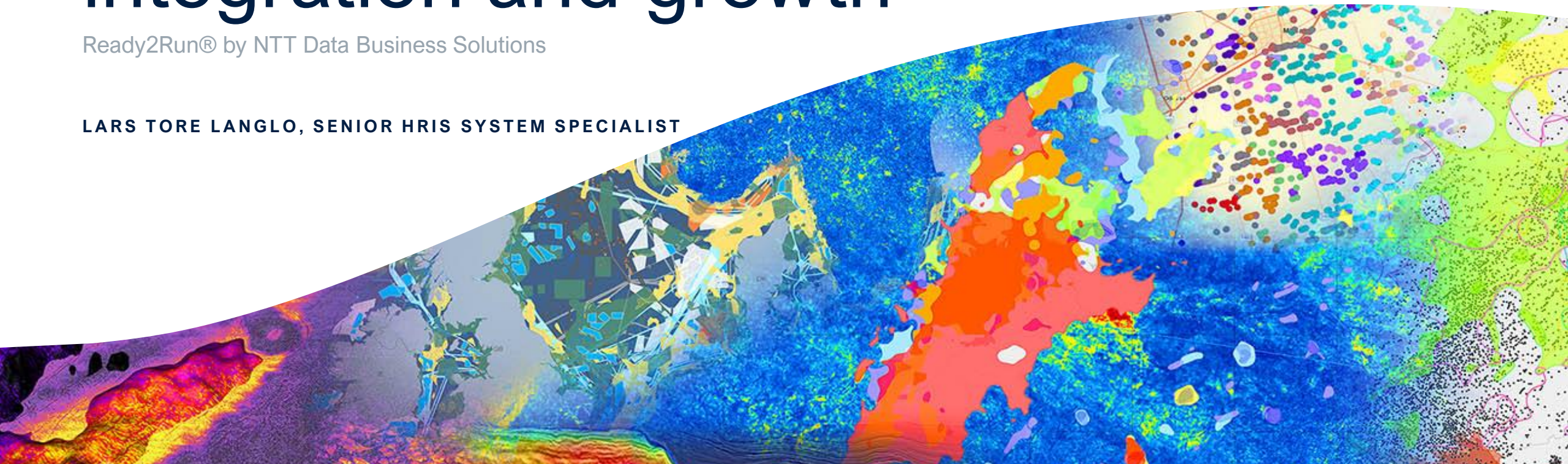
SuccessFactors supporting cultural integration and growth

Ready2Run® by NTT Data Business Solutions

LARS TORE LANGLO, SENIOR HRIS SYSTEM SPECIALIST



Intro



01

TGS + PGS



02

Activities and business model



03

One Culture initiative



04

HR data handling using SuccessFactors and Ready2Run®



05

Status and way forward

From merger to SuccessFactors go-live in 15 months

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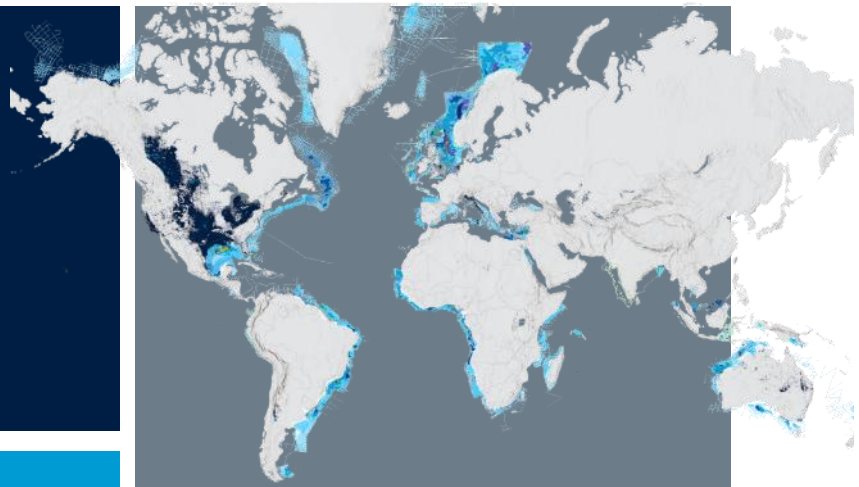
A Fully Integrated Energy Data Company

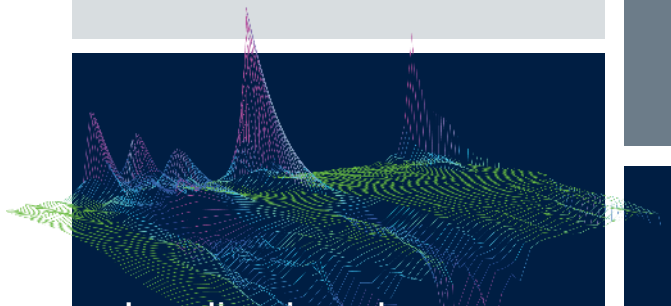
Approximately
2,000
employees

Fleet of
seven
high-end
3D streamer
acquisition vessels



Approximately
30,000
deepwater
Ocean Bottom Nodes





Leading imaging
offering powered by
HPC partnerships

New energy
solutions across
wind, solar and
CCS markets

Listed on Oslo
Stock Exchange –
Market cap of
~USD 2.4B

World's largest library
of multi-client data
covering all relevant
global basins

DIGITALIZATION & AI SOLUTIONS

OBN and streamer
data acquisition

Data processing
and imaging

Multi-client data

New energy data

Size of a streamer vessel



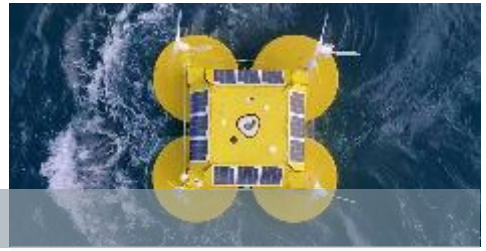
Offerings Across the Value Chain











DIGITALIZATION & AI SOLUTIONS

Multi-Client

Unmatched global data coverage

Covering mature, emerging and frontier basins worldwide

Using advanced acquisition and imaging technologies

Strategic partnerships expanding data access

Streamer Acquisition

Seven fully equipped high-quality vessels

Solid operational track record and reputation

GeoStreamer technology

OBN Acquisition

Around 30,000 mid- and deepwater nodes

Solid operational track record and reputation

Advanced OBN technology

Advanced Imaging

Leading offering of advanced imaging technologies

Combination of on-prem and cloud-based high-performing computing capacity

New Energy

Strong position in offshore wind, market intelligence, and site characterization

Well-positioned for growth in CCS

Solar, wind and CCS asset management solutions

Providing the insights and solutions needed for today and anticipating the challenges of tomorrow

TGS

One Culture initiative

- Cultural differences between the legacy companies, and between locations.



Passionate

We bring curiosity, energy, and innovation to drive progress



Results-Driven

We take ownership to create value and deliver lasting impact.

Collaborative

We build trust through openness, inclusion and shared success.



Responsible

We are accountable to our customers, shareholders, communities and each other.

Foster connections among leaders to build one unified culture based on behaviors supporting collaboration, trust, and shared goals/purpose

HR contribution to building one culture

Develop common processes

Standardization and Digitalization

Master Data stewardship / ownership

Trust in data => Data-driven decisions

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HXM - ready2run®



NTT DATA Business Solutions

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HXM in the Nordics

HXM practice since

2002

Certified consultants

60+
in the Nordics
250+ globally

Full-service provider

- HR Processes
- HR Strategy
- Technology Implementation
- Solution Support

Global support in

25+
Countries

ready2run®

A faster and more predictable path to value:

- Asset-based approach
- Pre-configured technology
- Placed within business context (process, data)

Less time, fewer risks, lower cost

Care4HR

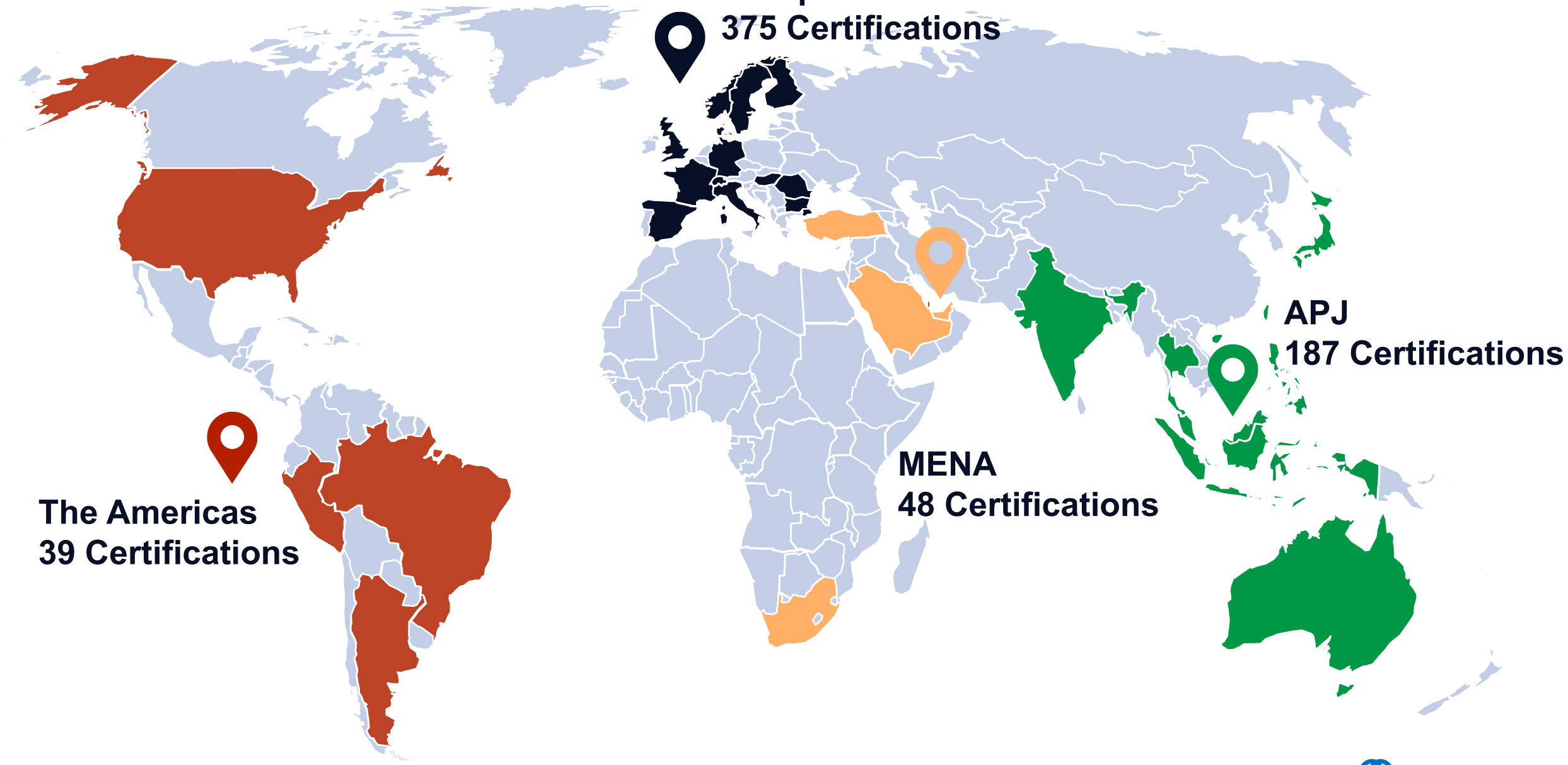
Helping customers successfully adopt and gain value from their HR solution through:

- Advisory
- Structured evolution
- Problem resolution

Governance that connects stability with progress

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Global HXM Consulting Presence



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ready2run® | A Proven Implementation Accelerator for SAP SuccessFactors



What it is

- Preconfigured SuccessFactors starting point
- Based on best practices and lessons learned from real-world projects
- HR process library and documentation
- Structured workshops, test/data templates and delivery governance



Why it matters

- Reduces time spent on generic design decisions
- Focuses effort on PolyPeptide-specific choices
- Creates transparency around scope, roles and decision points



Why safe hands

- Built from repeated implementation patterns
- Makes risks and decisions visible early
- Supports adoption by connecting business context and technology

A series of system, process and user-adoption components that reduces implementation time, cost and risk.

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Why ready2run® Matters



Faster path ➔ Accelerates global design using proven stating points instead of a blank sheet.



Reduced risk ➔ Identifies decision points and change impacts early by supporting structured testing, governance and adoption.

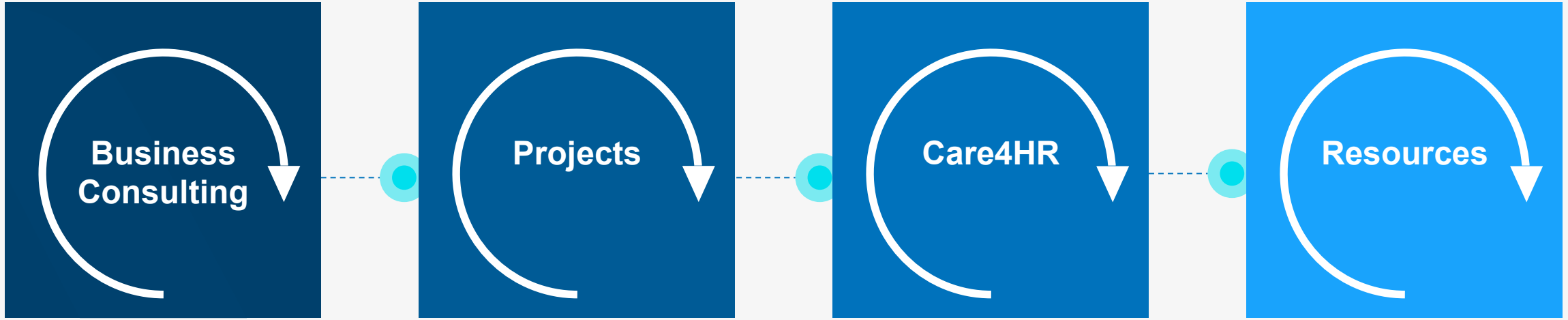


Better use of capacity ➔ Protects scarce HR and IT capacity by focusing effort on business-specific decisions and value realization.

ready2run® is a risk reducer and adoption accelerator, not just a methodology.

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NTT DATA Offers Everything Needed for an HR Transformation



Flexible consulting services

- HR advisory
- HR solution assessment
- HR process consulting
- Pre-studies & roadmap
- Preparation for Cloud
- Technology/vendor selection (RFI/RFP)

On-time, on-budget delivery

- SAP SuccessFactors implementation
- Solution architecture & integrations
- Data, testing, training
- Business transformation

High-quality solution support

- Solution maintenance and support
- Solution development
- Release management

HRIS expertise @ your service

- Project managers
- Process experts
- Key users/super users
- Test managers
- Technical/functional experts

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Implementation Types

1 ready2run® Essential

1 Workshop

Quick implementation
Limited footprint options
One handover per module

2 ready2run® Standard

3 Iterations

3 iterations for most modules
Significant footprint options
Predefined business processes

3 ready2run® Full Flex

3 Iterations

3 iterations for most modules
Unlimited footprint options

Supporting Products & Services

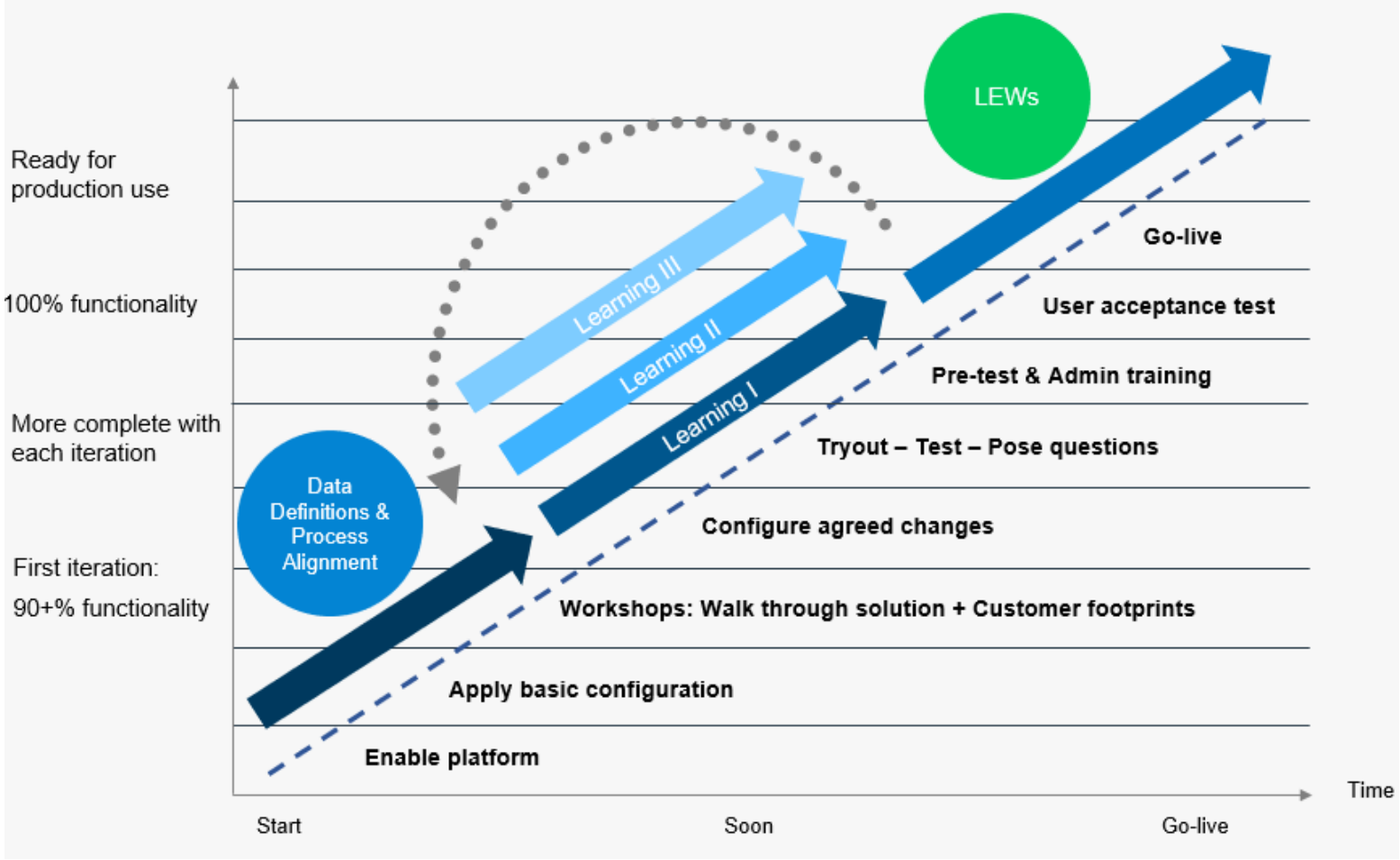
Business readiness, MDM, HR Documents, GDPR, digital adoption, OCM, testing, project management, data migration & integrations

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Principle of Approach | Knowledge-Building Iterations

We use the system all along for **learning** the solution.

- Reduces implementation time with effective, focused effort from your teams
- Results in knowledge transfer and hands-on experience from the beginning
- Includes iterative workshops with ongoing tryout, testing and self-education



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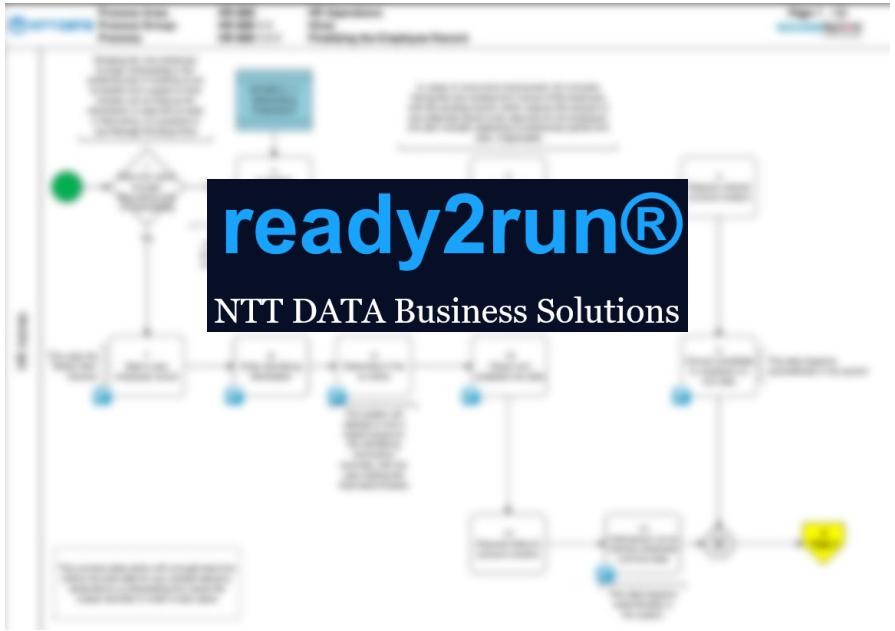
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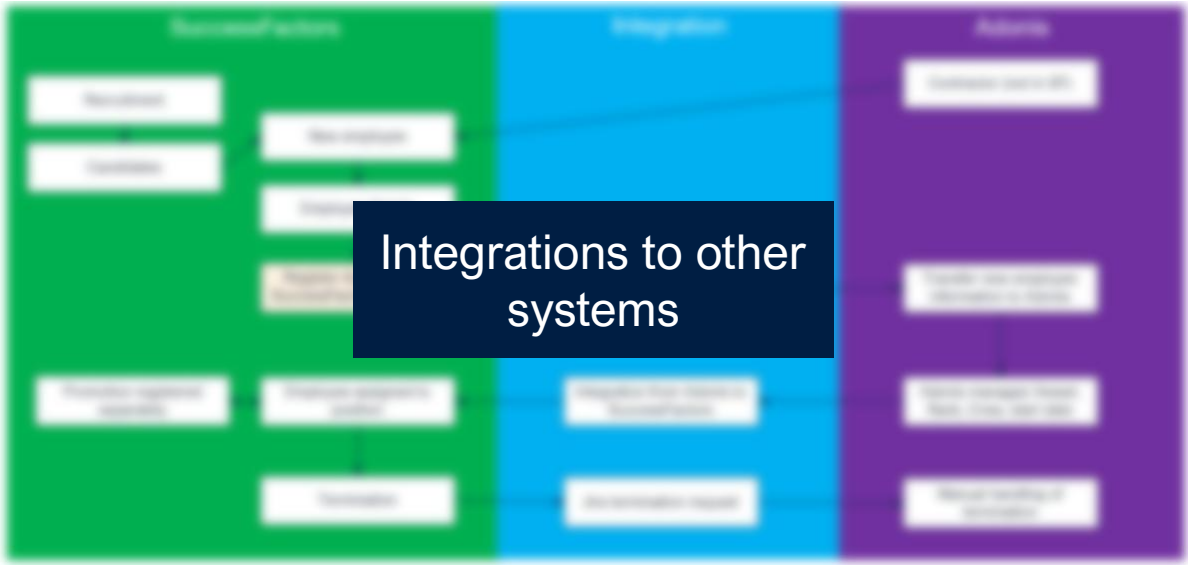
SuccessFactors live as the HR system of record

Focus on Processes

- SuccessFactors implementation: Process Flow-charts from Ready2Run
- Integrations to other systems
- Data quality initiatives
- Data flow – requires standardization
- Training for harmonization of methods
- Agentic AI







Status

- Stakeholders are relying on SuccessFactors as an operational tracking system rather than merely an HR database/archive => **Data Quality Increase**

- Data ownership = distributed maintenance responsibility => **Standardization**

- Data is delivered to an increasing number of functional units => **Digitalization**
  - Scheduled reports
  - On-demand
  - Integrations

- Data availability -> Purpose-built on-demand dashboards => **Data driven decision-making**
  - Data Warehouse sourcing data from different systems
  - Power BI reports delivered through apps provide access control through authority levels.

- We are approaching the level where **Agentic AI** becomes useful

Make SuccessFactors the workforce enabler, not just the HR system

A future-facing model for turning people data into capability, movement and measurable value.

Assess

What will the business need?

Translate business strategy into critical roles, skills & capacity needs.

Workforce planning

Connect

What capability do we have?

Connect skills, career framework, project experience and aspirations.

Skills + experience

Grow

What should people learn next?

Recommend targeted/specialized learning, mentoring and projects

Learning + careers

Mobilize

Where can talent create value now?

Enable internal moves through short and longer term assignments

Talent marketplace

Business Outcome — **Faster capability deployment • stronger internal mobility • better retention • less dependency on external hiring**

Taking action by connecting our systems to today’s needs and tomorrow’s goals

A proposed direction for TGS: keep improving how work happens as business needs change.

Challenge today’s assumptions	Which processes should we simplify before we carry them into the future?
Data Stewardship	Who owns the data and who will maintain it in the system?
Test new ways of working	Where could a small AI or process pilot help us learn what works?
Adapt through feedback	What do employees and results tell us to change next?

A culture of learning and improvement beyond implementation

Thank you

Lars Tore Langlo, Senior HRIS System Specialist

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Energy Starts With Us