

**HUMANICA PUBLIC COMPANY LIMITED**

**INTERIM CONSOLIDATED AND SEPARATE  
FINANCIAL INFORMATION  
(UNAUDITED)**

**31 MARCH 2024**



## AUDITOR'S REPORT ON THE REVIEW OF THE INTERIM FINANCIAL INFORMATION

To the Shareholders of Humanica Public Company Limited

I have reviewed the interim consolidated financial information of Humanica Public Company Limited and its subsidiaries, and the interim separate financial information of Humanica Public Company Limited. These comprise the consolidated and separate statements of financial position as at 31 March 2024, the related consolidated and separate statements of comprehensive income, changes in equity, and cash flows for the three-month period then ended, and the condensed notes to the interim financial information. Management is responsible for the preparation and presentation of this interim consolidated and separate financial information in accordance with Thai Accounting Standard 34, "Interim Financial Reporting". My responsibility is to express a conclusion on this interim consolidated and separate financial information based on my review.

### Scope of review

I conducted my review in accordance with the Thai Standard on Review Engagements 2410, "Review of interim financial information performed by the independent auditor of the entity". A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Thai Standards on Auditing and consequently does not enable me to obtain assurance that I would become aware of all significant matters that might be identified in an audit. Accordingly, I do not express an audit opinion.

### Conclusion

Based on my review, nothing has come to my attention that causes me to believe that the accompanying interim consolidated and separate financial information is not prepared, in all material respects, in accordance with Thai Accounting Standard 34, "Interim Financial Reporting".

PricewaterhouseCoopers ABAS Ltd.

A handwritten signature in blue ink, appearing to read 'Rodjanart', with a checkmark-like flourish at the end.

**Rodjanart Banyatananusard**  
Certified Public Accountant (Thailand) No. 8435  
Bangkok  
13 May 2024

Humanica Public Company Limited  
Statement of Financial Position  
As at 31 March 2024

	Notes	Consolidated financial information		Separate financial information	
		Unaudited 31 March 2024 Baht'000	Audited 31 December 2023 Baht'000	Unaudited 31 March 2024 Baht'000	Audited 31 December 2023 Baht'000
<b>Assets</b>					
<b>Current assets</b>					
Cash and cash equivalents	7	664,816	613,028	105,407	127,692
Trade and other current receivables, net	8	212,237	185,877	165,661	99,694
Contract assets		84,186	71,063	51,733	44,506
Inventories		4,882	6,352	-	-
Financial assets measured at fair value through profit or loss	6	33,756	66,263	33,756	66,263
Financial assets measured at amortised cost	6	29,207	27,000	20,090	20,000
Other current assets		4,640	4,825	2,409	787
<b>Total current assets</b>		<b>1,033,724</b>	<b>974,408</b>	<b>379,056</b>	<b>358,942</b>
<b>Non-current assets</b>					
Restricted bank deposits	7	2,253	2,062	-	-
Financial assets measured at fair value through profit or loss	6	163,539	159,244	163,539	159,244
Financial assets measured at fair value through other comprehensive income	6	363,473	302,988	363,473	302,988
Financial assets measured at amortised cost	6	20,000	22,412	20,000	20,295
Investment in subsidiaries	9.1	-	-	2,318,797	2,304,977
Investment in associates	9.2	143,543	128,451	97,060	94,129
Investment in joint ventures	9.3	53,404	54,366	58,718	58,718
Building improvement and equipment, net	10	49,740	49,114	20,744	22,297
Right-of-use assets, net	11	129,863	129,982	86,434	91,359
Goodwill		2,030,463	1,914,507	-	-
Intangible assets, net	12	306,760	301,722	112,125	111,452
Deferred tax assets		42,177	41,003	29,965	29,619
Other non-current assets		20,447	19,080	15,808	15,124
<b>Total non-current assets</b>		<b>3,325,662</b>	<b>3,124,931</b>	<b>3,286,663</b>	<b>3,210,202</b>
<b>Total assets</b>		<b>4,359,386</b>	<b>4,099,339</b>	<b>3,665,719</b>	<b>3,569,144</b>

Director \_\_\_\_\_ Director \_\_\_\_\_

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Financial Position  
As at 31 March 2024

	Notes	Consolidated financial information		Separate financial information	
		Unaudited 31 March 2024 Baht'000	Audited 31 December 2023 Baht'000	Unaudited 31 March 2024 Baht'000	Audited 31 December 2023 Baht'000
<b>Liabilities and equity</b>					
<b>Current liabilities</b>					
Trade and other current payables	13	57,035	60,405	20,807	31,296
Contract liabilities		179,803	149,959	50,158	42,959
Current portion of lease liabilities	14	43,356	38,286	20,333	19,628
Income tax payable		32,546	21,489	7,115	4,276
Other current liabilities		40,257	34,591	12,941	12,837
<b>Total current liabilities</b>		<b>352,997</b>	<b>304,730</b>	<b>111,354</b>	<b>110,996</b>
<b>Non-current liabilities</b>					
Lease liabilities	14	113,210	118,638	85,716	90,930
Deferred tax liabilities		22,110	23,660	-	-
Employee benefits obligation		55,826	51,679	24,238	23,434
Other non-current liabilities		942	942	1,085	1,085
<b>Total non-current liabilities</b>		<b>192,088</b>	<b>194,919</b>	<b>111,039</b>	<b>115,449</b>
<b>Total liabilities</b>		<b>545,085</b>	<b>499,649</b>	<b>222,393</b>	<b>226,445</b>

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Financial Position  
As at 31 March 2024

	Consolidated financial information		Separate financial information	
	Unaudited 31 March 2024 Baht'000	Audited 31 December 2023 Baht'000	Unaudited 31 March 2024 Baht'000	Audited 31 December 2023 Baht'000
Note				
<b>Liabilities and equity (continued)</b>				
<b>Equity</b>				
Share capital				
Authorised share capital				
877,443,576 ordinary shares				
at par value of Baht 0.50 each				
	438,722	438,722	438,722	438,722
Issued and paid-up share capital				
867,443,576 ordinary shares				
paid up at Baht 0.50 each				
	433,722	433,722	433,722	433,722
Premium on paid-up capital				
	2,542,304	2,542,304	2,542,304	2,542,304
Other surpluses (deficits)				
Surplus on share based payment				
	5,145	5,145	5,145	5,145
Deficit arising from change in ownership				
interest in subsidiaries				
	(9,896)	(12,666)	-	-
Warrants	16	20,887	18,276	20,887
Retained earnings				
Appropriated - legal reserve				
	43,872	43,872	43,872	43,872
Unappropriated				
	607,214	526,687	418,797	320,953
Other components of equity				
	165,974	20,675	(21,401)	(21,573)
Equity attributable to owners of the parent				
	3,809,222	3,578,015	3,443,326	3,342,699
Non-controlling interests				
	5,079	21,675	-	-
<b>Total equity</b>				
	3,814,301	3,599,690	3,443,326	3,342,699
<b>Total liabilities and equity</b>				
	4,359,386	4,099,339	3,665,719	3,569,144

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Comprehensive Income (Unaudited)  
For the three-month period ended 31 March 2024

	Notes	Consolidated financial information		Separate financial information	
		2024 Baht'000	2023 Baht'000	2024 Baht'000	2023 Baht'000
<b>Revenues</b>					
Revenue from sales and rendering services		345,667	301,493	135,101	121,491
Dividend income		1,312	1,758	54,928	31,758
Other income		13,850	8,171	22,842	13,835
<b>Total revenues</b>		<b>360,829</b>	<b>311,422</b>	<b>212,871</b>	<b>167,084</b>
<b>Expenses</b>					
Cost of sales and rendering services		171,348	150,740	73,694	73,523
Selling expenses		12,893	6,262	3,472	3,109
Administrative expenses		71,661	77,012	30,272	30,253
Loss from impairment of financial asset		2,610	-	2,610	-
Loss (gain) from measurement of financial assets, net		(1,868)	1,189	(1,868)	1,189
Share of loss from investment in associates and joint ventures	9.2, 9.3	4,643	872	-	-
<b>Total expenses</b>		<b>261,287</b>	<b>236,075</b>	<b>108,180</b>	<b>108,074</b>
<b>Profit before finance costs and income tax</b>		<b>99,542</b>	<b>75,347</b>	<b>104,691</b>	<b>59,010</b>
Finance costs		(2,689)	(3,427)	(1,595)	(1,823)
<b>Profit before income tax</b>		<b>96,853</b>	<b>71,920</b>	<b>103,096</b>	<b>57,187</b>
Income tax	15	(14,779)	(9,825)	(4,695)	(1,675)
<b>Profit for the period</b>		<b>82,074</b>	<b>62,095</b>	<b>98,401</b>	<b>55,512</b>
<b>Other comprehensive income (expense) :</b>					
Items will be reclassified subsequently to profit or loss					
- Exchange differences on translation financial information		145,127	(19,293)	-	-
Items will not be reclassified to profit or loss					
- Gain (loss) from remeasurement of equity investments at fair value through other comprehensive income, net of tax		(385)	141	(385)	141
<b>Other comprehensive income (expense), net of tax</b>		<b>144,742</b>	<b>(19,152)</b>	<b>(385)</b>	<b>141</b>
<b>Total comprehensive income for the period</b>		<b>226,816</b>	<b>42,943</b>	<b>98,016</b>	<b>55,653</b>
<b>Profit (loss) attributable to:</b>					
Owners of the parent		81,084	62,414	98,401	55,512
Non-controlling interests		990	(319)	-	-
		<b>82,074</b>	<b>62,095</b>	<b>98,401</b>	<b>55,512</b>
<b>Total comprehensive income (expense) attributable to:</b>					
Owners of the parent		225,826	43,262	98,016	55,653
Non-controlling interests		990	(319)	-	-
		<b>226,816</b>	<b>42,943</b>	<b>98,016</b>	<b>55,653</b>
<b>Earnings per share</b>					
Basic earnings per share (Baht per share)	17	0.09	0.07	0.11	0.06
Diluted earning per share (Baht per share)	17	0.08	0.06	0.10	0.05

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Changes in Equity (Unaudited)  
For the three-month period ended 31 March 2024

Consolidated financial information														
Attributable to owners of the parent														
	Other surpluses (deficits)				Retained earnings			Other components of equity			Total equity attributable to owners of the parent	Non-controlling interests	Total equity	
	Issued and paid-up share capital	Premium on paid-up capital	Surplus on share based payment	Deficit arising from change in ownership interest in subsidiaries	Warrants	Appropriated - legal reserve	Unappropriated	Exchange differences on translation financial information	Gain (loss) from remeasurement of equity investments at fair value through other comprehensive income	Total other components of equity				
Note	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000	Baht'000
Opening balance as at 1 January 2023	433,722	2,542,304	5,145	(12,666)	7,832	41,500	416,751	67,611	(26,948)	40,663	3,475,251	6,922	3,482,173	
<b>Changes in equity for the period</b>														
Profit for the period	-	-	-	-	-	-	62,414	-	-	-	62,414	(319)	62,095	
Other comprehensive income (expense) for the period	-	-	-	-	-	-	-	(19,293)	141	(19,152)	(19,152)	-	(19,152)	
Issuance of warrants	-	-	-	-	2,611	-	-	-	-	-	2,611	-	2,611	
Transfer of loss on disposal of equity instruments at fair value through other comprehensive income to retained earnings	-	-	-	-	-	-	(2,654)	-	2,654	2,654	-	-	-	
<b>Closing balance as at 31 March 2023</b>	<b>433,722</b>	<b>2,542,304</b>	<b>5,145</b>	<b>(12,666)</b>	<b>10,443</b>	<b>41,500</b>	<b>476,511</b>	<b>48,318</b>	<b>(24,153)</b>	<b>24,165</b>	<b>3,521,124</b>	<b>6,603</b>	<b>3,527,727</b>	
<b>Opening balance as at 1 January 2024</b>	<b>433,722</b>	<b>2,542,304</b>	<b>5,145</b>	<b>(12,666)</b>	<b>18,276</b>	<b>43,872</b>	<b>526,687</b>	<b>42,248</b>	<b>(21,573)</b>	<b>20,675</b>	<b>3,578,015</b>	<b>21,675</b>	<b>3,599,690</b>	
<b>Changes in equity for the period</b>														
Profit for the period	-	-	-	-	-	-	81,084	-	-	-	81,084	990	82,074	
Other comprehensive income (expense) for the period	-	-	-	-	-	-	-	145,127	(385)	144,742	144,742	-	144,742	
Dividends paid from a subsidiary for non-controlling interests	-	-	-	-	-	-	-	-	-	-	-	(11,000)	(11,000)	
Issuance of warrants	16	-	-	-	2,611	-	-	-	-	-	2,611	-	2,611	
Transfer of loss on disposal of equity instruments at fair value through other comprehensive income to retained earnings	-	-	-	-	-	-	(557)	-	557	557	-	-	-	
Changes in the ownership interest in a subsidiary	9.1	-	-	-	2,770	-	-	-	-	-	2,770	(6,586)	(3,816)	
<b>Closing balance as at 31 March 2024</b>	<b>433,722</b>	<b>2,542,304</b>	<b>5,145</b>	<b>(9,896)</b>	<b>20,887</b>	<b>43,872</b>	<b>607,214</b>	<b>187,375</b>	<b>(21,401)</b>	<b>165,974</b>	<b>3,809,222</b>	<b>5,079</b>	<b>3,814,301</b>	

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Changes in Equity (Unaudited)  
For the three-month period ended 31 March 2024

	Separate financial information										
	Note					Retained earnings		Other component of equity			
		Issued and paid-up share capital	Premium on paid-up capital	Surplus on share based payment	Warrants	Appropriated - legal reserve	Unappropriated	Gain (loss) from remeasurement of equity investments at fair value through other comprehensive income		Total other component of equity	Total equity
								Baht'000	Baht'000		
<b>Opening balance as at 1 January 2023</b>		433,722	2,542,304	5,145	7,832	41,500	284,440	(26,948)	(26,948)	3,287,995	
<b>Changes in equity for the period</b>											
Profit for the period		-	-	-	-	-	55,512	-	-	55,512	
Other comprehensive income for the period		-	-	-	-	-	-	141	141	141	
Issuance of warrants		-	-	-	2,611	-	-	-	-	2,611	
Transfer of gain on disposal of equity instruments at fair value through other comprehensive income to retained earnings		-	-	-	-	-	(2,654)	2,654	2,654	-	
<b>Closing balance as at 31 March 2023</b>		<u>433,722</u>	<u>2,542,304</u>	<u>5,145</u>	<u>10,443</u>	<u>41,500</u>	<u>337,298</u>	<u>(24,153)</u>	<u>(24,153)</u>	<u>3,346,259</u>	
<b>Opening balance as at 1 January 2024</b>		433,722	2,542,304	5,145	18,276	43,872	320,953	(21,573)	(21,573)	3,342,699	
<b>Changes in equity for the period</b>											
Profit for the period		-	-	-	-	-	98,401	-	-	98,401	
Other comprehensive expense for the period		-	-	-	-	-	-	(385)	(385)	(385)	
Issuance of warrants	16	-	-	-	2,611	-	-	-	-	2,611	
Transfer of loss on disposal of equity instruments at fair value through other comprehensive income to retained earnings		-	-	-	-	-	(557)	557	557	-	
<b>Closing balance as at 31 March 2024</b>		<u>433,722</u>	<u>2,542,304</u>	<u>5,145</u>	<u>20,887</u>	<u>43,872</u>	<u>418,797</u>	<u>(21,401)</u>	<u>(21,401)</u>	<u>3,443,326</u>	

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Cash Flows (Unaudited)  
For the three-month period ended 31 March 2024

	Notes	Consolidated financial information		Separate financial information	
		2024 Baht'000	2023 Baht'000	2024 Baht'000	2023 Baht'000
<b>Cash flows from operating activities</b>					
Profit before income tax		96,853	71,920	103,096	57,187
Adjustments for:					
Depreciation and amortisation		35,387	33,469	12,979	13,687
Allowance for expected credit losses		-	119	-	-
Loss (gain) on disposal and written-off of equipments		253	-	(131)	-
Gain from lease modification		(652)	-	-	-
(Reversal of) loss from net realisable value of inventories		403	(174)	-	-
Loss on impairment of financial assets		2,610	-	2,610	-
(Gain) on disposal of financial assets		(368)	(1,157)	(368)	(1,157)
Share of loss from investment in associates and joint ventures	9	4,643	872	-	-
Unrealised loss (gain) on foreign exchange rate		11,121	6,908	(8,470)	1,652
Unrealised loss (gain) from measurement of financial assets		(1,868)	1,189	(1,868)	1,189
Dividend income		(1,312)	(1,758)	(54,928)	(31,758)
Interest income		(3,501)	(4,485)	(1,390)	(2,925)
Employee benefit expenses		4,148	3,780	757	762
Finance costs		2,689	3,427	1,595	1,823
Expenses from the issuance of warrants	16	2,611	2,611	2,611	2,611
Cash flows before changes in working capital		153,017	116,721	56,493	43,071
Changes in working capital					
Trade and other current receivables		(26,561)	(9,056)	(11,229)	2,197
Contract assets		(13,123)	(4,621)	(7,227)	(3,032)
Inventories		1,067	1,127	-	-
Other current assets		185	(2,189)	(1,622)	(1,900)
Other non-current assets		(1,367)	(2,056)	(684)	(1,105)
Trade and other current payables		(15,500)	(7,620)	(10,271)	(4,472)
Contract liabilities		29,844	19,806	7,199	10,416
Other current liabilities		5,175	4,438	(387)	484
Employee benefit paid		-	(1,857)	-	(1,857)
Cash generated from operating activities		132,737	114,693	32,272	43,802
Income tax paid		(6,487)	(5,091)	(2,245)	(2,520)
<b>Net cash generated from operating activities</b>		<b>126,250</b>	<b>109,602</b>	<b>30,027</b>	<b>41,282</b>

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

Humanica Public Company Limited  
Statement of Cash Flows (Unaudited)  
For the three-month period ended 31 March 2024

	Notes	Consolidated financial information		Separate financial information	
		2024 Baht'000	2023 Baht'000	2024 Baht'000	2023 Baht'000
<b>Cash flows from investing activities</b>					
Decrease (increase) of restricted bank deposits		(191)	2	-	-
Cash paid for purchase of financial assets		(83,636)	(64,969)	(83,636)	(64,969)
Cash received from disposal of financial assets		53,914	66,784	53,914	66,784
Cash paid for purchase of building improvement and equipments		(5,637)	(4,627)	(1,562)	(991)
Cash received from disposal of equipment		-	-	103	-
Cash paid for purchase of intangible assets		(13,324)	(12,118)	(5,740)	(3,729)
Cash paid for investments in subsidiaries, associates and joint ventures	9	(11,549)	(500)	(12,931)	(500)
Cash paid from short-term loan to a related party		-	(13,000)	-	(13,000)
Dividends received		1,057	1,394	1,056	31,394
Interest received		3,641	4,689	1,530	3,129
<b>Net cash generated from (used in) investing activities</b>		<b>(55,725)</b>	<b>(22,345)</b>	<b>(47,266)</b>	<b>18,118</b>
<b>Cash flow from financing activities</b>					
Cash paid for lease liabilities	14	(13,101)	(12,861)	(6,104)	(5,906)
Dividends paid for non-controlling interests		(4,870)	-	-	-
<b>Net cash used in financing activities</b>		<b>(17,971)</b>	<b>(12,861)</b>	<b>(6,104)</b>	<b>(5,906)</b>
<b>Net increase (decrease) in cash and cash equivalents</b>		<b>52,554</b>	<b>74,396</b>	<b>(23,343)</b>	<b>53,494</b>
Cash and cash equivalents at the beginning of the period		613,028	586,166	127,692	177,819
Effect of exchange rate changes on cash and cash equivalents		(766)	912	1,058	1,210
<b>Cash and cash equivalents at the end of the period</b>		<b>664,816</b>	<b>661,474</b>	<b>105,407</b>	<b>232,523</b>
<b>Supplemental cash flow information</b>					
Additional right-of-use assets under lease agreements		-	3,674	-	-
Changes in payable for purchase equipment		502	385	78	419
Changes in payable for purchase intangible assets		47	125	47	32
Changes in payable for share subscription of investment in an associate	13	5,746	-	-	-

The accompanying condensed notes to the interim financial information are an integral part of this interim financial information.

## 1 General information

Humanica Public Company Limited (the Company) is a public limited company which is incorporated in Thailand and listed on the Stock Exchange of Thailand. The address of its registered office is 2 Soi Rong Muang 5, Rong Muang Road, Rong Muang, Pathumwan, Bangkok.

For reporting purpose, the Company and its subsidiaries are referred to as the Group.

The principal business of the Group is to provide human resource outsourcing and payroll services, sales and providing implementation services of human resource systems, sales of and providing implementation services of computer software for enterprise resource planning, sales of advance access control devices, and provide life and non-life insurance brokerage.

The interim consolidated and separate financial information are presented in Thai Baht with thousand Baht, unless otherwise stated.

The interim consolidated and separate financial information were authorised for issuance by the Board of Directors on 13 May 2024.

## 2 Basis of preparation

The interim consolidated and separated financial information has been prepared in accordance with Thai Accounting Standard 34, Interim Financial Reporting and other financial reporting requirements issued under the securities and Exchange Act.

The interim financial information should be read in conjunction with the annual financial statements for the year ended 31 December 2023.

An English version of these interim consolidated and separated financial information has been prepared from the interim financial information that is in the Thai language. In the event of a conflict or a difference in interpretation between the two languages, the Thai language interim financial information shall prevail.

## 3 Accounting policies

The accounting policies used in the preparation of the interim financial information are consistent with those used in the annual financial statements for the year ended 31 December 2023.

Since 1 January 2024, the Group has adopted these amended financial reporting standards that are effective for accounting period beginning after 1 January 2024 and relevant to the Group. The adoption of those standards does not have significant impact to the Group.

## 4 Estimates

In preparation of the interim financial information, management must make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income and expense. Actual results may differ from these estimates.

In preparation of the interim financial information, judgements made by management in applying the Group's accounting policies and the key sources of estimation for the uncertainty were the same as those that applied to the consolidated and separate financial statements for the year ended 31 December 2023.

5 Segment and revenue information

	Consolidated financial information									
	For the three-month periods ended 31 March									
	Thailand		Indonesia				Other countries in the South East Asia		Total	
	Human resource management system services	Accounting and financing services	Human resource management system services	Human resource management system services	Human resource management system services	Human resource management system services	Human resource management system services	Human resource management system services	Human resource management system services	Human resource management system services
2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	
Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	
Revenue from sales and rendering service income from external customers	172.88	158.65	27.75	27.10	106.04	86.02	39.00	29.72	345.67	301.49
<b>Total revenues</b>	172.88	158.65	27.75	27.10	106.04	86.02	39.00	29.72	345.67	301.49
Segment profit (loss)	55.71	42.82	1.89	2.89	30.54	24.30	14.31	9.95	102.45	79.96
Unallocated income (expenses):										
Other income									13.85	8.17
Dividend income									1.30	1.76
Expenses from the issuance of warrants									(2.61)	(2.61)
Amortisation of intangible assets from acquisition of investments in subsidiaries									(10.07)	(9.86)
Share of loss from investments in associates and joint ventures									(4.64)	(0.87)
Loss from impairment of financial asset									(2.61)	-
Profit (loss) from measurement of financial assets, net									1.87	(1.19)
Finance costs									(2.69)	(3.43)
<b>Profit before income tax expense</b>									96.85	71.93
Income tax									(14.78)	(9.83)
<b>Profit for the period</b>									82.07	62.10
<b>Timing of revenue recognition</b>										
At a point in time										
- Revenue from sales of software	10.52	16.43	4.86	3.20	6.29	3.61	-	-	21.67	23.24
- Revenue from sales of goods	9.33	12.49	-	-	-	-	-	-	9.33	12.49
- Monthly service income	53.15	49.08	4.61	4.30	12.34	10.89	31.92	27.55	102.02	91.82
- One-time service income	12.97	7.69	0.08	-	9.18	9.52	1.20	0.71	23.43	17.92
Overtime										
- Service income from software implementation	18.47	12.99	4.37	6.24	21.02	13.62	3.55	0.19	47.41	33.04
- Monthly service income	68.44	59.97	13.83	13.36	57.21	48.38	2.33	1.27	141.81	122.98
<b>Total revenues</b>	172.88	158.65	27.75	27.10	106.04	86.02	39.00	29.72	345.67	301.49

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	Separate financial information					
	For the three-month periods ended 31 March					
	Thailand					
	Human resource management system services		Accounting and financing services		Total	
2024	2023	2024	2023	2024	2023	
Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	Million Baht	
<b>Timing of revenue recognition</b>						
At a point in time						
- Revenue from sales of software	-	0.19	4.86	3.20	4.86	3.39
- Monthly service income	32.50	30.40	-	-	32.50	30.40
- One-time service income	8.57	7.58	-	-	8.57	7.58
Overtime						
- Service income from software implementation	15.11	10.10	4.37	6.24	19.48	16.34
- Monthly service income	55.86	50.43	13.83	13.35	69.69	63.78
<b>Total revenues</b>	<b>112.04</b>	<b>98.70</b>	<b>23.06</b>	<b>22.79</b>	<b>135.10</b>	<b>121.49</b>

## 6 Fair value

The following table presents financial assets and liabilities that are measured at fair value in each level of fair value, including financial assets and liabilities that are measured at fair value in each classification but excluding those with its carrying amount measured by amortised cost method approximates fair values.

	Consolidated financial information				
	Level of fair value	Fair value through profit or loss	Fair value through other comprehensive income	Amortised cost	Fair value
		Baht'000	Baht'000	Baht'000	Baht'000
<b>As at 31 March 2024</b>					
<b>Current financial assets</b>					
Investment in non-marketable debt instruments	3	7,848	-	-	7,848
Investment in held-to-maturity debt instruments	2	-	-	29,207	29,207
Investment in marketable debt instruments	2	25,908	-	-	25,908
<b>Non-current financial assets</b>					
Investment in marketable debt instruments	1	127,851	-	-	127,851
Investment in marketable debt instruments	2	35,688	83,611	-	119,299
Investment in marketable equity instruments	1	-	131,670	-	131,670
Investment in non-marketable equity instruments	3	-	148,192	-	148,192
Investment in held-to-maturity debt instruments	2	-	-	20,000	20,161
<b>Total financial assets</b>		<b>197,295</b>	<b>363,473</b>	<b>49,207</b>	<b>610,136</b>

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	Separate financial information				Fair value Baht'000
	Level of fair value	Fair value through profit or loss Baht'000	Fair value through other comprehensive income Baht'000	Amortised cost Baht'000	
<b>As at 31 March 2024</b>					
<b>Current financial assets</b>					
Investment in non-marketable debt instruments	3	7,848	-	-	7,848
Investment in held-to-maturity debt instruments	2	-	-	20,090	20,090
Investment in marketable debt instruments	2	25,908	-	-	25,908
<b>Non-current financial assets</b>					
Investment in marketable debt instruments	1	127,851	-	-	127,851
Investment in marketable debt instruments	2	35,688	83,611	-	119,299
Investment in marketable equity instruments	1	-	131,670	-	131,670
Investment in non-marketable equity instruments	3	-	148,192	-	148,192
Investment in held-to-maturity debt instruments	2	-	-	20,000	20,161
<b>Total financial assets</b>		<b>197,295</b>	<b>363,473</b>	<b>40,090</b>	<b>601,019</b>
<b>Consolidated financial information</b>					
	Level of fair value	Fair value through profit or loss Baht'000	Fair value through other comprehensive income Baht'000	Amortised cost Baht'000	Fair value Baht'000
<b>As at 31 December 2023</b>					
<b>Current financial assets</b>					
Investment in non-marketable debt instruments	3	9,819	-	-	9,819
Investment in held-to-maturity debt instruments	2	-	-	27,000	27,000
Investment in marketable debt instruments	2	56,444	-	-	56,444
<b>Non-current financial assets</b>					
Investment in marketable debt instruments	1	126,266	-	-	126,266
Investment in marketable debt instruments	2	32,978	43,472	-	76,450
Investment in marketable equity instruments	1	-	131,324	-	131,324
Investment in non-marketable equity instruments	3	-	128,192	-	128,192
Investment in held-to-maturity debt instruments	2	-	-	22,412	22,412
<b>Total financial assets</b>		<b>225,507</b>	<b>302,988</b>	<b>49,412</b>	<b>577,907</b>
<b>Separate financial information</b>					
	Level of fair value	Fair value through profit or loss Baht'000	Fair value through other comprehensive income Baht'000	Amortised cost Baht'000	Fair value Baht'000
<b>As at 31 December 2023</b>					
<b>Current financial assets</b>					
Investment in non-marketable debt instruments	3	9,819	-	-	9,819
Investment in held-to-maturity debt instruments	2	-	-	20,000	20,000
Investment in marketable debt instruments	2	56,444	-	-	56,444
<b>Non-current financial assets</b>					
Investment in marketable debt instruments	1	126,266	-	-	126,266
Investment in marketable debt instruments	2	32,978	43,472	-	76,450
Investment in marketable equity instruments	1	-	131,324	-	131,324
Investment in non-marketable equity instruments	3	-	128,192	-	128,192
Investment in held-to-maturity debt instruments	2	-	-	20,295	20,295
<b>Total financial assets</b>		<b>225,507</b>	<b>302,988</b>	<b>40,295</b>	<b>568,790</b>

The valuation techniques used to measure fair value have not changed from those techniques as at 31 December 2023.

As at 31 March 2024 and 31 December 2023, financial assets and liabilities measured by the amortised cost method which is approximated to the fair value.

## 7 Cash and cash equivalents

As at	Consolidated financial information		Separate financial information	
	31 March 2024 Baht'000	31 December 2023 Baht'000	31 March 2024 Baht'000	31 December 2023 Baht'000
Cash on hand	1,063	1,049	465	465
Deposits at financial institutions	1,342,285	745,939	661,721	216,015
<u>Less</u> Deposits in the Company and its subsidiaries' names for customer accounts	(678,532)	(133,960)	(556,779)	(88,788)
<b>Total</b>	<b>664,816</b>	<b>613,028</b>	<b>105,407</b>	<b>127,692</b>

### Restricted bank deposits

As at 31 March 2024, the Group has restricted bank deposits amounting to Baht 2.25 million which used as securities to secure letters of guarantee issued by bank (31 December 2023: Baht 2.06 million) (Note 19).

## 8 Trade and other current receivables, net

As at	Consolidated financial information		Separate financial information	
	31 March 2024 Baht'000	31 December 2023 Baht'000	31 March 2024 Baht'000	31 December 2023 Baht'000
Trade receivables	181,965	178,574	80,258	93,521
<u>Less</u> Allowance for expected credit loss	(6,506)	(6,401)	(2,625)	(2,625)
Trade receivables, net	175,459	172,173	77,633	90,896
Trade receivables - related parties	1,789	2,292	-	-
Other current receivables	2,964	1,414	125	460
Other current receivables - related parties	274	724	10,205	2,938
Advance payments for services	16,773	1,483	15,704	1,483
Advance payments to customers	3,073	169	-	-
Advance payments to employees	906	776	813	713
Prepaid expenses	9,645	5,588	5,512	2,098
Interest receivables	1,354	1,258	1,222	1,106
Dividend receivables - related parties	-	-	54,447	-
<b>Total</b>	<b>212,237</b>	<b>185,877</b>	<b>165,661</b>	<b>99,694</b>

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Trade receivables can be analysed based on their aging as follows:

As at	Consolidated financial information		Separate financial information	
	31 March 2024	31 December 2023	31 March 2024	31 December 2023
	Baht'000	Baht'000	Baht'000	Baht'000
<b>Trade receivables - related parties</b>				
Not yet due	380	1,001	-	-
Within 3 months	767	846	-	-
3 - 6 months	642	-	-	-
6 - 12 months	-	445	-	-
Over 12 months	63	-	-	-
<u>Less</u> Allowance for expected credit loss	(63)	-	-	-
<b>Total trade receivables - related parties</b>	<b>1,789</b>	<b>2,292</b>	<b>-</b>	<b>-</b>
<b>Trade receivables</b>				
Not yet due	94,167	94,466	41,854	58,385
Within 3 months	70,095	65,009	30,845	25,628
3 - 6 months	2,984	6,606	416	2,905
6 - 12 months	2,850	2,559	1,015	1,804
Over 12 months	11,869	9,934	6,128	4,799
<u>Less</u> Allowance for expected credit loss	(6,506)	(6,401)	(2,625)	(2,625)
<b>Total trade receivables, net</b>	<b>175,459</b>	<b>172,173</b>	<b>77,633</b>	<b>90,896</b>
<b>Total trade receivables, net</b>	<b>177,248</b>	<b>174,465</b>	<b>77,633</b>	<b>90,896</b>

## 9 Investments in subsidiaries, associates, and joint ventures

As at	Consolidated financial information		Separate financial information	
	31 March 2024	31 December 2023	31 March 2024	31 December 2023
	Baht'000	Baht'000	Baht'000	Baht'000
Investment in subsidiaries	-	-	2,318,797	2,304,977
Investment in associates	143,543	128,451	97,060	94,129
Investment in joint ventures	53,404	54,366	58,718	58,718

### 9.1 Investment in subsidiaries

Movement of investment in subsidiaries for three-month period ended 31 March 2024 are as follows:

	Separate financial information 2024 Baht'000
Opening net book value	2,304,977
Additional investment <sup>(a), (b)</sup>	13,820
Closing net book value	2,318,797

(a) **Benix Limited**

The Company additionally invested in Benix Limited for 85,000 ordinary shares at Baht 9.94 per share totalling Baht 0.84 million and already paid such amount. The additional investment represented 17% of total share capital which the Company has its shareholding portion in Benix Limited at 68% of total shares. The carrying amount of non-controlling interests in Benix Limited on the date of additional investment was Baht 3.61 million. The Company recognised the surplus arising from change in ownership interest in equity attributable to owners of the parent of Baht 2.77 million.

Subsequently, Benix Limited called for additional paid-up share capital for 850,000 shares at Baht 35.00 per share totalling of Baht 2.98 million and the Company already paid such amount.

(b) **Humanica FAS Limited**

Humanica FAS Limited issued additional 1,000,000 ordinary shares at a par value of Baht 10.00 per share. The Company paid for an additional share capital amounting to the existing shareholding interests totalling of Baht 10 million on 31 January 2024.

The detail of investments in direct subsidiaries are as follows:

Company	Established in	Business	Separate financial information			
			Portion of ordinary shares held by the Company		Cost method	
			31 March 2024	31 December 2023	31 March 2024	31 December 2023
			%	%	Baht'000	Baht'000
<b>Direct subsidiaries</b>						
Professional Outsourcing Solutions Limited	Thailand	Payroll outsourcing	100	100	72,899	72,899
Humanica FAS Limited	Thailand	Accounting and financial outsourcing	100	100	58,999	48,999
Humanica Asia Pte. Ltd.	Singapore	Payroll outsourcing and human resource system consultant	100	100	19,967	19,967
Tiger Soft (1998) Co., Ltd.	Thailand	Systematising personnel and payroll and selling access control equipment	100	100	125,000	125,000
Benix Limited	Thailand	Insurance broker	68	51	22,384	18,564
PT. IndoDev Niaga Internet and DataOn International Co., Ltd.	Indonesia and Hongkong	Human resources solutions and enterprise resource planning	100	100	1,975,567	1,975,567
HRM Consulting Co., Ltd.	Thailand	Human resources consulting and training	55	55	43,981	43,981
Total investments in subsidiaries					2,318,797	2,304,977

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The detail of investments in indirect subsidiaries are as follows:

Company	Established in	Business	Consolidated financial information	
			Portion of ordinary shares held by the Group	
			31 March 2024 %	31 December 2023 %
<b>Indirect subsidiaries held by Humanica Asia Pte. Ltd.</b>				
Humanica SDN. BHD.	Malaysia	Payroll outsourcing and Human Resource system consultant	100	100
Humanica VN Company Limited	Vietnam	Payroll outsourcing and Human Resource system consultant	100	100
<b>Indirect Subsidiary held by Humanica FAS Limited.</b>				
Humanica EEC Limited	Thailand	Accounting and financial outsourcing	70	70
<b>Indirect Subsidiary held by - PT. IndoDev Niaga Internet.</b>				
PT. Synergy Group Asia	Indonesia	Payroll outsourcing and human resource system consultant	100	100
Grafido Solusindo	Indonesia	Payroll outsourcing and human resource system consultant	100	100

## 9.2 Investment in associates

Movements of investment in associates for three-month period ended 31 March 2024 are as follows:

	Consolidated financial information	Separate financial information
	Investment under equity method	Investment under cost method
	Baht'000	Baht'000
Opening net book value	128,451	94,129
Additional investment <sup>(a), (b), (c)</sup>	17,295	2,931
Share of loss	(3,681)	-
Share of other comprehensive expense		
- Exchange difference on translation of the financial information	1,478	-
Closing net book value	143,543	97,060

### (a) Human Chess Capital Company Limited

Human Chess Capital Company Limited called for additional paid-up share capital according to the existing shareholding interests for 250,000 shares at a par value of Baht 0.48 per share totalling of Baht 0.12 million. The Company paid such amount on 29 January 2024.

### (b) H Lab Company Limited

H Lab Company Limited issued additional 3,000,000 ordinary shares at a par value of Baht 10.00 per share. The Company paid for an additional share capital amounting to the existing shareholding interests for 865,204 shares at a par value of Baht 3.25 per share totalling of Baht 2.81 million. The Company paid such amount on 15 February 2024.

(c) **Idol Planner Company Limited**

On 6 February 2024, Humanica FAS Limited, a subsidiary of the Company, entered into an agreement in order to invest in ordinary shares of Idol Planner Company Limited which provide consulting business services for family business companies by holding shareholding's interests at 30% of authorised share capital for 45,000 shares amounting to Baht 14.36 million. The Company paid partial amounting to Baht 8.62 million. Therefore, payable for share subscription amounting to Baht 5.74 million presented as part of trade and other current payables in the statement of financial position as at 31 March 2024.

The identifiable net assets were acquired at acquisition date amounting to Baht 4.06 million. The purchase price was over the identifiable net assets amounting to Baht 10.30 million which included in investment in associates.

The Company has been under the process of determining fair value of the net assets acquired from the business acquisition. The above estimated fair value needs to be further adjusted to the fair value of the net assets acquired which must be completed within 12 months from the acquisition date.

The detail of investments in associates are as follows:

Company	Business	Consolidated financial information					
		% of ownership interest		Investment at cost method		Investment at equity method	
		31 March 2024	31 December 2023	31 March 2024	31 December 2023	31 March 2024	31 December 2023
		%	%	Baht'000	Baht'000	Baht'000	Baht'000
<b>Direct associates established in Thailand</b>							
Conicle Company Limited	Online learning platform for organisation service	20	20	40,396	40,396	43,259	44,098
Human Chess Capital Company Limited	Intermediate between borrowers and lenders through an online platform	50	50	10,744	10,625	6,842	6,854
H Lab Company Limited	Develop and distribute applications to support all of services and managements	29	29	45,920	43,108	39,842	40,284
<b>Indirect associates established in Thailand</b>							
Idol Planner Company Limited	Provide consulting business services for family business companies	30	-	14,364	-	14,737	-
<b>Indirect associates established in Malaysia and Philippines</b>							
Synergy Outsourcing Sdn. Bhd.	Provide implementation of human resource and payroll software and provide payroll outsourcing services	45	45	1,825	1,825	2,085	2,042
Sunfish DataOn Philippines Inc.	Operate the distribution, sale of applications for human resource information systems and provides management system services.	49	49	34,038	34,038	36,778	35,173

### 9.3 Investment in joint ventures

Movement of investment in joint ventures for three-month period ended 31 March 2024 are as follows:

	Consolidated financial information	Separate financial information
	Investment under equity method Baht'000	Investment under cost method Baht'000
Opening net book value	54,366	58,718
Share of loss	(962)	-
Closing net book value	53,404	58,718

The detail of investment in joint ventures are as follows:

		Consolidated financial information					
		% of ownership interest		Investment at cost method		Investment at equity method	
		31 March 2024	31 December 2023	31 March 2024	31 December 2023	31 March 2024	31 December 2023
		%	%	Baht'000	Baht'000	Baht'000	Baht'000
Humanica Consulting Services Company Limited (*)	Human resource consultant in Thailand	60	60	3,000	3,000	3,049	3,311
Pharmcare Group Company Limited (*)	Online platform for health consulting and e-platform service	51	51	55,718	55,718	50,355	51,055

(\*) Shareholder agreements assigned the structure of the business operation and the strategic, operating and financing decisions which required unanimous consent from all parties. As a result, the Group classified these investments as investment in joint ventures.

## 10 Building improvement and equipment, net

Movements of building improvement and equipment for the three-month period ended 31 March 2024 are as follows:

	Consolidated financial information	Separate financial information
	Baht'000	Baht'000
Opening net book value	49,114	22,297
Additions during the period	6,139	1,640
Disposal during the period	(253)	(253)
Depreciation	(6,319)	(2,940)
Exchange difference on translation of financial information	1,059	-
Closing net book value	49,740	20,744

## 11 Right-of-use assets, net

Movements of right-of-use assets for the three-month period ended 31 March 2024 are as follows:

	Consolidated financial information	Separate financial information
	Baht'000	Baht'000
Opening net book value	129,982	91,359
Additions during the period	10,834	-
Lease modification	(2,029)	-
Depreciation	(10,476)	(4,925)
Exchange difference on translation of financial information	1,552	-
Closing net book value	129,863	86,434

## 12 Intangible assets, net

Movements of intangible assets for the three-month period ended 31 March 2024 are as follows:

	Consolidated financial information				
	Trademark Baht'000	Computer software Baht'000	Customer relationship Baht'000	Computer software under development Baht'000	Total Baht'000
Opening net book value	18,721	128,332	105,961	48,708	301,722
Additions during the period	-	-	-	13,371	13,371
Amortisation	(339)	(9,951)	(8,302)	-	(18,592)
Exchange difference on translation of financial information	-	2,393	6,373	1,493	10,259
Closing net book value	18,382	120,774	104,032	63,572	306,760

  

	Separate financial information		
	Software license Baht'000	Computer software under development Baht'000	Total Baht'000
Opening net book value	95,581	15,871	111,452
Additions during the period	-	5,787	5,787
Amortisation	(5,114)	-	(5,114)
Closing net book value	90,467	21,658	112,125

## 13 Trade and other current payables

As at	Consolidated financial information		Separate financial information	
	31 March 2024 Baht'000	31 December 2023 Baht'000	31 March 2024 Baht'000	31 December 2023 Baht'000
Trade payables	3,081	2,400	1,197	754
Trade payables - related parties	14	-	-	-
Other current payables	5,962	6,124	4,843	4,590
Other current payables - related parties	12	-	1,027	726
Accrued expenses	33,885	50,071	11,898	23,385
Accrued expenses - related parties	2,205	1,810	1,842	1,841
Payable for share subscription of investment in an associate (Note 9.2)	5,746	-	-	-
Dividend payables	6,130	-	-	-
<b>Total</b>	<b>57,035</b>	<b>60,405</b>	<b>20,807</b>	<b>31,296</b>

#### 14 Lease liabilities

Movements of lease liabilities for the three-month period ended 31 March 2024 are as follows:

	Consolidated financial information Baht'000	Separate financial information Baht'000
Opening net book value	156,924	110,558
<b>Non cash items:</b>		
Additions during the period	10,834	-
Lease modification	(2,681)	-
Interest paid for lease liabilities	2,689	1,595
Exchange differences on translation financial information	1,901	-
<b>Cash flows:</b>		
Repayment for lease liabilities	(13,101)	(6,104)
Closing net book value	156,566	106,049
Lease liabilities - current portion	43,356	20,333
Lease liabilities - non-current portion	113,210	85,716
<b>Total</b>	<b>156,566</b>	<b>106,049</b>

#### 15 Income tax

	Consolidated financial information		Separate financial information	
	2024 Baht'000	2023 Baht'000	2024 Baht'000	2023 Baht'000
For the three-month periods ended 31 March				
Current income tax	(17,290)	(12,811)	(5,084)	(2,390)
Deferred income tax	2,511	2,986	389	715
Total income tax expenses	(14,779)	(9,825)	(4,695)	(1,675)

Interim income tax expenses are accrued by the management estimates using the same tax rate that applies to the expected total profit for the year. The weighted average applicable tax rate for the Group and the Company were 15% and 5%, respectively (2023: 14% and 3%, respectively).

## 16 Warrants

On 8 April 2022, the Company offered warrants to purchase the Company's ordinary shares to executives and employees of the Company which was approved from Shareholders' meeting. Details of warrants are as follows:

Project Name	Warrants to purchase the ordinary shares to executives and employees of Humanica Public Company Limited No.1 (HUMAN-W1) (the "Warrants")	
Term (Years)	5 years from the date of issuance and offering	
Grant date	Upon 24 months from the Warrant's issuance date	Not exceeding 20%
	Upon 36 months from the Warrant's issuance date	The Warrants can be additionally exercised for not exceeding 20%
	Upon 48 months from the Warrant's issuance date	The Warrants can be additionally exercised for not exceeding 30%
	Upon 60 months from the Warrant's issuance date	Any amount of allotted warrants until the maturity date
Expired date	5 years from the date of issuance and offering	
Number of Issued warrants (Unit)	Not exceeding 10,000,000 Units	
Exercise ratio per 1 warrant	1 unit of warrants has the right to purchase 1 ordinary share, except there is an adjustment of right under the right adjustment condition	
Exercise price (Baht per share)	Baht 10.90, except there is an adjustment of right under the right adjustment condition.	

During the three-month period ended 31 March 2024, the Company recognised warrants to purchase ordinary shares as equity and related expenses as part of administrative expenses amounting to Baht 2.61 million. The executives and employees of the Company have not exercised warrants during the period.

## 17 Earnings per share

Diluted earnings per share is calculated by dividing the net profit for the year attributable to shareholders of the Company by the weighted average number of ordinary shares issued and paid-up during the period.

For the three-month periods ended 31 March	Consolidated financial information		Separate financial information	
	2024	2023	2024	2023
<b>Basic earnings per share</b>				
Net profit attributable to owners of the parent (Baht'000)	81,084	62,414	98,401	55,512
Weighted average number of ordinary share in issue (shares'000)	867,444	867,444	867,444	867,444
Basic earnings per share (Baht per share)	0.09	0.07	0.11	0.06
<b>Diluted earnings per share</b>				
Net profit attributable to owners of the parent (Baht'000)	81,084	62,414	98,401	55,512
Weighted average number of ordinary share in issue (shares'000)	867,444	867,444	867,444	867,444
Adjustment: conversion of warrants (shares'000)	139,822	212,316	139,822	212,316
Weighted average number of ordinary shares for diluted earnings per share (shares'000)	1,007,266	1,079,760	1,007,266	1,079,760
Diluted earnings per share (Baht per share)	0.08	0.06	0.10	0.05

## 18 Related party transactions

The following are material transactions that were carried out with related parties in an ordinary course of business and in accordance with specific terms and conditions of the contracts:

### 18.1 Transactions with related person and related parties

For the three-month periods ended 31 March	Consolidated financial information		Separate financial information	
	2024	2023	2024	2023
	Baht'000	Baht'000	Baht'000	Baht'000
<b>Subsidiaries</b>				
Service income	-	-	3,854	2,056
Management fee	-	-	7,555	6,278
Dividend income	-	-	53,616	29,998
Rental income	-	-	999	967
Other income	-	-	2,163	1,545
Service expenses	-	-	32	1,043
Other expenses	-	-	-	8
<b>Associates</b>				
Service income	3,845	286	186	182
Other income - interest income	-	117	-	117
Rental income	573	644	573	644
Other income	26	67	26	49
<b>Joint ventures</b>				
Service income	132	-	-	-
Rental income	171	-	171	-
Other income	136	-	136	-
<b>Related parties</b>				
Service income	1,888	1,455	-	-
Rental income	321	1,072	-	-
Other expenses	2,273	1,632	-	-

### 18.2 Outstanding balances with related person and related parties

As at	Consolidated financial information		Separate financial information	
	31 March 2024	31 December 2023	31 March 2024	31 December 2023
	Baht'000	Baht'000	Baht'000	Baht'000
<b>Subsidiaries</b>				
Other current receivables	-	-	9,931	2,731
Contract assets	-	-	1,255	1,392
Dividend receivables	-	-	54,447	-
Other current payables	-	-	1,015	726
Accrued expenses	-	-	32	31
Other non-current liabilities	-	-	144	144
<b>Associates</b>				
Trade receivables	1,124	1,071	-	-
Other current receivables	178	700	178	183
Contract liabilities	4,030	-	559	-
Other non-current liabilities	592	592	592	592
<b>Joint ventures</b>				
Trade receivables	11	16	-	-
Other current receivables	96	24	96	24
Accrued expenses	1,810	1,810	1,810	1,810
Other non-current liabilities	219	219	219	219

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As at	Consolidated financial information		Separate financial information	
	31 March 2024	31 December 2023	31 March 2024	31 December 2023
	Baht'000	Baht'000	Baht'000	Baht'000
<b>Related parties</b>				
Trade receivables	654	1,205	-	-
Trade payables	14	-	-	-
Other current payables	12	-	12	-
Accrued expenses	395	-	-	-

**18.3 Key management compensation**

For the three-month periods ended 31 March	Consolidated financial information		Separate financial information	
	2024	2023	2024	2023
	Million Baht	Million Baht	Million Baht	Million Baht
Short-term benefits	13.38	15.33	9.06	9.56
Post-employment benefits	2.53	1.49	2.40	1.26
<b>Total</b>	<b>15.91</b>	<b>16.82</b>	<b>11.46</b>	<b>10.82</b>

**19 Commitments and contingencies**

As at 31 March 2024 and 31 December 2023, the Group and the Company had the future payments under these building services agreements as follows:

As at	Consolidated financial information		Separate financial information	
	31 March 2024	31 December 2023	31 March 2024	31 December 2023
	Million Baht	Million Baht	Million Baht	Million Baht
Within 1 year	8.08	8.68	7.51	8.00
Later than 1 year but not later than 5 years	21.04	24.20	20.07	23.03
Over than 5 years	60.59	61.29	60.59	61.29
<b>Total</b>	<b>89.71</b>	<b>94.17</b>	<b>88.17</b>	<b>92.32</b>

As at 31 March 2024 and 31 December 2023, the Group had outstanding bank guarantees of services for customers issued by the financial institutions as follows:

As at	Consolidated financial information		Separate financial information	
	31 March 2024	31 December 2023	31 March 2024	31 December 2023
	Million Baht	Million Baht	Million Baht	Million Baht
Letters of guarantee	2.25	2.06	-	-

**20 Events after reporting date**

**20.1 Dividend Payment**

On 25 April 2024, the Annual General Meeting of Shareholders for the year 2024 passed a resolution to propose the payment of dividends from net profit for operating results for the year 2023 at Baht 0.22 per share for 867,443,576 ordinary shares, amounting to Baht 190.84 million. Such dividends include interim dividends at Baht 0.08 per share for 867,443,576 ordinary shares, amounting to Baht 69.40 million, which the Company paid to its shareholders on 8 September 2023. Therefore, the remaining dividends that must be paid at Baht 0.14 per share for the shares for 867,443,576 ordinary shares, totalling Baht 121.44 million. The Company will pay such dividends to shareholders on 23 May 2024.

**20.2 Calling for payment for additional capital shares of H Lab Company Limited**

H Lab Company Limited called for the additional paid-up share capital for 301,339 ordinary shares at Baht 67.20 per share, totaling Baht 196 million. The Company paid for an additional share capital amounting to the shareholding interests for 241,071 shares at Baht 67.20 per share totalling of Baht 16.20 million. As the result, its shareholding interests increased from 28.84% to 32.92% of total shares. The Company paid such amount on 29 April 2024.