

Capgemini Rightshore

Les réseaux mondiaux d'innovation, ANRT IFRI, 29 June 2006

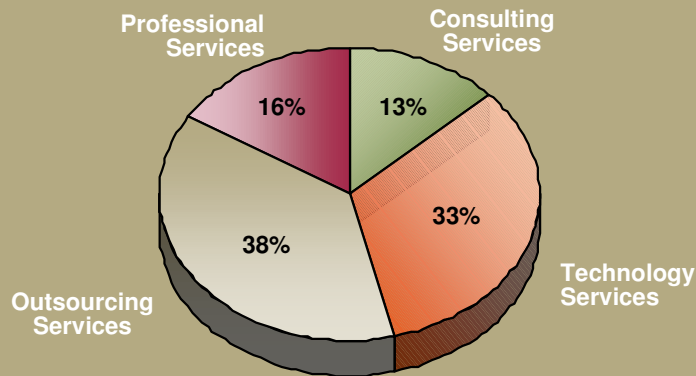
Gilles TALDU, Group Delivery Manager

Capgemini: A major global service provider

2005 Revenue and personnel

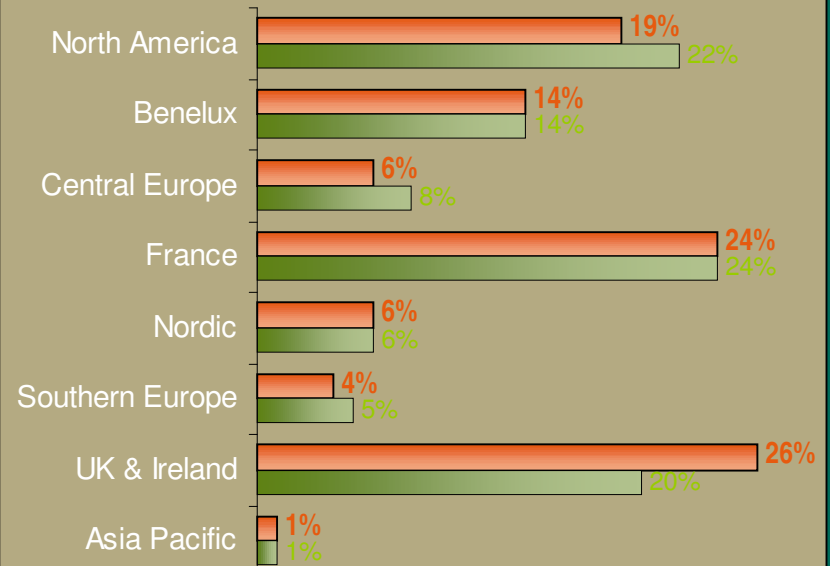
- 6,954 million euros
- 61,000 people worldwide

2005 Business mix



2005 Geographic revenue distribution

- 80% Europe
- 19% North America
- 1% Asia



- FY 2005
- FY 2004

Capgemini answer to global sourcing

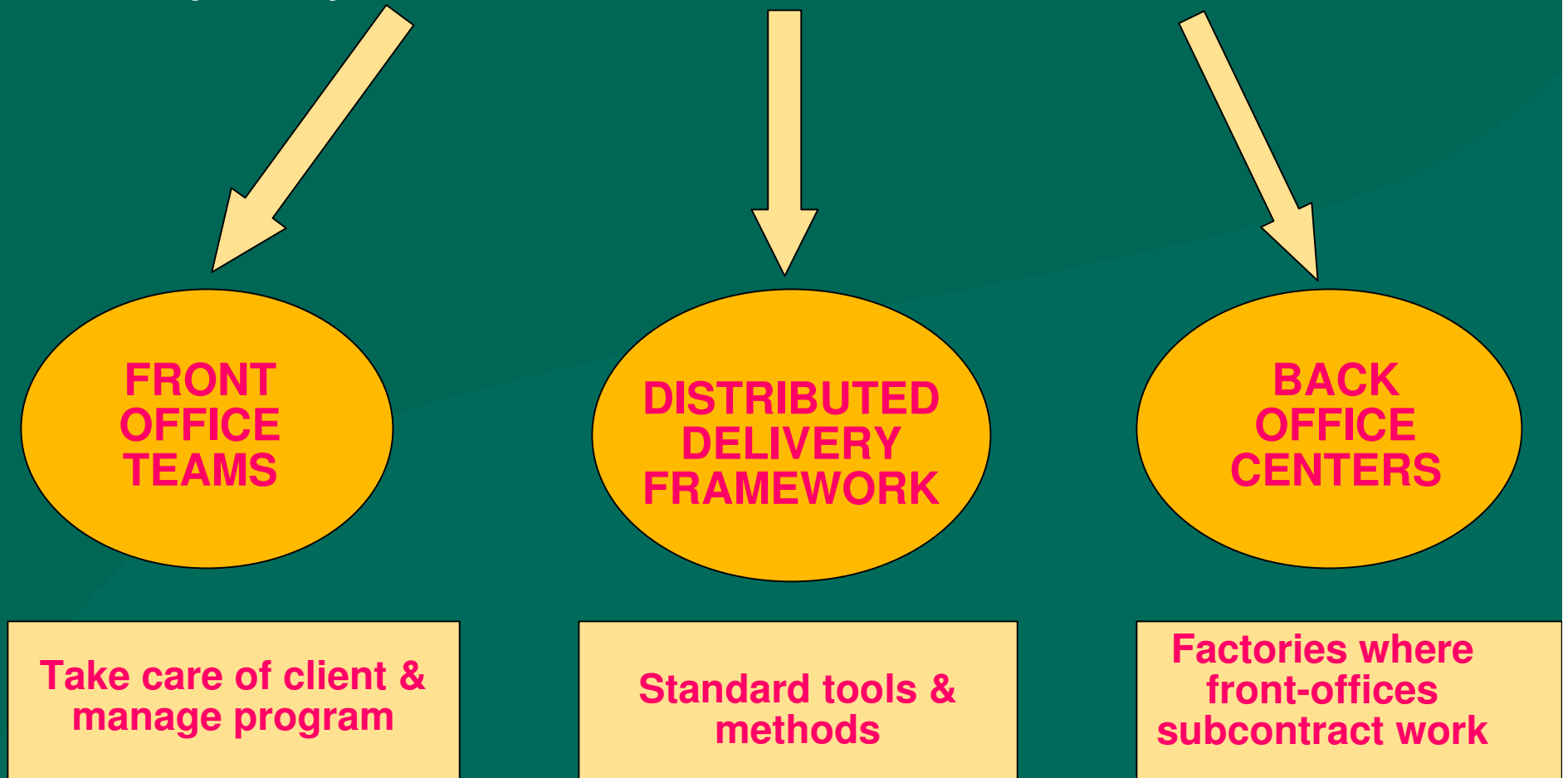


DISTRIBUTED DELIVERY

RIGHTSHORE

The Capgemini Distributed Delivery Model

To better adapt to our client requirements, we deliver engagements using teams distributed in several locations for various part of the delivery life cycle



The Capgemini Distributed Delivery Model

- **A front office team to take care of client & manage program**
 - high added-value tasks: specifications, architecture, program management, change requests, testing, acceptance
 - Proximity & reactivity: client intimacy, same language & culture

- **A back office team for cheaper development**
 - nearshore centers: some labour costs savings, sharp specialisation, productivity
 - offshore centers: major labour costs savings, large headcount, economies of scale.

Capgemini-RIGHTSHORE: the RIGHT RESOURCE at the RIGHT LOCATION

- There is not one single solution, not one single location
- We adapt to our client requirements:
 - * cost
 - * maturity / risk
 - * flexibility / proximity
 - * time difference
 - * language
 - * culture

Strong increase in *Rightshore* sales and capacity in 2005

	Country	FTE 2004	FTE 2005	Type
Offshore	India	2050	3550	TS/OS/BPO
	China	200	400	BPO
	Poland	350	750	BPO/OS
Nearshore	Canada	1450	1500	TS/OS
	Spain	150	300	TS/OS
	France	300	450	TS/OS

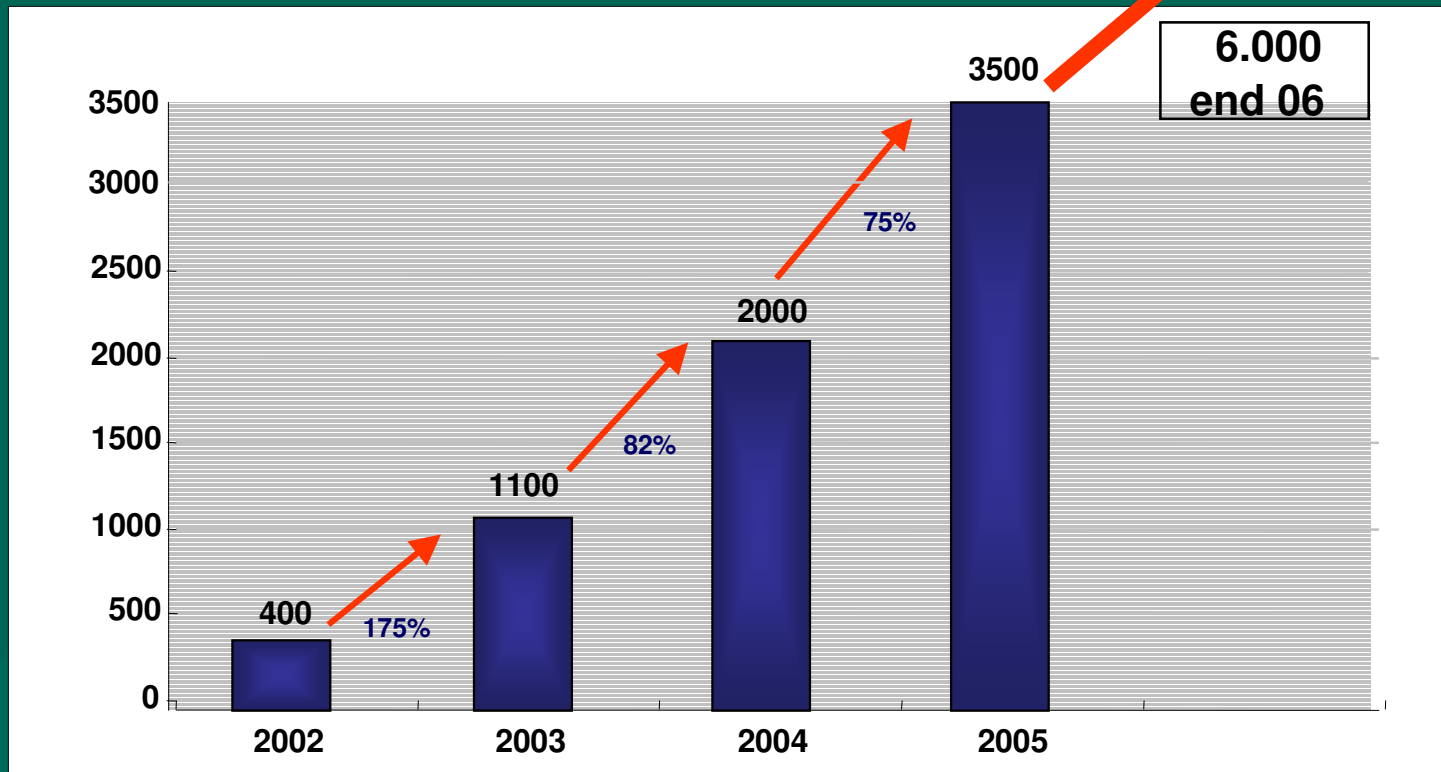
2006 Target: 80% growth in India, China and Poland

What's on in INDIA IT?

- 1 million workers in IT & BPO
- India graduates 150.000 IT engineers each year
- Talented, cost competitive and English speaking
- End 05, 40% of US IT market volume is offshored to India

Capgemini in India: 10.000 people in 2007

Capgemini India Employee Growth Year-On-Year



Our STRENGTHS and LEVERS for SUCCESS (1/2)

- We are the **No 1 European IT company for offshore**, backed by 3 years of experience in the US.
50% of our India resources work for Europe
- We rely on **strong teams in the western countries**, close to our customers and fully accountable for the client's projects.
India direct is much more risky
- Our people in India are 100% Capgemini citizens with full accountability to Capgemini
- Human Resources are a top priority for Capgemini India.
Despite a hot market, we have succeeded in breaking attrition

Our STRENGTHS and LEVERS for SUCCESS (2/2)

➤ We are **end to end collaborative**:

- * cross-cultural trainings
- * trans-continent mobility
- * collaborative tools
- * OTACE: quality of front-office rated by client
quality of back-office rated by front office

➤ **Industrialization** is key for a successful distributed delivery:

- standard tools, methods & infrastructures
- standard framework: *specifications, estimation, work distribution, acceptance criteria, testing,...*

➤ Rightshore processes strengthen our rigour, our risk management & our productivity.

Thank You

Welcome to the Collaborative Business Experience

