REGISTERED NUMBER: 03352679 (England and Wales)

Strategic Report, Report of the Directors and Financial Statements for the Year Ended 31 December 2013 for Informatica Software Limited



Informatica Software Limited (Registered number: 03352679)

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for the Year Ended 31 December 2013

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Company Information
for the Year Ended 31 December 2013

Directors:	S Abassi E Fry M A Pellowski
Secretary:	E Fry
Registered office:	Highlands House Basingstoke Road Spencers Wood Reading Berkshire RG7 1NT
Registered number:	03352679 (England and Wales)
Auditors:	The Norton Practice Statutory Auditor Highlands House Basingstoke Road Spencers Wood Reading Berkshire RG7 1NT
Bankers:	Lloyds TSB Bank Plc 45 High Street Maidenhead Berkshire SL6 1JS
Solicitors:	Morrison and Foerster 21 Garlick Hill London EC4 2AU

Strategic Report
for the Year Ended 31 December 2013

The directors present their strategic report for the year ended 31 December 2013.

Principal activity
To provide the facilitation of the sale, distribution and maintenance of computer software products.

Review of business
The results for the year and financial position of the company are as shown in the annexed financial statements. The company turnover of £17,297,388 (2012 - £18,982,561), with a gross profit of £12,181,197 (2012 - £13,562,592) and a resultant profit before tax of £1,080,484 (2012 - Profit £1,172,944).

The metrics above are lower than the previous trading year due fundamentally to a number of management changes in 2013 that were unplanned and unexpected. But, the directors are satisfied with the development of the company even with these changes and the reduction in the financial results. With a new management team now in place expect the level of activity to, in the medium term, improve.

Employee numbers 113 (2012 - 121) shows a reduction of 7% during the year with a corresponding reduction in Salaries and Wage cost £11,847,446 (2012 - £12,730,020).

It is the policy of the company to negotiate terms with our suppliers in a fair and reasonable manner and to make payment in accordance with the terms and conditions agreed with our suppliers and we will continue to follow that policy.

The directors have reviewed the defra environmental key performance indicators and consider that as they supply computer software mainly electronically this has little or no environmental impact and consider that the company is too small to warrant the expenditure on measuring its own impact within the defra report.

Informatica has a number of close associations with a number of larger customers that contribute a significant share of its business. Should a number of these relationships be terminated over a short period of time we would see a decrease in our core business however the contractual obligations offer some protection for the short to medium term which will give us an opportunity to measure and counteract any such impact.

The economic environment may also cause an increase in our customer base being unable to meet their financial obligations, to seek to delay payments beyond agreed terms and to renegotiate contract values. We have and will continue to monitor our customer base to minimize these risks but our current view is that this has not yet affected us. We also strive to work with those customers to continue the successful partnerships that are currently in place and look to offer an expanded solutions offering enabling further benefits through economies of scale.

The predicted static economic growth levels for 2014 will continue to affect sales of software solutions and margins levels. Informatica will continue to review its Business, its offerings and its profit margin in order to protect the customer services levels and solutions we offer wherever possible but feel confident that our business can thrive with the correct engagement within our clients, which will allow us to become more of a strategic business solutions partner of choice rather than a point solution provider.

The company results and performance should be read in conjunction with those of the larger group's results key performance indicators and in the group financial statements of the parent company Informatica Corporation.

Principal risks and uncertainties
Through continual product improvement and development of new products, primarily undertaken by the ultimate parent company, the company provides products that are competitive in the market.

Liquidity risk
The company retains sufficient cash to ensure it has sufficient funds available for operations.

Interest rate risk
The company has cash balances which earn interest at a variable rate. The directors consider the interest rate risk in respect of these cash balances to be minimal due to the low interest rates in the UK.

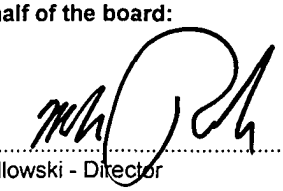
Currency risk
The company has transactional currency exposures which arise from sales and purchases in currencies other than its functional currency. Potential exposures to foreign currency exchange rate movements are monitored by management and appropriate actions taken to manage net open foreign currency positions.

Credit risk
There is a risk of financial loss to the company arising from the failure of the company's customers to meet their financial obligations for the services provided by the company.

The company manages this situation through credit control procedures and management are of the view that the risk is at an acceptable level.

Going Concern
The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

On behalf of the board:



M A Pellowski - Director

Date: 30/09/14

The directors present their report with the financial statements of the company for the year ended 31 December 2013.

Dividends
No dividends will be distributed for the year ended 31 December 2013.

Directors
The directors shown below have held office during the whole of the period from 1 January 2013 to the date of this report.

S Abassi
E Fry
M A Pellowski

Statement of directors' responsibilities
The directors are responsible for preparing the Report of the directors and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

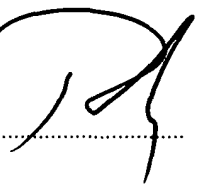
- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure of information to auditors
So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors
The auditors, The Norton Practice, will be proposed for re-appointment at the forthcoming Annual General Meeting.

On behalf of the board:



M A Pellowski - Director

Date: 30/09/14

Report of the Independent Auditors to the Members of Informatica Software Limited

We have audited the financial statements of Informatica Software Limited for the year ended 31 December 2013 on pages six to eighteen. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors
As explained more fully in the Statement of directors' responsibilities set out on page four, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Strategic report and the Report of the directors to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements
In our opinion the financial statements:
- give a true and fair view of the state of the company's affairs as at 31 December 2013 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion the information given in the Strategic report and the Report of the directors for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

The Norton Practice

Anthony Campbell (Senior Statutory Auditor)
for and on behalf of The Norton Practice
Statutory Auditor
Highlands House
Basingstoke Road
Spencers Wood
Reading
Berkshire
RG7 1NT

Date: 20 October 2014

Profit and Loss Account
for the Year Ended 31 December 2013

	Notes	2013 £	2012 £
Turnover	2	17,297,388	18,982,561
Cost of sales		(5,116,191)	(5,419,969)
Gross profit		12,181,197	13,562,592
Administrative expenses		(11,104,870)	(12,453,987)
Operating profit	4	1,076,327	1,108,605
Interest receivable and similar income	6	4,157	64,339
Profit on ordinary activities before taxation		1,080,484	1,172,944
Tax on profit on ordinary activities	7	(210,694)	(381,274)
Profit for the financial year		869,790	791,670

Continuing operations
None of the company's activities were acquired or discontinued during the current year or previous year.

The notes form part of these financial statements

Informatica Software Limited (Registered number: 03352679)

Statement of Total Recognised Gains and Losses for the Year Ended 31 December 2013

	2013 £	2012 £
Profit for the financial year	869,790	791,670
Share based payments credit	323,541	306,930
Total recognised gains and losses relating to the year	1,193,331	1,098,600

The notes form part of these financial statements

Balance Sheet
31 December 2013

	Notes	2013 £	2012 £
Fixed assets			
Intangible assets	9	10,947	33,292
Tangible assets	10	405,053	574,565
		416,000	607,857
Current assets			
Debtors	11	11,770,744	21,884,366
Cash at bank		2,983,396	1,691,141
		14,754,140	23,575,507
Creditors			
Amounts falling due within one year	12	(7,071,888)	(17,278,443)
Net current assets		7,682,252	6,297,064
Total assets less current liabilities		8,098,252	6,904,921
Capital and reserves			
Called up share capital	16	550,001	550,001
Share premium	17	3,644,029	3,644,029
Capital redemption reserve	17	1,578,032	1,578,032
Profit and loss account	17	2,326,190	1,132,859
Shareholders' funds	21	8,098,252	6,904,921

The financial statements were approved by the Board of Directors on 30/09/14 and were signed on its behalf by:

.....
M A Pellowski - Director

The notes form part of these financial statements

1. Accounting policies

Basis of preparing the financial statements
The principal accounting policies are summarised below. All accounting policies have been applied consistently throughout the year.

Accounting convention
The financial statements have been prepared under the historical cost convention and are in accordance with applicable accounting standards.

Preparation of consolidated financial statements
The financial statements contain information about Informatica Software Limited as an individual company and do not contain consolidated financial information as the parent of a group. The company is exempt under Section 400 of the Companies Act 2006 from the requirements to prepare consolidated financial statements as it and its subsidiary undertaking are included by full consolidation in the consolidated financial statements of its parent, Informatica Corporation, a company registered in Delaware, United States of America.

Cash flow statement
The directors have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is wholly owned and its parent publishes consolidated financial statements.

Turnover
Turnover represents commissions received, net of value added tax, from the holding company for the sale, distribution and maintenance of computer software products and the sales value recognised for software consulting and training services related to their software products.

Intangible assets
Intangible assets acquired separately from a business are capitalised at cost. Intangible assets acquired as part of an acquisition of a business are capitalised separately from goodwill if the fair value can be measured reliably on initial recognition, subject to the constraint that, unless the asset has a readily ascertainable market value, the fair value is limited to an amount that does not create or increase any negative goodwill arising on acquisition. Intangible assets, excluding development costs, created within the business are not capitalised and expenditure is charged against profits in the year in which it is incurred.

The carrying value of intangible assets is reviewed for impairment at the end of the first full year following acquisition and in other periods if events or changes in circumstances indicate the carrying value may not be recoverable.

The customer relationship asset is amortised on an accelerated amortisation basis over 5 years.

Goodwill is amortised on a straight line basis over the useful life of the developed technology over 5.5 years.

Tangible fixed assets
Tangible fixed assets are recorded at historical cost less accumulated depreciation. Cost comprises the purchase price and any costs directly attributable to bringing the asset to its working condition and location for its intended use. Depreciation is provided at the following annual rates in order to write down the cost of each asset to its estimated residual value over its estimated useful life:

Leasehold improvements	- the lesser of 3 years straight line or over the remaining lease term
Office equipment	- 3 years straight line
Fixtures and fittings	- 5 years straight line
Computer equipment	- 3 years straight line

The carrying value of the tangible fixed assets is reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

1. **Accounting policies - continued**

Deferred tax

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more, or a right to pay less or to receive more, tax, with the following exception:
Deferred tax assets are recognised only to the extent that the directors consider that it is more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

Deferred tax is measured on an undiscounted basis at the tax rates that are expected to apply in the periods in which timing differences reverse, based on tax rates and laws enacted at the balance sheet date.

Foreign currencies

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction.

Monetary assets and liabilities denominated in foreign currencies are retranslated at the rate of exchange ruling at the balance sheet date.

All differences are taken to the profit and loss account.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

Share-based transactions

Equity settled transactions
The cost of equity-settled transactions with employees is measured by reference to the fair value at the date at which they are granted and is recognised as an expense over the vesting period, which ends on the date on which the relevant employees become fully entitled to the award. Fair value is determined by an external valuer using an appropriate pricing model. In valuing equity-settled transactions, no account is taken of any vesting conditions, other than conditions linked to the price of the shares of the company (market).
conditions
No expense is recognised for awards that do not ultimately vest, except for awards where vesting is conditional upon a market condition, which are treated as vesting irrespective of whether or not the market condition is satisfied, provided that all other performance conditions are satisfied.

At each balance sheet date before vesting, the cumulative expense is calculated, representing the extent to which the vesting period has expired and management's best estimate of the achievement or otherwise of non-market conditions and of the number of equity instruments that will ultimately vest or in the case of an instrument subject to a market condition, be treated as vesting as described above. The movement in cumulative expense since the previous balance sheet date is recognised in the profit and loss account, with a corresponding entry in equity.

Where the terms of an equity-settled award are modified or a new award is designated as replacing a cancelled or settled award, the cost based on the original award terms continues to be recognised over the original vesting period. In addition, an expense is recognised over the remainder of the new vesting period for the incremental fair value of any modification, based on the difference between the fair value of the original award and the fair value of the modified award, both as measured on the date of the modification. No reduction is recognised if this difference is negative.

Where an equity-settled award is cancelled, it is treated as if it had vested on the date of cancellation, and any cost not yet recognised in the profit and loss account for the award is expensed immediately. Any compensation paid up to the fair value of the award at the cancellation or settlement date is deducted from equity, with any excess over fair value being treated as an expense in the profit and loss account.

The company has taken advantage of the transitional provisions of FRS20 in respect of equity-settled awards so as to apply FRS20 only to those equity-settled awards granted after 7 November 2002 that had not vested before 1 January 2006.

2. Turnover

The turnover and profit before taxation are attributable to the one principal activity of the company.

An analysis of turnover by geographical market is given below:

	2013	2012
	£	£
United Kingdom	2,754,595	2,666,055
United States of America	4,328,847	4,126,716
Spain	9,620	-
Netherlands	10,088,774	11,748,299
France	1,184	2,340
Germany	8,288	-
Switzerland	38,228	46,800
Ireland	3,510	387,671
Italy	64,342	4,680
	17,297,388	18,982,561

3. Staff costs

	2013	2012
	£	£
Wages and salaries	10,118,797	10,958,074
Social security costs	1,334,013	1,395,226
Other pension costs	394,636	376,720
	11,847,446	12,730,020

The average monthly number of employees during the year was as follows:

	2013	2012
Sales	42	47
Support	15	15
Educational services	1	1
Professional services	16	15
Finance and administration	5	5
Marketing	4	5
Research and development	30	33
	113	121

4. Operating profit

The operating profit is stated after charging:

	2013	2012
	£	£
Hire of plant and machinery	9,003	11,029
Other operating leases	406,483	429,262
Depreciation - owned assets	310,749	370,875
Goodwill amortisation	21,894	21,894
Customer relationship amortisation	451	2,708
Auditors' remuneration	15,200	15,050
Auditors' remuneration for non audit work	7,210	15,037
Foreign exchange differences	11,532	37,327
Directors' remuneration	-	-

5. **Directors' remuneration**

Directors' emoluments have been borne by the parent company, Informatica Corporation. The directors of the company are also directors or officers of a number of companies within the Informatica group. The directors services to the company do not occupy a significant amount of their time. As such the directors do not consider that they have received any remuneration for their incidental services to the company for the years ending 31 December 2013 and 31 December 2012.

6. **Interest receivable and similar income**

	2013	2012
	£	£
Interest receivable	4,157	64,339

7. **Taxation**

Analysis of the tax charge

The tax charge on the profit on ordinary activities for the year was as follows:

	2013	2012
	£	£
Current tax:		
UK corporation tax	186,194	180,178
Under/(over)provision in respect of earlier years	2,251	-
Total current tax	188,445	180,178
Deferred tax	22,249	201,096
Tax on profit on ordinary activities	210,694	381,274

Factors affecting the tax charge

The tax assessed for the year is lower than the standard rate of corporation tax in the UK. The difference is explained below:

	2013	2012
	£	£
Profit on ordinary activities before tax	1,080,484	1,172,944
Profit on ordinary activities multiplied by the standard rate of corporation tax in the UK of 23.250% (2012 - 24.500%)	251,213	287,371
Effects of:		
Deductible as paid	6,138	2,478
Capital allowances in excess of depreciation	7,142	16,690
Permanent timing differences	17,794	20,902
Effects of share based payments	(96,066)	(147,243)
Corporation tax rate changes	(27)	(20)
Prior year under provision	2,251	-
Current tax charge	188,445	180,178

Factors that may affect future tax charges

The Finance Bill 2013 has reduced the rate of UK corporation tax from 23% to 21% from 1 April 2014. This rate change will affect the amount of the future cash tax payments to be made by the company and will also reduce the size of the company's deferred tax balances.

8. **Dividends**

	2013 £	2012 £
Ordinary shares of £1 each		
Final	-	3,600,000

9. **Intangible fixed assets**

	Goodwill £	Customer relationship £	Totals £
Cost			
At 1 January 2013	120,417	33,254	153,671
Write offs	-	(33,254)	(33,254)
At 31 December 2013	120,417	-	120,417
Amortisation			
At 1 January 2013	87,576	32,803	120,379
Amortisation for year	21,894	451	22,345
Write offs	-	(33,254)	(33,254)
At 31 December 2013	109,470	-	109,470
Net book value			
At 31 December 2013	10,947	-	10,947
At 31 December 2012	32,841	451	33,292

10. **Tangible fixed assets**

	Improvements to property £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
Cost					
At 1 January 2013	1,244,149	7,338	153,499	1,749,278	3,154,264
Additions	-	-	-	141,237	141,237
At 31 December 2013	1,244,149	7,338	153,499	1,890,515	3,295,501
Depreciation					
At 1 January 2013	1,033,371	7,338	89,102	1,449,888	2,579,699
Charge for year	103,451	-	15,306	191,992	310,749
At 31 December 2013	1,136,822	7,338	104,408	1,641,880	2,890,448
Net book value					
At 31 December 2013	107,327	-	49,091	248,635	405,053
At 31 December 2012	210,778	-	64,397	299,390	574,565

11. Debtors

	2013	2012
	£	£
Amounts falling due within one year:		
Trade debtors	9,413,670	15,398,437
Amounts owed by group undertakings	229,304	4,829,848
Other debtors	1,289,144	714,239
Deferred tax asset	214,109	236,358
Prepayments	488,383	569,350
	11,634,610	21,748,232
Amounts falling due after more than one year:		
Other debtors	136,134	136,134
Aggregate amounts	11,770,744	21,884,366

12. Creditors: amounts falling due within one year

	2013	2012
	£	£
Bank loans and overdrafts (see note 13)	-	1,204
Trade creditors	194,474	167,662
Amounts owed to group undertakings	2,292,770	10,074,931
Corporation tax	186,194	180,178
Social security and other taxes	1,806,780	3,376,490
Other creditors	110,583	24,074
Accruals and deferred income	2,418,979	3,390,508
Accrued pension	62,108	63,396
	7,071,888	17,278,443

13. Loans

An analysis of the maturity of loans is given below:

	2013	2012
	£	£
Amounts falling due within one year or on demand:		
Bank overdrafts	-	1,204

14. Operating lease commitments

The following operating lease payments are committed to be paid within one year:

	Land and buildings		Other operating leases	
	2013	2012	2013	2012
	£	£	£	£
Expiring:				
Within one year	245,000	30,912	-	-
Between one and five years	456,420	946,420	12,952	12,943
	701,420	977,332	12,952	12,943

15. **Deferred tax**

	£
Balance at 1 January 2013	(236,358)
Charge to profit and loss account during year	22,249
Balance at 31 December 2013	(214,109)

Deferred taxation recognised in the financial statements and the amounts not recognised are as follows:

	2013 £	2012 £
Depreciation in advance of capital allowances	97,923	105,546
Share-based payments	98,227	116,228
Timing differences	17,959	16,484
	214,109	238,258

16. **Called up share capital**

Allotted, issued and fully paid:

Number:	Class:	Nominal value:	2013 £	2012 £
550,001	Ordinary	£1	550,001	550,001

17. **Reserves**

	Profit and loss account £	Share premium £	Capital redemption reserve £	Totals £
At 1 January 2013	1,132,859	3,644,029	1,578,032	6,354,920
Profit for the year	869,790			869,790
Share option movement	323,541	-	-	323,541
At 31 December 2013	2,326,190	3,644,029	1,578,032	7,548,251

18. **Pension commitments**

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

The pension cost charge represents contributions payable by the company to the fund and amounted to £394,636 (2012: £376,720).

Contributions totalling £62,108 (2012: £63,396) were payable to the fund at the balance sheet date and are included in creditors.

19. **Ultimate parent company**

The company's immediate parent undertaking is Informatica Nederland B.V. In the opinion of the directors, the company's ultimate parent undertaking and controlling party is Informatica Corporation, which is incorporated in Delaware, United States of America.

Copies of the consolidated financial statements of Informatica Corporation, which is the largest group of companies that consolidates the company's financial statements, may be obtained from Informatica Corporation, 2100 Seaport Blvd, Redwood City, CA 94063, USA.

20. **Related party disclosures**

Under Financial Reporting Standard (FRS) 8, the company is exempt from the requirement to disclose related party transactions on the grounds that it is a wholly owned subsidiary undertaking and that the consolidated financial statements in which the company's undertaking is included are publicly available.

21. **Reconciliation of movements in shareholders' funds**

	2013 £	2012 £
Profit for the financial year	869,790	791,670
Dividends	-	(3,600,000)
	869,790	(2,808,330)
Other recognised gains and losses relating to the year (net)	323,541	306,930
Net addition/(reduction) to shareholders' funds	1,193,331	(2,501,400)
Opening shareholders' funds	6,904,921	9,406,321
Closing shareholders' funds	8,098,252	6,904,921

22. Share-based transactions

The Informatica Corporation group provides benefits to employees (including directors) of the group in the form of share-based payment transactions, whereby employees render services in exchange for shares or rights over shares (equity-settled transactions). Informatica Corporation has adopted the following employee and director incentive plans:

- 1999 Stock incentive plan,
- 1999 Non-employee director stock incentive plan,
- 2000 Employee stock incentive plan,
- 2009 Employee stock incentive plan,
- Assumed options plan,
- Employee stock purchase plan.

The expense recognised for share-based payments in respect of employee services received during the year to 31 December 2013 is £323,541 (2012: £306,930). The portion of that expense arising form the equity settled share-based transactions is £323,541 (2012: £306,930).

A summary of option activity through 1 January 2012 is presented below:

	Number of shares	Weighted-average exercise price per share $	Weighted-average remaining contractual term Years
Outstanding at 1 January 2012	99,674	15.63	2.58
Exercised	(33,989)	12.14	
Forfeited	(3,297)	9.12	
Outstanding at 31 December 2012	62,388	17.87	2.06
Exercised	(25,190)	14.80	
Transferred to group company	(1,001)	12.40	
Outstanding at 31 December 2013	36,197	20.16	1.63
Exercisable at 31 December 2013	34,424	19.19	1.52
Exercisable at 31 December 2012	57,865	16.48	1.85

The weighted average contractual life for the share options outstanding as at 31 December 2013 is between 0.63 and 4.33 years (2012: 0.20 and 5.33 years).

The range of the exercise prices for options outstanding at the end of the year was $14.33 - $54.93 (2012: $1.00 - $54.93)

Disclosure of Restricted Stock Units issued under the plans detailed above :

	Number of shares
Outstanding at 1 January 2012	16,608
Awarded	28,959
Transfers in	2,250
Transfers out	(675)
Released	(6,186)
Forfeited	(500)
Outstanding at 31 December 2012	40,456
Awarded	9,425
Transfers in	1,186
Transfers out	(1,250)
Released	(12,261)
Forfeited	(6,410)
Outstanding at 31 December 2013	31,146

Each of these plans have been approved by the remuneration committee.

Under the Employee Share Plan rules the board may offer shares to any full time or part time employee. Shares issued under the plan will be fully paid and will have the same entitlements as other ordinary shares in Informatica Corporation.

The rules of the Informatica Plan provide that the Board may at its discretion and subject to such vesting hurdles as it deems appropriate grant options to selected executives and other employees.

The fair value of each option was estimated on the date of the grant using a modified Black-Scholes option pricing model. The assumptions used at each relevant valuation date assuming no expected dividends, were as follows:

	2013 %	2012 %
Option grants:		
Expected volatility	41-43	39-48
Weighted-average volatility	41	44
Expected life (in years)	3.3	3.3
Expected dividends	-	-
Risk-free interest rate	0.7	0.5
ESPP:		
Expected volatility	37-42	43-53
Weighted-average volatility	40	49
Expected dividends	-	-
Expected term of ESPP (in years)	0.5	0.5
Risk-free interest rate - ESPP	0.1	0.1

The expected life of the options is based on historical data and is not necessarily indicative of exercise patterns that may occur. The expected volatility is a blend of average historical and market-based implied volatilities, which may not be the actual outcome.

No other features of option grants were incorporated into the measurement of fair value.