



GET THE FUTURE YOU WANT

This is our promise at the core of our people proposition.

It's the universal promise we make to you and our people as well as our clients and society at large.

It celebrates a dynamic, inclusive work environment that helps you and our people achieve what matters, the future you want for your career and for the world around us.





Growing clients' businesses while building a more sustainable, **more inclusive future** is a tough ask.

But when you join Capgemini, you join a thriving company and **become part of a diverse collective** of free-thinkers, **entrepreneurs** and industry experts.

A powerful **source of energy** that drives us all to find new ways technology can help us reimagine what's possible.

It's why, together, we seek out **opportunities** that will transform the world's leading businesses. And it's how you'll gain the **experiences** and connections you need to **shape your future**.

By **learning** from each other every day, sharing knowledge and always pushing yourself to do better, you'll build the skills you want.

And you'll use them to help our clients **leverage technology to grow** their business and give innovation that human touch the world needs.

So, it might not always be easy, but making the world a better place rarely is. Capgemini. **Get The Future You Want.**

Are you ready to take on the challenge?



Take a look to all we have for you and **GET THE FUTURE YOU WANT**



Build experiences
with challenge
and impact

Bring your whole self to work
in an inclusive
environment

Have flexibility
to work your way

Benefit from
learning for life

Shape your
future path

Contribute to
Society

WHO WE ARE
OUR SOLUTIONS AND SERVICES
TOP PROJECTS AND CLIENTS

COMPANY VALUES
EQUALITY AND DIVERSITY
ETHICAL COMPANY

NEW NORMAL FLEXIBILITY
WORK-LIFE BALANCE
SOCIAL BENEFITS
WELLNESS/HEALTH

TRAINING

DEVELOPMENT
INTERNATIONAL MOBILITY
MERIT RECOGNITION

CAPGEMINI FOUNDATION
CORPORATE SOCIAL RESPONSABILITY



BUILD EXPERIENCES WITH CHALLENGE AND IMPACT





Build experiences with challenge and impact

OUR STORY

WHO WE ARE

For more than 50 years, we've been a dedicated partner to organizations around the world, helping them transform and manage their businesses.

A diverse collective of more than 340,000 strategic and technological experts across more than 50 countries, we are all driven by one shared passion: to unleash human energy through technology.

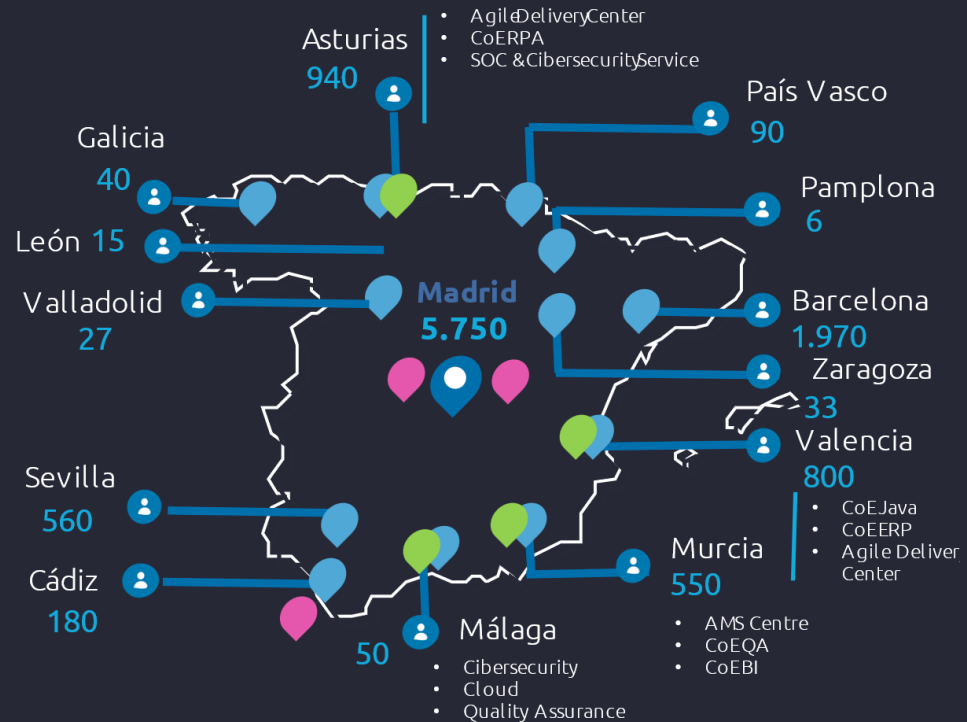
As we leverage cloud, data, AI, connectivity, software, digital engineering, and platforms to address the entire breadth of business needs, this passion drives a powerful commitment. To unlock the true value of technology for your business, our planet, and society for a more inclusive, sustainable future.





Build experiences with challenge and impact

Centres in Capgemini España



Oficina principal



Madrid - AIE Applied Innovation Exchange



Oficinas



Madrid - Centro de Innovación (Innsite)



CoEs



Cádiz - AICAM Centro de Innovación

CAPACITIES

9

Centres of Excellence

3

Innovation Spaces



Key data

Capgemini España has a team of about **11,000 employees**

We have been working on development and innovation for **48 years**

We are certified as **Top Employer 2023** for the third consecutive year

AT CAPGEMINI ESPAÑA, WE WORK CLOSELY WITH YOU TO ACHIEVE THE FUTURE YOU WANT

Capgemini España is at the forefront of innovation to address the diversity of opportunities our clients demand in the dynamic platform, cloud and digital environment. We are backed by a solid track record of 48 years and extensive multi-sector experience.



Build experiences with challenge and impact

Specialized centres

Agile Delivery Center
Architecture/DevOps
CoE RPA
SOC & Cibersecurity Service



Asturias

Madrid



Valencia

Murcia

CoE Java
CoE ERP
Agile Delivery Centre

AMS Centre
CoE QA
CoE BI



Specialized centres



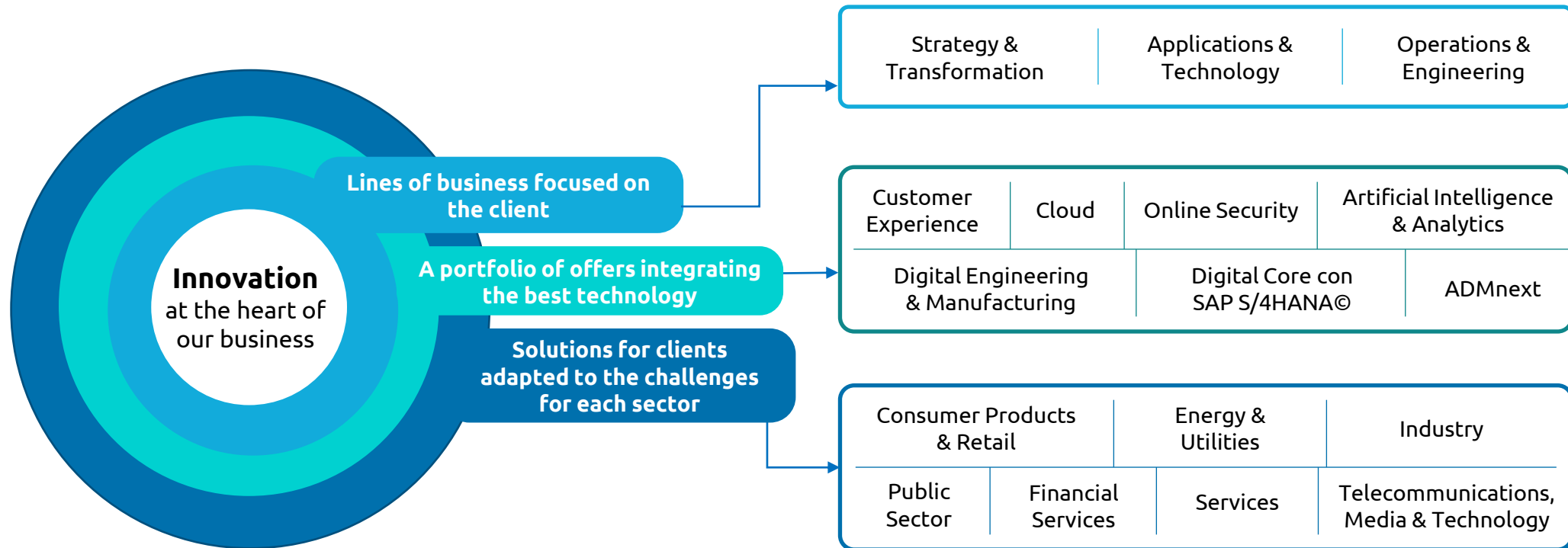
Innovation Centres
(Applied Innovation Exchange)





Business, Portfolio and Solutions

Making use of the power of technology to serve the needs of our customers





Build experiences with challenge and impact



MAIN SERVICES

We are a global company with a wide range of specialized services

We offer a 360° Service. The best specialists based on each type of specialization



CLOUD & CUSTOM APPLICATIONS

DevSecCops as the basis of the transformation

- Next Gen Software Development
- Digital & Complex Architectures
- Cloud Native
- Applications Modernization
- DevOps
- API / Integrations
- Lowcode
- RPA
- IoT



PACKAGE-BASED SOLUTIONS (PBS)

Driving the move to the S4/HANA

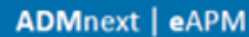
- Its main services are:
- Implementation Projects
 - Maintenance services
 - Migration Projects
 - Roll out projects
 - Digital Transformation Projects



INSIGHTS & DATA

Data at the centre of the customer

- Its main services are Solutions to:
- Smart BI Analytics
 - AI Analytics & Data Science
 - SAP BI
 - AI Engineering – Big Data
 - Master Data Management



APPLICATION MAINTENANCE ADVANCED SERVICES

Transformation of managed services

- Its main services are Solutions to:
- Service transition
 - Application operations
 - Corrective maintenance
 - Preventive / perfective maintenance
 - Service Management
 - Application improvement



CUSTOMER EXPERIENCE (CX)

All around the client

- Its main services are:
- CRM and Marketing
 - Salesforce
 - BPM (Business Process Management)
 - Customer Touch Points (Digital Channels)
 - Mobile
 - Front & Corporate Portals
 - .New Technologies Ecosystem
 - Strategic design (Idean)



CLOUD INFRASTRUCTURE SERVICES

Secure your digital transformation

- Enterprise Service Management: For taking charge of complexity to drive business value
- Employee Experience: For delivering a total employee experience
- Cloud Services: For exploiting the cloud at speed and scale
- Infrastructure Services: For managing and modernizing your IT estate
- Cybersecurity Services: For instilling trust across your environment



Capgemini Invent is the Group's digital innovation, consulting, and transformation brand that helps decision makers design and build the future of their organizations.



frog, part of Capgemini Invent, partners with global brands and ventures to drive customer-centric transformation at scale through innovative and human-centric design work.



IT/OT integration for smart industry

Built on the combined engineering capabilities of Altran and Capgemini, Capgemini Engineering supports the industry's leading players in developing tomorrow's products and services, from concept to industrialization..



Software quality in our DNA

Our practical approach and passion for technology positions Sogeti as leaders in Digital Assurance & Testing services and solutions, being creators of the TMap® and TPI® market standard methodologies, as well as being one of Microsoft's Top Partners.



Build experiences with challenge and impact



SUCCESS STORY

Spain



Build experiences with challenge and impact



AUTOMOTION

SEAT

CAPGEMINI COLLABORATES WITH SEAT ON THE TRANSFORMATION PLAN OF THEIR LOGISTICS SYSTEMS TOWARDS SAP S/4 HANA

This search for excellence within its internal systems led SEAT to investigate the potential of the SAP S/4HANA platform, which represents a new generation technology. Transitioning to the platform was a significant transformation, and they trusted Capgemini, who conducted a review of their current systems and developed a transformation plan for the transition to SAP S/4HANA.

By the end of the project, SEAT had gained a comprehensive understanding of the implications of its journey to the SAP S/4HANA platform. With that knowledge, the organization can now make informed decisions on transformation and prepare its employees for the change.



NAVAL

NAVANTIA

NAVANTIA COLLABORATES WITH CAPGEMINI TO ACHIEVE OPERATIONAL EXCELLENCE

Navantia needed to digitalize its processes and its production plant to adapt to the new challenges of the market, being more efficient and effective in its production processes.

To carry out this digitization process, the SAP MES tool was chosen, and the Diesel Engine Factory at Cartagena was selected as its first point of deployment. Capgemini was the designated technology partner to carry out this task.

This tool provides plant operators and supervisors with a single work environment for all existing order types in the plant: production orders, project orders, graphs and maintenance orders.





RED ELÉCTRICA GROUP

CAPGEMINI DEVELOPS AN IMPACT MEASUREMENT TOOL TO SUPPORT RED ELÉCTRICA'S CIRCULAR ECONOMY ROADMAP

Capgemini collaborated with the Red Eléctrica Group on the development of a tool to measure the results generated after the implementation of the company's Circular Economy Roadmap, in order to continuously determine the viability and efficiency of the roadmap initiatives and measure its global impact.

The tool uses a single unit of measurement to monitor environmental sustainability, incorporating factors such as emissions, waste and the consumption of raw materials. The tool also allows Red Eléctrica to calculate the monetary value of the contributions to sustainability within its

Circular Economy strategy, showing the economic impact both for the Red Eléctrica Group and for society in general. This enables the company to make better decisions based on actual impact, effectively assess the results of its strategy, and monitor its overall viability and efficiency.





MOBILITY

FERROVIAL

ZITY: CAPGEMINI TOGETHER WITH FERROVIAL FOR THE SUCCESS OF SHARED MOBILITY

Ferrovial was considering entering the shared mobility sector in Spain with ZITY, a business not yet explored by the company. Capgemini Invent had the tools to help you in your objective, so it carried out the analysis of the market and of the user profiles, with the estimation of the demand and dimensioning of the size of the fleet, as well as with the definition of the positioning strategy and support for the development of the business plan for the service in Madrid.

The ZITY shared mobility service was launched, in alliance with Renault, and already in its first months of operation, it avoided the emission of more than 1,600 tons of CO2, thanks to the use of these vehicles powered by clean energy.





BRING YOUR WHOLE SELF TO WORK IN AN INCLUSIVE ENVIRONMENT



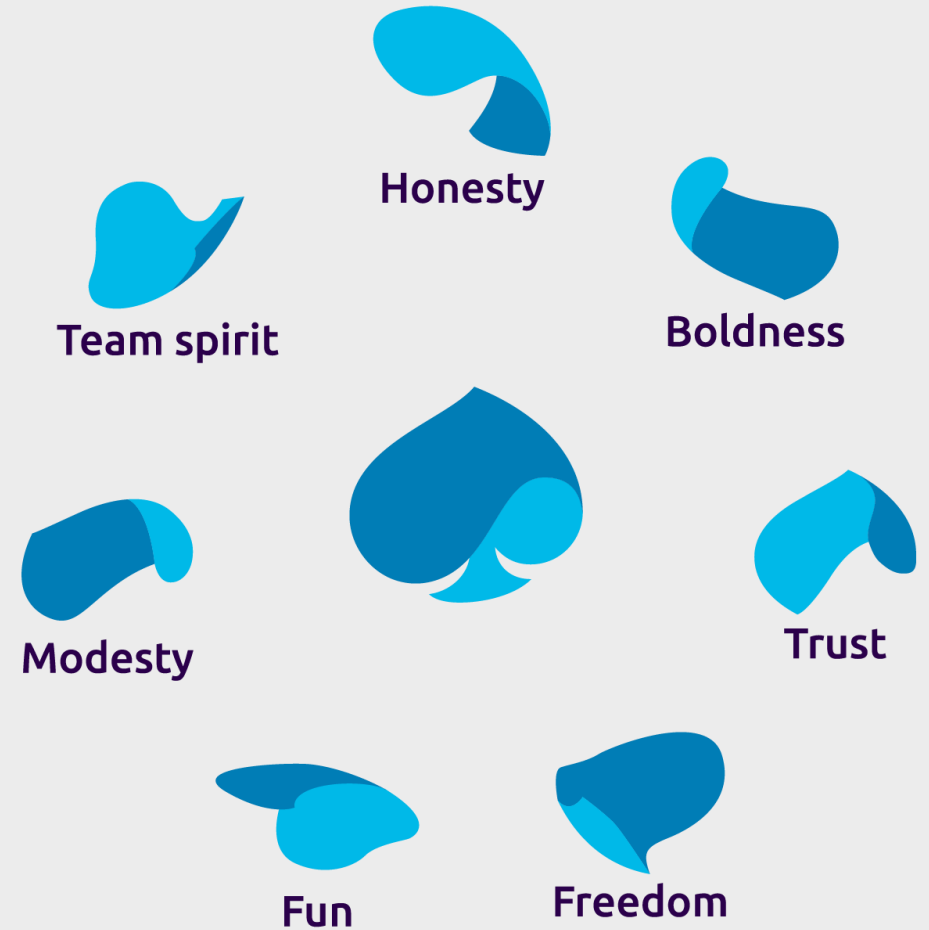


Bring your whole self to work in an inclusive environment

OUR VALUES

Ethics and our **seven values** are at the heart of our corporate culture and all our business. We believe that ethics and sound integrity are the foundation of a profitable and sustainable business, and our seven values have guided us since the beginning of our organization.

<https://www.capgemini.com/our-company/values-ethics/>





Bring your whole self to work in an inclusive environment

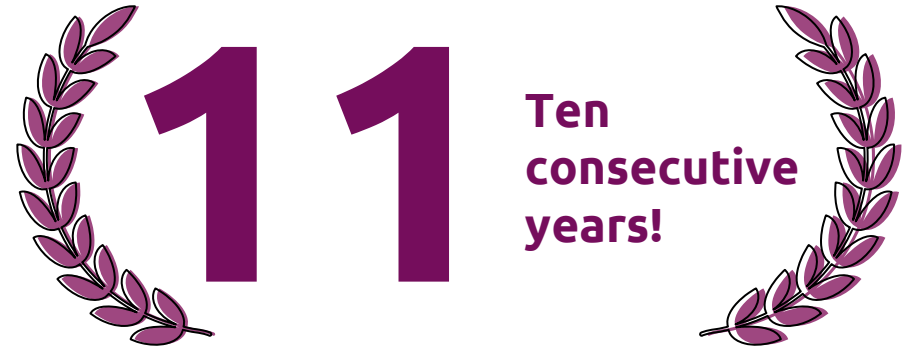


LEADING THE WAY TO AN ETHICAL FUTURE

In 2010, we established a formal [Ethics and Compliance](#) (E&C) program at Capgemini, placing our values at the centre. This extensive program was crucial to a diverse and decentralized group success such as ours, with multicultural teams operating in more than 40 countries.

Since then, it has helped us become one of the most trusted and respected companies in the world, being recognized as [“One of the World’s Most Ethical Companies®”](#) by the Ethisphere® Institute for nine consecutive years.

Our ethics program aims to raise employee awareness of our ethical principles and policies, enabling them to make better decisions based on honesty and integrity.





Bring your whole self to work in an inclusive environment

DIVERSITY IS OUR COMMITMENT AND VALUE

At Capgemini we are convinced that diverse teams are **an extraordinary fertile ground for innovation to flourish**. The richness offered by the ability to approach solutions from different perspectives only strengthens organizations and offers a complete and competitive response to the challenge posed by clients and the market.

The firm commitment entails the equal opportunities guarantee for professionals, understanding this as a key element in the retention of talent and a responsibility to society.

<https://www.capgemini.com/diversity-inclusion/>





Bring your whole self to work in an inclusive environment



EQUALITY

Through the **Gender Equality Plan**, Capgemini ensures that the equality policy becomes one of the foundations of our business culture. This is permanently incorporated into managing Capgemini's human capital to guarantee that both women and men have the same employment opportunities, internal training, promotion and all management practices.

Share young and dynamic team spirit





HAVE FLEXIBILITY TO WORK YOUR WAY





THE THREE DIMENSIONS OF OUR WAY OF WORK

Technology is essential to drive the new ways of working: a digitally-enabled, borderless, hybrid working model that creates new possibilities for our people around the world.

Our way of work is driven by transformation in three key business dimensions:



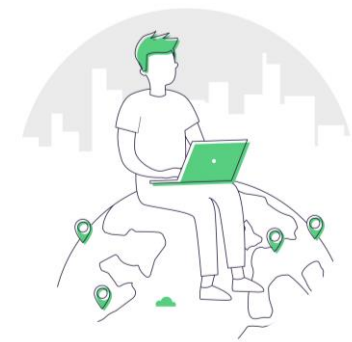
FLEXIBLE WORKING

Redefining when and how we sell, deliver and get the job done



CONNECTED SPACES

Designing pioneering workspaces and innovative digital tools that enable a hybrid work environment that builds trust and collaboration



ANYONE, ANYWHERE

New ways to meet our commitments and find the right person regardless of location (only in Spain)



FLEXABROAD: A WHOLE NEW WORLD OF POSSIBILITY

You will have the possibility to work in a country where Capgemini has base for a maximum period of 45 days.



ELEGIBILITY

- +1 year of seniority in the Capgemini group
- With a local employment contract



UBICATION

- From any country where Capgemini it's present (*specific limitation will be applied in some countries*)
- Remote working



DURATION

- 45 calendar days in 12 consecutive months



OBLIGATION

- You must apply 8 weeks in advanced through *OfficePass* and have the approval of your manager before leaving your country of origin.

To learn more: https://talent.capgemini.com/es/pages/recursos_humanos/Desarrollo_Corporativo/flexabroad/



Have flexibility to work your way

BE YOU – Reconcile

FLEXIBILITY AND WORK-LIFE BALANCE



SPACE-TIME

- Flexible work
- Flexible working time schedule
- Choose your holidays
- Intensive working Schedule on Fridays and summer



COMPENSATION

- Private health insurance (optional)
- Life and accident insurance

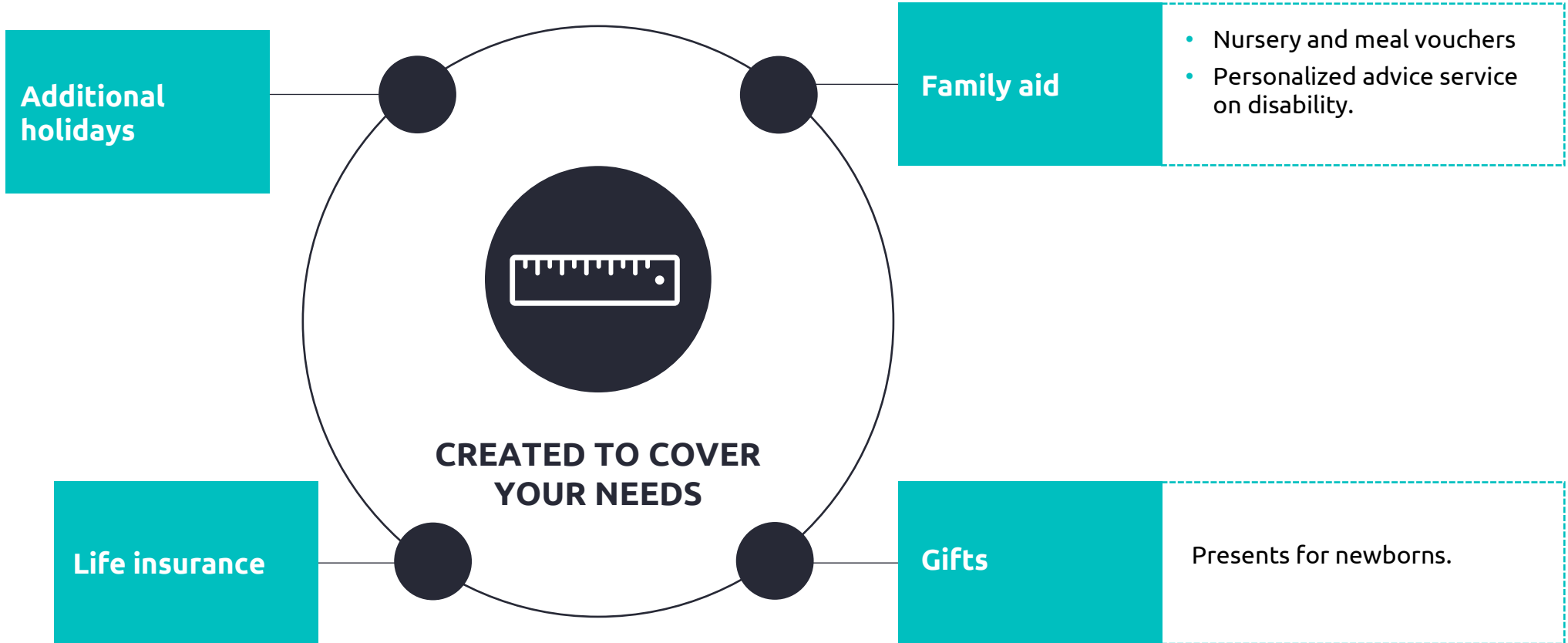




Have flexibility to work your way



BE YOU - Take care of yourself WORK-LIFE BALANCE



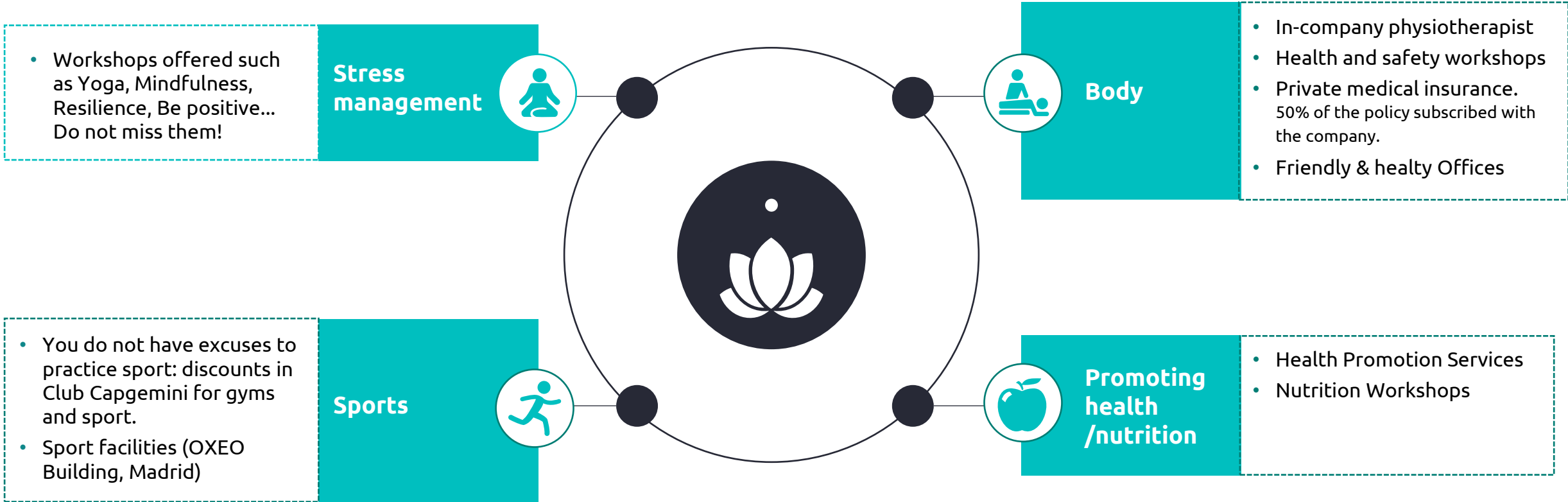
Live at your own pace



Have flexibility to work your way



BE YOU - Enjoy WELLNESS/HEALTH



At your own pace

To learn more: https://talent.capgemini.com/es/pages/recursos_humanos/Desarrollo_Corporativo/be_you/



Have flexibility to work your way

TOP EMPLOYERS

Capgemini are once again a Top Employer certified Company.

Thank you for being part of Capgemini!

top[®]
EMPLOYER

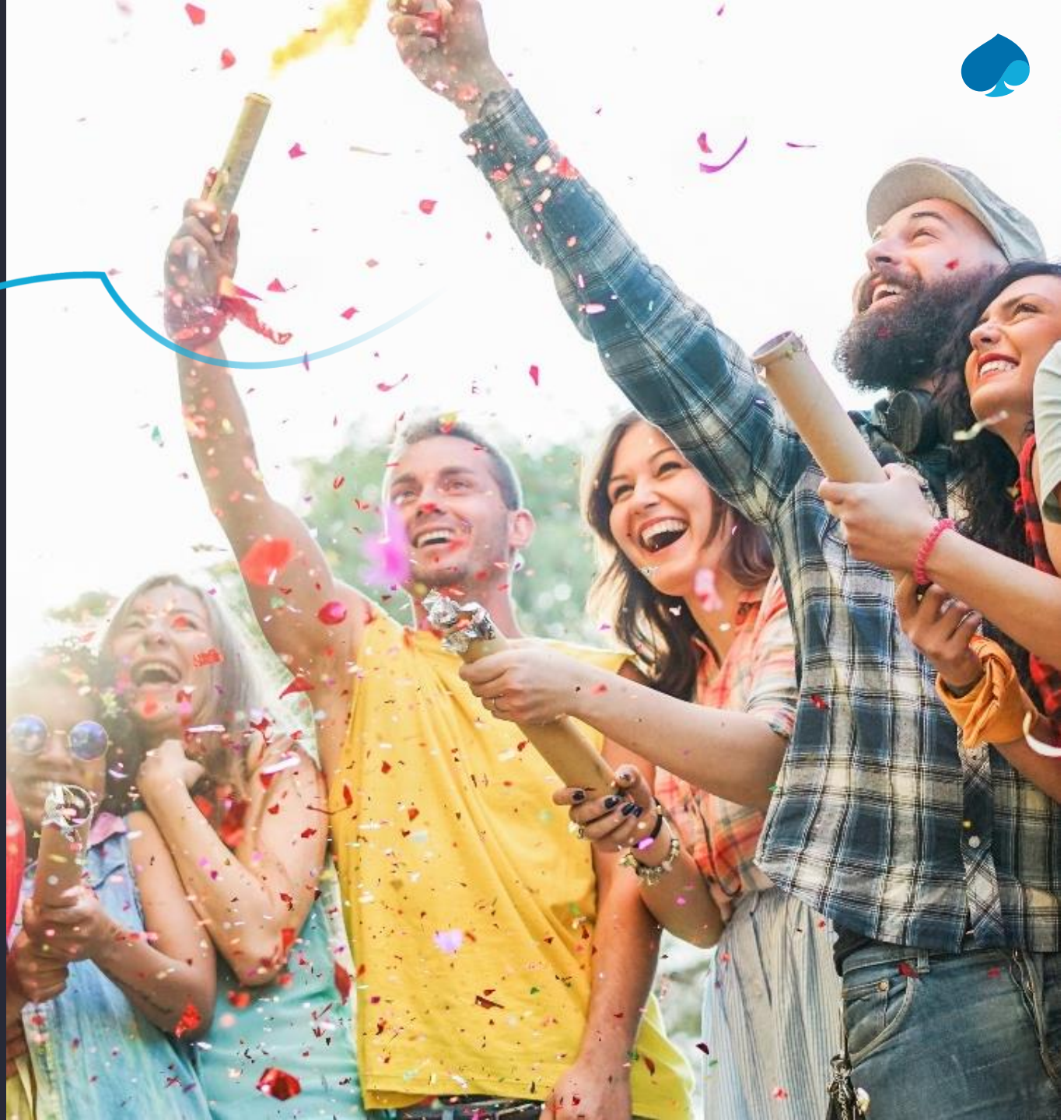
ESPAÑA
SPAIN
2023

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EMPLOYER

EUROPE
2023

CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS





BENEFIT FROM LEARNING FOR LIFE





TRAINING

Training at Capgemini has three main axes: **Technical Training, Skills and Language Training and Corporate Training** both Online and Instructor Lead in classroom and online.

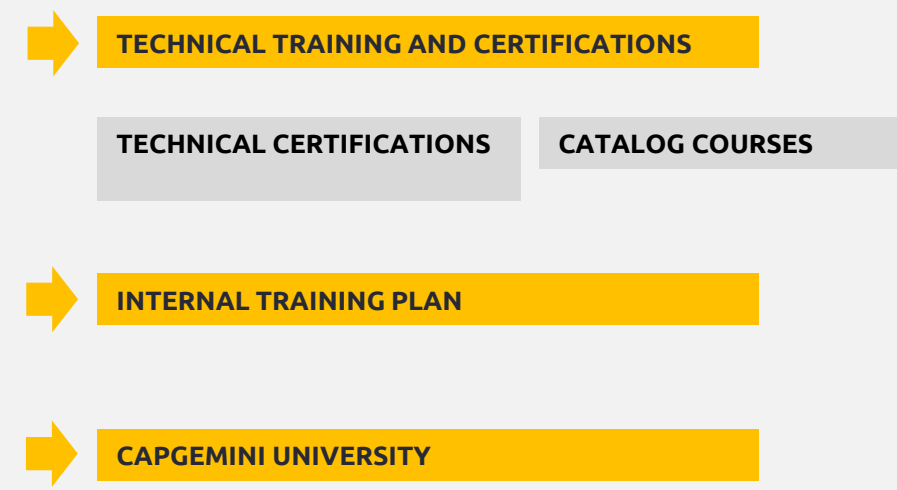
ONLINE



- Our platform brings together thousands of online courses from libraries around the world in one place, giving you the opportunity to build your own learning path. Next is available to all employees, regardless of their position or function within the organization



INSTRUCTOR LEAD



To learn more: https://talent.capgemini.com/es/pages/recurros_humanos/formacion_interna/



SHAPE YOUR FUTURE PATH





INDIVIDUAL MONITORING



It is essential to provide personalised treatment and follow up with our professionals through ad hoc meetings and other tools. You mark your development, with a professional career defined by the change of project, the development in your learning and with different types of careers.

MEETINGS WITH HUMAN RESOURCES

Welcoming new employees, Quality service surveys, Individual interviews or follow ups for the better development, integration and feedback

ANNUAL APPRAISAL MEETING (AA)

Annual Appraisal meeting with their immediate superior to set goals, development action plans, career path, training needs, etc.

GET SUCCESS

Thanks to an intuitive and easy-to-use application, GetSUCCESS, you have in your hands to define, pursue and achieve the priorities that develop your skills.

TIME for FEEDBACK

PULSE: give your feedback through this continuous listening program

To learn more: https://talent.capgemini.com/es/pages/recursos_humanos/Desarrollo_Corporativo/desarrollo_profesional/



Shape your future path

INTERNATIONAL MOBILITY



MOBILITY PROGRAM

Capgemini have a programme that coordinates international mobility requests.
The programme is open to all consultants.

To learn more:

https://talent.capgemini.com/es/pages/recursos_humanos/Desarrollo_Corporativo/mobility/





MERIT RECOGNITION

OUR Recognitions ARE consistent with our values and culture, our CSR and innovation



RETINA ECO AWARDS

The Retina ECO Awards are intended to recognize four companies or organizations with a strong commitment to sustainability, innovation and the fight against climate change.

TOGETHER CAPGEMINI AWARDS

The Together Capgemini Awards, in collaboration with the Randstad Foundation, launches the fifth edition of the Together Awards with which both intend to reward and give continuity to the extraordinary work carried out by non-profit entities dedicated to the inclusion and normalization of disability in Spain.

WOMEN FOR THE FUTURE AWARDS

Premios Women for the Future led by the Women@Capgemini community

Awards given to those inspiring and talented women around us.



CONTRIBUTE TO SOCIETY





Contribute to Society

CAPGEMINI FOUNDATION

The Capgemini Foundation reflects our commitment to making society better, more sustainable and equitable through innovation and technology. To this end, we work with non-profit organisations and the most vulnerable groups in their digitalisation, thus reducing the social divide. We also promote talent and STEAM vocations to transform education, making it more inclusive and diverse. Thanks to our volunteers we build the future.



MAIN LINES OF WORK:

- Volunteering
- Digital Inclusion
- Social Innovation
- Sustainability
- Partnerships



+2.000
VOLUNTEERS



+100
SOCIAL ACTIONS



+20.000
VOLUNTEER AND CONSULTANCY
DONATED HOURS



COOPERATION WITH
+150
NON-PROFIT ORGANISATIONS





CORPORATE SOCIAL RESPONSIBILITY

Our CSR program is based on our commitment to our planet, people and society in general.



Environmental sustainability

By driving sustainable thinking into our operations and the work we do with customers, we are securing a future for our planet.



Digital inclusion

By utilizing the skills and passions of our people, we are bridging the digital breach to ensure we have a future where technology is an opportunity for all.

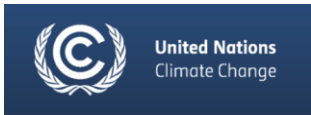


Diversity and inclusion

By having a diverse workforce that represents our society and fostering an inclusive culture, we are building a place where the best talent can thrive.

To learn more: <https://talent.capgemini.com/positivefutures>

PUR ALLIANCES:





CONNECT WITH US

Capgemini Engineering

VISIT OUR WEBSITE

<https://capgemini-engineering.com/es/es/>

KEEP UP TO DATE

 twitter.com/CapgeminiEngES

 [instagram.com/capgeminiengineerings/](https://www.instagram.com/capgeminiengineerings/)

 [facebook.com/CapgeminiEngineeringES](https://www.facebook.com/CapgeminiEngineeringES)

 [linkedin.com/company/capgemini-engineering](https://www.linkedin.com/company/capgemini-engineering)

Capgemini


VISIT OUR WEBSITE

[capgemini.com/es-es](https://www.capgemini.com/es-es)


MEET OUR EXPERTS


[capgemini.com/es-es/expertos/](https://www.capgemini.com/es-es/expertos/)


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 twitter.com/capgemini_es


 [slideshare.net/capgemini](https://www.slideshare.net/capgemini)


 [facebook.com/capgeminiSpain](https://www.facebook.com/capgeminiSpain)

 [soundcloud.com/capgemini](https://www.soundcloud.com/capgemini)

 [linkedin.com/company/capgemini](https://www.linkedin.com/company/capgemini)

 [instagram.com/capgemini_es](https://www.instagram.com/capgemini_es)

 [youtube.com/c/CapgeminiGlobal](https://www.youtube.com/c/CapgeminiGlobal)

 [glassdoor.com/Overview/Working-at-Capgemini-EI_IE3803.11,20.htm](https://www.glassdoor.com/Overview/Working-at-Capgemini-EI_IE3803.11,20.htm)



Capgemini Invent

VISIT OUR WEBSITE

[capgemini.com/es-es/service/invent/](https://www.capgemini.com/es-es/service/invent/)

KEEP UP TO DATE

 [linkedin.com/company/capgemini-invent/](https://www.linkedin.com/company/capgemini-invent/)

Sogeti

VISIT OUR WEBSITE

[sogeti.es/](https://www.sogeti.es/)

KEEP UP TO DATE

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About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of over 325,000 team members more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion.

Get The Future You Want | www.capgemini.com



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