ADDMORE SERVICES
Architectural, Engineering, and Construction
Professional and Technical Offshore Outsourcing

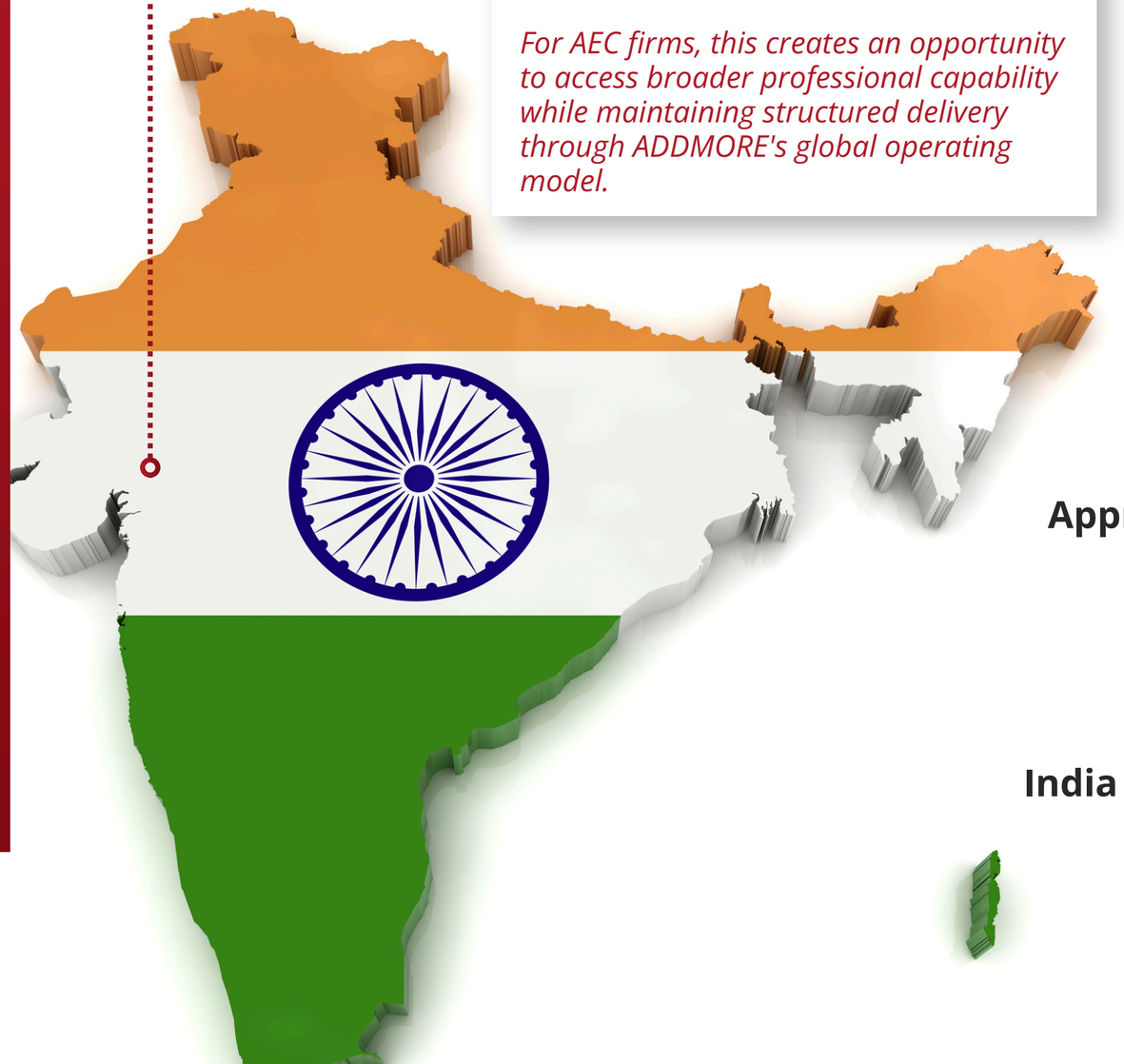
INDIA REGION & TALENT HUB OVERVIEW

India | Asia

www.addmoreservices.com

India is no longer simply a destination for transactional outsourcing. Its professional services ecosystem increasingly supports engineering, technology, design, analytics, project management, research and development, and other knowledge-intensive functions.

For AEC firms, this creates an opportunity to access broader professional capability while maintaining structured delivery through ADDMORE's global operating model.



INDIA AT A GLANCE

India combines a large and increasingly specialized professional workforce with one of the world's strongest technology and services ecosystems. Its scale, engineering capabilities, English-speaking workforce, and mature global delivery environment make it a strategic location for professional offshore services.

Official Name
Republic of India

Population
Approx. 1.46 billion

GDP
Approx. US$3.96 trillion, 2025

GDP Growth
7.6%, 2025

Time Zone
India Standard Time, UTC+5:30

Capital
New Delhi

Currency
Indian Rupee (INR)

Primary Business Language
English

Other Major Languages
Hindi and numerous regional languages

THE ECONOMY OF INDIA

India's economic growth is increasingly supported by services, technology, infrastructure development, engineering and professional capabilities. This combination creates a strong environment for companies seeking scalable technical and knowledge-based support.

KEY ECONOMIC INDICATORS

GDP	GDP Growth	Services Contribution	Engineering R&D Services Market
US$3.96 trillion	**7.6%**	**Approximately 56.4% of GVA**	**Approximately US$133.7 billion**
2025	**2025**	**FY2025-26**	**2025**

A GROWING ENGINEERING ECOSYSTEM

India's engineering sector supports infrastructure, construction, manufacturing, energy, transportation and technology industries. The Engineering Research and Development Services market is projected to continue expanding through 2030, reinforcing the country's depth of technical capability.

KEY TALENT MARKETS

Bengaluru - Technology, engineering, R&D and global capability services

Hyderabad - Technology, engineering, data and digital services

Delhi NCR - Engineering, infrastructure, professional services and corporate operations

Mumbai - Finance, real estate, infrastructure and corporate services

Pune - Engineering, manufacturing, technology and automotive

Chennai - Engineering, manufacturing, infrastructure and technology

FOREIGN DIRECT INVESTMENT (FDI) SPOTLIGHT: INDIA

India continues to attract substantial foreign investment across services, technology, engineering, infrastructure and construction-related sectors.

HIGHLIGHTS

US$81.04 billion
FDI inflow recorded in FY2024-25

US$128.85 billion
Cumulative FDI equity inflow into the services sector through March 2026

US$124.67 billion
Cumulative FDI equity inflow into computer software and hardware through March 2026

US$38.74 billion
Cumulative FDI equity inflow into construction infrastructure activities through March 2026

A STRONG GLOBAL INVESTMENT DESTINATION

The services sector remains one of India's largest recipients of foreign investment, while software, engineering, infrastructure and construction-related sectors continue to attract international capital.

For businesses building global delivery capability, this investment environment contributes to a mature ecosystem of technology providers, professional services firms, infrastructure and skilled talent.

INDIA'S KEY TALENT HUBS

India's professional talent market is distributed across several major metropolitan centers, allowing companies to build teams around specialized skill requirements rather than relying on a single location.

BENGALURU *Technology | Engineering | R&D | GCCs | Digital Services*
Bengaluru remains India's leading technology and global capability hub. It accounts for approximately 35% of India's technology workforce and has a technology talent pool exceeding one million professionals.

HYDERABAD *Technology | Engineering | AI | Cloud | Digital Operations*
A major center for technology, engineering and global capability operations.

DELHI NCR *Infrastructure | Engineering | Corporate Services | Technology*
A major professional and commercial center serving national and international businesses.

PUNE *Engineering | Manufacturing | Automotive | Technology*
Strong depth in engineering and technical professional services.

CHENNAI *Engineering | Manufacturing | Infrastructure | Technology*
A major southern India hub with strong industrial and engineering capability.

MUMBAI *Finance | Real Estate | Infrastructure | Corporate Services*
India's leading financial center with substantial real estate, development and corporate services activity.

Together, India's major Tier I cities provide a broad platform for professional, technical and digital talent.

WHY BUILD A TEAM IN INDIA?

Deep Professional Talent
India has a large and diverse professional workforce spanning engineering, architecture, technology, finance, project management and business services.

Strong AEC Ecosystem
India's engineering, infrastructure and construction sectors generate substantial demand for technical professionals and digital project capabilities.

English-Language Capability
English is widely used throughout India's professional and business environment, supporting communication with international clients and project teams.

Technology-Enabled Delivery
India has one of the world's most mature technology and Global Capability Centre ecosystems, supporting cloud collaboration, digital workflows, BIM, VDC and data-driven delivery.

Scalable Talent Markets
Multiple major cities allow teams to be built around specific technical requirements, experience levels and cost structures.

Global Delivery Experience
India's large Global Capability Centre ecosystem demonstrates its ability to support international organizations with complex and specialized functions.

Extended Global Coverage
India's UTC+5:30 time zone can complement ADDMORE's other global talent hubs to provide extended delivery coverage across international project schedules.

Cost-Efficient Professional Capability
India provides access to specialized professional expertise while giving clients greater flexibility to manage delivery costs and scale capability.

THE CHALLENGE

India's Architecture, Engineering, and Construction (AEC) and Engineering, Procurement, and Construction (EPC) sectors continue to experience shortages in experienced professionals, particularly for specialized and senior-level roles.

This creates an opportunity for international AEC firms to access India's professional capability through a structured offshore delivery model.

INDIA'S AEC TALENT OPPORTUNITY

India's infrastructure and construction growth is creating significant demand for engineering, project management and technical professionals.

85+ MILLION
People employed across India's organized and unorganized EPC ecosystem

51%
Increase in Engineering, Procurement, and Construction (EPC) hiring demand since 2020

25+ MILLION
Potential additional Engineering, Procurement, and Construction (EPC) jobs expected by 2030

STRONG DEMAND FOR TECHNICAL PROFESSIONALS

Recent industry analysis identifies continuing demand across:

- Engineering
- Construction management
- Infrastructure
- Project planning
- Design and documentation
- Digital engineering
- Technology-enabled project delivery
- Supply chain and procurement
- Quality and compliance

TALENT LANDSCAPE IN INDIA

India offers one of the world's deepest professional talent markets, supported by a large technology ecosystem, an extensive higher education network, and rapidly expanding engineering and professional services sectors.

INDIA'S NATIONAL TALENT BASE

2,117
Global Capability Centres (GCC) operating across India in FY2026, spread over 3,728 units

2.36 million
Professionals employed across India's GCC ecosystem

1.5 million+
Engineering graduates entering the market each year: Capability is concentrated in Bengaluru, Hyderabad, Delhi NCR, Pune, Chennai and Mumbai, allowing ADDMORE to source by skill rather than by city.

PROFESSIONAL TALENT AVAILABLE THROUGH ADDMORE

ARCHITECTURE, BIM & RENDERING

- Residential Architect
- Commercial Architect
- BIM Manager
- BIM Coordinator
- BIM Modeler
- Revit Specialist
- BIM Architect
- AutoCAD Draftsperson
- 3D Visualizer
- Clash Detection Specialist
- CAD to BIM Specialist

ENGINEERING & VDC

- BIM Structural Engineer
- BIM MEP Engineer
- VDC Manager
- VDC Engineer
- Construction Technologist
- 4D Modeler
- 5D Cost Modeler
- Project Control Analyst
- MEP Coordinator
- Structural Engineer

COST & PROJECT SERVICES

- Quantity Surveyor
- Cost Estimator
- Cost Manager
- Contract Administrator
- Project Manager
- P6 Scheduler
- Claims Analyst
- Procurement Specialist

India's broad professional market allows ADDMORE to match talent to the technical, operational, and project requirements of each client.

ADDMORE's delivery model is designed to provide structured oversight while allowing clients to focus on project performance and business outcomes.

WORKING HOURS, BENEFITS & EMPLOYMENT

WORKING HOURS & OVERTIME

Under the Occupational Safety, Health and Working Conditions Code, the standard framework provides for:

8 hours per day
48 hours per week

Work beyond the applicable limits is subject to overtime provisions, including payment at twice the normal rate under the Code's framework.

SOCIAL SECURITY

The Indian framework includes provisions covering:

- Provident fund
- Employee state insurance
- Gratuity
- Social security benefits
- Protection for fixed-term employees
- Broader social security coverage

GRATUITY

The Labour Codes provide specific gratuity provisions, including a one-year eligibility period for eligible fixed-term employees.

EMPLOYER COMPLIANCE

India's employment environment requires attention to:

- Employment documentation
- Payroll and statutory contributions
- Working hours
- Leave administration
- Workplace safety
- Employee records
- State-specific requirements
- Applicable tax and employment regulations

TOP FUNCTIONS TO OUTSOURCE FROM INDIA

India's professional talent ecosystem supports a wide range of functions that can complement an international AEC organization.

ARCHITECTURE & DESIGN

- Architectural Drafting
- Architectural Documentation
- Interior Design Support
- CAD Production
- Revit Production
- BIM Modeling
- Rendering and Visualization

BIM & VDC

- BIM Coordination
- BIM Management
- Clash Detection
- VDC Support
- 4D Modeling
- 5D Modeling
- Digital Twin Support
- Construction Technology

ENGINEERING

- Structural Engineering
- Structural Detailing
- MEP Engineering
- MEP Coordination
- Engineering Documentation
- Shop Drawings
- Steel Detailing
- Precast Detailing
- Rebar Detailing

COST & COMMERCIAL

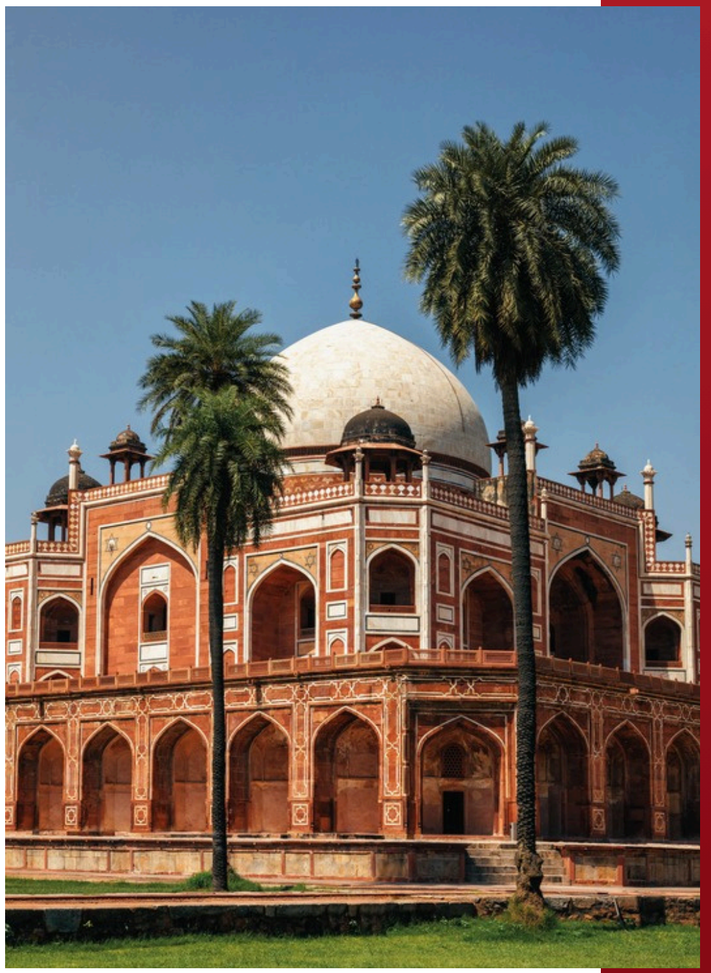
- Quantity Surveying
- Quantity Takeoffs
- Estimating
- Cost Management
- Contract Administration
- Claims Support
- Project Controls

PROJECT SUPPORT

- Project Management
- Scheduling
- Document Control
- Procurement Support
- Data Analysis
- Technical Administration

BUSINESS SUPPORT

- Administrative Support
- Data Entry
- CRM Management
- Proposal Support
- Sales Support
- Marketing Coordination



The specific role mix can be structured around the client's existing organization, workflow and project pipeline.

AEC-Specialized Talent for Global Project Delivery

India's value to ADDMORE is not simply the size of its workforce. It is the ability to combine professional expertise with structured AEC delivery.

AEC-SPECIALIZED INDIA TALENT

ARCHITECTURE - Production drafting, construction documentation, interior documentation and design support.

BIM - Revit modeling, BIM coordination, BIM management, clash detection and model development.

VIRTUAL DESIGN & CONSTRUCTION - VDC support, 4D and 5D modeling, project controls, construction technology and digital delivery.

MEP - Mechanical, electrical, plumbing and HVAC drafting, modeling, coordination and documentation.

STRUCTURAL - Structural BIM, steel detailing, precast detailing, rebar detailing and structural shop drawings.

QUANTITY SURVEYING & ESTIMATING - Quantity takeoffs, estimating, cost planning, cost management and commercial support.

PROJECT MANAGEMENT - Scheduling, document control, procurement, project coordination, claims support and project controls.

SPECIALIST DOCUMENTATION - Millwork, joinery, dimensional stone, tiling, FF&E and specialist subcontractor documentation.

The objective is to provide professional capability that integrates into the client's existing systems rather than operate as a disconnected external function.

ADDMORE INDIA TALENT HUB

India forms part of ADDMORE's global talent hub network, providing access to professional and technical capability that can be integrated into international AEC teams.

Identify - Understand the client's project, role, technical requirements and delivery standards.

Match - Select professionals based on technical capability, experience and cultural alignment.

Integrate - Align the professional with the client's systems, software, workflows and communication standards.

Manage - Provide structured oversight, quality control and ongoing support.

Scale - Add capability as project demand grows.

INDIA'S ROLE WITHIN THE GLOBAL TALENT NETWORK

India can provide additional depth across:

- Architecture
- BIM
- Revit
- Engineering
- VDC
- Quantity Surveying
- Estimating
- Project Management
- CAD
- Shop Drawings
- MEP Support
- Structural Services

ADDMORE's global hub structure allows talent to be selected based on capability and project requirements rather than geography alone.

DATA SECURITY & QUALITY

Data Security, Quality & Compliance

Professional offshore delivery requires more than technical capability. It requires secure systems, controlled workflows and consistent quality management.

SECURITY

ADDMORE maintains security practices that include:

- Secure cloud-based collaboration platforms
- Two-factor authentication
- Access management
- Secure storage and data handling
- Confidentiality agreements and NDAs
- Encryption and secure transfer practices
- Client-specific security requirements where required

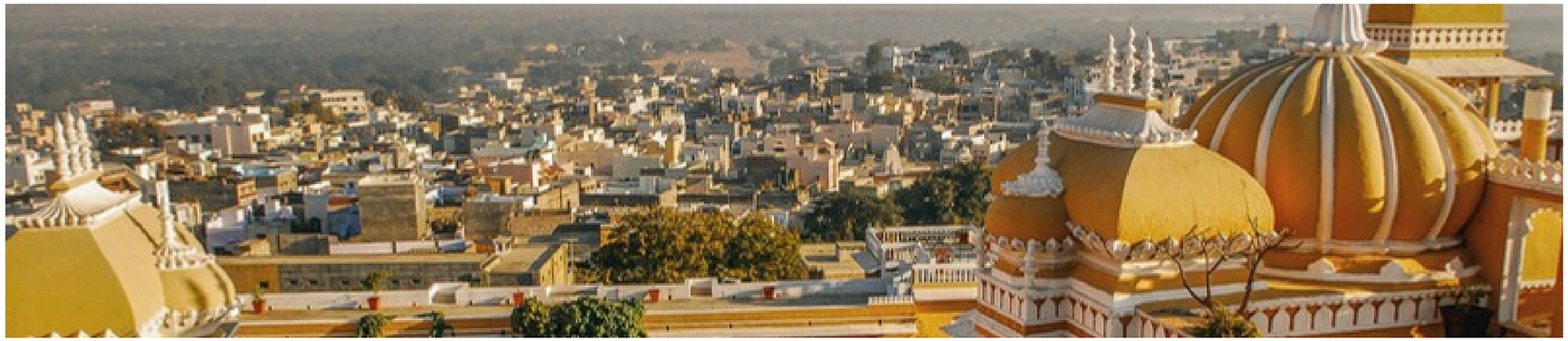
QUALITY CONTROL

ADDMORE's delivery approach includes:

- Role-specific technical screening
- Structured hiring and assessment
- Documented workflows
- Internal quality reviews
- Team leadership and supervision
- Client-specific standards and procedures
- Ongoing performance monitoring

CLIENT-LED DELIVERY

Where clients have established systems, ADDMORE works within those systems and aligns professionals with the client's standards, workflows and project requirements. Security and delivery requirements can be customized according to the sensitivity and complexity of each engagement.



INDIA DELIVERY & GLOBAL COLLABORATION

India Delivery & Global Collaboration
India Standard Time operates at UTC+5:30, creating a different working-day position from North American and European markets.
Rather than treating this as a limitation, ADDMORE can use India's position within its broader global talent network to create extended delivery coverage.

GLOBAL COLLABORATION

USA
Client leadership, commercial relationships and project direction

INDIA
Technical production, engineering, BIM and professional support

PHILIPPINES
Additional technical and operational capacity

LATIN AMERICA
Additional regional talent and delivery capability

SOUTH AFRICA
Additional professional and technical capability

SRI LANKA
Additional global talent capacity

THE RESULT

A distributed delivery model can provide:

- Extended working-day coverage
- Additional production capacity
- Greater access to specialized professionals
- Flexible scaling
- Reduced pressure on internal teams
- Continuity across project workloads

The objective is not to force every location into the same schedule. It is to use ADDMORE's global talent network intelligently.

THE ADDMORE DIFFERENCE

The professional does not simply receive a task list. They become part of a structured delivery environment designed around the client's business.

HOW ADDMORE SUPPORTS THE CLIENT

More Than Talent. Structured Delivery.

Offshore talent is most effective when professionals have clear expectations, strong management and a defined delivery framework.

DISCOVERY
We understand the client's requirements, project environment, technical standards and team structure.

DEEP DIVE
We review tools, workflows, communication requirements and project objectives.

TALENT MATCHING
Professionals are selected based on technical fit, experience and cultural alignment.

KICKOFF
Roles, responsibilities, communication rhythms and initial priorities are established.

ONBOARDING
The professional is introduced into the client's systems and working environment.

ONGOING SUPPORT
ADDMORE provides account management, performance monitoring, quality oversight and flexible scaling.

ADDMORE: EXPERTS FOR PEOPLE & SOLUTIONS

SOLUTIONS

Project Specific Outsourcing

(with a follow-the-sun, 16-hour-day advantage)

Perfect for short-term needs, overflow work, or specialized tasks — we step in when your in-house team needs backup.

- Architectural Drawings, BIM, and Rendering Services
- Quantity Takeoffs and Cost Management
- Project Management, FF&E Sourcing and Consultancy
- MEP & Structural Services
- F&B Hospitality Design and Consultancy
- AI Teams

PEOPLE

Professional Talent Outsourcing

(With Intelligent Resourcing)

Intelligent resourcing by dedicated, full-time professionals from one person to a team and even a combination from the tiers to create a Professional Offshore Division (POD) that becomes part of your team.

- Elite Talent: Senior-level professionals who integrate seamlessly into your team for advanced design support services, project management, quantity takeoff and estimating, or BIM support.
- Core Talent: Experienced technical and documentation professionals providing daily project consistency and accuracy to architects, estimators, and project managers.
- Smart Assist: Graduate-level professionals who support architects, estimators, and project managers with essential tasks like data entry, scheduling, and spreadsheet management.

Consultancy Services

ADDMORE Services provides expert consultancy for owners, developers, hospitality groups, specialist contractors, and general contractors delivering high-end interior environments. Our mandate is simple: protecting your project from concept to completion.

In high-end interior projects, every stakeholder has their own agenda. ADDMORE is the only party at the table whose sole focus is protecting the owner, strengthening the contractor, and ensuring every specialist trade delivers to the standard the project demands.

We offer three core service areas:

- **Owner's Representation** — Protecting your schedule, budget, design intent, and brand standards from day one through to handover.
- **Specialist Contractor Oversight** — A structured A-Z workflow ensuring specialist trades deliver on time, on scope, and to the quality expected of high-end environments.
- **GC Consultancy** — Operational and technical support for small-to-medium general contractors looking to compete in the luxury market.

BUSINESS TECHNOLOGY

Business Technology extends ADDMORE's intelligent resourcing model beyond the built environment into software, data and technology operations. It is offered to AEC clients who need technology capability alongside their project teams, and to organizations outside the sector.

SOFTWARE ENGINEERING
Backend, Frontend, Full Stack, Mobile, Technical Leads

QUALITY ASSURANCE & AUTOMATION
Quality Assurance Engineers, Automation Engineers, Software Development Engineers in Test

CLOUD & DEVELOPMENT OPERATIONS
Amazon Web Services, Microsoft Azure, Development Operations, Site Reliability Engineering, Platform Engineering

DATA & ARTIFICIAL INTELLIGENCE
Data Engineers, Data Analysts, Business Intelligence, Machine Learning and Artificial Intelligence Engineers

CYBERSECURITY
Security Operations, Security Engineering, Identity and Access Management, Cloud Security

INFORMATION TECHNOLOGY MANAGED SERVICES Level 2 and Level 3 Support, Systems, Networks, Microsoft 365 and Microsoft Azure

PEOPLE BASED
Dedicated professionals resourced into the client's team, from a single specialist to a full squad, across any of the six capability areas.

SOLUTIONS BASED
A delivered solution rather than headcount, with ADDMORE professionals available to support it where the client requires.

PROMOREIQ
An artificial intelligence outbound platform delivered as a solution alongside the six capability areas, using an ideal client profile to drive contact scoring and segmentation, with a single agent handling calls, text messaging and email.

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Build More Capability with ADDMORE

India provides access to a deep and diverse professional talent ecosystem.
ADDMORE provides the structure to turn that capability into a practical extension of your AEC business.

Las Vegas, Nevada, USA
Global Talent Hubs: Philippines | Latin America | South Africa | India | Sri Lanka

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