

Research and Development (R&D) Policy

Humanica Public Company Limited (“the Company”) is committed to continuous innovation in Human Resource Management and Development Software, with the goal of empowering organizations, enhancing user experience, and adapting to the fast-evolving future of work.

The Research and Development (R&D) Policy is guided by the following principles:

1. Future-Oriented HR Technologies

Focus on developing tools that support trends such as hybrid work, soft skill development, advanced people analytics, and HR process automation.

2. User-Centric Innovation

Design intuitive, practical solutions based on deep user insights to ensure that our software evolves in response to real HR and employee needs.

3. Learning-Driven Culture Through Technology

Promote learning and development (L&D) platforms that enable continuous skill growth and support a culture of lifelong learning within organizations.

4. Integration of AI and Machine Learning

Research and apply AI in areas such as smart recruitment, personalized learning recommendations, and employee churn prediction to enhance HR decision-making.

5. Digital Ethics and Data Privacy

Ensure that R&D efforts prioritize data security, privacy, and ethical data usage, especially regarding employee information.

6. Investment in a Multi-Disciplinary R&D Team

Build a capable R&D team with expertise in technology, user behavior, and business strategy to create innovation that truly adds value.