

SAP HR Connect 10 September 2026

Implementation of SuccessFactors & S/4 at Allseas

Agenda

1. Introduction
2. Journey Oracle to SAP
3. Allseas SuccessFactors Solution
4. Consolidated Time Recording for Allseas
5. Pioneering with SAP

World-leading contractor in the offshore energy market, continuously developing highly advanced technology to meet the market's ever-changing needs



Innovations

Develop innovative solutions for our fleet

Design, build, test and implement your ideas offshore

Development areas: pipelay, heavy lift, deep sea mining, trenching and wind



Heavy Lift Engineering

Develop topsides and jacket single-lift installation and removal concepts for our clients

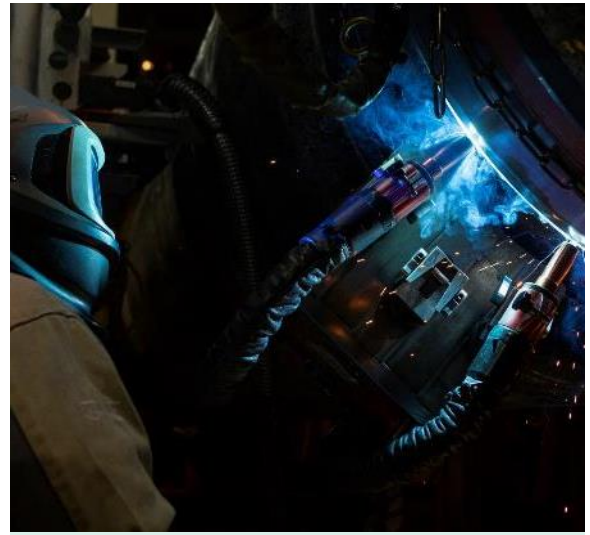
Prepare operational procedures, design the platform preparations, ensure the assets' structural integrity and support the offshore execution



Pipeline Engineering

Develop, design and engineer pipeline solutions for our clients

Prepare pipeline installation procedures, design pipeline systems including structures and support the offshore execution



Pipeline Production

Engineer and advance our pipeline production process

Develop and test our welding, coating and inspection procedures, optimise our production process offshore

Why do we want something new?

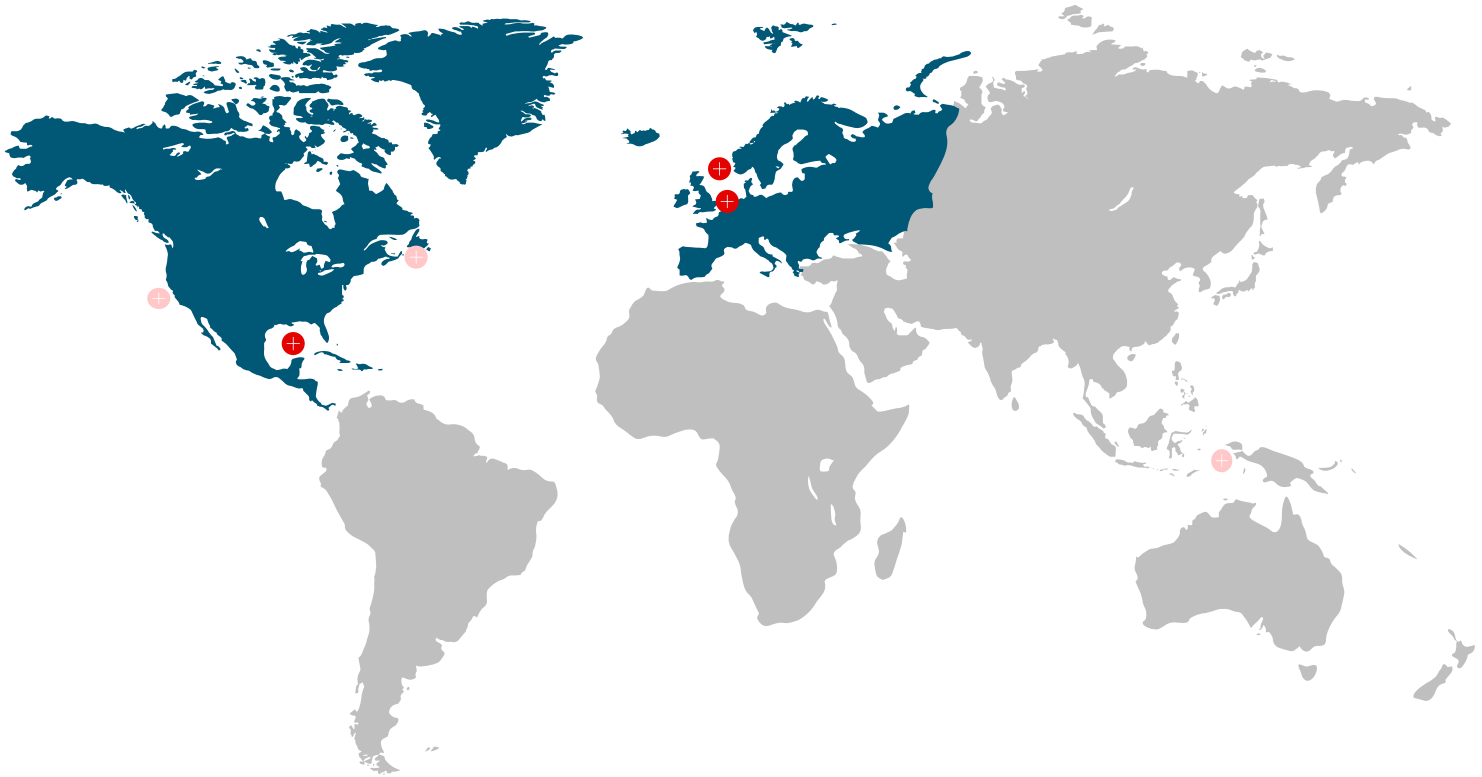
Oracle has been implemented some 20 years ago.

Why do we want something new?

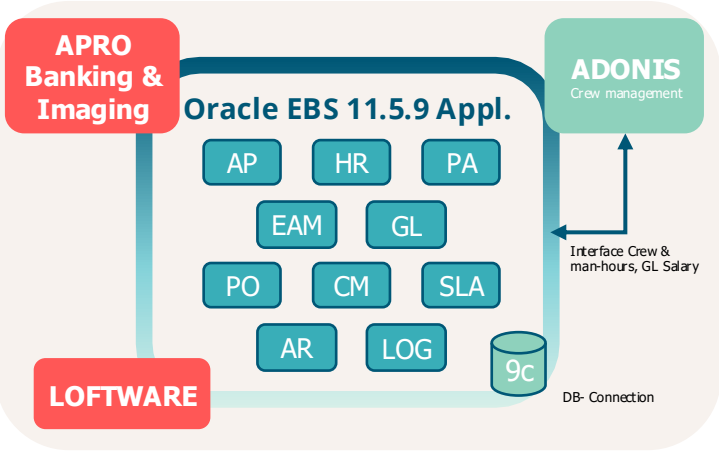


Allseas operations has grown through the years…

2004 4 North Sea, Gulf of Mexico ~300



Our System Landscape

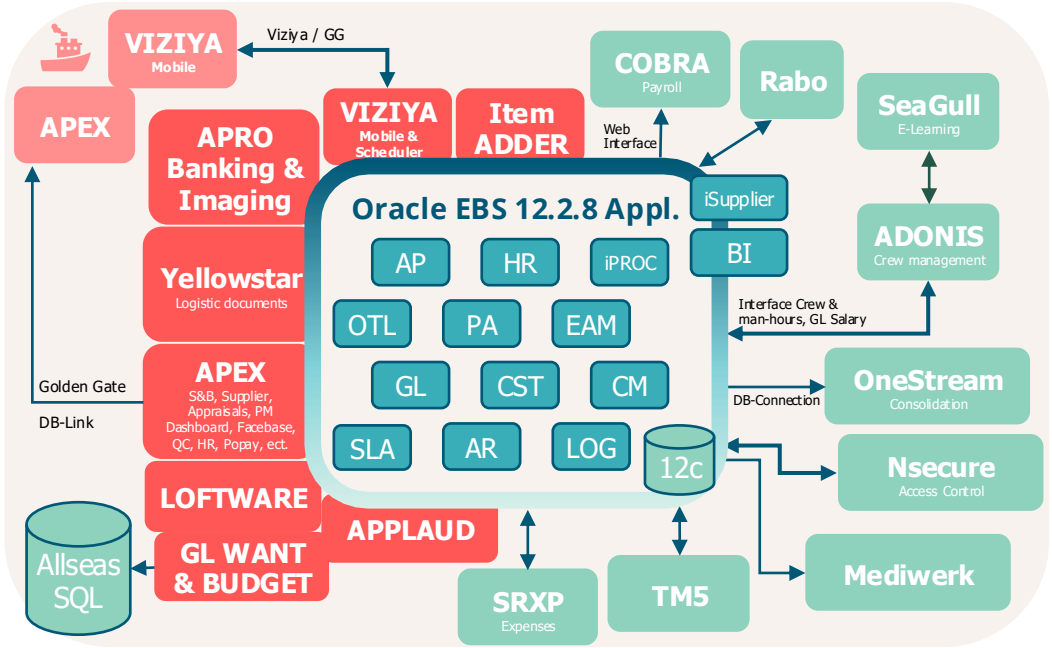


… and diversified from pipelay to heavy lift, nodule collection, nuclear

2024 10 Globally 1000+



Our System Landscape



Programme Flow: Modernizing the backbone of Allseas

Allseas Functions	SAP Landscape	Point solutions
Projects	SAP S/4 HANA Enterprise Portfolio & Project Management SAP Analytics Cloud SAP Ariba Enterprise Portfolio & Project Management Transportation Management Extended Warehouse Management Master Data Governance	ORACLE Primavera
Finance		
Procurement		
Supply Chain		
Human Resources	SAP SuccessFactors Recruitment Management & Onboarding Employee Central Performance and Goals Management Learning Management System Compensation & Variable pay	sdworx cobra
Operations		TERO MARINE
Crewing		COMPAS
IT enablers	SAP BTP Cloud Platform Integration Business Data Cloud Identity & Access Governance Cloud ALM	databricks

Programme Flow: Modernizing the digital backbone of Allseas

Highly customised built for an Allseas that no longer exists



Foundation first

Getting the best out of standard

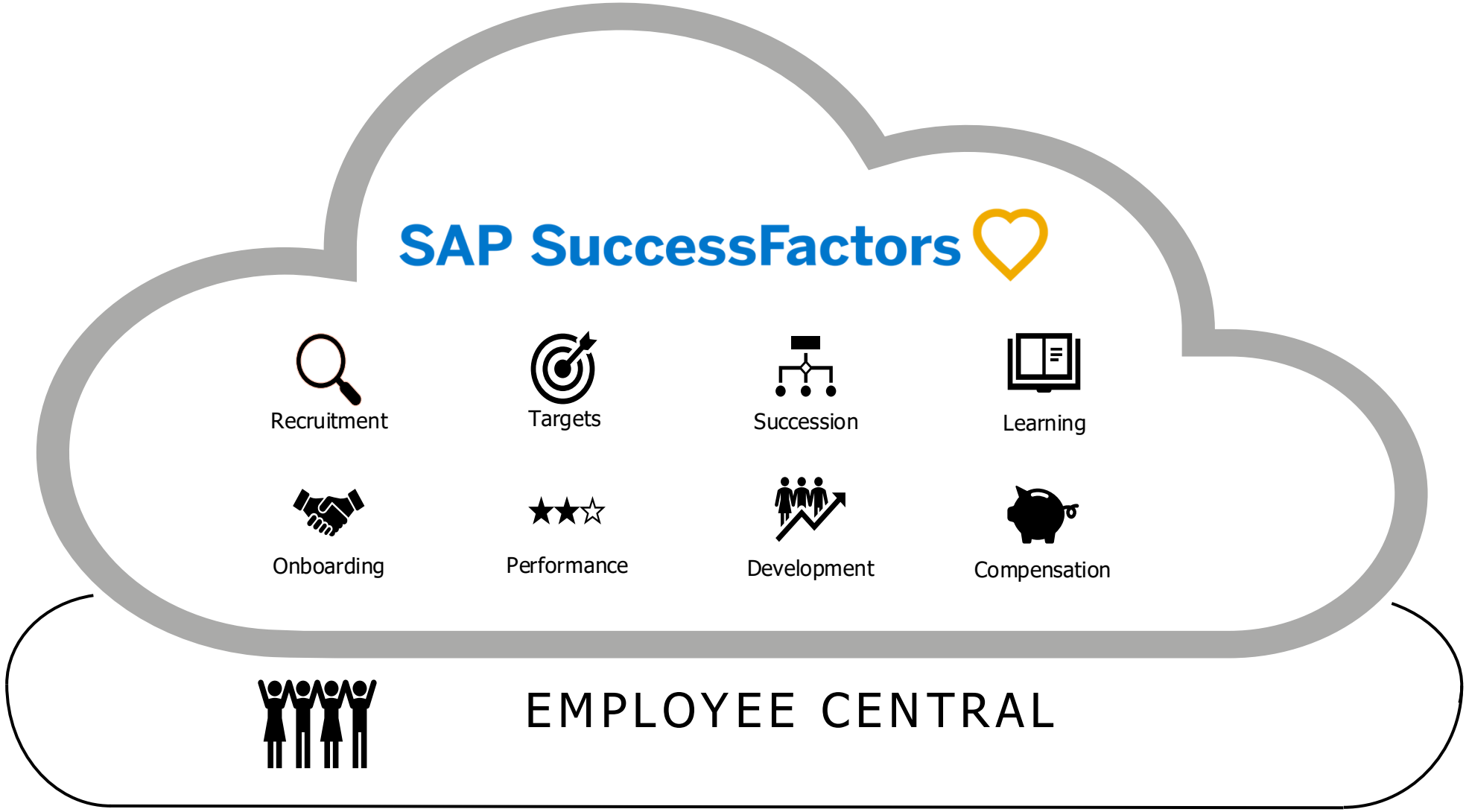
SAP unless

Clean Core build on SAP



2022	Nov 2022	May 2023	Jan 2025	Oct 2025	Feb 2026
Demos IFS, Oracle, SAP Workday	Signed SAP contract	Start Implementation with Deloitte	Go-Live **SuccessFactors** (single entity on S/4)	**SuccessFactors** Learning Performance & Goals	Go-Live **S/4HANA**

SuccessFactors as main HCM solution



Employee Central



FROM

Add-on solution to Oracle (Applaud)

TO

SuccessFactors and S4 for timewriting

ALLSEAS SPECIFICS

Global work force, centralised HR
Intercompany reporting lines
Complex time evaluation
Industry specific time writing on projects

KEY BENEFITS

Improved employee self service
New manager self service
Brings all SF parts together

Recruitment & Onboarding



FROM
Manual onboarding and unconnected point solution for recruitment

TO
Fully system driven process

ALLSEAS SPECIFICS
Many (re)hires per months
Includes external contractors

KEY BENEFITS
Reduced admin burden
Improved quality
Improved process time

Learning Management System



FROM
Fully custom build point-solution

TO
Standard solution
(with limited WRICEFs)

ALLSEAS SPECIFICS
Large active user base
Industry compliance requirement

KEY BENEFITS
Reduced admin burden
Improved quality
Improved process time

Targets, Performance & Compensation



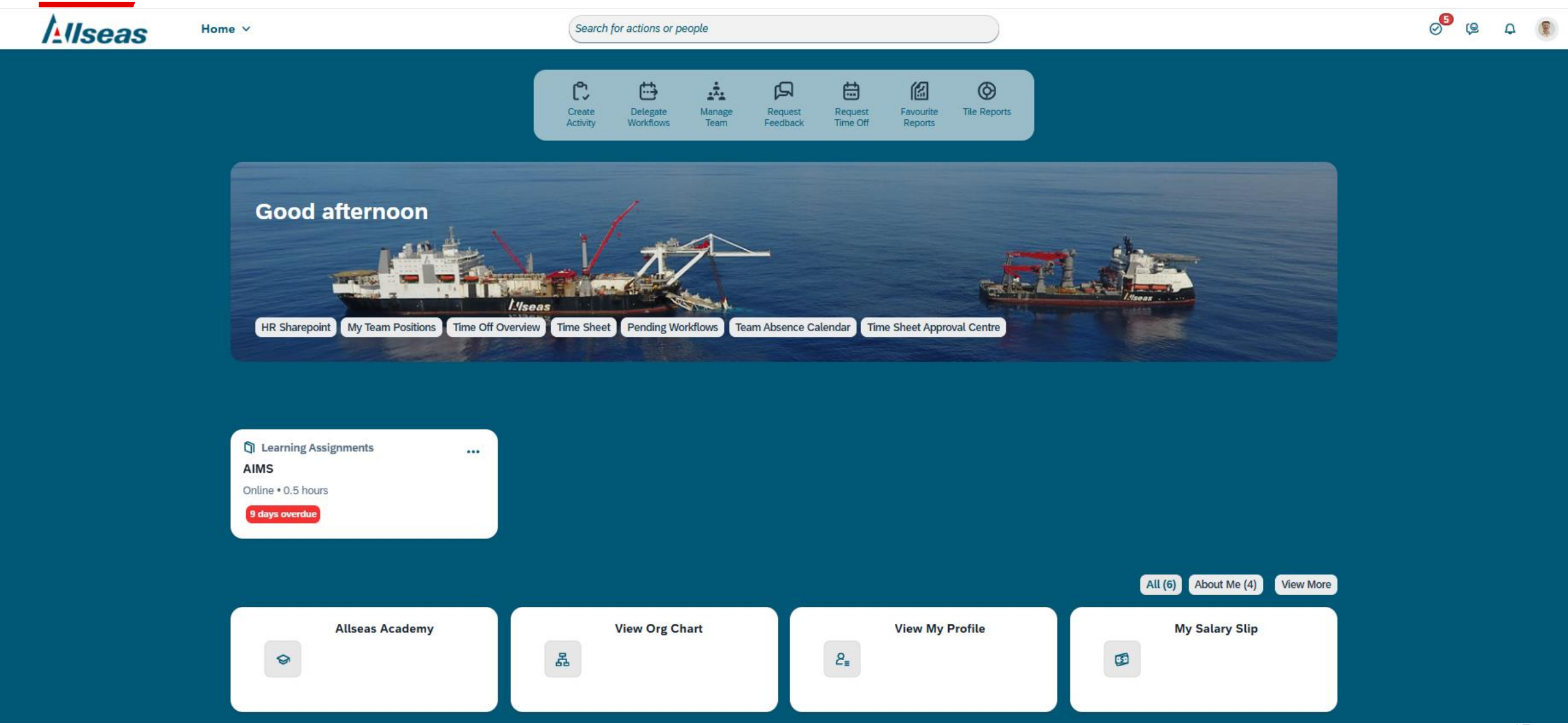
FROM
Fully custom build point-solutions

TO
Standard solution
(with limited WRICEFs)

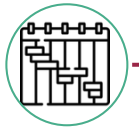
ALLSEAS SPECIFICS
Privately owned company with many specific requirements

KEY BENEFITS
Included in overall HR solution

Allseas SuccessFactors solution



CTR Solution Overview – Six Key Capabilities for Allseas



PROJECT TIME RECORDING

Record hours against WBS elements & network activities for precise and intercompany cost allocation



INTEGRATED ABSENCES

Embedded absence rules from SuccessFactors ensure consistent leave handling



REAL-TIME VALIDATION

Real-time validation of entries, assignments & policy rules at source



AUTOMATED EVALUATION

SuccessFactors rules flow into CTR for automated, consistent evaluation



NATIVE SF INTEGRATION

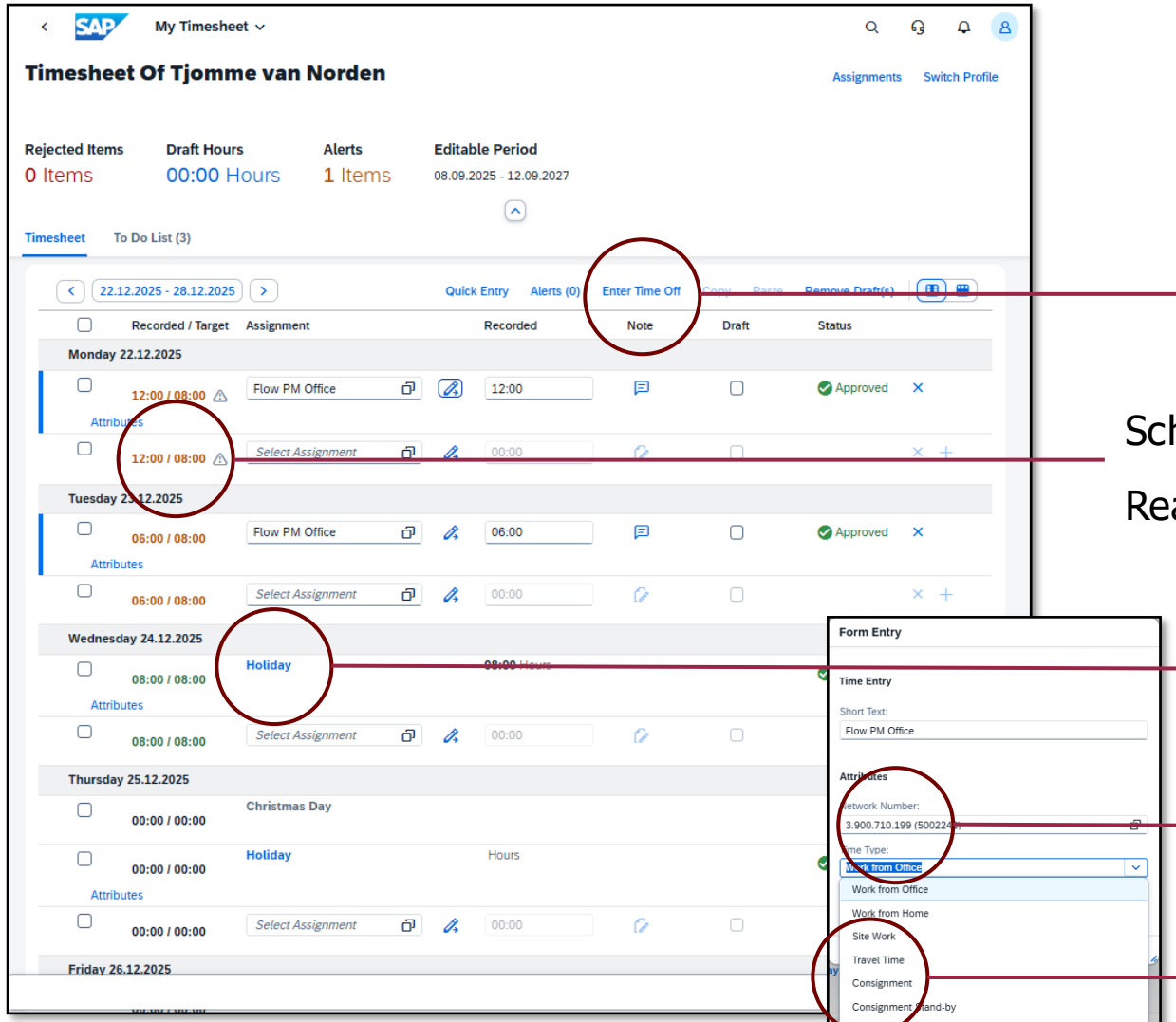
Native SuccessFactors integration for employee data & HR workflows



SEAMLESS PAYROLL FLOW

Validated time data flows to from S4 through SF to COBRA payroll for automated pay calculation

S/4 Timesheet v4 showing leave based on SuccessFactors



Direct link into SuccessFactors to request time off

Scheduled hours from SuccessFactors

Real-time validation including warnings

Leave types from SuccessFactors

Project assignment from Project Systems

Work types from SuccessFactors enabling time evaluation

Early Adopter Program for Consolidated Time Reporting



Allseas adopted a **co-innovation approach** with SAP, using real-world CTR usage to continuously refine the product. Implementation was followed by **structured feedback loops** on usability, performance, and functional gaps. Both teams treated early limitations as an opportunity to **shape CTR's evolution**, prioritizing employee experience, robust time-to-pay accuracy, and scalable processes. This collaborative mindset turned Allseas into a **reference customer**, ensuring that improvements benefited not only Allseas but also other organizations adopting Consolidated Time Recording.



Usability Enhancements

Activity search help and timesheet submission with single-click actions



Smarter Validation

Enhanced manager visibility & rework reduction



Product Updates

Go-Live critical new versions released quickly



2022
Demos

Nov 2022
SAP contract

May 2023
Start implementation

Jan 2025
SuccessFactors

Feb 2026
S/4HANA

Sep 2026
SAP HR Connect

allseas.com