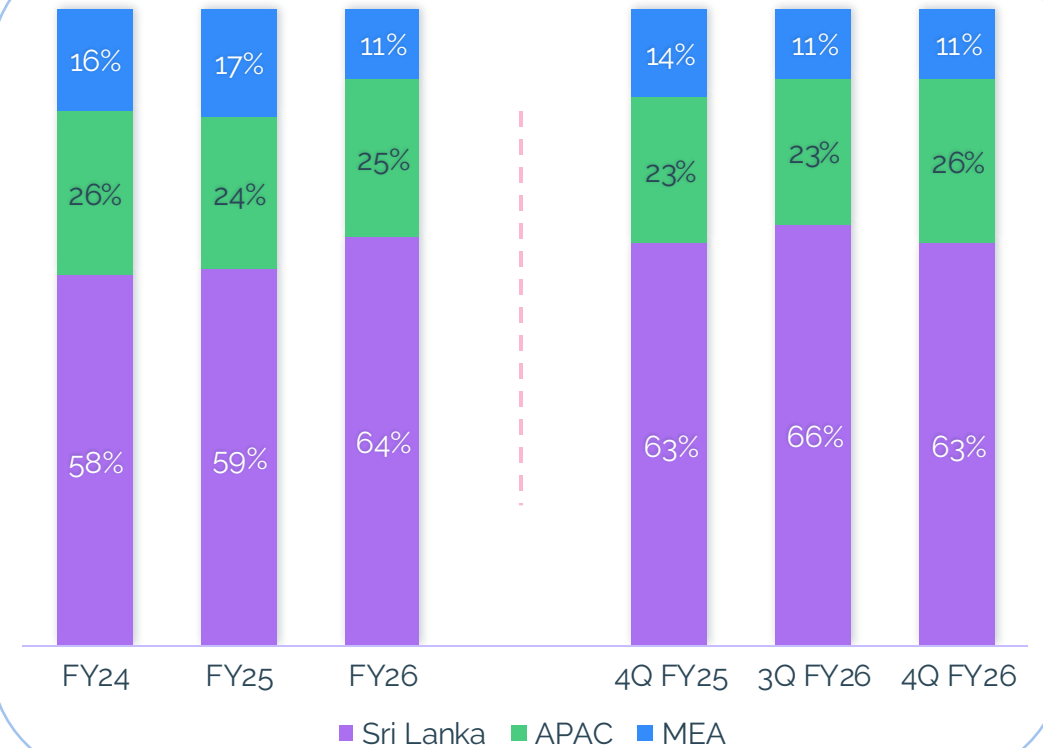
► PHR Cloud continued to lead the company's revenue mix, maintaining its position as the largest revenue contributor

► Sri Lanka retained its position as the dominant contributor to revenue

Product Breakdown



Geographical Breakdown

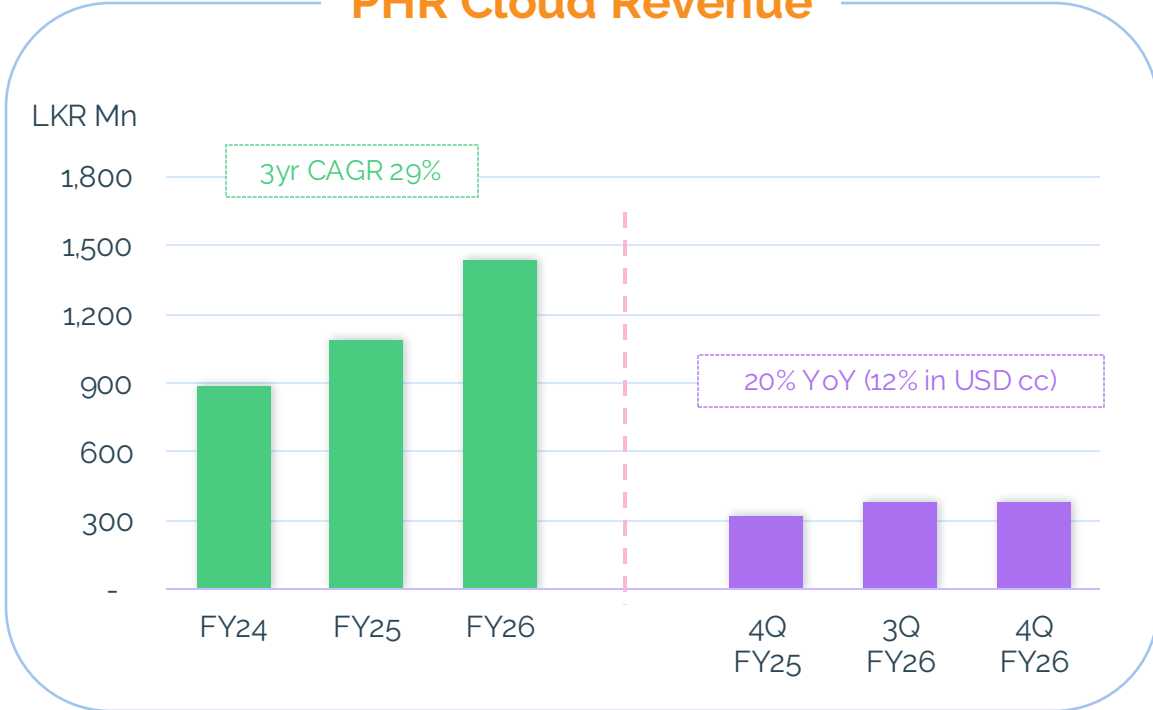


† Includes non-core revenues of PHR Marketplace, Mobile Software and Staffing Solutions

Business Segments

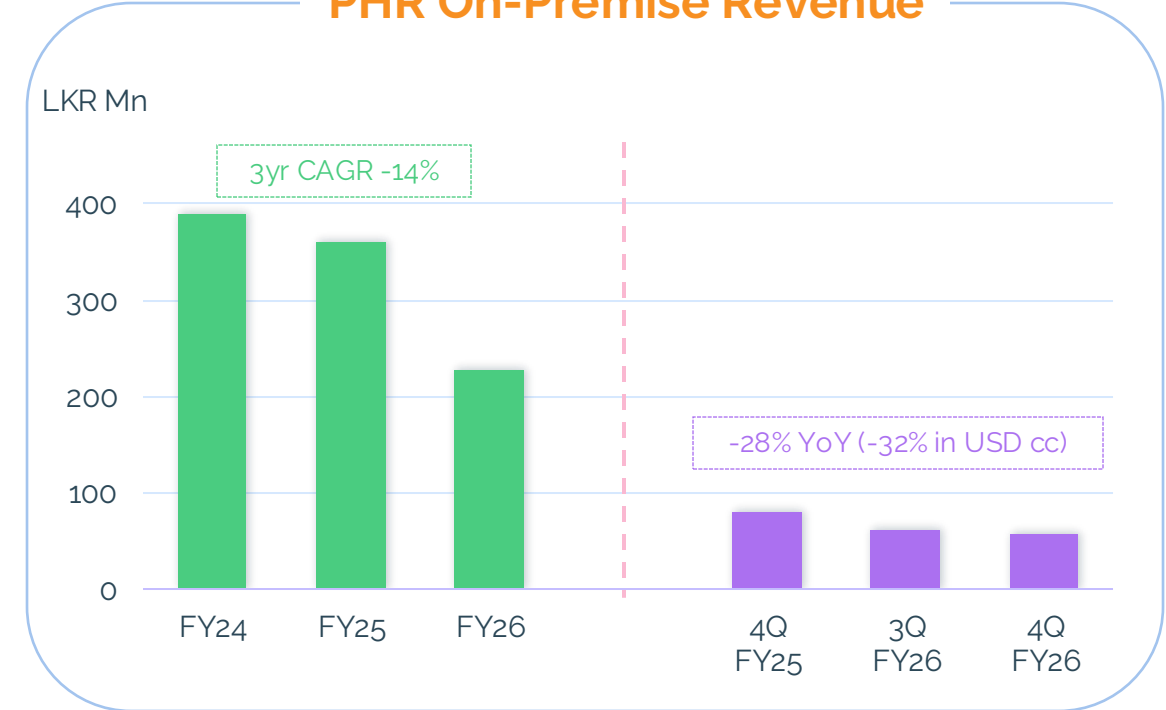
PHR Cloud and On-Premise

PHR Cloud Revenue



- ▶ PHR Cloud demonstrated improved quality and growth, underpinned by 87% recurring revenue

PHR On-Premise Revenue

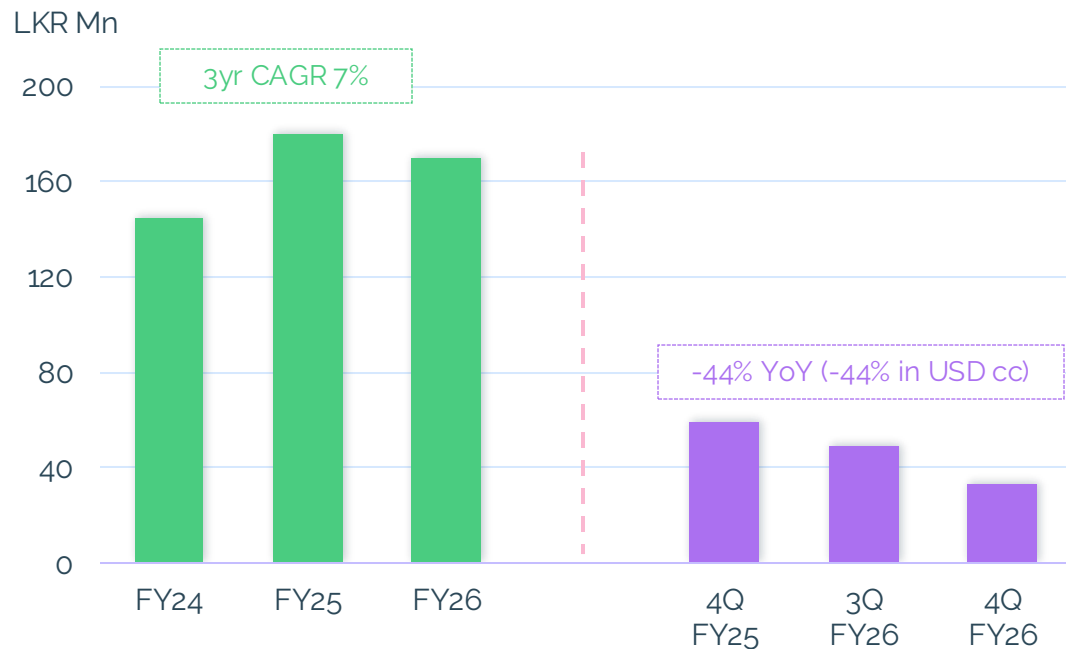


- ▶ PHR On-Prem revenue continued its overall decline, driven by ongoing migrations to PHR Cloud in Sri Lanka

Business Segments

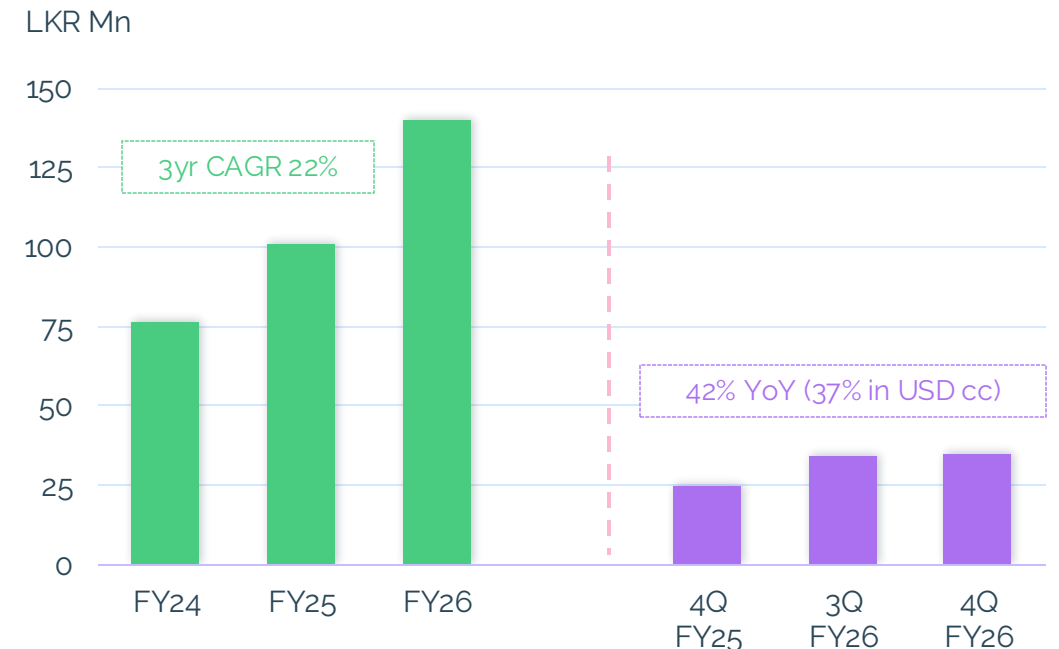
PHR Tracking Solutions and Outsourcing

PHR Tracking Solutions Revenue



- ▶ PHR Tracking revenue declined temporarily due to demand slippage caused by Middle-East volatilities and supply-related disruptions caused by memory and chip shortages

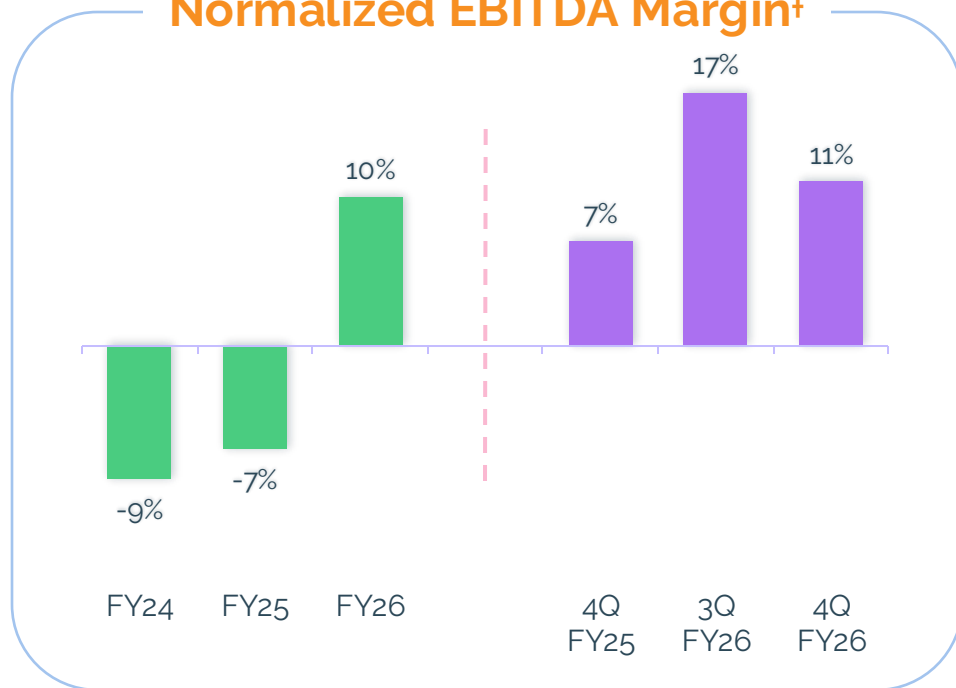
PHR Outsourcing Revenue



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

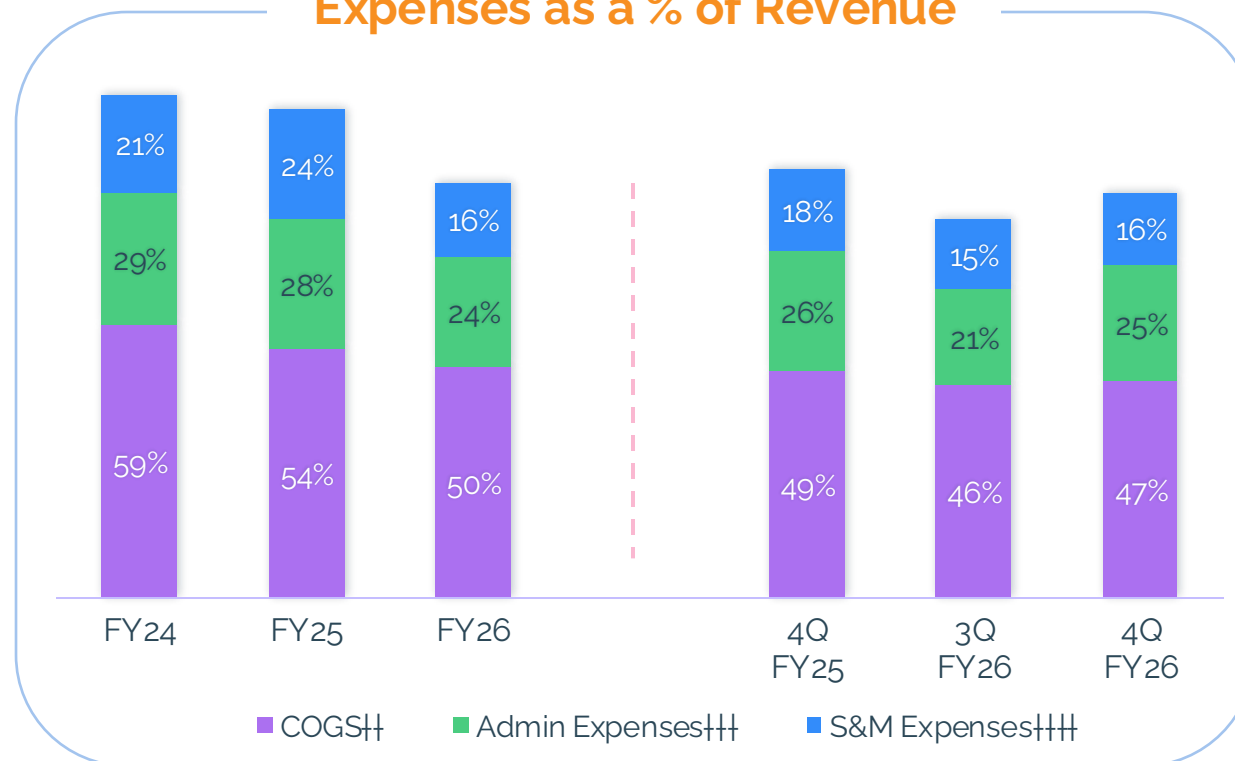
Analysis of Normalized EBITDA Margin

Normalized EBITDA Margin†



- ▶ In FY26, Normalized EBITDA Margin improved sharply to 10% reflecting improved operational efficiency

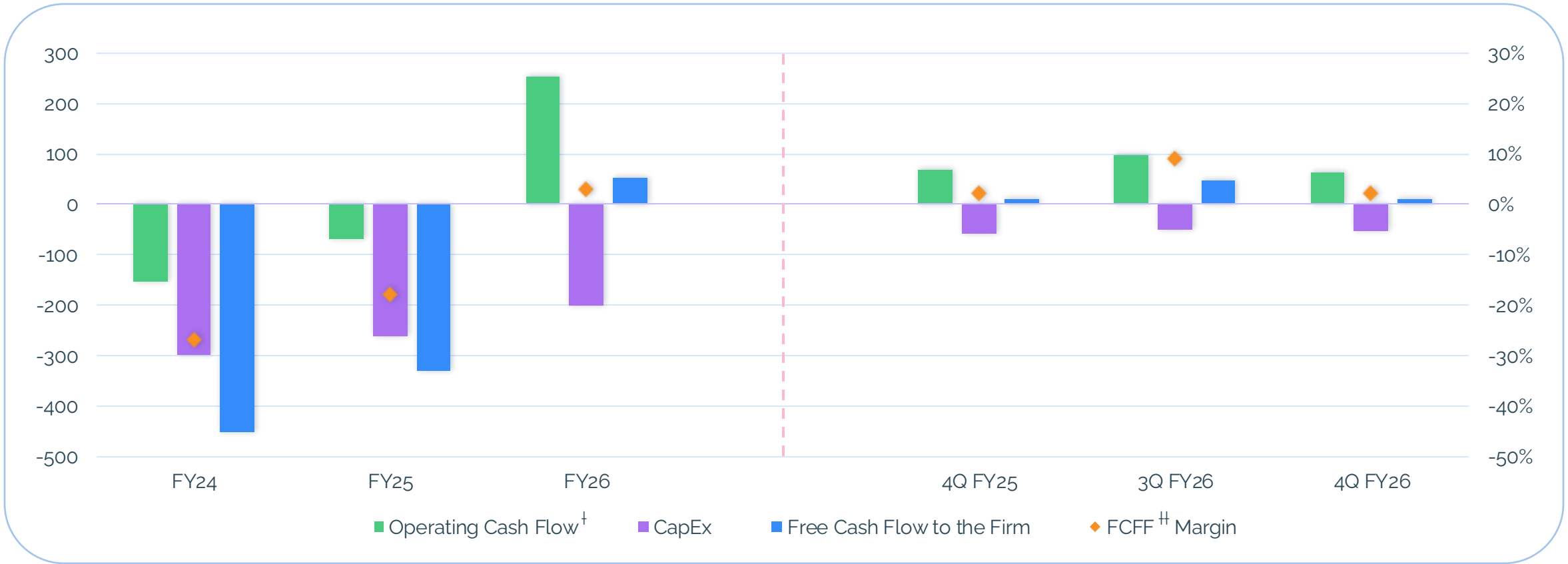
Expenses as a % of Revenue



- ▶ 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

Free Cash Flow Generation



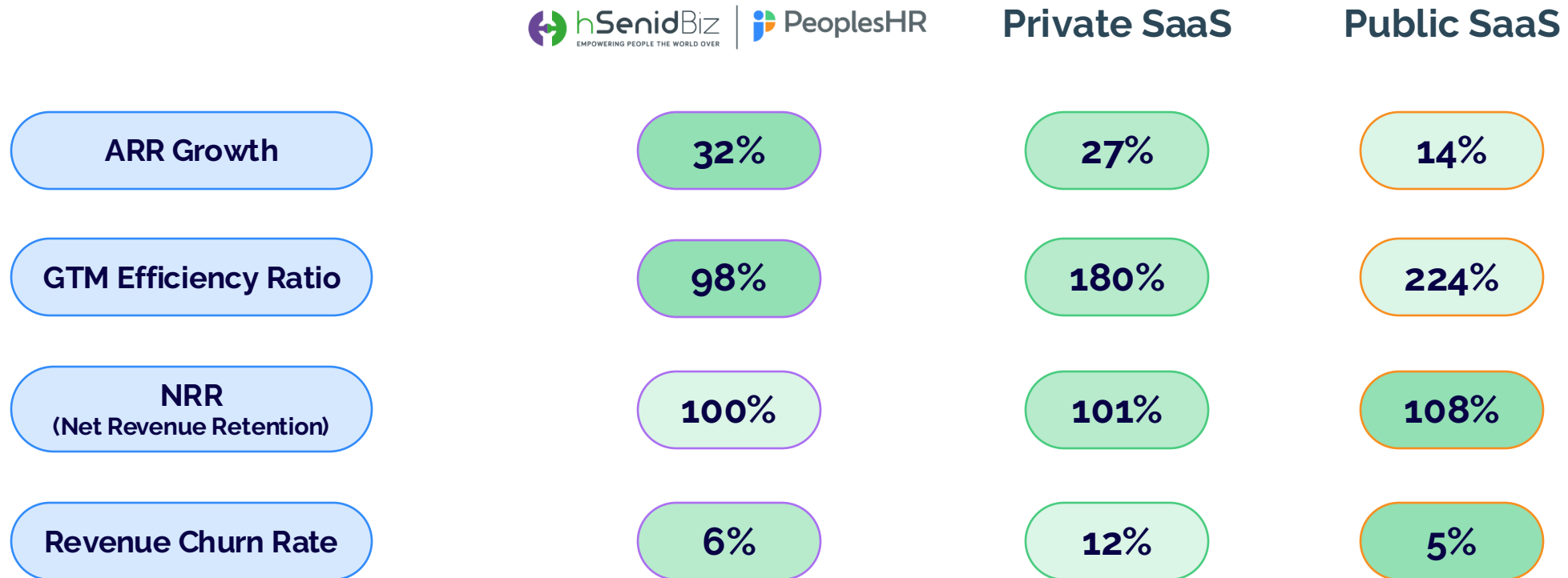
† Excludes Cash float from Payroll Outsourcing operations

‡ FCFF = Net operating cash flow - Capital expenditure - Cash flow impact from Payroll Outsourcing operations

► Free cash flow remained positive for the quarter, supporting a significant turnaround in FY26 FCFF margins

Peer SaaS company benchmarking

(For the last reported quarter)



Notes:

PeoplesHR : ARR Growth is reported for Year-over-Year | GTM Efficiency is reported for the year ending March 2026 | NRR and Churn Rates represent only the PHR Cloud Business for the Last Twelve Months

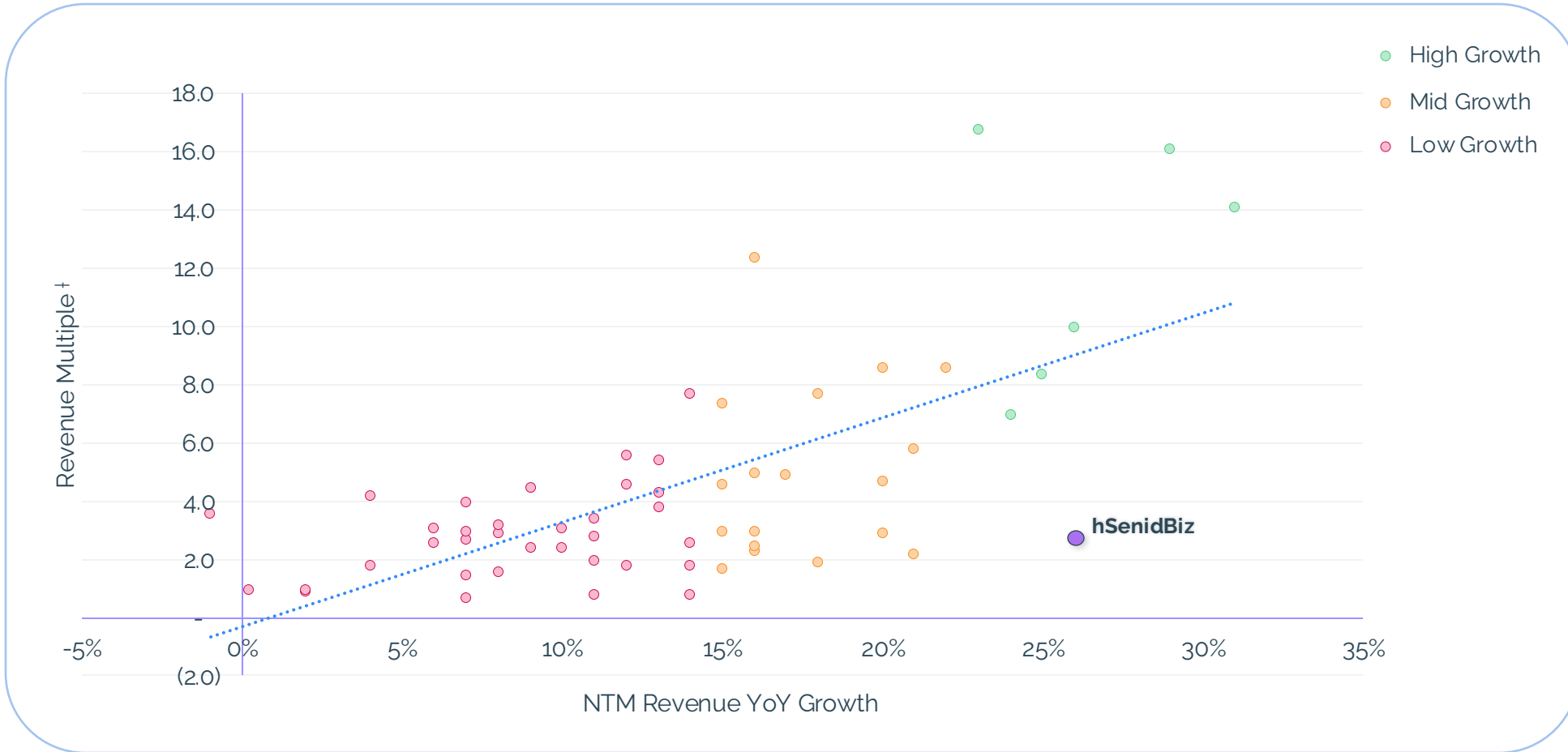
Private SaaS : Values reflect metrics for the Calendar Year 2024 for Privately held SaaS entities falling under the criteria of ARR \$5-20 Mn

Public SaaS : Values reflect metrics for the Financial Year 2025 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 | $NRR (Net Revenue Retention) = 1 - Churned\ revenue + Upsell\ \&\ cross\ sell\ revenue + account\ expansion - account\ contraction$

Upside Potential for hSenidBiz

Revenue Multiples show a strong correlation with NTM Revenue Growth in the AI era ($r=0.7$)



This data indicates stronger investor focus on forward growth visibility over blended growth-profitability metrics

Categorization based on NTM Revenue YoY Growth:

High Growth > 22%: **hSenidBiz**, DOCN, PANW, SNOW, SHOP, FIG, DDOG

Mid Growth 15% - 22%: IOT, NOW, KVYO, BRZE, S, RBRK, MDB, MNDY, APPF, GTLB, HUBS, FROG, TTAN, WK, TEAM, DT, GWRE, AMPL

Low Growth < 15%: WIX, ZS, FRSH, ESTC, FSLY, PCOR, VEEV, TWLO, U, BILL, CRM, WDAY, LAW, APPN, BL, QTWO, PATH, OKTA, ASAN, NCNO, BOX, QLYS, SPT, FIVN, TENB, PAYC, PCTY, DOCU, RNG, ZM, YEXT, CXM, PD, DBX

† Revenue Multiple = EV / NTM Revenue

Source: Meritech Analytics (May 2026)

Investor Forum



Join us for the **Investor Forum Q&A Session**
for **Q4 FY2026**

4th of June 2026
3.00 pm IST

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

Investor Relations Contacts

Nilendra Weerasinghe – Chief Financial & Strategy Officer
+94 11 462 1111
nilendra.w@peopleshr.com

Pamoda Kathriarachchi – Executive – Corporate Finance
+94 71 790 0125
pamoda.ka@peopleshr.com



hSenid Business Solutions PLC
67/1, Hudson Road,
Off Perahera Mw,
Colombo 03, Sri Lanka.