

thyssenkrupp Materials Business Services

The provider for payroll accounting and payroll-related processes

> 240.100

34

36

2.680

92

124

6,1 Mio.

Payroll accounting p.a.

Company codes

Collective agreements

Company agreements

Employees

Tech. Interfaces

Documents in the e-file

thyssenkrupp Materials Business Services is the Group's own service provider for payroll accounting and payroll-related processes including IT/interfaces. We bundle our many years of cross-company expertise. The following principles in particular are reflected in the detailed organisation of the processes:

Data entry

- is carried out at the point where the data is generated to avoid double entry
- is carried out directly by local HR in the system if the data does not affect the payroll result
- is carried out by the Payroll Service Teams (PST) if the data directly influences the payroll result

Standardised commissioning – that causes as little additional work as possible for local HR

Process loops – Resubmissions should be avoided

Documents – are filed in the e-file at the place where they are created

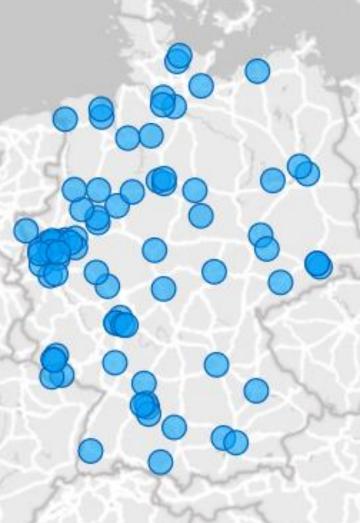
Calculations

- are carried out by payroll accounting if the amount can be determined based on rules and without an individual decision factor can be
- If the calculations are based on individual decisions or values, these are determined and commissioned by the local HR department



Responsibilities

Our customers





thyssenkrupp Materials Business Services

Our services



Payroll accounting



Technical interfaces



HR IT, Software & Systems



Time management



Business consulting and support



Digitisation/automation



Dashboards



Travelling expenses

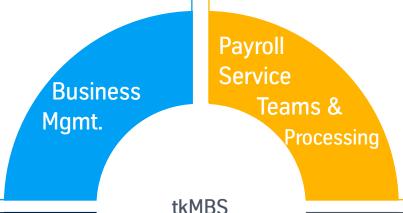


Verantwortlichkeiten

Ein Überblick unserer Tätigkeiten



- Contracting & Controlling
- Data protection and information security
- Quality management (ICS, auditor)
- · Projects (planning, management, coordination)
- · Change request management
- Innovation Lab (selection of external tools and service providers, etc.)
- · Internal and external communication
- Portfolio catalogueInternal training
- MS Power Platform applications
- Specialist/technical support for ticket system, certificate manager
- Creation of documentation and manualsProcess analyses, definitions and controllin



Business

- Ensuring correct payroll accounting, taking into account all applicable statutory, collectively agreed and company regulations, as well as tax and social security contributions
- Preparation, implementation and follow-up of the payroll process
- Carrying out statutory and operational follow-up activities, including statutory certification and reporting obligations
- Personal support for employees with queries relating to payroll accounting
- Administration of the company pension scheme ICS/data protection/quality management
- EPas processing (transactions §37b) tax report
- Possibility of mass data maintenance Reporting support after commissioning
- · Checking, calculation, administration of garnishments
- Foreign payroll accounting, including determination of remuneration for the period of posting, verification of tax liability and allocation of remuneration as well as fictitious calculations, correspondence with offices, authorities, tax advisors

- Application Management Service SAP HCM
- Conception/realisation of special topics (group projects, short-time work, collective bargaining rounds, etc.)
- Development of tkMBS-specific functionalities (file manager, documentation tool, etc.)
- · Upgrades, updates
- Technical quality management
- SAP BW
- Fiori applications
- ESS/MSS portal
- Authorisations
- Travel expenses
- Interfaces
- Electronic personnel file

- Time management
- Organisation management
- Support/extension of org.managerreporting
- IT coordination

Business

Operations

Application coordination (extended customer support)



engineering.tomorrow.together.

