

Based on people

These are real growth years for Ramboll Management. We are now a major European consultancy, with focus on the public sector. We have offices in five countries and projects in many more.

Our company is founded on people. Our business strategy is based on our employees' competencies, values and commitment. We cannot hide behind products or systems, but face our clients every day and must continually prove our worth.

Clients are the source of our development. We create value through the combination of the right clients and the right projects, bringing both our clients and us to the next level.

We are constantly looking for new opportunities and talented people to move us further. We've discovered that the next business area or new market can rarely be planned. This is where the right people come into the picture.

Ramboll Management's vision is to continue to grow in the coming years, like the rest of the Ramboll Group. We will provide consultancy to new sectors and open more offices. And we are convinced that human relations between our clients and consultants must be the driving force for this development. This is why we focus on developing relationships that give the greatest value possible.

Cooperation with us is often the beginning of a long-lasting relationship which develops and broadens. It is a relationship that takes both parties further.

Tonny Johansen
Managing Director

Susanne T. Nielsen
Director

www.ramboll-management.com



Ideas that grow---

Company Profile



Attracting world class events

As home arena for the local ice hockey team, and with famous guests like Nelson Mandela, Bob Dylan and Dolly Parton, Stockholm Globe Arenas is continually working to ensure the best variety of entertainment. Ramboll Management was commissioned by Swedish politicians and the Stockholm Stadshus AB to carry out a review of the Arenas. Through cross-organisational cooperation led by Ramboll Management, a new business model was presented on how to secure future competitiveness and long-term growth.

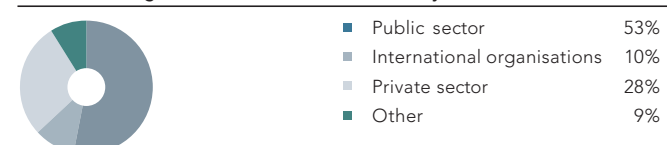
Leading European consultancy---



From left: Ola Odeback, Jens Loff, Susanne T. Nielsen, François Burhin, Allan J. Christensen, Tonny Johansen

Ramboll Management is an international management consultancy firm with over 450 employees, of which 300 are permanently employed. Our offices are located in Aarhus, Copenhagen, Berlin, Hamburg, Brussels, Oslo and Stockholm. We provide consultancy services within the areas of management, IT, research and survey to the global market. We have over 35 years of experience from projects throughout the world and we carry out 700 projects a year. As part of the Ramboll Group with more than 5500 employees at 125 permanent offices, we belong to one of Europe's major consultancy companies.

Ramboll Management's revenue, breakdown by market area, %



Ramboll Management Group	2006	2005
Turnover, MDKK/MEUR	276.2 / 37	252.7 / 33.92
Operation profit EBIT, MDKK/MEUR	15.1 / 2.02	9.1 / 1.22
Operating margin, %	5.5	3.8
Equity, MDKK/MEUR	41 / 5.5	37.2 / 5.0
Equity ratio, %	31	38

Ramboll Group	2006	2005
Revenue, MDKK/MEUR	3,945.5 / 529	3,512.6 / 471.4
Operating profit, MDKK/MEUR	254.8 / 34.2	204 / 27.4
Operating margin, %	6.5	5.8
Total shareholders' equity, MDKK/MEUR	775.7 / 104.1	611.2 / 82.01

Organisation
Denmark
Ramboll Management A/S
MD Tonny Johansen
Director Susanne T. Nielsen

Deputy Directors
Erik Moberg
Nicolaj Ejler
Carsten Sørensen
Ejvind Jørgensen

Norway
Ramboll Management AS
MD Allan J. Christensen

Sweden
Ramboll Management AB
MD Ola Odeback

Germany
Ramboll Management GmbH
MD Jens Loff

Deputy Directors
Christoph Emminghaus
Tobias Bergmann

Belgium
Ramboll Management Brussels sa/nv
MD François Burhin



Optimising public services

To **reduce unemployment** and social welfare costs, a Hamburg job centre 'team.arbeit.hamburg' has made job hunting more effective. By offering improved and more individual services, job hunters receive more relevant advice. Ramboll Management analysed the potential for optimisation, involving staff and management in a participatory process to develop new concepts and plan the new structure. Ramboll Management facilitated and monitored the process closely to ensure a smooth transition to new processes and structures.



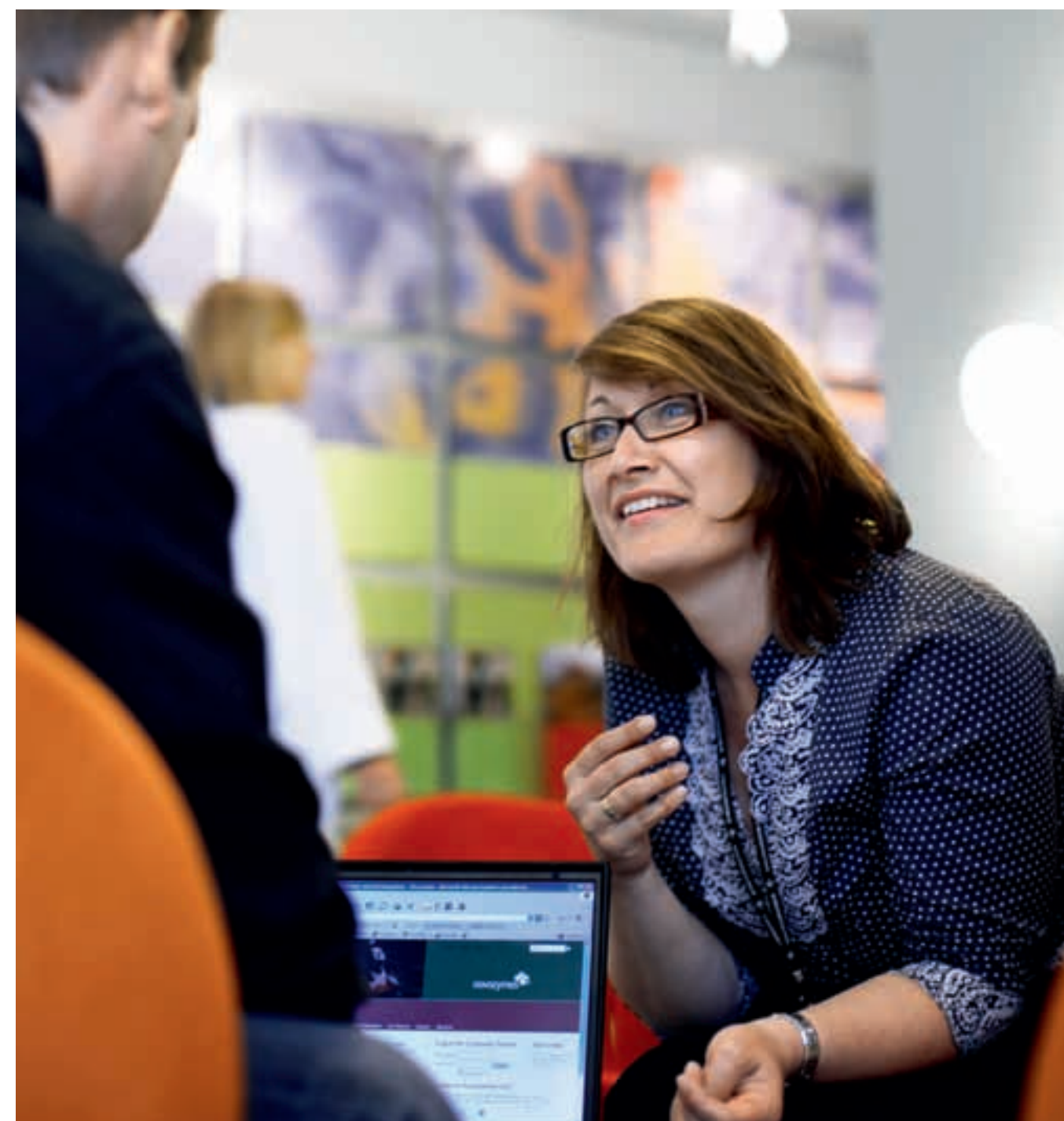
Stronger hospitals through merger

Patients as well as their families receive more specialised and higher quality services at three private hospitals in Belgium as a result of a hospital merger. The hospitals employ more than 5000 persons and the merger improves their ability to provide more specialised services, making them more competitive as well as offering better care for patients on a long term basis. Ramboll Management has conducted an extensive change management study in order to help the hospitals through the successful merger.



Spreading Corporate Social Responsibility

Small and medium-sized companies in Denmark have strengthened their reputation, competitive position and bottom line through focus on corporate social responsibility (CSR). In 2006 and 2007, thousands of leaders and employees attended free courses and received practical tools on how to work with issues such as integration, supplier standards and communication. This project, 'People and Profit', was initiated by the Danish Commerce and Companies Agency with support from the European Commission's Social Fund and the Danish Ministry of Employment. 'People and Profit' is the largest CSR project in Europe and is run by Ramboll Management.



Platform for sharing knowledge

A **new intranet portal improves usability**, findability and performance for Novozymes' employees worldwide. Novozymes is a biotech-based world leader in enzymes and microorganisms and the intranet portal offers a common platform for 4000 employees to share knowledge and information about the company and its products. Ramboll Management is providing technical and strategic analysis to recommend products and vendors best suited to meeting Novozymes' specific requirements.



Securing external EU borders

To **prevent security threats** and illegal immigration into the EU Schengen countries, the Member States are implementing a new common visa information system (VIS). The system enables the Member States to exchange information and thereby simplify administration as well as reduce the risk of visa fraud. In Denmark, Ramboll Management is assisting the Ministry of Refugee, Immigration and Integration Affairs and the Ministry of Foreign Affairs with implementation of the new visa information system.



Better transport services

The citizens of Brussels will get better city transport with higher quality services, information and timetables in connection with a new management plan for 2006-2010. The plan was approved by the regional transport operator of Brussels (STIB) and the Brussels Regional Government. Ramboll Management prepared the Performance-Based Management contract, and conducted negotiations on the political, administrative and operating levels.

Reducing red tape Norwegian businesses will thrive and prosper if administrative burdens are reduced. To make this happen, the Norwegian Government has decided to measure the administrative costs caused by business-related legislation. Ramboll Management has conducted a series of measurements using the Standard Cost Model (SCM). Ramboll Management has previously applied this model throughout Germany, UK and the other Scandinavian countries.

Improved integration courses will help immigrants attain required language skills as well as provide a better understanding of German history, culture and the legal system. On behalf of the German Ministry of the Interior, Ramboll Management provided a valuable study and recommendations on how to improve the quality and the efficiency of the specially designed integration courses.

Focus on employees It pays to listen to your employees' needs and attitudes. That is why the Danish dairy company, Arla Foods, carries out a comprehensive employee survey, 'Barometer', on a regular basis. Barometer forms the qualified groundwork for management decision-making and organisation development in keeping with company strategy, goals and values. Ramboll Management has substantial experience in planning and handling large-scale studies and provides surveys, analyses, reporting and future recommendations for Arla Foods.