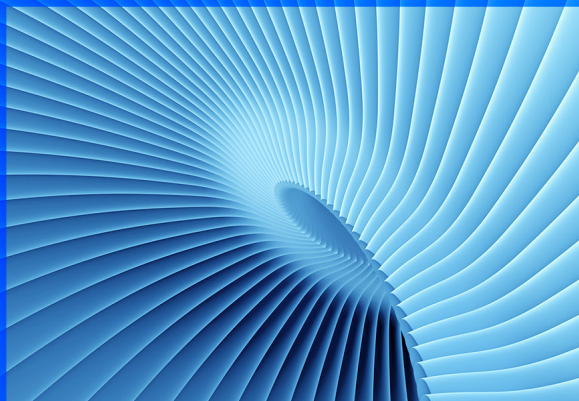
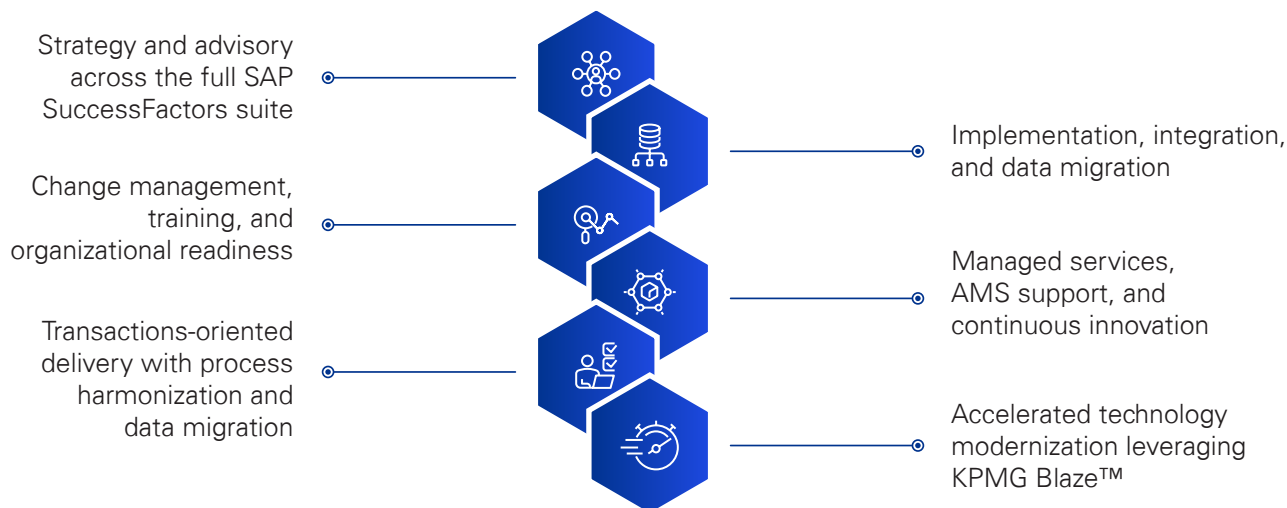


HR and Labor Management as a Value Engine: Driving Growth with SAP SuccessFactors



Our capabilities



How SuccessFactors delivers value

By building confidence in our clients' people strategies and platforms, we help organizations reimagine HR & Labor from siloed operations to an **AI-enabled**, skills-based, and experience-led future powered by **SAP SuccessFactors**.



Acceleration

We support **complex M&A**, carve-out, and integration events with accelerated, **transaction-oriented delivery**. By migrating data and harmonizing processes, we help with **system integration** and **regulatory compliance**, enabling organizations to realize deal value faster. Our approach leverages KPMG's **pre-built operating models** and **predefined SuccessFactors configurations** to accelerate deployment and minimize delivery risk.





Transformation

We collaborate with clients to help digitize HR and Payroll, unify global processes with **Employee Central + Employee Central Payroll**, and align HR transformation with broader ERP modernization.



Innovation & AI

We help organizations step into the era of **Autonomous HCM** by uniting **SAP SuccessFactors**, **Joule** as SAP's AI engagement layer, and our **proprietary suite of Joule AI Agents**. Together, they automate end-to-end HR processes across recruiting, onboarding, payroll, time, compensation, and HR service delivery so your people can focus on what requires human judgment, leadership, and impact.



Value Creation

We enable measurable value reduced **Total cost of Ownership**, increased **compliance**, and improved decision-making using tools like **Powered HR**, **SAP Analytics Cloud Workforce Analytics**, and a scalable global delivery model.

Our footprint

- ▶ **~200** — Success Factors Professionals
- ▶ **4,000+** — Human Capital Professionals Globally
- ▶ **30+** — Years of Human Capital & Labor Management Transformations
- ▶ **3** — Delivery Centers (Bulgaria, India, China)
- ▶ **120+** — SuccessFactors Deployments
- ▶ **45+** — Countries

KPMG: A strategic partner driving value beyond implementation

Operating Models and RACI Structures

Beyond technology deployment, we design the Operating Models and RACI structures necessary to drive clear accountability and maximize your SuccessFactors ROI

Labor Leakage

KPMG uses a tool for labor intelligence that identifies labor leakage and mitigates risk, unlocking capital to self-fund client's SuccessFactors transformation initiatives

KPMG Mystro™

KPMG Mystro™ identifies AI automation opportunities to build a SuccessFactors operating model that brings human and digital talent together

The KPMG blueprint for a successful HR transformation

We embed advanced AI (SAP Joule) and proprietary delivery accelerators (KPMG Mystro™ and KPMG Blaze™) into every phase, paired with specialized change enablement to help ensure rapid adoption and value realization.



KPMG guiding principles

A Business-Led, Outcomes-Focused Mindset

A Leading Practice Transformation Philosophy

A Collaborative “One Team” Partnership



Our integrated solution delivers



Accelerated Implementation
& Time-to-Value



Total Workforce Visibility



Enabling an AI-Powered,
Skills-Based Organization



Unified “Build vs. Buy vs.
Borrow” Analysis



Single Source for Total Labor Cost

KPMG uses our **SAP Activate-aligned KPMG Powered Methodology** to provide holistic program leadership, enabling an **accelerated implementation** timeline.



Vision



Validate



Construct



Deploy



Evolve

KPMG core themes

SAP Delivery
Excellence

Accelerated
Implementation &
Delivery enabled by AI

Global Compliance
& Risk Mitigation &
Framework

Transactions Oriented
Delivery

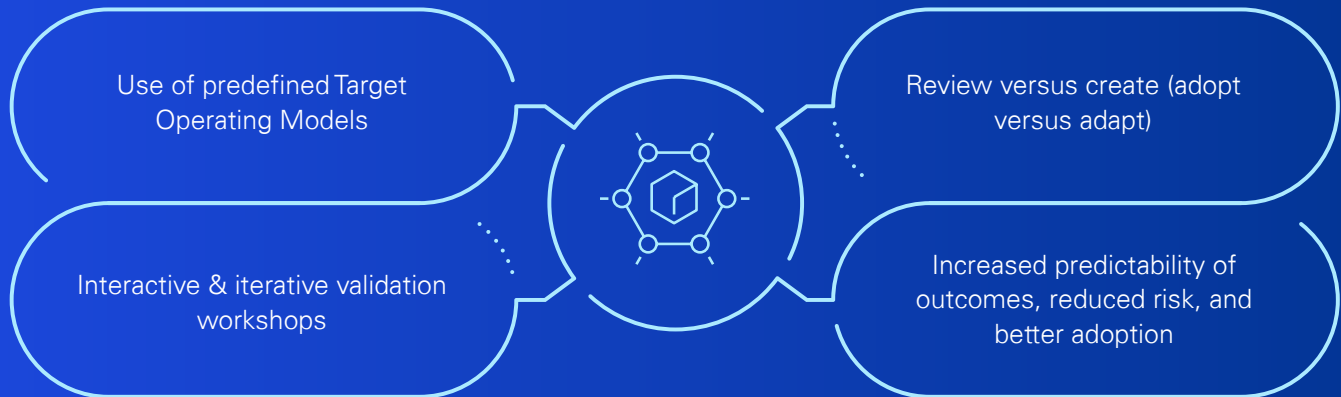
Strategic Insights &
Analytics Enablement

Future-State Operating
Model Sector
Leading Practice

Client Enablement &
Sustainable Change

Cohesive Process
Harmonizations

The KPMG powered difference



SAP provides the success framework; We operationalize it across process, controls, integration, payroll, and value capture.

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