Quarterly Investor Forum

1Q FY27

hSenidBiz
EMPOWERING PEOPLE THE WORLD OVER

PeoplesHR

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Use of Non-IFRS Measures

In addition to financial results presented in accordance with International Financial Reporting Standards (IFRS), this presentation includes certain non-IFRS financial measures of performance. These non-IFRS financial measures are provided as additional information to enhance the understanding of hSenidBiz's financial performance and should not be considered as a substitute for, or superior to, measures of financial performance prepared in accordance with IFRS. These measures may differ from similarly titled non-IFRS financial measures used by other companies and have limitations as they do not reflect all amounts associated with hSenidBiz's results of operations or cash flows as determined in accordance with IFRS. Reconciliations of these non-IFRS financial measures to the most directly comparable IFRS financial measures are provided in the Appendix to this presentation.

hSenidBiz | PeoplesHR at a Glance

$10 Bn+ TAM

Market Opportunity in APAC and MEA

1 Mn+ Global Users

Across 20+ industries actively use PeoplesHR

236 FTEs

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

Our Competitive Edge

- ✓ **Workforce Management:** Solid HR, Payroll & Time Management suite delivering seamless scheduling, compliance, and payroll accuracy at scale
- ✓ **Enterprise HCM Suite:** Mature platform with Talent and Performance modules built for professional workforces
- ✓ **AI & Security:** AI-driven insights and generative AI automation, backed by enterprise-grade security

Quarter at a Glance

Exit ARR[1]	USD 5.7 Mn	▲ 26% YoY	▲ 5% QoQ
Total Revenue	LKR 603 Mn	▲ 28% YoY	▲ 15% QoQ
Recurring Revenue	75%	of Total Revenue	
Normalised EBITDA[2]	LKR 100 Mn	**Margin 17%**	▲ 747% YoY
Free Cash Flow[3]	(LKR 44 Mn)	**Margin -7%**	▼ -468% YoY

1. Refer to the Appendix for the definition and calculation methodology
2. Normalised EBITDA is a non-IFRS measure. Refer to the Appendix for the reconciliation and calculation methodology
3. Free Cash Flow is a non-IFRS measure. Refer to the Appendix for the reconciliation and calculation methodology

Trusted by organisations globally to manage their Human Capital

Brandix Apparel (Pvt.) Ltd.

Sri Lanka & Bangladesh | Apparel Manufacturing | 25,000+ employees

Challenge Multiple fragmented HR systems, heavy manual effort, and limited self-service across a large multi-country manufacturing workforce

Solution PeoplesHR Cloud with mobile self-service (OneClick), covering core HR, attendance, leave and payroll

Results

- Brandix reported **USD 98,098 annual savings** from reduced HR headcount (equivalent of 17 FTEs), AMC and infrastructure
- Self-service adoption rose to **96%** for attendance and **99%** for leave within 8 months
- **40,000+** attendance and **24,800+** payroll transactions processed in the first 8 months
- Reports cut from **400** to **110** with standardised dashboards

SMS Global Technologies, Inc.

Philippines | IT Services and Telecommunications | 600+ employees

Challenge Manual and time-consuming payroll processes, fragmented employee data, and inefficiencies in attendance and leave management

Solution PeoplesHR Cloud delivering centralized HR data, automated payroll, real-time reporting and mobile self-service

Results

- **93%** reduction in payroll processing time
- **90%** increase in leave management efficiency
- **90%** reduction in paper-based processes
- High mobile app adoption supporting hybrid and remote teams
- HR team focused on strategic work rather than routine admin work

Why We Win

1. **Deep localisation that global vendors cannot match**

   Full statutory compliance engines across multiple emerging markets, built for real-world payroll, labour law and multi-site complexity. This is exactly what companies like Brandix and SMSGT require at scale.

2. **Faster time-to-value and lower total cost of ownership**

   Typical implementations in 8–12 weeks versus multi-month global rollouts. Mid-market and large local enterprises get production live quickly without the heavy customisation costs of international platforms.

3. **AI designed for emerging-market workforce realities**

   Lexi's multi-agent orchestration handles cross-module workflows, high-volume operational data and practical decision support that generic global AI tools are not optimised for.

4. **Proven deployment track record and local support**

   Over 2,000 successful implementations across 40+ countries and 20+ industries, backed by on-the-ground teams that understand the operating environment of large regional employers.

5. **Single platform that unifies workforce management and talent**

   Customers avoid the cost and complexity of stitching multiple systems together. One suite covers payroll, time, talent and AI-driven insights, reducing integration risk and increasing stickiness.

In this AI era, the future of Human Capital Management is being

redefined.

From managing HR to

powering decisions.

Lexi by PeoplesHR

AI that Simplifies, Automates and Empowers

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Lexi Smart Navigator

Find

Instant access to pages, data & quick actions

AI powered enterprise search

Lexi Super Agent

Do

Complete HR tasks through conversation

Conversational AI Agent

Lexi AI Insights

Decide

Real-time workforce intelligence & predictive insights

Executive AI Intelligence

- Together, Lexi empowers organisations with faster access, intelligent assistance, and actionable insights — turning information into confident, timely, and strategic decisions.

Intelligence is *live*.

Orchestration is next.

Financial Overview

Revenue Performance

Total Revenue

LKR 603 Mn

▲ 28% YoY ▲ 15% QoQ

(19% YoY & 11% QoQ in USD cc)

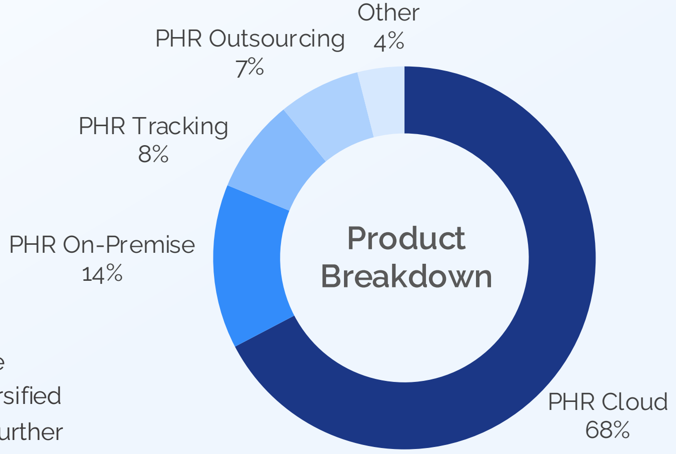
Revenue growth reflects continued scaling of hSenidBiz's SaaS platform, supported by its core PeoplesHR offering

Revenue Mix

68%

from PHR Cloud

PHR Cloud remains the core revenue driver, while a diversified product portfolio supports further expansion opportunities



Strengthening the foundation for sustainable growth

Scalable growth platform: hSenidBiz's expanding market presence and product ecosystem provide a strong foundation for continued business growth

Balanced revenue profile: The combination of core platform offerings and adjacent solutions supports broader customer engagement and long-term expansion opportunities

Foundation for future value creation: A stronger revenue base positions hSenidBiz to further enhance operational performance and create sustainable shareholder value

Growth & Revenue Quality

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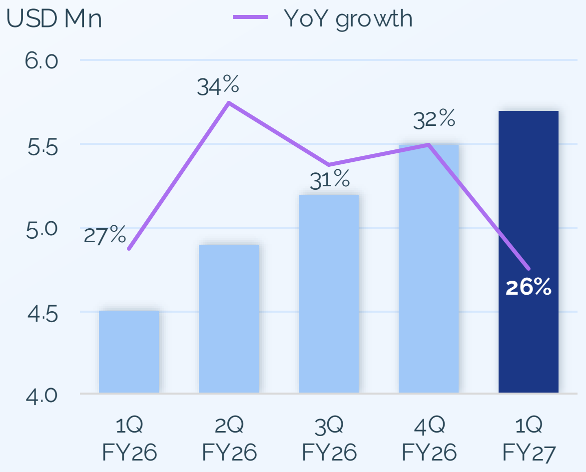
Exit ARR[1]

USD 5.7 Mn

▲ 26% YoY ▲ 5% QoQ

Exit ARR continued to grow, underpinned by growth in recurring subscriptions

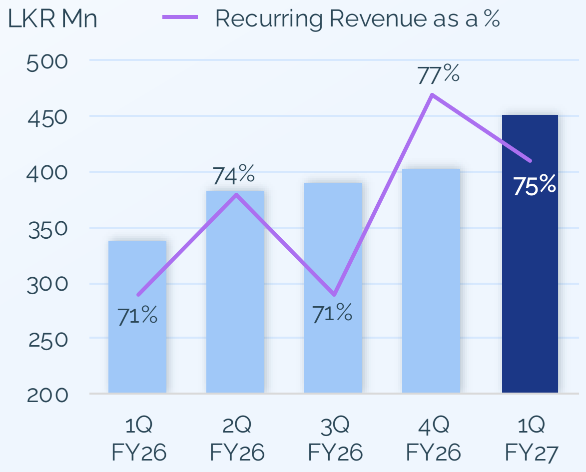


Recurring Revenue

75%

of Total Revenue

A strong recurring revenue mix provides greater earnings visibility and revenue predictability



Building a scalable SaaS business

Improving customer economics: hSenidBiz continues to strengthen the long-term value of its customer base through a recurring revenue-led model

Increasing operating leverage potential: A larger recurring revenue base provides greater scope for margin expansion as the business scales

Stronger long-term resilience: High-quality recurring revenues position hSenidBiz to deliver more sustainable and resilient financial performance

1. Refer the Appendix for definitions and calculation methodology

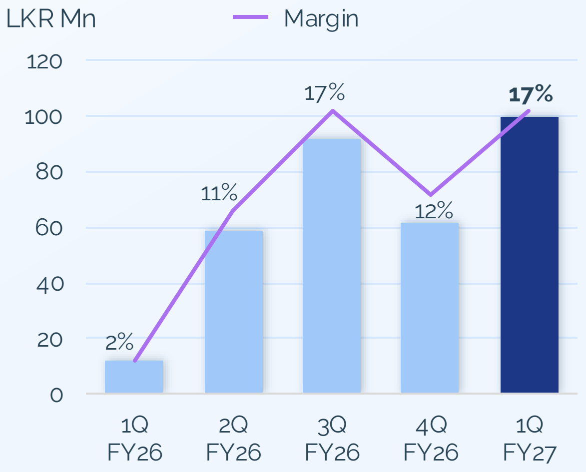
Profitability & Cash Generation

Normalised EBITDA[1]

LKR 100 Mn

Margin 17% ▲ 747% YoY

Normalised EBITDA margin expanded significantly YoY, from 2% to 17%, reflecting a substantial improvement in profitability

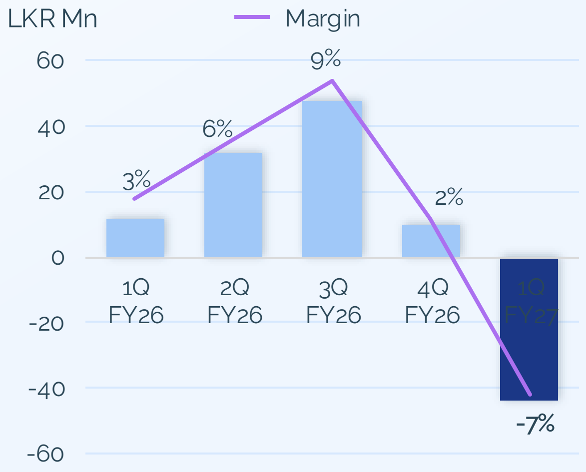


Free Cash Flow[2]

(LKR 44 Mn)

Margin -7% ▼ -468% YoY

Free Cash Flow turned negative in Q1 primarily due to slower collections in April and May in Sri Lanka



Progressing towards a new phase of profitable growth

Improving operating model: The business is demonstrating greater scalability as the cost base is leveraged across a growing operating platform

Enhanced earnings quality: A more efficient operating model is creating a stronger foundation for sustainable value creation

Increasing financial flexibility: Continued focus on operational discipline and cash conversion will support reinvestment and long-term growth

1. Normalised EBITDA is a non-IFRS measure. Refer the Appendix for the reconciliation and calculation methodology
2. Free Cash Flow is a non-IFRS measure. Refer the Appendix for the reconciliation and calculation methodology

Peer SaaS Benchmarking

For the last reported quarter

Metric	hSenidBiz[1]	Private SaaS[2]	Public SaaS[3]
ARR YoY Growth	**26%**	26%	16%
GTM Efficiency Ratio	**103%**	175%	224%
Net Revenue Retention (NRR)	**101%**	102%	105%
Gross Revenue Retention (GRR)	**96%**	85%	95%

Demonstrating a competitive SaaS profile

Growth at scale: hSenidBiz demonstrates ARR growth in line with private SaaS benchmarks and above public SaaS peers

Efficient execution: The Company maintains a capital-efficient growth model relative to SaaS benchmarks

Customer durability: Retention metrics reinforce the strength and stickiness of the customer base

1. Refer to the Appendix for the definitions and calculation methodologies
2. Values reflect metrics for the Calendar Year 2025 for Privately held SaaS entities falling under the criteria of ARR USD 5-20 Mn *(Source: Benchmarkit)*
3. Values reflect metrics for the Financial Year 2026 for Publicly listed SaaS entities falling under the criteria of ACV < USD 50K *(Source: Meritech Analytics, BenchSights)*

Growth Drives SaaS Valuation Premiums

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Higher NTM revenue YoY growth is associated with higher revenue multiples across SaaS peers (Pearson r = 0.64)

High Growth > 22%

DOCN, FIG, SNOW, PANW, SHOP, DDOG

Median Revenue Multiple: 13.1×

Mid Growth 15% - 22%

KVYO, RBRK, IOT, NOW, BRZE, S, MDB, ZS, AMPL, APPF, MNDY, HUBS, FROG, TTAN, WK, DT, ESTC, GTLB, GWRE

Median Revenue Multiple: 4.6×

Low Growth < 15%

TEAM, FRSH, U, FSLY, PCOR, TWLO, VEEV, BILL, WIX, APPN, LAW, WDAY, BL, FIVN, QTWO, CRM, OKTA, ASAN, BOX, DOCU, NCNO, QLYS, PATH, PAYC, PCTY, SPT, TENB, RNG, ZM, PD, CXM, YEXT, DBX

Median Revenue Multiple: 3.1×

Growth is closely associated with SaaS valuation premiums: Peer analysis indicates a positive correlation between NTM Revenue YoY Growth and Revenue Multiples, with higher-growth SaaS companies commanding premium valuations[1]

hSenidBiz exhibits a growth profile consistent with high-growth SaaS peers: The growth trajectory of hSenidBiz aligns with the characteristics of SaaS companies that seem to attract higher valuation multiples

Current valuation presents an opportunity for potential re-rating: The valuation gap relative to high-growth SaaS peers highlights an opportunity for increased market recognition, with hSenidBiz positioned for potential valuation re-rating as its growth trajectory and strategic initiatives gain broader investor visibility

1. Refer Appendix for SaaS peer Revenue Multiple vs. NTM Revenue YoY Growth correlation

Source: Meritech Analytics (July 2026)

Next Phase of Growth

Strategic priorities for FY27

1

Accelerate Cloud & Lexi Adoption

Drive new customer acquisition and upsell through Lexi, targeting mid-market and enterprise customers across focus markets

2

Strengthen Go-to-Market Execution

Scale demand generation, expand ABM programmes, and strengthen partner ecosystems across Southeast Asia, South Asia, Middle East and Africa for faster market access

3

Product Innovation & AI Roadmap

Expand Lexi with advanced AI and vertical agents while enhancing platform interoperability and ecosystem integrations

4

Operational Excellence & Scalability

Maintain margin discipline while investing in growth, accelerating implementation, and reducing customer time-to-value

Appendix

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Non-IFRS Measures

Key Performance Indicators

Exit Annualised Recurring Revenue (Exit ARR):
Measures the annualised value of recurring revenue as at the end of a quarter. It includes recurring revenue from the existing customer base and newly signed customer contracts expected to commence invoicing in the subsequent quarter. It represents the implied recurring revenue run rate over the next 12 months, assuming existing customer relationships and recurring revenue levels remain unchanged.

Gross Revenue Retention (GRR):
Measures the percentage of recurring revenue retained from the existing customer base within PHR Cloud segment over the past 12-month period, based on revenue churn only. It is calculated as 1 minus the revenue churn rate, where revenue churn represents recurring revenue lost from customers who have discontinued their subscriptions during the period. GRR excludes the impact of revenue expansion and contraction from customers that remain active.

Net Revenue Retention (NRR):
Measures the percentage of recurring revenue retained from the existing customer base within the PHR Cloud segment over the past 12-month period, including the impact of revenue expansion, contraction and churn. It is calculated by dividing the closing recurring revenue from the opening customer cohort by the opening recurring revenue from the same customer cohort.

Go-to-Market (GTM) Efficiency Ratio:
Measures the efficiency of sales and marketing investment in generating new recurring revenue over the past 12-month period. It is calculated by dividing Sales and Marketing expenditure during the period by net new ARR generated during the same period. A lower GTM Efficiency Ratio indicates greater efficiency, as less Sales and Marketing investment is required to generate incremental ARR.

Reconciliation of Non-IFRS Measures

Normalised EBITDA

Normalised EBITDA is a non-IFRS measure that represents the underlying operating profitability of the business, excluding items considered not reflective of ongoing operations. It is calculated by adjusting EBITDA for selected items including foreign exchange gains/(losses), impairment of trade receivables, and provision for employee gratuity.

(in LKR Mn)	1Q FY26	2Q FY26	3Q FY26	4Q FY26	1Q FY27
Profit / (loss) before tax	(40.0)	(27.6)	52.7	7.2	66.1
Depreciation and Amortisation	57.7	59.1	60.3	61.8	62.5
Finance cost	2.4	3.4	3.4	3.2	3.4
Finance income	(5.8)	(6.7)	(7.0)	(9.6)	(3.7)
EBITDA	**14.4**	**28.2**	**109.4**	**62.7**	**128.2**
Foreign exchange loss / (gain)	(12.8)	0.2	(17.1)	(8.3)	(46.8)
Impairment of trade receivables	2.7	(2.6)	(7.3)	(2.2)	10.7
Provision for employee gratuity	7.5	7.5	7.5	10.2	7.5
One-off staff restructuring cost	*N/A*	*25.5*	*N/A*	*N/A*	*N/A*
Normalised EBITDA	**11.8**	**58.7**	**92.5**	**62.4**	**99.6**
Normalised EBITDA margin	***2%***	***11%***	***17%***	***12%***	***17%***

Reconciliation of Non-IFRS Measures

Free Cash Flow

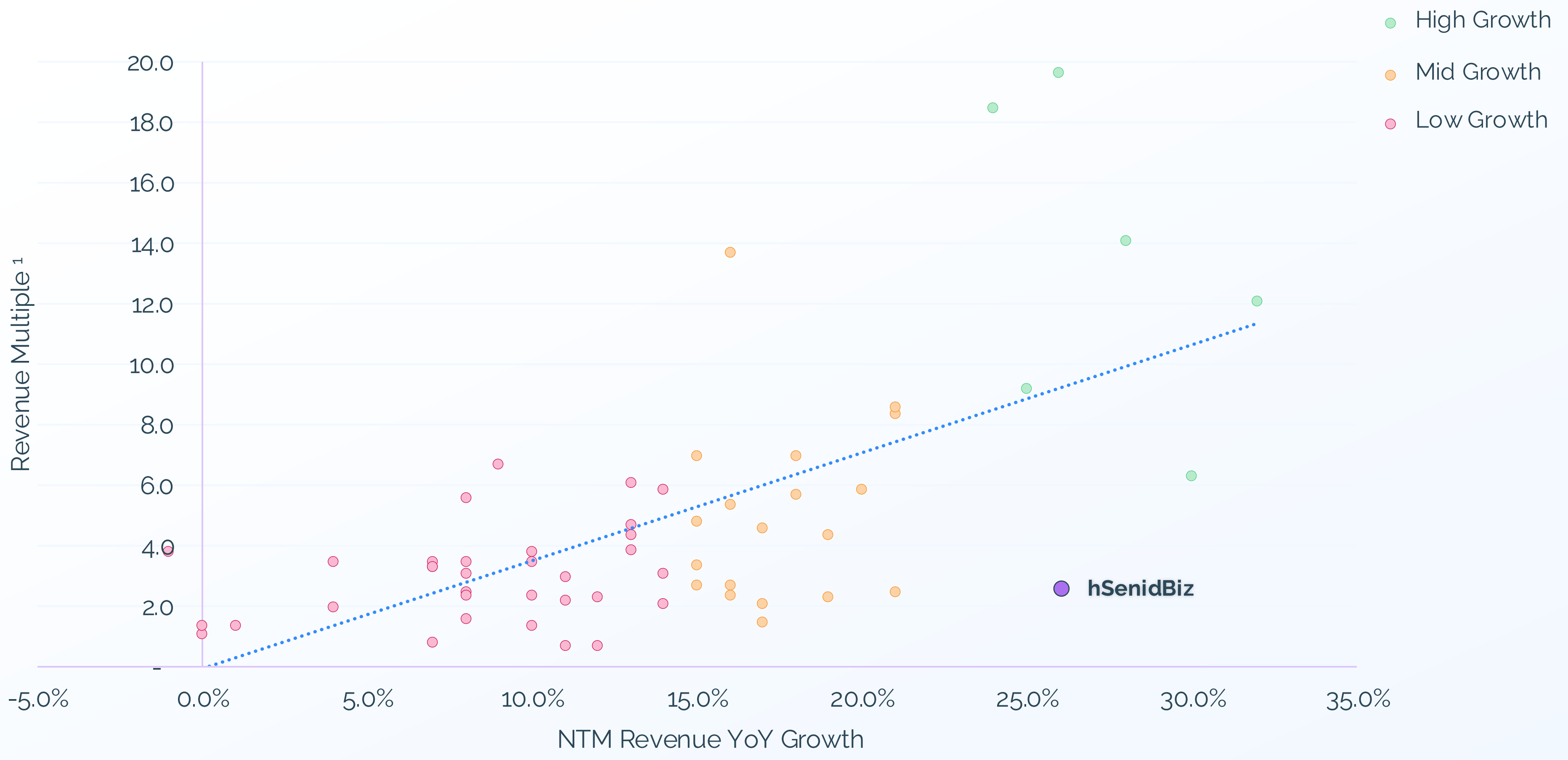
Free Cash Flow is a non-IFRS measure that represents the cash generated by the business after operating activities and investments. It is calculated based on net cash from operating activities, adjusted for investments in property, plant and equipment, intangible assets, contract assets, and movements in BPO operating account cash balances.

(in LKR Mn)	1Q FY26	2Q FY26	3Q FY26	4Q FY26	1Q FY27
Net cash from operating activities	121.5	51.0	47.9	40.3	(5.9)
Acquisition of property, plant and equipment	(0.1)	(0.9)	(0.6)	(5.0)	(1.9)
Acquisition of intangible assets	(45.0)	(43.5)	(45.1)	(44.6)	(48.2)
Acquisition of contract assets	(3.1)	(4.6)	(4.6)	(3.8)	(10.4)
Decrease / (Increase) in cash float from BPO operations	(61.3)	(8.1)	49.8	22.7	22.5
One-off staff restructuring cost	*N/A*	*37.7*	*N/A*	*N/A*	*N/A*
Free cash flow	**11.9**	**31.7**	**47.5**	**9.6**	**(43.9)**
Free cash flow margin	***3%***	***6%***	***9%***	***2%***	***-7%***

Note: Quarterly movements for PPE, intangible assets, and contract assets are derived from the change in cumulative balances reported at each reporting period. Decrease / (Increase) in cash float from BPO Operations represents the period-on-period movement in cash balances maintained in BPO operating accounts.

Growth Drives SaaS Valuation Premiums

Higher NTM revenue YoY growth is associated with higher revenue multiples across SaaS peers (Pearson r = 0.64)



1. Revenue Multiple = EV/NTM Revenue

Source: Meritech Analytics (July 2026)

Investor Forum

Join us for the **Investor Forum Q&A Session**
for **1Q FY2027**

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

5th of August 2026
3.00 pm IST

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