



ELMO Software

HR | Payroll | Expense Management



Annual General Meeting

ASX:ELO
November 2021





Danny Lessem
CEO & Co-founder

Founded ELMO in 2002

Danny is responsible for leading the development and execution of ELMO's long term strategy and delivering on growth objectives for the business

Group overview

A leading provider of cloud HR, payroll and expense management solutions across ANZ & UK

Convergent solution

- ✓ Multiple modules/revenue streams
- ✓ Integrated solution
- ✓ Competitive advantage: width of solution
- ✓ Two fit-for-purpose platforms

Robust SaaS business model

- ✓ High recurrent subscription revenue
- ✓ High customer retention
- ✓ High level of organic growth
- ✓ Land and expand strategy



Mid-market solution



Small business solution

Providing customers with an all-in-one platform
to manage people, process and pay

Financial snapshot – Q1 FY22

Delivering on our growth strategy

\$88.5 million

ARR



61% growth from Q1 FY21

\$20.7 million

Q1 Revenue



52% growth from Q1 FY21

\$27.7 million

Q1 Cash receipts



Up 78% from Q1 FY21



35%

Q1 FY22 organic ARR
growth



\$75.7 million

Cash balance

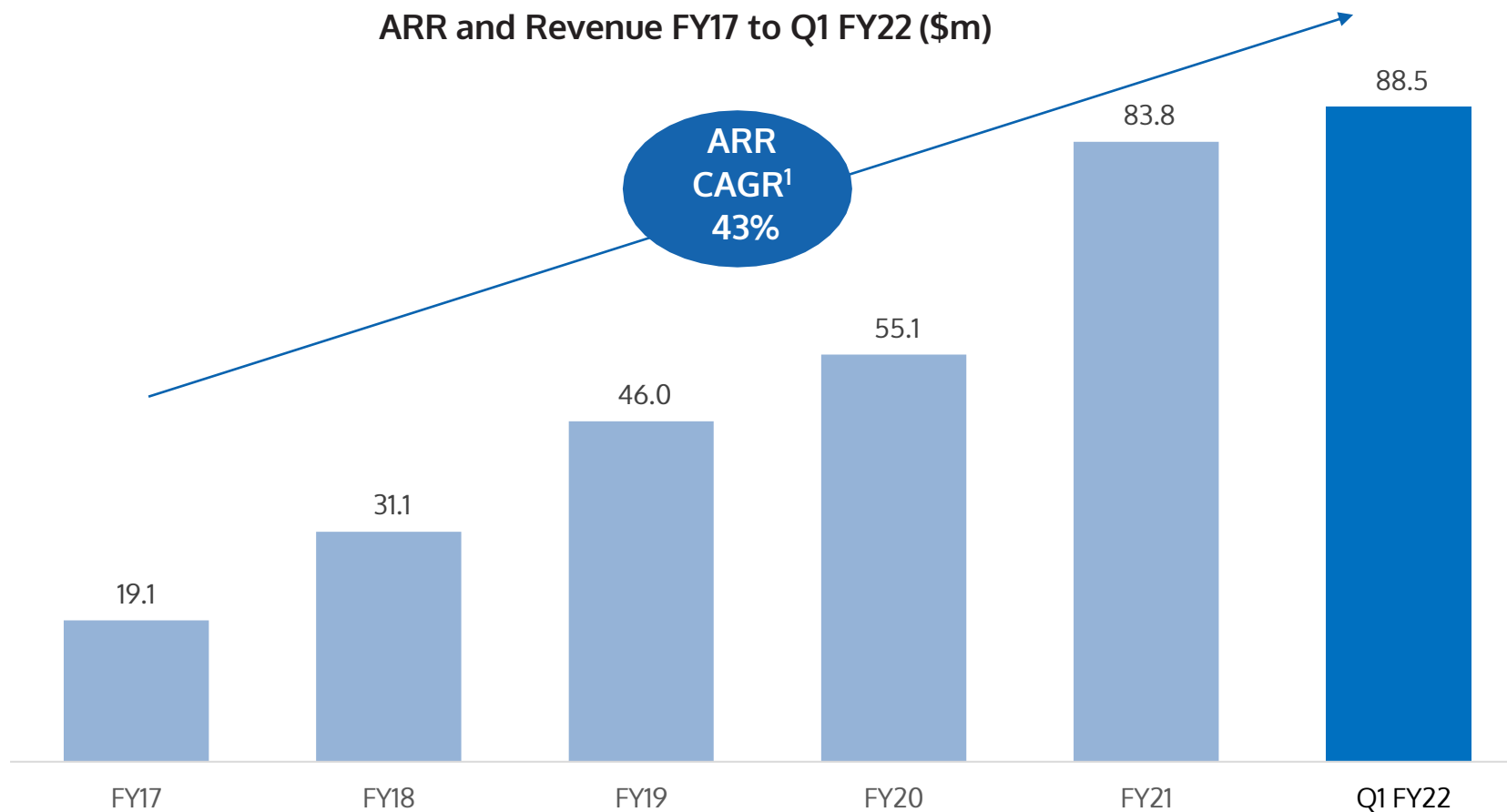
The ELMO Group reaffirms FY22 guidance

Group Annualised Recurring Revenue growth

ARR CAGR of 43% per annum from IPO in FY17

- ARR \$88.5 million at June 2021, up 61% from Q1 FY21
- Organic growth CAGR of 32% since IPO in FY17

ARR and Revenue FY17 to Q1 FY22 (\$m)



1. ARR CAGR FY17 to Q1 FY22

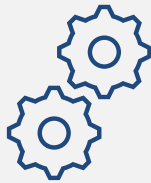
Executing on the growth strategy

Three pillar strategy driving expansion

Key pillars of our expansion strategy:



1. Segment Expansion



2. Module Expansion



3. Geographic Expansion



Multiple levers to continue high growth through FY22

Segment expansion

Growth opportunities across two key market segments



Small business solution
(<50 employees)

- ✓ >9,000 customers
- ✓ Market penetration: <3%
- Update**
- ✓ Contextualised for local market
- ✓ Added modules in the UK platform with initial cross-sales completed
- ✓ Introduced to ANZ in H2 FY21, ramping up in FY22



Mid-market solution
(50 - 2,000 employees)

- ✓ >3,000 customers
- ✓ Market penetration: ANZ <8%, UK <3%
- Update**
- ✓ Expenses module integrated into ELMO platform
- ✓ New modules **Predictive Analytics** and **Experiences** and **COVIDsecure**
- ✓ ELMO launched in the UK in FY22

Fit-for-purpose solution for each market segment

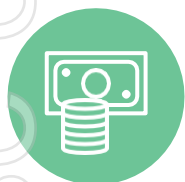
1. Frost & Sullivan independent market report 2019/2020

Module expansion

Continuing to broaden our customer offering



PAY



Payroll



Self-Service



Rostering / Time and Attendance



Expenses

ENGAGE



HR Core



Survey



Connect



Experiences



COVIDsecure

HIRE



Recruitment



Onboarding

RETAIN



Performance Management



Rewards & Recognition



Remuneration



Succession Management

DEVELOP



Learning Management



Course Builder



Course Library



Video Library

PREDICT



Predictive People Analytics



HR



ROSTER



LEARN



PAYROLL

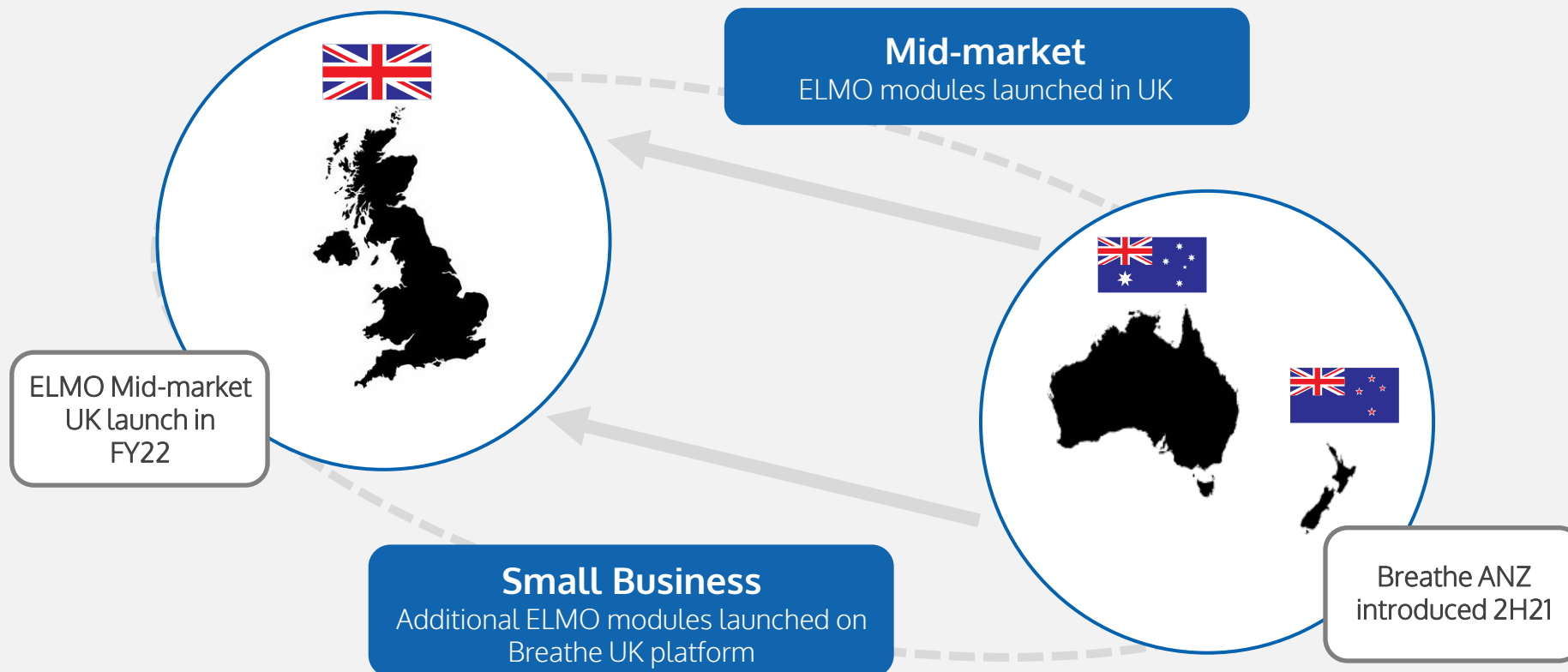


New FY21

New FY22

Geographic expansion

Leveraging our technology in the UK and ramping up Breathe in ANZ

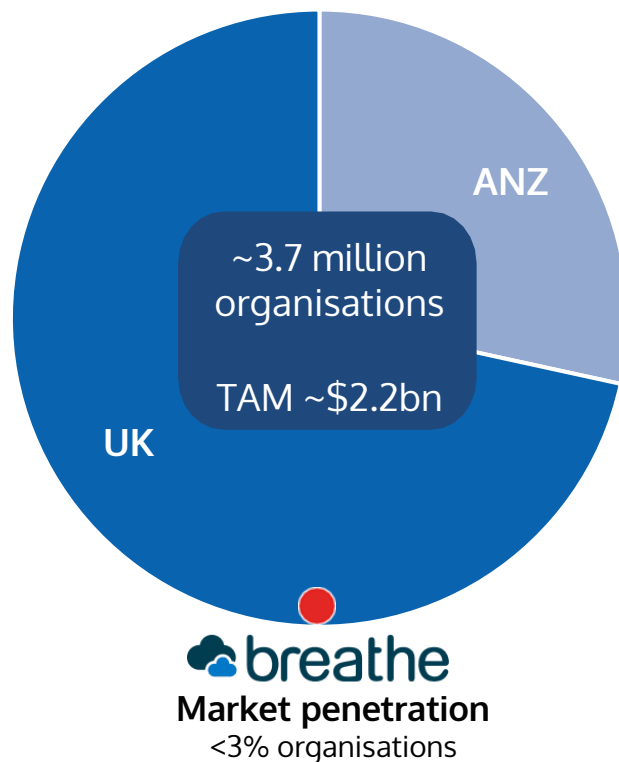


Significant new revenue opportunities in the UK

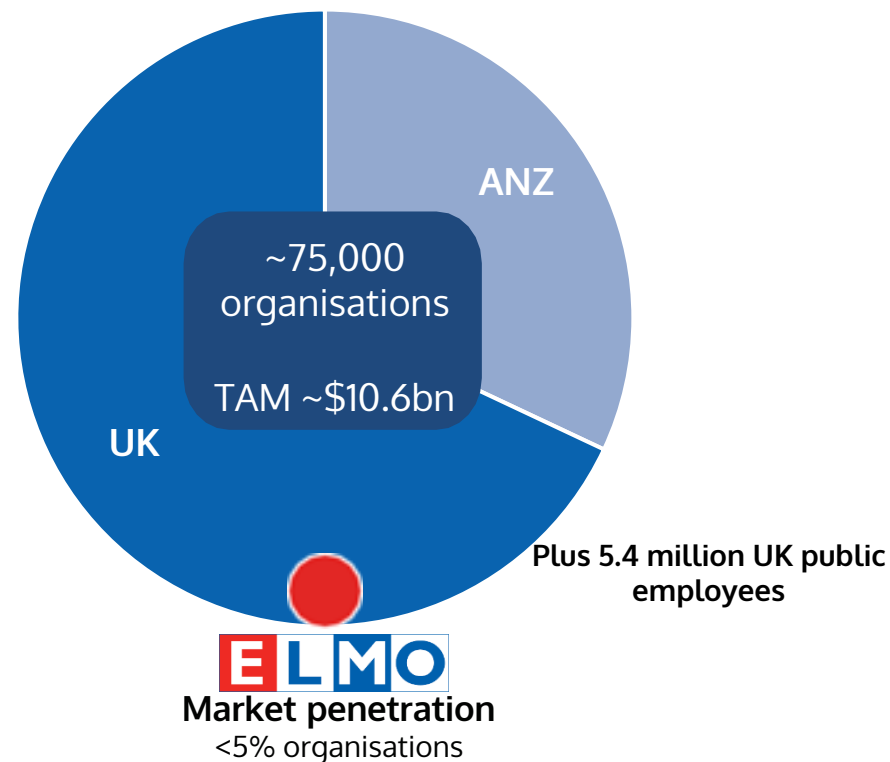
ELMO Group Total Addressable Market (TAM)

Large market opportunity and headroom for growth

Small business TAM^{1,2}
(<50 employees)



Mid-market TAM^{1,3}
(50+ employees)



\$12.8 billion opportunity across small business and mid-market

1. Frost & Sullivan independent market report 2019/2020
2. Assumes full penetration of Breathe platform
3. Assumes full penetration of ELMO platform



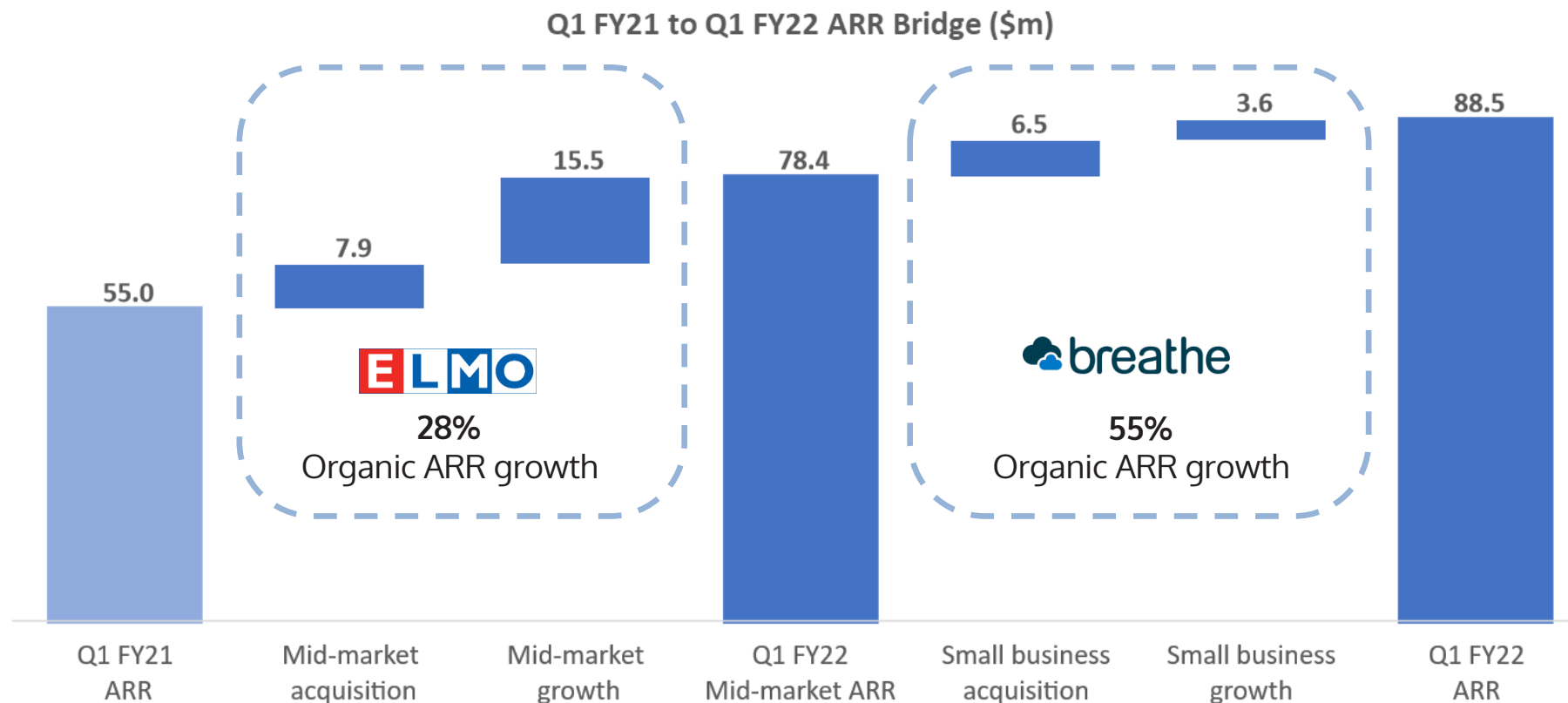
James Haslam
Chief Financial Officer

Joined ELMO in 2019

James is responsible for all aspects of the accounting and finance function and also assists to drive the strategic direction of ELMO

Group ARR growth

Organic growth accelerating

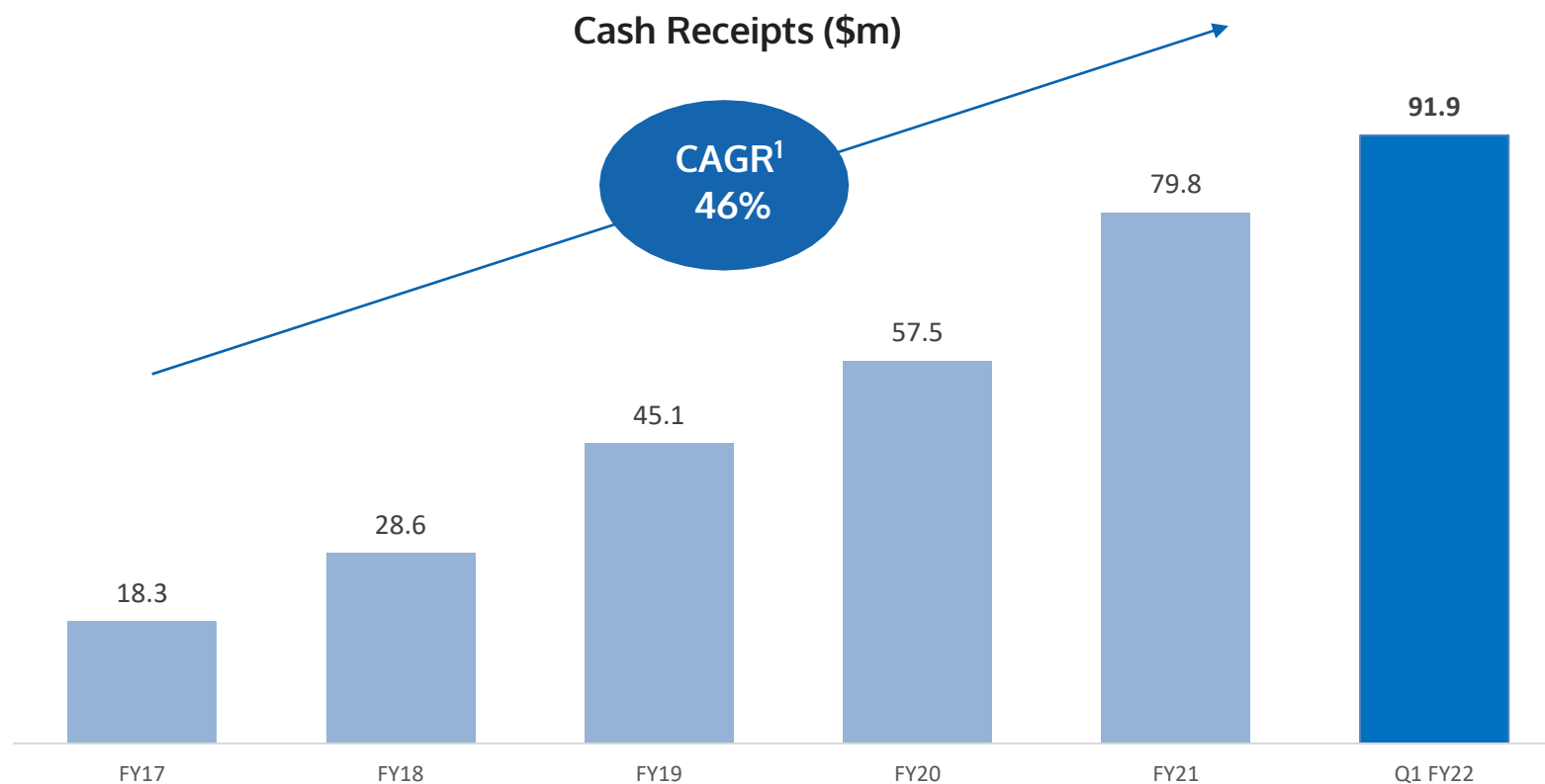


ELMO Group organic growth of 35% in Q1 FY22

Group cash

Record cash receipts

- Total cash receipts \$91.9m, up 50% on pcp
- Bank balance of \$75.7 million at the end of Q1 FY22
- Well capitalised to fund ongoing investment for growth



1. CAGR from FY17 to Q1 FY22

FY22 guidance

Breaking through \$100 million in Annualised Recurring Revenue



Mid-market solution

ARR
\$93.0 – 97.0 m

Revenue
\$80.0 – 84.0m

EBITDA
\$5.0 – 8.0m



Small business solution

ARR
\$12.0 - 14.0m

Revenue
\$10.5 – 11.5m

EBITDA
\$(4.0) – (2.0)m

+

=

FY22 Group Guidance

ARR
\$105.0-111.0m
(25 to 33% YOY growth)

Revenue
\$90.5 – 95.5m
(31 to 38% YOY growth)

EBITDA¹
\$1.0 – 6.0m

The ELMO Group reaffirms FY22 guidance

1. EBITDA guidance excludes significant non-recurring transactions and non-cash share-based payments

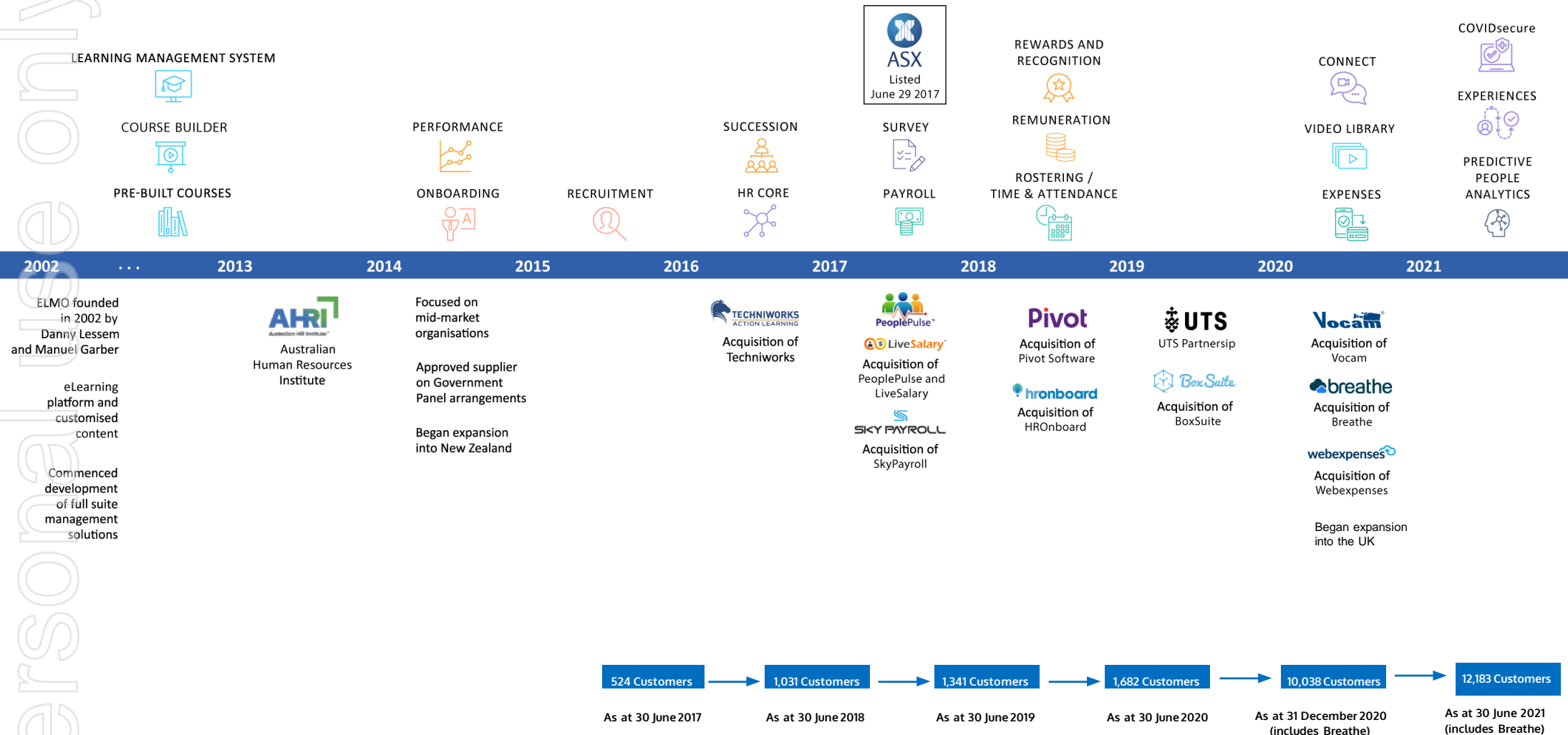


Appendix

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History

ANZ's leading unified cloud HR, payroll, expense management solution



Glossary

Term	Definition
Annualised recurring revenue (ARR)	<i>Annualised recurring revenue at the period end</i>
TAM	<i>Total Addressable Market</i>
CAGR	<i>Compound annual growth rate</i>
EBITDA	<i>Earnings before interest, taxation, depreciation and amortisation</i>

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