



An employee's world of differences

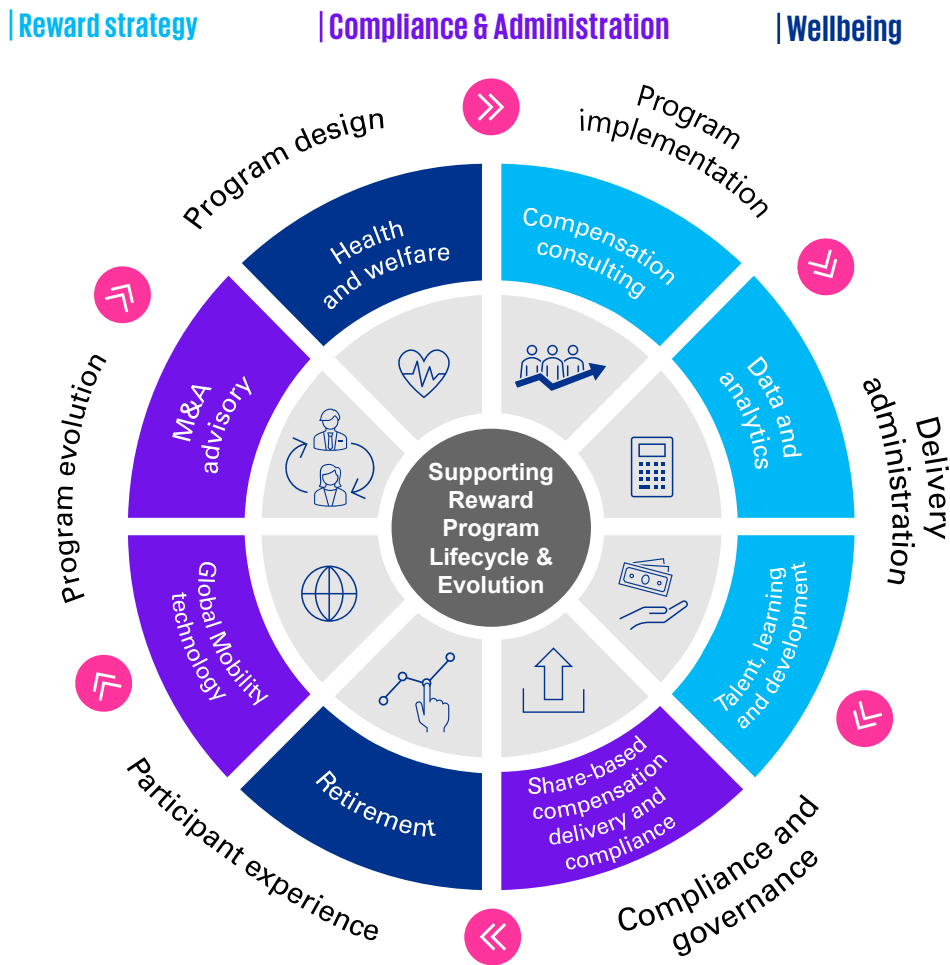
**KPMG Global
Reward Services**



kpmg.com

Supporting the lifecycle of your total rewards program

Our professionals can help organizations meet the challenges associated with your global employee reward program design, implementation, administration, tax effectiveness, and compliance. Whether managing costs, improving performance, evaluating global implications, or attracting and retaining talent, KPMG AG Wirtschaftsprüfungsgesellschaft experienced team can help you throughout the lifecycle of your total rewards program.



 **600+**
professionals
worldwide

 **160**
countries

 Centers of
Reward
excellence
worldwide

 Professionals focused
on Strategy, Tax,
Valuation and Data

Source: KPMG in Germany, 2023

Reward services – “Overview”

KPMG’s Global Reward Services practice brings together a wealth of advisory, tax, technology, and mobility services to help optimize your total rewards program for your global workforce. Here are some ways in which we can assist you:

Reward strategy



Compensation consulting – Our professionals bring deep specialization on the approach, design, and implementation of both executive and broad-based compensation programs. In addition to traditional benchmarking and salary structure advice, KPMG also focuses on the internal controls, global regulatory, and tax aspects related to compensation and considerations around performance metrics and your talent pool.



Data and analytics – Our approach to data and analytics (D&A) combines powerful technologies to help our clients identify and capture their data, perform analytics, and find the “story behind the data.” Our D&A services and technologies help enable clients to drive efficiencies, enhance performance, mitigate risk, and increase visibility across their organization.



Talent, learning, and development – We can help companies in ensuring employee success through optimized education, training, performance management, succession planning, and workforce planning programs.

Compliance & Administration



Share-based compensation delivery and compliance – Our professionals help organizations support the lifecycle of their share-based compensation programs to assist with award delivery, global payroll compliance, corporate governance, deferred tax asset management, and corporate tax deductibility. KPMG’s proprietary technology, Global Equity Tracker, supporting incentive plans in over 160 countries and integrated with major share plan administrators, helps companies with automate equity administration.



M&A advisory – Our dedicated mergers and acquisitions (M&A) team supports acquisition and disposition HR due diligence, structuring, and integration methodologies specific to global reward and other HR matters. Our M&A services offer a broad range of HR support.



Global Mobility technology – Leveraging the right HR technologies, processes, and platforms to enhance productivity, efficiency, and organizational insights enhances competitive capabilities. KPMG offers leading technology to support a variety of HR functions including onboarding, delivery of share-based awards, business travelers, global payroll, and more.

Wellbeing



Retirement – Our team provides consulting services related to plan design, compliance, and opportunities to improve retirement benefits and consideration of cross-border impacts as you offer this type of plan to your global workforce.



Health and welfare – With particular focus on the tax and regulatory aspects of health and welfare benefits, our team can assist with design, implementation, and cost management approaches to help improve productivity, educate employees, and mitigate risk.

Managing long-term incentive plans with technology

Our KPMG LINK Global Equity Tracker (GET) is integrated in our KPMG Link Go Landscape. GET helps you track, report, and manage the compliance obligations associated with the delivery of incentive compensation to employees.

Benefits:

- **Commitment to automation:** Remarkable country and plan coverage, functionality, configurability, flexibility, and continual investment in system enhancements.
- **Thorough management:** From data collection to output of results, your company can benefit from clarity and total process support.
- **Scalability:** You can be up and running quickly no matter what you currently do or the size of your global footprint.



Source: KPMG in Germany, 2023

KPMG LINK GET facts:

In 2021, KPMG LINK GET processed:

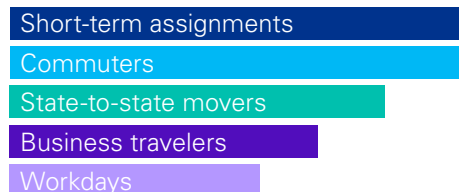
220k+
awards


28.8 billion+
total award value

9.9 billion+
employee withholding

KPMG LINK GET covers:

In addition to traditional assignments, long term assignment, and permanent moves, KPMG LINK GET covers:



 Unlimited employee locations in a single transaction

Source: KPMG in Germany, 2023

KPMG LINK GET facts:

 **Withholding**
instructions

 **Payroll**
instructions

 **Employee**
communications

GET covers **income tax** and **social security** calculations

160+ countries

500+ tax jurisdictions

(country, regional, municipal, and social security)

3,500+ tax treaties



Contact us

To learn more about KPMG's German Reward Services, contact your local KPMG adviser or any of the professionals listed below.

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Visit our website to find more information and insights on [Global Reward Services](#) and our [Reward Team and Services in Germany](#).

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