



 **BEKAERT**

better together

Why Bekaert is going to SF EmployeeCentral

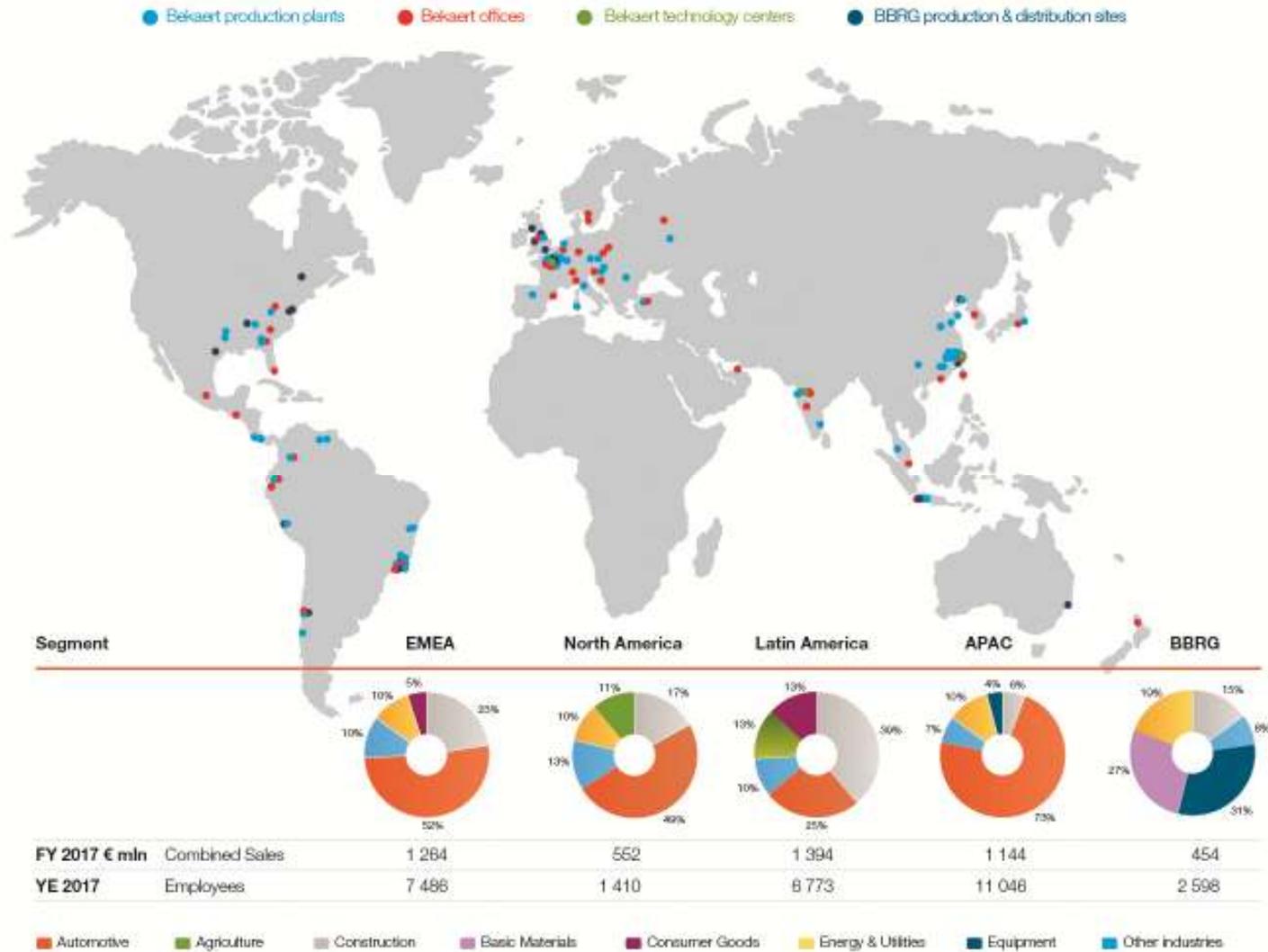
October 11th 2018

Bekaert introduction

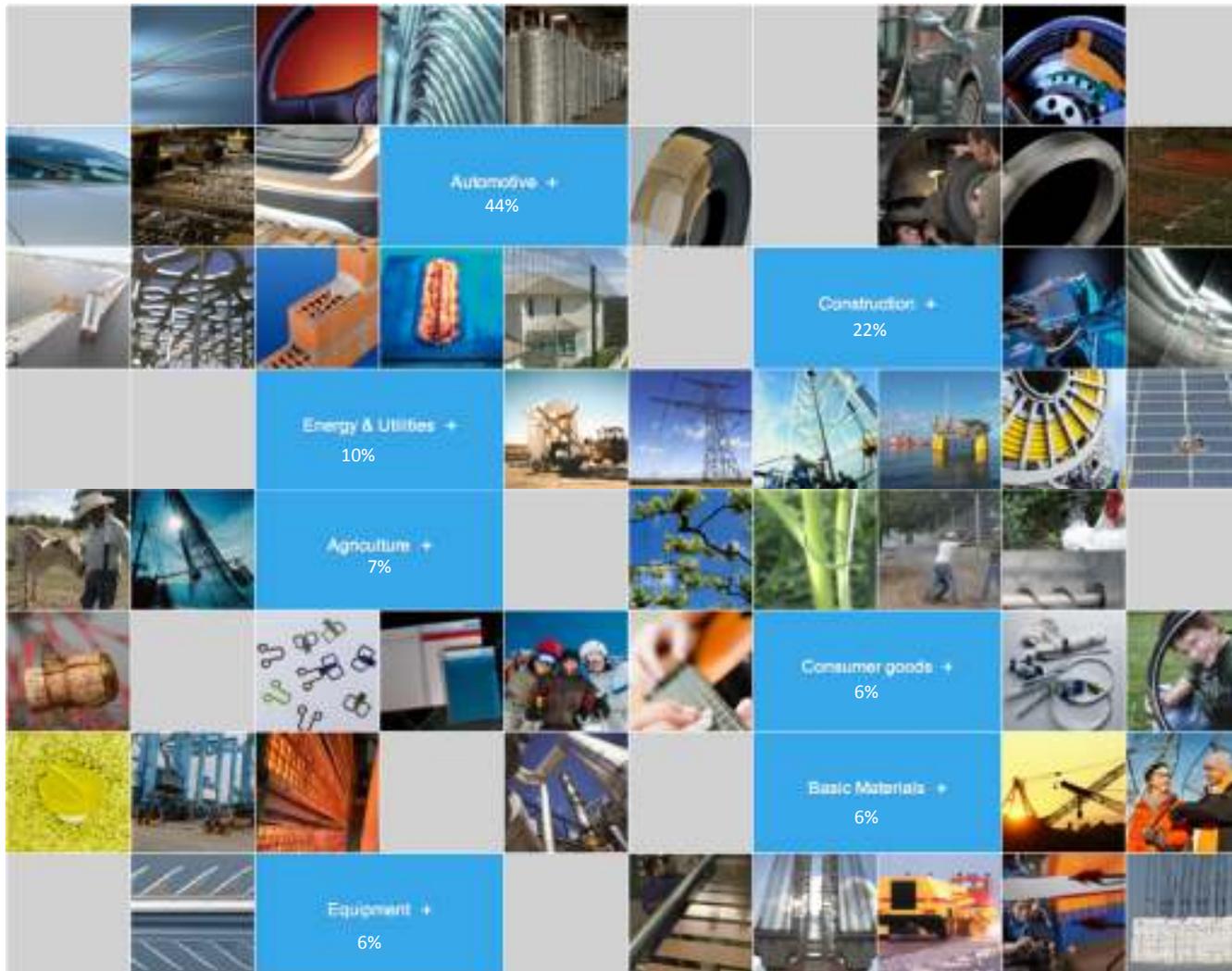
Bekaert in brief

- Founded in 1880 by Leo Leander Bekaert
- Customers in 120 countries and in the most diverse industry sectors
- Global manufacturing platform
- Almost 30 000 employees worldwide
- Combined sales of € 4.8 billion (2017)
- Consolidated sales of € 4.1 billion (2017)
- Listed on Euronext® Brussels

Bekaert global presence



Bekaert market leadership in diverse sectors



Bekaert core competences

Steel wire transformation



from wire rod
6.5 mm



Drawing, bunching,
cabling, profiling, welding,
knitting, weaving, ...



to metal fibers
1 μ m

Coating technologies



from traditional coatings



Adhesion
Corrosion resistance
Wear resistance
Anti-fouling



to advanced coatings



Often hidden or unknown... but always there ...

- Every year over 1 billion bottles of sparkling wines are opened via the *muselet* made of Bekaert wires
- More than 30% of all tires around the world are reinforced with Bekaert tire cord
- Every year, 8 million m³ concrete is being reinforced with Dramix[®] steel fibers invented by Bekaert
- Bekaert's customers annually use 3.5 million kilometer of bookbinding wire
- Our sawing wire to cut wafers represents 15 GW of annual solar energy capacity in the end markets



Why go to a new HRIS system?

Content

WHY?

- > HR Strategy 2022
- > IT Ambition

WHAT?

- > SuccessFactors Employee Central
- > Benefits

HOW?

- > Future state and roadmap
- > Cost - Benefit



Why? > HR strategy 2022

HR aspires to partner with the Bekaert organization to step up skills, build new capabilities, nurture a leadership culture and transform itself to do so



Step-up in skills

Support the Bekaert business with more sophisticated solutions (automation, employee / manager self service)
Built the possibility and the skills for data driven decision making.



New capabilities

HR at the forefront to attract and develop new digital capabilities in the organization by becoming more digital.
Attract, develop and retain top talent in this area for Bekaert.



Leadership culture

Support the company-wide focus on accountability and high performance (KPI) driven culture.
Identify and develop leaders across the organization.



HR transformation

Transform HR by setting up the best-fit organization.
Free up time from transactional processes to become a strategic business partner.

Why? > HR strategy 2022 > Master Data Management

From



To

Several sources / systems for people data

One single source / system for people data

Not all employees kept in HR master data

Full workforce data kept in HR master data

Fragmented, scattered, incorrect data

Uniform people data, always up-to-date

No global HR reporting or dashboarding

Global HR reporting in real time



Why? > HR strategy 2022 > Information Management

From



To

Fragmented processes / tools

Hire-to-retain process in one environment

Data only providing limited insights

Insights to steer HR and business processes

Reporting and data access on ad hoc basis

People data available to stakeholders in real time

People data do not meet the requirements

People data suitable for HR and non-HR purposes



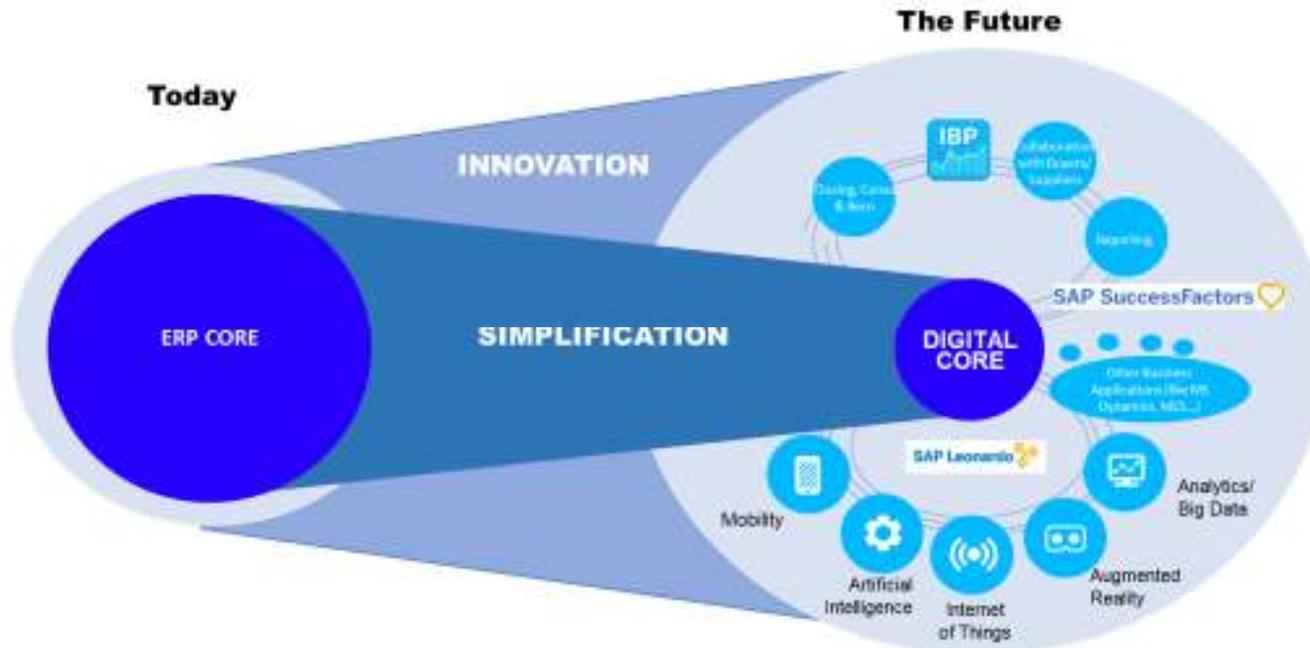
Why? > IT Ambition

- IT support for **new and emerging technologies** will be critical in realizing Bekaert business strategies (mobility, big data, ...)
 - Integrate new technologies contributing to the agility of Bekaert
 - Customer centric solutions, co-ownership of IT solutions by business
- A **focused risk management**: IT to monitor and mitigate security risks, also in the HR context
 - Solid and secure backbone
 - Reduced complexity, allowing fast and high quality support
- A **'fit for growth' IT architecture** supporting Bekaert's M&A strategy
 - Deliver fit for purpose solutions: combination of a cost effective lean backbone with flexibility for regional and local high value initiatives
 - Aim for lowest total cost of ownership
 - Transform monolithic and highly customized ERP system into flexible, fit-for-purpose business applications

HRIS should be a secure and flexible, fit-for-purpose system, offering maximal added value to Bekaert strategic business goals at the lowest TCO

Why? > IT Ambition

- Transforming monolithic, highly customized ERP system into flexible, fit-for-purpose business applications
- Aligned with SAP S/4 HANA roadmap



Content

WHY?

- > HR Strategy 2022
- > IT Ambition

WHAT?

- > **SuccessFactors Employee Central**
- > **Benefits**

HOW?

- > Future state and roadmap
- > Cost - Benefit

What? > SAP SuccessFactors Employee Central (EC)

EC is a future-proof, fully integrated HR tool which is the future ecosystem for all HR related activities, at all levels of the organization.

- SAP bought SuccessFactors in 2012
> Moving SAP HR to SuccessFactors
- Integrates core HR data with talent and business processes
- Creates one engaging HR platform for all stakeholders
- Allows HR to streamline and automate its processes
- Future-proof technology

SuccessFactors leads the Magic Quadrant



Magic Quadrant for talent management suites: Helping enterprises manage the key processes of plan to source, acquire to onboard, perform to reward and assess to develop.



What? > SAP SuccessFactors Employee Central

**As SuccessFactors is our current tool for talent processes,
EC is the 'logical choice' for the future HR system at Bekaert**

- SuccessFactors is our current preferred tool for talent processes
 - Leverage investments made in the past
 - We have the knowledge to make this project a success
 - Much higher risk and cost if we move to another platform
- Match with current landscape for IT and HR IS
 - Standard integrations with SAP and other existing tools within Bekaert
 - Flexibility in the speed and depth of our roll-out
- One of the main global players in the market
 - High adoption / proven technology / strong roadmap
 - Possibilities for interfacing with other tools
 - Suitable platform to support the payroll strategy



What? > Benefits

What's in it for Bekaert

- ✓ Single transparent source of truth for people data, including for non-HR purposes
- ✓ Advanced people analytics and decision making based on data
- ✓ Less fragmented HR IS landscape, allowing a global approach for HR processes
- ✓ Time and resource saving through employee and manager self-service
- ✓ Drive accountability in HR processes (e.g. performance management)

What's in it for the employee and the line manager

- ✓ One engaging HR platform for all stakeholders
- ✓ Ownership of their own data with employee and manager self-service
- ✓ Employee and line manager play an active role in career and people development

What's in it for HR

- ✓ Fully integrated and data-driven talent processes for better leverage and a holistic view
- ✓ Enable the new HR Org Model (HR business partners, shared services, leverage of scale)
- ✓ Streamline and automate HR processes and get ready to go mobile



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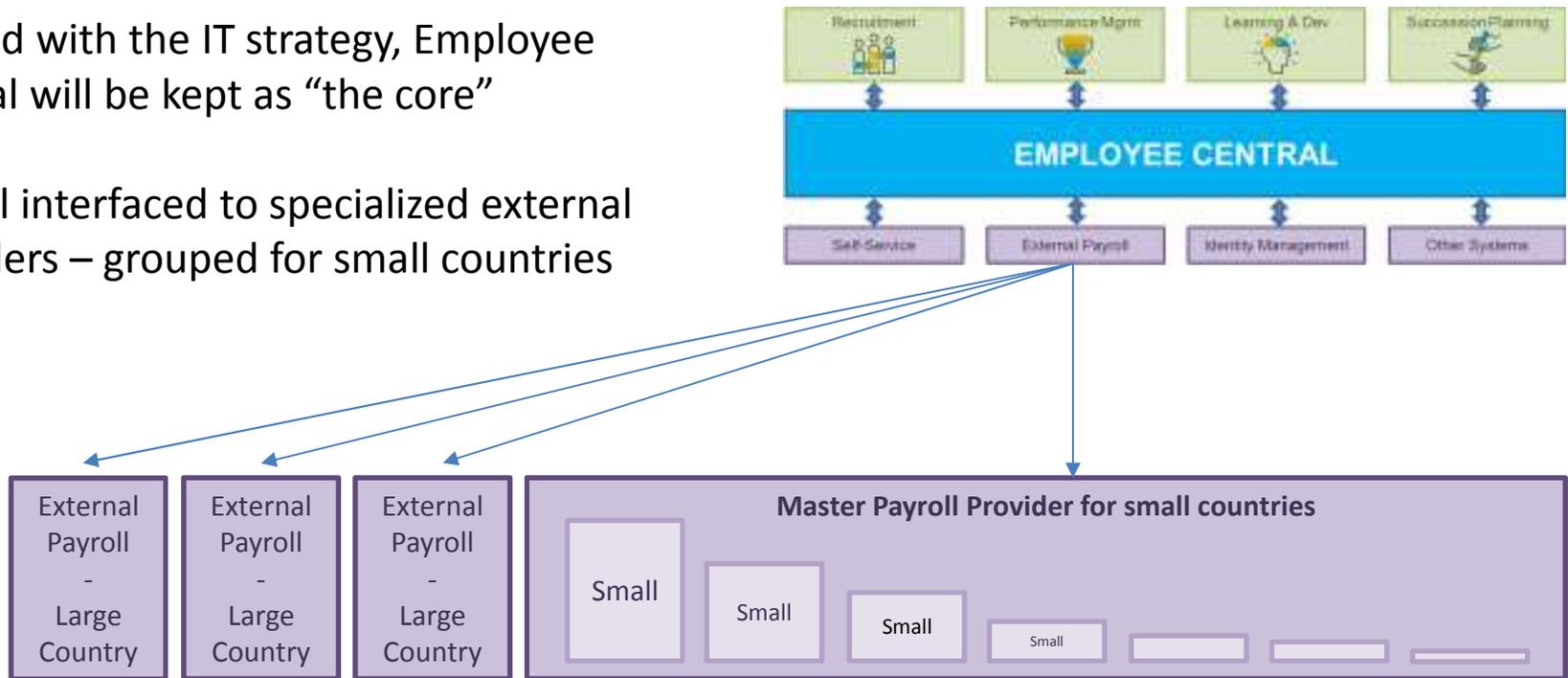
HOW?

- > **Future state and roadmap**

How? > Future state payroll landscape

Aligned with the IT strategy, Employee Central will be kept as “the core”

Payroll interfaced to specialized external providers – grouped for small countries



How? > Cost – Benefit

- Lower maintenance cost SF EC cloud vs. SAP on-premise
 - Out of the box functionalities
 - Flexible interfacing and integration possibilities
- Administrative headcount cost reduction
 - Transactional tasks – move to ESS/MSS
 - No double entry in global HRIS / local country payroll system
 - New HRIS system allowing for simplification of processes
 - Direct integration with recruitment (no double data – straight-through-processing) and talent modules

Conclusion

Employee Central will create a future-proof HR ecosystem ...

One engaging HR platform for all stakeholders
Single transparent source of truth for people data
Advanced people analytics and decision making based on data
People play an active role in their career development
Time and resource saving through employee and manager self-service
Streamline and automate HR processes

... which will be cost-efficient after the project phase!

