

# Human resources

Our ability to attract and further develop skilled professionals is crucial to building excellence in everything we do... including product management and development, engineering, solutions integration, customer support, marketing and accounts management.

Orc's organisational structure is divided into four regions: Europe, North America, Asia and Australia, with 14 offices located worldwide to ensure high visibility globally in every major financial market, local customer support, and local market knowledge and expertise.

At year end 2006, Orc Software employed 244 people compared to 207 in 2005. The increase in staff is in large part (50 percent) attributed to the integration of Cameron Systems.

## A truly global organisation and a strong international culture

Orc Software has a vital company culture that rewards and fosters employee commitment, contribution and expertise, and a positive 'can do' attitude. We encourage personal development for individuals so the path to learning and growing continues.

Skills enhancement is an important part of Orc culture and is fostered through internal and external training and programs. New employees receive induction training and are provided with advancement opportunities that exist within our global, fast paced, innovative and rewarding organisation.

## Consolidated management team

Orc's newly expanded management team consists of senior individuals Thomas Bill, CEO, Anders Berg\*, CFO, John Cameron, CTO, Joacim Wiklander, VP Product Management, Hugh Stables, VP Engineering, Jan Hallsenius, VP Sales Operations, Fredrik Skogby, VP Corporate Development, Annie Walsh, CMO, Martin Koopman, President North America, Anders Henriksson\*, President Benelux, Eastern and Central Europe, Matteo Carcano\*, President Western Europe, and Peter Bergson\*, General Counsel.

\* These members of the management team joined after December 31, 2006.

## Incentive programs

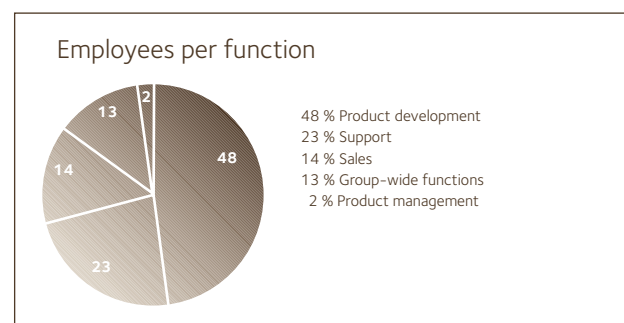
Information on incentive programs is provided in the Directors' Report.

## Human resources in figures

	2006	2005
Number of employees at year end	244	207
Average number of employees	227	186
Percentage of female employees, %	19	18
Added value per employee, SEK million	1.2	0.9
Average age	32	32

## Number of employees per office

244 employees at 14 offices	number
Stockholm	77
St. Petersburg	25
Moscow	13
London	16
Frankfurt	7
Vienna	4
Milan	11
Zurich	1
New York	15
Chicago	7
Toronto	10
Sydney	17
Hong Kong	11
E2E	30





Our people are one of our greatest assets... our ability to attract and further develop skilled professionals is crucial to building excellence in everything we do. Recognising the need to strengthen our approach, in 2006 we hired additional accomplished industry professionals to help implement improved future-proof strategies and processes.