ANNUAL REPORT 2007

Contents

ETTEPLAN IN BRIEF

We respond faster

Etteplan Oyj is a specialist in industrial technology design and technical information services – an international company with a strong local touch. We are a proactive partner with initiative, striving for continuous development. We respond to our customers' needs even before they have formulated concrete ideas.

Etteplan's services include mechanical engineering, design of electronics and embedded systems, automation and electrical design, production of technical information content, and development of design processes. Etteplan's customers use these services to produce, for example, production plants, paper machines, cranes, elevators, materials-handling equipment, and vehicles.

The company's main markets are the Nordic region and Central Europe, and its developing markets are China and Russia.

Etteplan's strengths lie in its skilled personnel, long-term customer relationships based on partnership, international organization of local experts, and continuous development work.

Mission

Etteplan provides high-quality industrial technology design services and comprehensive technical information solutions for its customers' product development and delivery design projects.

Vision

Etteplan is the leading Nordic company in its field and a significant player in Central Europe. Profitable growth continues.

Strategy

Etteplan's main objective is to grow profitably. This objective is reached by means of organic growth and acquisitions.

Etteplan responds faster than its competitors to changes in the market and customers.

The company generates added value for its customers by acting fast, committed and trustworthy.

Values

- Customer satisfaction
- Personnel well-being
- Professional ways of working

"Etteplan is a company of service-minded, enthusiastic, well-conducted professionals."

ETTEPLAN IN 2007

January

Cooperation with Larox Oyj was expanded. In accordance with the letter of intent signed in October 2006, 10 employees from Larox's Finnish design and documentation unit joined Etteplan on January 1, 2007.

Etteplan acquired the entire share capital of LCA Engineering Oy, based in Kouvola, Finland.

March

Etteplan and Intertek Overseas Holdings Ltd agreed to further widen their cooperation. As part of the agreement, the operations and personnel of Etteplan's subsidiary NATLABS Oy were moved to Intertek.

In accordance with the Board's proposal, the Annual General Meeting decided that a dividend of 0.26 euros per share be paid for 2006, amounting to a total of 2,592,012.02 euros.

The Annual General Meeting authorized the Board to decide to issue a maximum of 4,000,000 shares and obtain the company's own shares with free shareholders' equity.

June

Etteplan agreed to design a large traffic telematics control and operation system for Highway 1, between Muurla and Lohja in Finland.

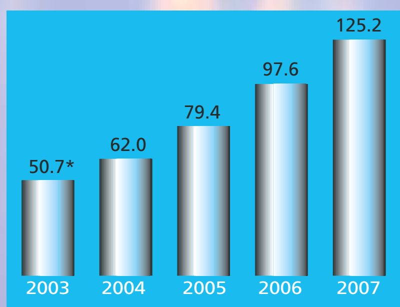
August

Etteplan's Örebro office received an assignment from Minesto AB to develop a new system utilizing renewable energy. The system is based on the use of tidal flows as an energy source.

Key Figures

EUR million	*2007*	*2006*	*Change %*
Revenue	125.2	97.6	28
Operating profit	11.6	6.7	72
Earnings per share	0.40	0.21	89
Return on investment %	30.4	24.3	
Gross investments	13.2	12.5	6
Average personnel	1 895	1 501	26

Revenue 2003–2007
(EUR million)



** Comparison figure is according to FAS*

September

In accordance with the agreement signed in July, Etteplan acquired the entire share capital of the Swedish Gesab AB.

An Extraordinary General Meeting accepted the Board's propositions concerning amendment of the Articles of Association, the free issue of shares, and the increase in capital.

October

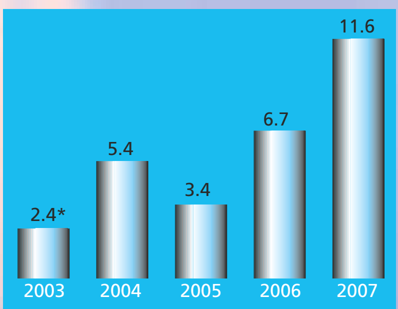
Etteplan announced that Matti Hyytiäinen will begin as President and CEO on January 1, 2008, and long-term CEO Heikki Hornborg will become Chairman of the Board.

Etteplan signed an agreement to buy a majority of the shares of LUTAB Professor Sten Luthander Ingenjörsbyrå AB, a Swedish consulting company.

November

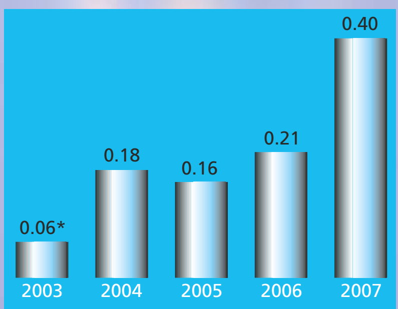
Etteplan renewed its international operations model. The decision was made to turn the representative office in St. Petersburg into a subsidiary and begin reorganization of operations in Central Europe. As part of the renewal the loss-making operations in Germany were closed down.

Operating profit 2003–2007
(EUR million)



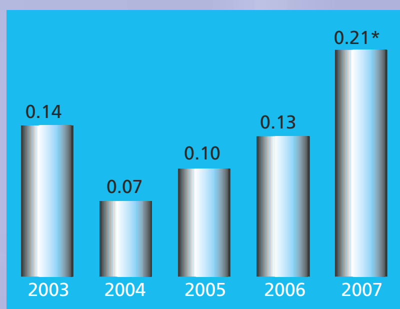
* *Comparison figure is according to FAS*

Earnings per share 2003–2007
(EUR)



* *Comparison figure is according to FAS*

Dividends 2003–2007
(EUR/share)



* *Proposal by the Board of Directors*

CEO'S REVIEW

In 2007, profitable growth continued in accordance with the strategy, and the company met its main objectives. Each of the more than two thousand members of the Etteplan family can be happy with our achievements. The past years, and 2007 in particular, have equipped us well for future development.

Etteplan has grown strongly in recent years according to company strategy. The average annual growth in turnover has exceeded the objective of 25 percent. While most of the growth came about through acquisitions, we can be pleased to note that the proportion of organic growth has continuously increased. In the Nordic region, especially in Finland and Sweden, the company has achieved a significant position as one of the leading companies in the field of industrial design. The company's operations have quickly become increasingly international. At the end of 2007, half of the entire Group's personnel worked outside Finland.

Our determined work to expand our selection of services has met the changing demand in the markets and increased our market share. In particular, our investments in technical information have supported the service package we offer our customers. The company has purposefully made acquisitions and expanded its operations into new fields, such as the automotive industry, and has thus managed to even out the fluctuation in demand between the various customer industries. We have good reason to regard our wide, international customer base as one of our key strengths. The Group's investments in the efficiency and quality of its operations have also resulted in an increased market share and new customer relationships.

In the period under review, investments in developing economies, increased material flows, and the favorable market situation of the automotive industry led to a high demand for our services. The company's turnover kept increasing strongly, and the operating profit and net result broke earlier records. The profitability of our operations almost reached the target level. The year saw us make investments in the main growth areas and give up operations outside our core business areas. The solutions developed create an excellent foundation for organic growth and improved profitability.

Overall, Etteplan has developed remarkably over the past few years. For this, I want to express special thanks to our skilled, committed personnel. I want to thank our customers for the constructive cooperation and confidence in our company. I also wish to thank our shareholders for putting their trust in us.

Heikki Hornborg


Matti Hyytiäinen

At the beginning of 2008, a new man took the helm of the company. Matti Hyytiäinen is now responsible for a dynamic group that is very well set for growth and success under his guidance.

Heikki Hornborg
CEO
until December 31, 2007

Chairman of the Board
from January 1, 2008

The field of industrial technology design is a service industry with global significance whose annual turnover is estimated to be about 40 billion euros. The most important customers in the field are internationally operating industrial companies.

To develop in the international direction, industrial companies must constantly develop their operations, which in turn requires continuous development of new products and operations models. At the same time, international industrial companies require increasingly extensive and comprehensive services from their partners – also across geographical boundaries.

Etteplan is well positioned in this respect. We determinedly develop service and competence areas that support the successful implementation of our customers' product programs. That we keep receiving more and more assignments is proof that our selections are proactive and correct.

Etteplan is an international specialist company with a strong local touch. We are a proactive partner with initiative, striving for continuous development. This enables us to respond to customers' needs even before they have formulated concrete ideas. We respond faster.

Matti Hyytiäinen
President and CEO
from January 1, 2008

OPERATIONAL ENVIRONMENT

Internationalization of Etteplan's customer industries continued in the period under review. Accordingly, structural development in the field of industrial design continued toward larger company sizes.

Etteplan operates in the field of industrial design, where the success of the customer industries has a crucial effect on demand. As the customer industries have developed, operations have gradually become increasingly international.

Favorable economic developments

Economic developments in the field of industrial design were good on Etteplan's home turf in the Nordic region as well as in Russia, in the St. Petersburg area. Overall, demand in the field grew considerably during the spring, and the order backlog increased until the second half of the year. The growth in demand evened out in Finland and Sweden in the summer and fall.

Cost pressure in the field increased during the period under review. This was caused by wage drifts throughout the year and the collective agreements made near the end of 2007. Due to the collective agreements, the cost pressure will continue in 2008.

The capacity utilization rate rose above the previous year's level, thanks to which profitability developed in a positive direction. Even though the growth of the order backlog slowed down after the summer, the capacity utilization rate is not expected to fall sharply but to remain almost the same.

Fall 2007 was a time of industrial conflict in Finland, and industrial design was not immune to its effects. The tough collective agreement negotiations led to a strike of the Federation of Professional and Managerial Staff (YTN), which caused a loss of 8.5 working days in November. Naturally, this made all projects more hectic, but the company managed to make up for lost work time, mostly on its own devices. This did lead to some piling up of work, even though the number of personnel in the field increased.

Structural development continued in the field during the period under review. A good example of this was the Swedish Semcon's strong growth through acquisitions in both Germany and Sweden. Some low-cost Asian suppliers are also trying to enter the Nordic market. These companies have not had much success, since they do not seem capable yet of handling all the requirements of hectic, diverse assignments.

Internationalization to continue

The general prospects for industrial design are still good, although the growth of the

world economy is expected to fade somewhat this year. The Nordic countries will remain competitive. While China and Russia will remain significant growth markets, business and country-specific risks involved there are greater than usual.

The general trend of internationalization is going to continue, requiring the customer industries to continuously develop their operations. This, in turn, makes it necessary for industrial design companies to produce even more extensive and comprehensive services that surpass geographical boundaries.

Demand evened out near the end of the period, and this trend is going to continue in early 2008. However, at the beginning of the year at least, Etteplan's development looks different from that of the field in general, since the Group's main customers still show a healthy demand, a few exceptions aside.

The main challenge for industrial design in Finland and Sweden at the moment is the lack of skilled designers. Last year, the number of personnel in the field increased in Finland and Sweden in accordance with the positive economic development. The number may keep growing slightly this year, provided that recruitment efforts are successful.

Economic developments in the field of industrial design were good in the Nordic region as well as in the St. Petersburg area.

PRODUCT DEVELOPMENT

The Product Development segment of the Group provides integrated design and specialist services for product development.

Product Development offers multi-sector design, implementation, and measurement services for product development as well as technical information services. Etteplan's customers use these services to manufacture, for example, elevators, materials-handling equipment, hoists, and vehicles.

Customers' competitiveness is supported by Etteplan's international organization of local experts, strong knowledge of industrial technology design and product development processes, and ability to respond fast to customer and market changes.

Strong demand throughout the year

In the period under review, demand for the Product Development segment's services increased and the order backlog developed strongly. The growth was influenced by the development of Etteplan's international organization and the increased demand and investments in the customer industries.

Demand increased in the automotive industry. This was mainly due to investments that companies made in order to retain their competitiveness in this highly demanding market.

Demand grew strongly in the hoisting and transport equipment industries as well. For the most part, this was because of favorable economic developments in general, thanks to which the world saw many construction projects, large industry investments, and increased container- and goods-handling volumes.

Demand in the pharmaceutical industry and energy sector, as well as demand for technical information services, developed in a positive direction both in Finland and abroad. In the telecommunications industry, demand developed moderately, but it is expected to pick up in the future.

During the period under review, Etteplan strengthened its international organization by means of acquisitions and internal development, particularly in Sweden. The purpose

Demand for technical information services developed in a positive direction. Development is expected to continue.

was to further enhance customer service, increase the volume of international business, and improve profitability. The unprofitable operations in Germany were stopped, and the company commenced reorganization of its operations in Central Europe.

Customers benefited from the strengthened international organization based on local partnership. The organization's strengths include its flexibility, continuous development of expertise through the international network, and intimate knowledge of the customer's business.

Some of the Product Development segment's most important customers in the period under review were KONE, Konecranes, Saab and Volvo.

Growth expected to continue

Prospects are good for the Product Development segment of the Group. Growth is projected to remain steady, though not necessarily as strong as in the period under review.

Demand is expected to increase in the automotive industry in particular, since the industry has invested heavily in reduction of carbon monoxide emissions and slowing down of climate change. Also, demand for elevators, materials-handling equipment, hoists, and pharmaceuticals is forecast to continue developing in a positive direction. Demand in the telecommunications industry is expected to grow as well.

The proportion of integrated deliveries is expected to keep growing, thanks to Etteplan's international organization. Technical information services should grow as part of integrated deliveries.

The company will pay even more attention to recruitment of skilled experts. This way, we can ensure that the level of expertise and quality of customer service remain high.

In the future, Etteplan's organization will meet customers' requirements still better. A large international company with a strong local touch, Etteplan can act as a strategic partner in a rapidly evolving international environment.

Technical Information strengthens its foothold

The technical information services provided by Etteplan Technical Information Oy saw strong and profitable growth in the period under review, for both large and medium-sized international industrial companies, in accordance with the strategy.

Partnerships with key customers were fortified. Cooperation expanded considerably in Finland and developed according to plan abroad. In the future, more and more of the customers' products are going to be produced in accordance with the international operations model.

During the period, the company participated in the MASSI project, a joint effort of the University of Tampere, Tampere University of Technology, the Finnish Funding Agency for Technology and Innovation (TEKES), Technology Industries of Finland, and 10 corporate partners. The project aims to increase the competitiveness of the Finnish technology industry by means of mass customization. This project will continue in 2008.

The company will keep developing services such that customers can receive increasingly innovative and cost-effective solutions from one partner and its network. Deepening of cooperation and investment in internationalization are central themes.

Customers will benefit from a partner with sufficient resources to quickly develop and apply new technology to their technical information products and associated production processes.

Among Etteplan Technical Information's most important customers in the period were Metso and Sandvik Mining and Construction.

DELIVERY DESIGN

The Delivery Design segment of the Group provides services for the design of production facilities and the machinery and equipment in them.

The segment offers wide-ranging design services as well as associated commissioning, site supervision, and training services. These enable customers to construct such things as paper machines and materials-handling equipment and to carry out production facility investments.

The services that support the competitiveness of customers range from design of individual pieces of equipment to extensive, internationally decentralized, integrated deliveries.

Emphasis on international aspects

In the period under review, demand for the Delivery Design segment's diversified design services increased and the order backlog developed well, but the focus varied geographically. This was mainly due to fluctuation in demand in the customer industries. At best, the organic growth achieved was 40 percent.

Orders from the mining and basic metal industries and their equipment and system providers increased. Also, demand for plant and building technology design increased, especially in Russia.

The period saw the company participate in projects carried out to improve the condition of the Baltic Sea.

Demand in the field changed in structure – customers decreased the number of subcontractors they use and turned to larger subcontractors. These changes enabled more flexibility and efficiency in cooperation.

Customers benefited from Etteplan's extensive expertise and international organization of local specialists. For its customers, the company is a local partner that can increase the value of the cooperation by utilizing its international network.

In the period under review, the company invested in recruitment and utilized geographically diversified resources more extensively than before.

Some of the Delivery Design segment's most important customers in 2007 were ABB, Larox, Metso, Minesto, Outotec, and Rautaruukki.

Consolidation to continue

The segment's order backlog is expected to remain at a good level, but growth is likely to be more moderate than in the period under review. The growth rate may vary by customer industry. Some of the design work will probably continue to move to countries with lower production costs, and work requiring a high level of design expertise will be concentrated in the Nordic region.

We believe that the proportion of integrated deliveries will keep growing and the operations model will become increasingly international. This is the need that Etteplan meets with its international organization of local specialists.

The trend of consolidation in the field will continue. Etteplan will continue to strengthen its position by means of organic growth and acquisitions. The company will keep developing diversified design services.

The company will invest in recruitment even more heavily than before. Employees will be hired from other countries as well. This way, we can ensure that the level of expertise and quality of customer service remain high.

The deepened cooperation with LCA Engineering increased the ability of both parties to continuously develop their operations to execute large projects.

Efficient and versatile design services

LCA Engineering Oy, which joined Etteplan Group at the beginning of 2007, provides design services for industrial companies, real estate, construction management companies, and suppliers of machinery and equipment. The company was established in 1993, and it employs more than 40 designers.

The deepened cooperation increased the ability of both parties to continuously develop their operations to meet the changing needs of customers. We are now even better equipped to comprehensively utilize business opportunities, especially in Russia, and to provide extensive design services in Finland.

Among other projects, LCA participated in extension of the Nokian Tyres plant in Vsevolozhsk, near St. Petersburg. Etteplan Group designed the plant and building technology for the extension. This assignment was a continuation of earlier cooperation and included the design of the utility pipes and electrical, HVAC, and building automation systems for the extension. In 2008, the Nokian Tyres project continues with plant and building technology design for an extension to the mixing plant.

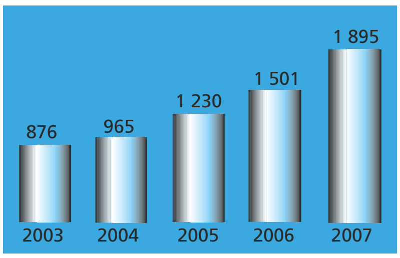
LCA has extensive domestic operations in several customer industries. The company's greatest strength lies in diversified design expertise. The company's selection of services includes process, plant, and machinery design; electrical and automation design; HVAC, energy, and fire extinguishing system design; application and software design; and analyses and measurements.

The company's name is short for Life Cycle Assessment. The business idea is to provide customers with services that improve their competitiveness and quality of operations – to achieve a corresponding or higher level of production with fewer resources.

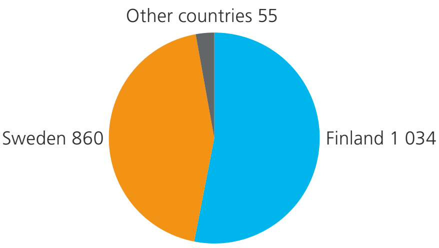
PERSONNEL

Etteplan is a company of service-minded, enthusiastic, well-conducted professionals.

Average personnel 2003–2007



Personnel of the Group per country 31 December 2007



Etteplan has grown strongly in the past few years, and its number of personnel has increased in Finland and Sweden in particular. In 2007, the number of personnel in Sweden alone increased to almost 900.

At the end of the period under review, the company employed a total of 1 949 specialists: 1 034 in Finland, 860 in Sweden, and 55 in other countries.

One Etteplan

The Profile Raising, internal development program, started in 2006, was implemented in 2007 for the most part. During the fall, Etteplan Group companies were started to be incorporated under Etteplan name.

The need for a unified brand resulted from the strong growth of the previous years. After the earlier acquisitions, most of the new companies continued their operations under their own names and in accordance with their own business cultures. At the same time, however, the business of Etteplan's customers has developed in a direction in which more and more services are acquired from large international companies.

One Etteplan is the answer to this need. Etteplan is a large international company with a strong local touch. By making its procedures and brand uniform, a company achieves benefits that allow it to provide its customers with greater added value. The Profile Raising program and the brand-strengthening efforts will be continued in 2008.

Human resource policy

In the period under view, development of internal work was continued in accordance with the new human resource policy prepared in 2006. The basic idea of the human resource policy is to implement common practices in addressing personnel issues throughout the Group. The purpose is to boost daily work, strengthen the company's identity and distinctive characteristics, and increase commitment to the company. At the same time, the policy increases openness within the company, which is important amid strong growth.

Development of the intranet, which had begun in the previous year, continued in the period under review, too.

Well-being in the workplace

It is important for the company that every employee can take pride in working for Etteplan. In 2007, the company started the Etteplan Business Academy, through which employees can hone their leadership and sales skills. An expert training program to support the career objectives of personnel was kicked off as well.

Responsible corporate citizenship includes development of leadership and investment in personnel. Etteplan strives to achieve this by offering interesting, challenging tasks and by supporting on-the-job development and positive leisure activities. These factors play a part in ensuring commitment to customer service, thanks to which the company can react to changes in the market and customer situations faster than its competitors.

One Etteplan is the answer to customer's needs to acquire services from large international companies.

INFORMATION FOR SHAREHOLDERS

General meeting of shareholders

Etteplan Oyj's Annual General Meeting is to be held at the company's Vantaa office on March 28, 2008, starting at 3 pm. Every shareholder who by March 18, 2008, has been registered as a shareholder in the list of shareholders kept by the Finnish Central Securities Depository (Suomen Arvopaperikeskus Oy) has the right to participate in the Annual General Meeting.

To be able to participate in the Annual General Meeting, the shareholder must register no later than 4 pm on March 20, 2008, via info@ette.com or +358 10 307 2006. Alternatively, registrations can be mailed to Etteplan Oyj, Yhtiökokous, Terveystie 18, FI-15860 Hollola, Finland. The letter must arrive before the registration deadline.

To vote by proxy at the meeting, the shareholder must deliver a proxy form to the company before the registration deadline.

Payment of dividends

The Board will propose to the Annual General Meeting that a dividend of 0.21 euros per share be paid for the 2007 fiscal year. If the AGM approves the Board's proposal on the payment of dividends, a dividend will be paid to each shareholder who on the balancing date of April 2, 2008, is registered in the list of shareholders kept by the Finnish Central Securities Depository. The dividend payment date proposed by the Board is April 9, 2008.

Basic information on the share

The Etteplan share (ETT1V) has been quoted in the Nordic Exchange's Small Cap market capitalization group in the Industrials sector since October 2, 2006. The total number of shares was 20,179,414 on December 31, 2007. Previously, the company was listed on the Main List of the Helsinki Exchanges.

Financial information

Etteplan Oyj will publish three interim reports in 2008 as follows:

Interim report for 1–3/2008	April 29, 2008
Interim report for 1–6/2008	August 12, 2008
Interim report for 1–9/2008	October 29, 2008

The interim reports will be made available for viewing and printing at www.etteplan.com immediately after publication. They will be published in Finnish and English.

Annual report

The annual report is sent by mail to all shareholders of the company. Finnish and English copies of the annual report and interim reports can be ordered from Etteplan Oyj, Terveystie 18, FI-15860 Hollola, Finland; tel.: +358 10 307 1010; FAX: +358 10 307 1012; e-mail: info@ette.com. The annual report, interim reports, exchange reports, and other information about Etteplan Oyj are available at www.etteplan.com.

Shareholders must report address changes to the party maintaining the book-entry system (bank or banking company).

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FINANCIAL STATEMENTS

REVIEW BY THE BOARD OF DIRECTORS 1 JANUARY–31 DECEMBER 2007

The year 2007 was an excellent one for Etteplan in terms of both revenue and the increase in the result. The company succeeded to expand into new areas of competence and service. The development of Etteplan's business operations shows that competitiveness has improved. It corresponds to company's long-term goal, according to which the company will continue to grow profitably by offering ever larger competence entities for the product and production processes of company's customers.

Revenue and result

The Etteplan Group's revenue in continuing operations showed a noticeable increase from the previous year's figure, rising by 28.2% to EUR 125.2 million (EUR 97.6 million in 2006). The increase was based on both acquisitions and organic growth, with organic growth accounting for 16.6%. The result for the last quarter was burdened by the strike of the Federation of Professional and Managerial Staff (YTN).

Operating profit totaled EUR 11.6 million (EUR 6.7 million), representing 9.3% of revenue (6.9%). The company's operating profit grew by 72.3% from the previous year's level. Profit for the 2007 financial year before taxes was EUR 11.4 million (EUR 6.6 million). Taxes came to EUR 3.0 million (EUR 2.1 million). The effective tax rate came to 26.6% (31.0%). Tax-exempt capital gains from the divestment of NATLABS Oy shares in the first quarter of the year lowered the tax rate for the financial year. The net profit for the financial year was EUR 7.8 million (EUR 4.2 million).

Earnings per share were EUR 0.40 (EUR 0.21), and equity per share was EUR 1.44 (EUR 1.16). The return on investment increased to 30.4% (24.3%) and the return on equity to 31.7% (20.6%).

Business operations

Etteplan operates as a partner to large and medium-sized internationally operating industrial companies, providing high-quality services for the product development and production processes of its customers and a wide range of technical information solutions. The Group's service offering is divided into two segments: Delivery Design and Product Development.

The Delivery Design segment provides a wide range of design services as well as associated commissioning, site supervision, and training services, along with product information content production services for the design of production facilities and their machinery and equipment. The Product Development segment provides multi-sector design and implementation services for product development as well as services for product information content production. The services are based on long-term partnerships with customers and are aimed at guaranteeing the customer's competitiveness in the future.

The company's customer base comprises equipment manufacturers and end users in the automotive, aerospace, process, defense equipment, lifting and hoisting, wood-processing, and electronics industries.

Major events in 2007

In January, Etteplan acquired the entire share capital of LCA Engineering Oy from Kouvola. Established in 1993, the company provides process and factory design services for industrial companies' investments and to machine and equipment suppliers, especially in the wood-processing industry. The acquisition was detailed in a stock exchange release dated 10 January 2007.

In March, Etteplan concluded an agreement with Intertek for ever broader cooperation. As part of the agreement, the share capital, the operations, and all personnel of Etteplan subsidiary NATLABS Oy were assigned to Intertek. As a result of the cooperation, Etteplan can provide its customers with not only design but also acceptance and testing services by taking advantage of the global network of Intertek. On 13 March 2007, the company published a release concerning the expansion of cooperation.

In March Etteplan Oyj's Annual General Meeting passed a resolution on a motion by the Board of Directors to pay a dividend for the year 2006 of EUR 0.26
per share. It also granted the Board of Directors authorization to decide on an issue of no more than 4,000,000 shares with a share issue or by granting option rights or other specific rights giving entitlement to shares, and to decide to buy back own shares in one or several lots with non-restricted equity. The resolutions of the Annual General Meeting have been detailed in a stock exchange release dated 29 March 2007.

In July, Etteplan Oyj agreed upon the acquisition of a majority stake in the Swedish Gesab AB. Established in 1985, Gesab AB primarily provides product development and production technology services for the automotive, aerospace, and household appliance industries. The acquisition supports Etteplan's growth strategy and further reinforces the Group's competence and market position, particularly as a supplier to the automotive and aerospace industries. The acquisition was detailed in a stock exchange release dated 4 July 2007.

In September, Etteplan Oyj acquired the entire share capital of Gesab AB in accordance with an agreement signed in July. The acquisition was made public in a stock exchange release dated 3 September 2007.

An extraordinary general meeting was held in Lahti on 21 September 2007. This meeting passed all motions made by the Board of Directors: to amend the Articles of Association, perform a share issue free of charge, and increase the share capital by means of a reserve increase. The resolutions of the extraordinary general meeting were detailed in a stock exchange release dated 21 September 2007.

The free-of-charge share issue and the reserve increase decided upon at Etteplan Oyj's extraordinary general meeting were implemented on 26 September 2007. Both were detailed in a stock exchange release on the same day.

In October, the Board of Directors of Etteplan Oyj appointed Matti Hyytiäinen, M.Sc. (Econ.), as the company's new President and CEO, to take office on 1 January 2008. The long-time CEO, Heikki Hornborg, was appointed as the chairman of the Etteplan Oyj Board of Directors, to serve from 1 January 2008. Tapani Mönkkönen, the previous chairman, will continue as a Board member and serve as the vice-chairman of the Board of Directors from that date. The appointments were detailed in a stock exchange release dated 8 October 2007.

Also in October, Etteplan agreed upon the acquisition of a majority stake in Lutab Professor Sten Luthander Ingenjörsbyrå AB. The acquisition was finalized in January 2008. Established in 1961, the Swedish company provides high-quality industrial technology services mainly to the aerospace, defense equipment, vehicular and transport, and electronics and power transmission industries. The acquisition was detailed in a investor release on 26 October 2007.

In November, Etteplan revised its international business operations model. The company decided to change the St. Petersburg representative's office into a subsidiary and to start reorganizing operations in Central Europe. As part of the renewal, the loss-making operations in Germany were closed down. The reorganizations were detailed in a release for investors on 26 October 2007. The German business is treated as closed-down operations in the financial statements.

Personnel

The Etteplan Group's operations and number of personnel have grown steadily. In the 2007 financial year, the Group employed an average of 1,895 people (1,501), an increase of 26.3%. At the end of the period, on 31 December 2007, the payroll numbered 1,949 employees (1,586). Increases in staff numbers were due to active recruitment and the business operations transferred to the Group; these employees are almost solely assigned to implementation of customer projects. At the end of the period, the Group employed 1,034 people in Finland, 860 in Sweden, and 55 in other countries.

Capital expenditures

The Group's total capital expenditure amounted to EUR 13.2 million (EUR 12.5 million). The largest single investments were the acquisition of the entire share capital of LCA Engineering Oy, of the minority shares outstanding in ProTang AB, and of the entire share capital of Gesab AB. Other capital expenditures were earmarked for the implementation and development of business operations.

Estimate of operating risks and uncertainty factors

Risks related to the Etteplan Group's business operations are divided into external and internal risks, and the risks are monitored according to this classification.

External risks

External risks include risks concerning economic development on the whole and unpredictable changes in customers' order backlog, which is classified as the greatest risk in the company's business operations.

Internal risks

Internal risks include strategic and operating risks, as well as financing risks.

Etteplan's most significant strategic risks relate to development of business operations – in other words, acquisitions. The company aims to manage these risks by complying with its acquisitions policy and with procedures and models that have been prepared on the basis of this policy. In addition to acquisitions, organic growth is an important part of the growth objectives for Etteplan's business.

Etteplan's biggest operating risks are related to commissions and personnel. The company's commissions include a risk of services or performances including a professional error, omissions, or other negligence that could cause significant financial or other damage. In order to contain operating risks, the company applies the following procedures: compliance with quality management systems, codes of practice, and acceptance procedures; training of personnel; and compliance with instructions on management of quotes and contracts, particularly in delimitation of contractual liability. The company has a liability insurance program that encompasses the entire Group. However, insurance does not cover all liability risk. The company's business is based on professional personnel. Availability of competent professionals is an important factor in ensuring profitable growth and continued high-quality business operations.

Reviews concerning financing risks are presented in the notes to the financial statements.

Financial position

Total year-end assets showed an increase by 31.2% to EUR 72.4 million on 31 December 2007 (EUR 55.2 million for 2006). Balance sheet goodwill rose to EUR 28.8 million (EUR 18.6 million). The Group's cash and cash equivalents totaled EUR 7.2 million (EUR 6.2 million). The Group's interest-bearing liabilities increased as a result of acquisitions and stood at EUR 14.8 million (EUR 10.8 million) at period end. The equity ratio was 40.7% (42.6%). Liquidity was good throughout the period.

Shares, share price trend, and share buy-back

The Etteplan Oyj share (ETTIV) is quoted in the Nordic Exchange's Small Cap market capitalization group in the Industrials sector.

The company's share capital on 31 December 2007 was EUR 5,000,000.00, and the number of shares outstanding was 20,179,414. The company has one series of shares. All shares confer an equal right to a dividend and the company's funds.

The number of Etteplan Oyj shares traded in the 2007 financial year was 6,198,868, to a total value of EUR 47.9 million. The lowest share price was EUR 3.40, the average EUR 4.76, and the closing price EUR 4.70. Market capitalization as of 31 December 2007 was EUR 94.8 million, and there were 1,960 shareholders.

Etteplan increased its share capital by 196,347 shares and EUR 49,086.75 via a directed share issue in February. The new shares were used as payment in the acquisition of LCA Engineering Oy. The new shares were entered in the trade register on 7 February 2007 and became subject to trading on the Helsinki Stock Exchange alongside the old shares on 8 February 2007. After the increase, the company's share capital was EUR 2,492,319.25, or 9,969,277 shares. The increase in share capital was reported upon in a stock exchange release on 7 February 2007.

In June, the company increased its share capital by 120,430 shares and EUR 30,107.50 by means of a directed share issue. The new shares were used as payment to acquire the outstanding minority shares in ProTang AB. The increase in share capital was reported upon in a stock exchange release on 15 June 2007, and the new shares became subject to public trading alongside the old ones on 18 June 2007.

In September, the company arranged a free-of-charge share issue, whereby the shareholders of the company were issued new shares in proportion to their holdings, such that they were entitled to one new share of the company free of charge against each share they owned. In total, 10,089,707 new shares were issued free of charge in connection with this issue. The free-of-charge share issue was reported upon in a stock exchange release issued on 26 September 2007. The new shares became subject to public trading alongside the old ones on 27 September 2007.

Also in September, the company's share capital was increased via a reserve increase, whereby EUR 2,477,573.25 was transferred from the share issue premium to the share capital. Following the increase, the company's share capital is EUR 5,000,000. The reserve increase was detailed in a stock exchange release dated 26 September 2007.

In October, the company launched a share buy-back program. The program's launch was reported upon in a stock exchange release on 26 October 2007, and a change in the share buy-back program was detailed on 12 November 2007.

During the 2007 financial year, Etteplan bought back 214,700 of its own shares. The company held 214,700 own shares on 31 December 2007.

In accordance with the Securities Act, Chapter 2, Article 9, Etteplan Oyj issued five notifications of changes in shareholdings during the 2007 financial year. Stock exchange releases were issued on 12 March 2007, 14 March 2007, 16 March 2007, 27 June 2007, and 27 December 2007.

Share issue authorizations, exercise of authorizations, and the option program

The Annual General Meeting held on 29 March 2007 granted the Board of Directors the authorization to:

- decide upon an issue of no more than 4,000,000 shares with a share issue or by granting option rights or other specific rights, as referred to in the Companies Act's Chapter 10, Article 1, giving entitlement to shares in one or more lots. The authorization includes the right to decide to issue either new shares or own shares held by the company. The authorization is valid for three years from the Annual General Meeting resolution – i.e., from 29 March 2007 through 29 March 2010.
- decide to acquire the company's own shares in one or more lots with the company's non-restricted equity. Acquisition of the company's own shares can be done in a proportion not representing the shareholders' share ownership; in other words, the Board of Directors may also decide on directed acquisition of the company's own shares. The authorization is valid for 18 months from the resolution of the Annual General Meeting (from 29 March 2007 through 29 September 2008).

The authorizations granted to the Board of Directors at the Annual General Meeting of 29 March 2007 remain in effect insofar as they have not been exercised. These authorizations are detailed in their entirety in a stock exchange release dated 29 March 2007.

The authorizations granted to the Board of Directors by the extraordinary general meeting of 21 September 2007 for a free share issue and a reserve increase were exercised during the 2007 financial year. These authorizations were detailed in their entirety in a 21 September 2007 stock exchange release.

The company does not currently have a share option program.

Board of Directors, CEO and auditors

The members of the Etteplan Oyj Board of Directors during the period under review were Tapani Mönkkönen (Chairman), Tapio Hakakari, Heikki Hornborg, Pertti Nupponen, and Matti Virtaala. Board members Tapio Hakakari, Pertti Nupponen, and Matti Virtaala were independent of the company in 2007.

The company's Chief Executive Officer in 2007 was Heikki Hornborg, M.Sc. (Eng.).

The company's auditor was PricewaterhouseCoopers Oy, a firm of authorized public accountants, with Mika Kaarisalo, APA, acting as chief auditor.

Since 1 January 2006, the company has been following the amended Insider Guidelines issued by the Helsinki Stock Exchange. Etteplan's statutory insiders include the members of the Board of Directors, the CEO, the Executive Vice President, and the auditor. Furthermore, the members of the Management Group are regarded as Etteplan's public insiders.

Board of Director's proposal for distribution of profits

The parent company's distributable shareholders' equity according to the balance sheet as of 31 December 2007 is EUR 13.3 million.

The Board of Directors is proposing to the Annual General Meeting, which will convene on 28 March 2008, that on the dividend payout date a dividend of EUR 0.21 per share be paid on the company's externally owned shares and that the remainder be transferred to retained earnings. In accordance with the Board's proposal, the record date for the dividend payout is 2 April 2008 and the dividend will be paid on 9 April 2008.

No substantial changes to the company's financial position have occurred since the end of the 2007 financial year. The company's liquidity is good, and, in the view of the Board of Directors, the proposed dividend payout does not jeopardize the company's solvency.

Major events after the year under review

At the beginning of the year, Matti Hyytiäinen, M.Sc. (Econ.), took up the office of President and CEO of Etteplan, and the company's long-time CEO Heikki Hornborg became the chairman of the Etteplan Board of Directors.

In January, the company finalized the acquisition of a majority holding in the Swedish Lutab Professor Sten Luthander Ingenjörsbyrå AB in accordance with the agreement concluded in October 2007.

Also in January, Etteplan acquired the entire share capital of Cool Engineering AB. This Swedish company, established in 1989, provides testing and analysis services for the automotive industry, in particular. The company's special competencies include, e.g., automotive exhaust and air-conditioning systems, complementing Etteplan's extensive expertise in the automotive industry.

Etteplan Oyj continued its investment in technical information services in January by increasing its ownership in Etteplan Technical Information Oy from 70% to a full 100%.

Outlook for the future

The business outlook for Etteplan's customers is positive. Demand for products in the mining industry, energy and power transmission sector, aerospace industry, and mechanical engineering industry is expected to remain good. While the demand for heavy-duty vehicles and trucks also is anticipated to remain solid, the outlook for demand for passenger cars is more uncertain. On this basis of these projections, Etteplan appears to have the prerequisites for profitable growth in 2008. The sufficient availability of competent professionals is an important factor in securing profitable growth.

Hollola, 13 February 2008

CONSOLIDATED INCOME STATEMENT

1 000 EUR	Note	1.1.–31.12.2007		1.1.–31.12.2006	
Continuing operations					
Revenue		**125 192**		**97 617**	
Other operating income	4	1 130		219	
Materials and services	5	-7 941		-6 581	
Staff costs	6	-86 486		-68 095	
Other operating expenses		-18 351		-14 531	
Depreciation and amortisation	7	-1 917		-1 883	
Operating profit		**11 628**	**9.3 %**	**6 748**	**6.9 %**
Financial income	8	280		171	
Financial expenses	9	-534		-298	
Profit before taxes		11 373		6 621	
Income taxes	10	-3 016		-2 096	
Profit for the financial year					
Continuing operations		**8 357**		**4 524**	
Discontinuing operations					
Profit/loss for the financial year, discontinuing operations		-146		75	
Profit for the financial year		**8 211**		**4 599**	
Attributable to					
Equity holders of the company		7 848		4 172	
Minority interest		363		427	
		8 211		**4 599**	
Earnings per share					
Continuing operations					
Basic earnings per share, EUR	11	0.40		0.21	
Diluted earnings per share, EUR	11	0.40		0.21	
Discontinuing operations					
Basic earnings per share, EUR	11	-0.01		0.00	
Diluted earnings per share, EUR	11	-0.01		0.00	

CONSOLIDATED BALANCE SHEET

1 000 EUR	Note	31.12.2007	31.12.2006
ASSETS			
Non-current assets			
Property, plant and equipment	12	1 944	2 759
Goodwill	13	28 751	18 580
Other intangible assets	14	2 131	2 124
Investments available for sales	15	420	425
Other long-term receivables	16	816	852
Deferred tax assets	25	34	88
Non-current assets, total		**34 096**	**24 829**
Current assets			
Trade and other receivables	17	30 890	24 191
Current tax assets	18	198	28
Cash and cash equivalents	19	7 243	6 174
Current assets, total		**38 330**	**30 393**
TOTAL ASSETS		**72 426**	**55 222**
EQUITY AND LIABILITIES			
Capital attributable to equity holders	20		
Share capital		5 000	2 443
Share premium account		6 701	9 179
Unrestricted equity fund		2 601	0
Own shares		-962	0
Cumulative translation adjustment		-823	43
Retained earnings		8 339	6 759
Net profit for the financial year		7 848	4 172
Capital attributable to equity holders, total		28 704	22 596
Minority interest		597	872
Equity, total		**29 301**	**23 468**
Non-current liabilities			
Deferred tax liability	25	1 511	1 369
Non-current interest-bearing liabilities	21	11 606	8 967
Non-current liabilities, total		**13 117**	**10 336**
Current liabilities			
Current interest-bearing liabilities	22	3 170	1 837
Trade and other payables	23	25 415	19 199
Current income tax liabilities	24	1 422	382
Current liabilities, total		**30 008**	**21 418**
Liabilities, total		**43 125**	**31 754**
TOTAL EQUITY AND LIABILITIES		**72 426**	**55 222**

CONSOLIDATED CASH FLOW STATEMENT

1 000 EUR	1.1.–31.12.2007	1.1.–31.12.2006
Operating cash flow		
Cash receipts from customers	121 031	99 290
Cash receipts from other operating income	277	194
Operating expenses paid	109 430	90 851
Operating cash flow before financial items and taxes	11 878	8 633
Interest and payment paid for financial expenses	491	249
Interest received	280	172
Income taxes paid	1 881	1 782
Operating cash flow (A)	**9 787**	**6 773**
Investing cash flow		
Purchase of tangible and intangible assets	834	1 612
Acquisition of subsidiaries	8 271	9 952
Disposal of subsidiaries	578	0
Proceeds from sale of tangible and intangible assets	86	212
Purchase of other investment	0	476
Proceeds from repayments of loans	540	0
Proceeds from sale of investments	5	464
Investing cash flow (B)	**-7 896**	**-11 363**
Financing cash flow		
Purchase of own shares	962	0
Short-term loans, increase	0	1 332
Short-term loans, decrease	0	1 332
Long-term loans, increase	5 128	11 335
Long-term loans, decrease	2 108	3 108
Dividend paid and other profit distribution	2 776	1 923
Financing cash flow (C)	**-718**	**6 305**
Variation in cash (A + B + C) increase (+) / decrease (-)	**1 173**	**1 715**
Assets in the beginning of the period	6 174	4 445
Exchange gains or losses on cash and bank equivalents	-104	+14
Assets at the end of the period	7 243	6 174

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

1 000 EUR	Share Capital	Share Premium Account	Unrestricted equity fund	Own shares	Cumulative translation adjustment	Retained earnings	Minority interest	Total
Equity 1.1.2006	**2 403**	**8 269**	**0**	**0**	**-251**	**8 682**	**1 360**	**20 463**
Dividends						-1 923	-184	**-2 107**
Share issue	40	910						**950**
Changes in ownership							-731	**-731**
Net profit for the financial year						4 172	427	**4 599**
Translation adjustment					294			**294**
Equity 31.12.2006	**2 443**	**9 179**	**0**	**0**	**43**	**10 931**	**872**	**23 468**

	Share Capital	Share Premium Account	Unrestricted equity fund	Own shares	Cumulative translation adjustment	Retained earnings	Minority interest	Total
Equity 1.1.2007	**2 443**	**9 179**	**0**	**0**	**43**	**10 931**	**872**	**23 468**
Dividends						-2 592	-201	**-2 793**
Share issue	2 557	-2 478	2 601					**2 680**
Purchase of own shares				-962				**-962**
Changes in ownership							-437	**-437**
Net profit for the financial year						7 848	363	**8 211**
Translation adjustment					-866			**-866**
Equity 31.12.2007	**5 000**	**6 701**	**2 601**	**-962**	**-823**	**16 187**	**597**	**29 301**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

COMPANY PROFILE

The parent company of the Etteplan Group is Etteplan Oyj. Etteplan Oyj ("the Company") is a Finnish public limited company that has been established under Finnish law. The Company is domiciled in Hollola. The Company's shares are listed on the Nordic Exchange List.

Etteplan Oyj and its subsidiaries provide high-quality industrial technology design services. The Group's main market area is Europe. In serving core customers, Etteplan's service extends worldwide.

A copy of the consolidated financial statements can be obtained from our Web site at www.etteplan.com or from the head office of the Group's parent company at the address Terveystie 18, 15860 Hollola, Finland.

The Etteplan Oyj Board of Directors approved these financial statements for publication at its meeting on 13 February 2008.

ACCOUNTING POLICY APPLIED IN THE CONSOLIDATED FINANCIAL STATEMENTS

Basis of preparation

These consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and in conformity with the international accounting standards (IAS/IFRS) in force on 31 December 2007 as well as the interpretations of the International Financial Reporting Interpretations Committee (SIC and IFRIC). In the Finnish Accounting Act and the regulations based on it, International Financial Reporting Standards refer to the standards and the interpretations that are issued regarding them that have been approved for application within the EU in accordance with the procedure prescribed in EU regulation (EC) 1606/2002. The notes to the consolidated financial statements are also in accordance with Finnish accounting and company legislation. Figures in the financial statement are presented in thousands of euros and, unless otherwise stated in the accounting policy, based on historical costs.

Standards and interpretations that came into force in 2007 did not have an effect on the Group's result of operations or balance sheet position.

The following standards and interpretations have been published and were in force in the financial year beginning on 1 January 2007. In the view of the company's management, they do not have a significant effect on the Group's result or balance sheet position:

– Amendment to IAS 1 standard IAS 1, Presentation of Financial Statements
– IFRS 7, Financial Instruments: Disclosures: Increased the amount of disclosures of financial instruments required in the notes to financial statements
– IFRIC 8, Scope of Application of IFRS 2: The interpretation provides guidance on the application of IFRS 2 when the fair value of the services received differs from that of the equity instruments
– IFRIC 10, Interim Financial Reporting and Impairment: The interpretation forbids the reversal of impairment losses recognized in an interim report at a later date in the financial year

As regards the published standard IFRS 8, Operating Segments, the company's management has not as yet evaluated the effects of the standard on segment reporting. The standard includes provisions on the definition of operating segments and their disclosure in segment reporting. The standard must be complied with in financial periods beginning on 1 January 2009 or thereafter.

In preparing the consolidated financial statements in accordance with IFRS, the Company's management must make estimates and assumptions that have an effect on the amounts of assets and liabilities in the balance sheet as well as on income and expenses for the financial year. The estimates are based on the management's current best knowledge, and therefore the outcomes may deviate from these estimates. Information about the matters in which the management has exercised judgment in the application of the Group accounting principles, and which have the greatest impact on the figures disclosed in the financial statements, is presented under "Critical accounting judgments and key sources of uncertainty."

Subsidiaries

The consolidated financial statements include the financial statement information of Etteplan Oyj and subsidiaries belonging to the Group, from which all intra-Group transactions, internal receivables and liabilities as well as internal distribution of profit have been eliminated. The accounting policies applied in the financial statements of the subsidiaries have been adjusted, as necessary, in accordance with the accounting policies of Etteplan Oyj. Subsidiaries are companies in which the Group has a controlling interest. Control means the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Etteplan Oyj does not have associates or joint ventures.

Intra-Group share ownership has been eliminated using the acquisition cost method. Subsidiaries acquired during the financial year have been included in the consolidated financial statements from the time when the Group obtained control. The transferred assets and direct costs originating from the acquisition are measured at the fair value at the time of the acquisition and included in the acquisition cost. Identifiable assets and liabilities of the acquired business operations have been measured at fair value. The portion of the acquisition cost that exceeds the fair value of the net assets of acquired business operations has been recorded in the balance sheet as goodwill. If the fair value of the acquired net assets is higher than their acquisition cost, the difference has been recorded in the income statement.

In the consolidated financial statements, the minority interest in subsidiaries has been stated as a separate item. The allocation of profit for the financial year to equity-holders of the parent and to minority interest is presented in the income statement, and the minority interest is shown in the consolidated balance sheet under equity, separately from the parent shareholders' equity.

Foreign currency translation

The consolidated financial statements are presented in euros, which is the currency of the business environment and the presentation currency of the Group's parent company.

Foreign-currency transactions have been translated into the functional currency at the exchange rate effective on the date of the transaction. Foreign-currency-denominated receivables and liabilities in the balance sheet on the balance sheet date have been translated into euros at the exchange rate for the balance sheet date. Exchange differences resulting from transactions denominated in a foreign currency are recorded in the corresponding accounts in the income statement above operating profit. Exchange differences in financing transactions are recorded in financial income and expenses.

The balance sheet items of subsidiaries outside the euro zone have been translated into euros at the exchange rate for the balance sheet date and their income statement items at the average exchange rate for the month in question. Translating the profit for the financial year using different rates in the income statement and the balance sheet leads to a translation difference that is recorded in equity. Cumulative translation differences on post-acquisition equity items, which have arisen on the elimination of the acquisition cost of foreign subsidiaries, are recorded in equity.

Property, plant and equipment

The property, plant and equipment items have been measured in the balance sheet at cost less accumulated depreciation and impairment. Property, plant and equipment items are depreciated on a straight-line basis over the estimated useful life. Land areas are not depreciated because they are not considered to have a carrying period. The useful lives of property, plant and equipment items are:

Computers	3 years
Vehicles	5 years
Office furniture and fixtures	5 years
Renovation of premises	5/7 years

Maintenance and repair costs are expensed when they are incurred. Major basic improvement investments are capitalized and depreciated in the income statement over their useful life. The useful lives of assets are checked in each financial statement. Capital gains and losses from the retirement and sale of property, plant and equipment items are included in either other operating income or expenses.

Assets leased under agreements that are classified as finance leases have been capitalized under property, plant and equipment in the consolidated balance sheet at the fair value of the leased asset or the present value of the minimum lease payments, whichever is lower. Lease obligations arising from finance lease agreements are presented in interest-bearing non-current and current liabilities. Finance leases lead to depreciation and interest expenses on assets that are capitalized during the relevant financial periods. Assets acquired under a finance lease agreement are depreciated over their useful life. If the Group does not assume ownership of the asset at the end of the lease period, depreciation is recorded over the lease period or the useful life, whichever is shorter.

Intangible assets

Goodwill

Goodwill corresponds to that part of the acquisition cost which exceeds the Group's share of the fair value, on the date of purchase, for the net asset value of an acquiree. The goodwill arising from the combination of businesses prior to 1 January 2004 corresponds to the carrying amount according to the FAS used previously, which has been used as the deemed cost. Neither the classification of these acquisitions nor their treatment in the financial statements has been adjusted in preparing the Group's opening IFRS balance sheet. Goodwill is measured at historical cost less impairment. Goodwill is not amortized but is tested for impairment annually and whenever there is objective evidence of goodwill impairment. Goodwill is allocated to cash-generating units for the purpose of impairment testing. The allocation is made to those cash-generating units that are expected to benefit from the business combination in which the goodwill arose.

Other intangible assets

Intangible assets include software licenses and intangible rights. Intangible assets are recorded in the balance sheet at historical cost. Assets with limited useful lives are amortized on a straight-line basis over their useful lives. The depreciation periods of other intangible assets are:

Software	3 to 7 years

Impairment of assets

Goodwill is not amortized but is tested for impairment annually and whenever there is objective evidence of goodwill impairment. If there is objective evidence of goodwill impairment, the recoverable amount is determined for that cash-generating unit to which the goodwill relates. The cash-generating unit is the smallest possible independent cash-generating group of assets. The recoverable amount is the utility value of the capital, the estimated future net cash flow discounted to present value from the cash-generating unit in question. The essential assumptions for impairment tests are presented in Note 13 to the financial statements ("Goodwill"). Material acquisitions of companies and goodwill arising from them are presented in Note 2 ("Acquired businesses").

The assets from which amortization has been recognized are always tested for impairment if there is objective evidence of goodwill impairment. On each balance sheet date, it is evaluated whether there is objective evidence of goodwill impairment in the financial assets recognized in the balance sheet. The recoverable amount for financial assets is either their fair value or the present value of future cash flows.

Lease agreements

Lease agreements in which all risks and rewards incident to ownership remain with the lessor are treated as other lease agreements (operating leases). Contractual lease payments are entered as expenses in the income statement over the lease period.

Leases that transfer substantially all risks and rewards incident to ownership are classified as finance leases. The fair value of leased assets is recorded, at the inception of the lease, under assets in the balance sheet and as a finance lease liability on the liabilities side. If the fair value cannot be determined, the value is calculated as the present value of minimum lease payments. In calculation of the present value, the discount rate applied is either the internal rate of return in the lease or, if this cannot be determined, the interest rate on incremental borrowing as determined by the management. Assets acquired under finance leases are depreciated over their useful life or the lease period, whichever is shorter.

Available-for-sale investments
Marketable securities classified as available-forsale investments are recorded at fair value on the balance sheet date.

Receivables
Receivables are entered in the balance sheet at cost or at the lower fair value. Receivables are assessed regularly in terms of collectability and available collateral. If a credit loss is observed on a trade receivable, the credit loss is recorded in other operating expenses in the income statement.

Recognition of income
Income from services
Revenue includes income from design activities and sales of materials and supplies for projects, adjusted for indirect taxes, discounts and exchange differences on currency-denominated sales. As a rule, services are recognized when the service is rendered. Sales of materials are recognized when the risks and rewards incident to ownership have been transferred to the buyer. Generally this takes place on assignment of materials. Revenue from construction contracts is recognized according to the percentage of completion. Income from leases is recognized for the period of lease.

Construction contracts
Contracts whose outcome can be assessed reliably are recognized as income and expenses on the basis of the percentage of completion at the time of calculation. A contract's percentage of completion is evaluated on the basis of project progress, which, in turn, is determined from the ratio of the costs that have materialized to the estimated total cost of the contract. In the case of contracts whose outcome cannot be assessed reliably, project expenditure is expensed for the period in which it arises. Likewise, the amount of income recognized from a project does not exceed expenditure. The total loss on a contract that will probably result in a loss is expensed immediately.

Interest and dividends
Interest income has been recorded using the effective interest rate method. Dividend income is recognized when the shareholder gains the right to receive payment.

Employee benefits
Pension obligations
The Group's pension arrangements are defined contribution plans. In such plans, the Group makes fixed payments to an external insurance company. The Group does not have a legal or constructive obligation to make additional payments if the recipient cannot pay the pension benefits in question. The payments for defined contribution plans are expensed in the accounting period to which they are allocated.

Termination benefits are recorded as a liability and an expense when employment is terminated before the normal retirement of the employee or when the employee is paid compensation as a consequence of voluntary redundancy. Termination benefits are recorded when the Company is demonstrably committed to the termination of employment in accordance with a detailed formal plan or has made a compensation proposal to the employee to promote voluntary redundancy. Benefits falling due later than 12 months from the balance sheet date are discounted to their present value.

Share-based payment
At the end of the 2007 financial year, there were no equity-based benefits. The Company's share option program ended on 31 January 2005.

Income taxes
The taxes in the consolidated income statement include the current tax for Group companies, taxes from previous financial periods and the change in deferred taxes. Current tax is calculated on taxable income according to the tax rate in force in each country concerned. In the case of items entered directly in shareholders' equity, the tax effect is recognized in equity.

Deferred taxes are recognized on all temporary differences between carrying amounts and their taxable values. The most significant temporary differences arise from the amortization of property, plant and equipment, and from lease agreements and the provisions of foreign subsidiaries. Deferred taxes are determined by using the tax base in force on the balance sheet date or the enacted tax base at the time of tax base transition.

Deferred tax assets are recognized to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilized.

Shareholders' equity
Shareholders' equity includes the share capital, the share premium fund, the invested unrestricted shareholders' equity fund and other equity items in accordance with the legislation of the relevant countries. When Etteplan Oyj buys back its own shares, the compensation paid for the shares and the buyback costs reduce shareholders' equity. Etteplan Oyj has one series of shares.

Financial assets and liabilities
The Group's financial assets and liabilities are classified in the following categories in accordance with IAS 39, Financial Instruments: financial assets at fair value through profit or loss, other receivables, and cash and cash equivalents.

Financial assets at fair value through profit or loss include financial assets maturing within 12 months, and they are measured at fair value on the basis of published price quotations in well-functioning markets. Both realized and unrealized profits and losses due to changes in fair value are recognized in the income statement in the financial year in which they have arisen.

Other receivables are financial assets with fixed or measurable payments that are not quoted in well-functioning markets and are not held for trading. They are measured at the periodized cost and included under "Trade receivables and other receivables" in the balance sheet. If a receivable falls due no later than within 12 months, it is recorded in current financial assets; if it is payable in more than 12 months, it is recorded in non-current financial assets.

Available-for-sale financial assets are assets that have not been classified in another category. They are included in non-current assets unless the Company intends to hold them for less than 12 months from the balance sheet date, in which case they are presented in current assets. Available-for-sale financial assets comprise shares that are measured at cost because their fair value cannot be measured reliably.

Cash and cash equivalents include cash in hand and deposits held at call with banks. Items included under cash and cash equivalents have maturities of three months or less from the date of acquisition. Cash and cash equivalents are derecognized when the Group's contractual right to receive cash flows has expired or substantially all of the risks and rewards incident to ownership have been transferred from the Group.

Financial liabilities are booked at their fair value on the basis of the consideration received. Financial liabilities are included in current and non-current liabilities and may be either interest-bearing or non-interest-bearing.

On the balance sheet date, the Group determines where there is evidence of impairment of a financial asset item or group. An impairment loss is recognized on trade receivables if there is evidence that the receivables cannot be recovered in full. No credit losses were recognized during the financial year.

Operating profit

Operating profit is an item in the income statement that is obtained by adding other operating income to revenue, then deducting operational expenses, depreciation and impairment losses. Operating profit includes exchange rate differences on items related to operations.

Critical accounting judgments and key sources of uncertainty

Forward-looking estimates and assumptions are made in preparing the financial statements. The outcomes may deviate from these estimates and assumptions. In addition, judgment must be exercised in the application of the accounting policy. The estimates are based on the management's best knowledge on the balance sheet date. Any changes to estimates and assumptions are entered in the accounts in the financial period when the estimate or assumption is amended.

The key assumptions concerning the future and uncertainties concerning the estimates made on the balance sheet date that cause a risk of changes in the carrying amounts of assets and liabilities during the next financial period are as follows.

Fair value measurement

In business combinations, tangible assets have been compared with the market prices of equivalent assets, and the decline in the value of acquired assets due to various factors has been estimated. The fair value measurement of tangible assets is based on estimates of asset-related cash flows. The management believes that the estimates and assumptions are sufficiently precise for use as the basis for fair value measurement. Any indications of the impairment of tangible and intangible assets are reviewed annually.

Customer agreements and accounts in acquisitions

Acquirees in general have a limited number of major customer accounts and agreements. In the management's view, these customer accounts and agreements cannot as a rule be considered to constitute an asset item that is to be recorded in the balance sheet, because customer agreements are by nature nonbinding framework agreements and thus cannot be treated or sold separately. With respect to customer accounts and agreements, it must also be taken into account that they are valid for the time being and a probable useful life cannot be reliably set for them.

Impairment testing

The Group tests goodwill and intangible assets with unlimited useful lives for impairment annually. Indications of impairment are evaluated as described above. The recoverable amounts of cash-generating units are based on value-in-use calculations. Estimates are required in making these calculations.

FINANCIAL RISKS

Etteplan Oyj's business operations involve financial risks, such as foreign-currency, refinancing and liquidity, interest and operational credit risks. The Group's financial risk management concentrates on minimizing the unfavorable impact of changes in the financial markets on the Group's financial result.

Foreign-currency risk

Etteplan's business operations involve transaction and translation risks generated by fluctuations in exchange rates. The Group has no major transaction risks because business transactions are handled mainly in the currency of the project country of each Group company, primarily the euro and the Swedish krona. The Group's translation risk refers to the impact of fluctuations in exchange rates from translating balance sheet items of subsidiaries into euros; the Group takes steps to keep translation risk at a minimum by financing the need for working capital in local currencies whenever this is feasible. In the fiscal year under review, the company did not take steps to protect itself against exchange rate changes, since the currency risks were not deemed significant. The levels of the translation differences in goodwill involved in the Group's overseas company acquisitions and investment are monitored in conjunction with the impairment tests for goodwill.

Interest risk

The impact of changes in interest rates on the value of interest-bearing receivables and liabilities in different currencies generates interest risk. The Group's cash assets are invested in risk-free interest-bearing investments. Hedging interest is the means employed to manage the extent of interest risk related to the fixed and fluctuating interest-bearing loans in its loan portfolio or to long-term credits.

Refinancing and liquidity risk

The Group has negotiated adequate credit facilities in order to minimize refinancing and liquidity risk and to cover the estimated financing needs.

Operational credit risks

The Group has no noteworthy credit risk concentrations. A considerable proportion of the business operations focus on large financially solid companies that operate internationally. In the Group's experience, the credit losses are minimal. The Group has guidelines to guarantee that services are sold to only customers with an appropriate credit rating.

1. SEGMENT INFORMATION

Segment information is divided into business segments and geographical segments. Group's primary format for reporting segment information is business segment. Business segments are based on Group's internal organisation structure. Pricing of transactions between segments are entered at fair market price.

Segment assets are primarily tangible and intangible fixed assets, current assets, financial leasing objects and receivables. Segment liabilities are trade and other payables, accrued expenses and advance payments by the customers. Investments consist of the increase of tangible and intangible assets including investments in subsidiaries. Unallocated items include financial items. The segments follow the same calculation principles as the Group which have been discribed in Notes to the Consolidated Financial Statements.

Business segments
Business segment is a business group which provides services and in which risks and profitability deviate from that of other business segments. The Group's business operations are divided into two segments: Product Development and Delivery Design. The Product Development segment provides design services in product development for its key customers. The Delivery Design segment provides services for the design of machines, equipment and production facilities. Other operations include non-allocated costs of Group administration.

1.1.–31.12.2007 1 000 EUR	**Product Development**	**Delivery Design**	**Other**	**Eliminations**	**Group total**
Sales to others	65 229	65 087		-5 124	125 192
Operating profit of the segment	4 003	7 998	-373		11 628
Financial expenses - net					-254
Profit before income taxes					11 374
Income taxes					-3 016
Profit for the financial year					
Continuing operations					8 357
Assets of the segment	39 122	25 443		618	65 183
Unallocated assets					7 243
Assets, total					72 426
Liabilities of the segment	8 863	10 833	208		26 837
Unallocated liabilities					16 288
Liabilities, total					43 125
Capital expenditure	7 821	4 595	781		13 197
Depreciation and amortisation	433	941	543		1 917

1. SEGMENT INFORMATION

1.1.–31.12.2006 1 000 EUR	Product Development	Delivery Design	Other	Eliminations	Group total
Sales to others	46 526	52 934		-1 843	97 617
Operating profit of the segment	2 460	5 029	-741		6 748
Financial expenses - net					-127
Profit before income taxes					6 621
Income taxes					-2 096
Profit for the financial year Continuing operations					4 524
Assets of the segment	28 189	20 372	487		49 048
Unallocated assets					6 174
Assets, total					55 222
Liabilities of the segment	8 718	10 655	208		19 581
Unallocated liabilities					12 173
Liabilities, total					31 754
Capital expenditure	11 557	661	265		12 483
Depreciation and amortisation	1 289	734	19		2 042

Geographical segments

The business is divided into geographical segments in which risks and profitability deviate from parts operating in other economical environment. Parent company's state of origin is Finland. The parent company is similarly a company to run business. Italy and China are included in the group Others. Sales has been allocated to geographical area according to the location of the trading unit. Assets and capital expenditure have been allocated based on where they are located.

1.1.–31.12.2007 1 000 EUR	Finland	Sweden	Germany	Others	Group
Turnover	65 400	57 836	0	1 956	125 192
Assets	5 616	22 948	0	307	72 426
Investments	3 197	9 981	0	19	13 197

1.1.–31.12.2006 1 000 EUR	Finland	Sweden	Germany	Others	Group
Turnover	56 283	39 471	0	1 863	97 617
Assets	21 100	32 135	857	1 130	55 222
Investments	3 375	8 943	0	165	12 483

2. DISCONTINUING OPERATIONS

In November, Etteplan revised its international business operation model. As part of the program the loss making operations of Etteplan Engineering GmbH were closed down. The German operations are treated as discontinuing operations in the financial statements.

Etteplan Engineering GmbH

1 000 EUR	**1.1.–31.12.2007**	**1.1.–31.12.2006**
Income statement		
Revenue	2 800	4 081
Expenses	-2 946	-4 006
Profit/loss before taxes	-146	75
Net profit for discontinuing operations	-146	75
Cash flow statement		
Operating cash flow	-187	-365
Investing cash flow	-17	-27
Financing cash flow	9	9
Change in cash	-195	-383

1 000 EUR	**31.12.2007**	**31.12.2006**
Effect of discontinuing operations to Etteplan financial position		
Assets		
Property, plant and equipment	74	95
Other intangible assets	29	63
Receivables	717	502
Cash and cash equivalents	2	197
Assets total	821	857
Liabilities		
Interest-bearing loans	312	303
Trade and other payables	417	426
Liabilities total	729	729

3. BUSINESS COMBINATIONS

3.1 LCA Engineering Oy

On 10 January 2007, the Group acquired a 100% holding in LCA Engineering Oy, a company that provides design services. Company agreements and customer relationships are not recognized as assets in connection with this acquisition, since the customer agreements are non-binding outline agreements by nature and therefore cannot be separated or sold as such. In the opinion of Etteplan Oyj's management, the cost of acquisition exceeding the net assets of the acquired company is goodwill since it is related to the market position, special competence of the management and personnel and synergies based on combining the product offering of the acquired company and existing operations as well as administrative efficiences.

Details of net assets acquired and goodwill are as follows:

1 000 EUR	Fair value	Carrying amount
Purchase consideration:		
- Cash paid	887	887
- Fair value of shares issued	1 290	1 290
Total purchase consideration	2 177	2 177
Fair value of net assets acquired	508	508
Goodwill	1 669	1 669
The assets and liabilities arising from the acquisition are as follows:		
Cash and cash equivalents	548	548
Intangible assets	3	3
Property, plant and equipment	18	18
Trade receivables	465	465
Other receivables	23	23
Current payables	-550	-550
Net assets	508	508
Net assets acquired	508	508
Purchase consideratio settled in cash	887	887
Cash and cash equivalents in subsidiary acquired	548	548
Cash outflow on acquisition	339	339

3. BUSINESS COMBINATIONS

3.2 Gesab AB

On 4 September 2007, the Group acquired a 100% holding in Gesab AB, a company providing consulting services for industry. Company agreements and customer relationships are not recognized as assets in connection with this acquisition, since the customer agreements are non-binding outline agreements by nature and therefore cannot be separated or sold as such. In the opinion of Etteplan Oyj's management, the cost of acquisition exceeding the net assets of the acquired company is goodwill since it is related to the market position, special competence of the management and personnel and synergies based on combining the product offering of the acquired company and existing operations as well as administrative efficiences.

Details of net assets acquired and goodwill are as follows:

1 000 EUR	Fair value	Carrying amount
Total purchase consideration	7 384	7 384
Fair value of net assets acquired	113	113
Goodwill	7 271	7 271
The assets and liabilities arising from the acquisition are as follows:		
Cash and cash equivalents	286	286
Property, plant and equipment	171	171
Trade receivables	3 785	3 785
Other receivables	536	536
Current payables	-3 118	-3 118
Loans	-1 547	-1 547
Net assets	113	113
Net assets acquired	113	113
Purchase consideratio settled in cash	7 384	7 384
Cash and cash equivalents in subsidiary acquired	286	286
Cash outflow on acquisition	7 098	7 098

Etteplan Group turnover for year 2007 would have been 137 milj euro if the acquired operations would have been consolidated for the full fiscal year.

3.3. Other

On 11 June 2007 the Group acquired a 26.84% minority interest in Etteplan Industry AB (formerly ProTang AB). With this acquisition, the Etteplan Oyj now has a 100% holding in the company. Goodwill of EUR 1.641 thousand for the acquisition was recognized on the balance sheet.

In December 2007 the Group acquired a 20% minority interest in Prekam AB. Following this acquisition, Etteplan Oyj has a 100% holding in the company. Goodwill of EUR 146 thousand for the acquisition was recognized on the balance sheet.

NOTES TO THE INCOME STATEMENT

Revenue
Turnover consists of design business and the sales of materials related to projects adjusted with indirect taxes, discounts and differences in exchange rates. In Group´s revenues EUR 4 541 thousand (EUR 4 425 thousand in 2006) has been recognized from the construction contracts. The income statement included EUR 2 473 thousand revenue from work in progress according to the percentage of completion and prepayments to the Blance Sheet EUR 391 thousand (EUR 152 thousand in 2006)

1 000 EUR	2007	2006
4. Other operating income		
Sales profit of tangible and intangible assets	15	25
Insurance compensation	68	88
Other operating income	1 048	106
Other operating income, total	1 130	219

Other operating incomes contains EUR 839 thousand in proceeds from the divestment of Etteplan´s subsidiary NATLABS Oy.

1 000 EUR	2007	2006
5. Materials and services		
Materials	2 056	1 862
Change in stocks	0	25
Services from others	5 885	4 693
Materials and services, total	7 941	6 581
6. Number of personnel and staff expenses		
Number of personnel		
Personnel, average	1 895	1 501
At year-end	1 949	1 586
Of which		
Design personnel	1 857	1 511
Administration personnel	92	75
Personnel, total	1 949	1 586
Staff costs		
Wages and salaries	67 209	51 670
Pension costs - defined constribution plans	8 360	7 130
Other voluntary indirect employee costs	10 917	9 296
Staff costs, total	86 486	68 095

Employee benefits of the CEO and Board of Directors are disclosed in item Related party transactions.

1 000 EUR	2007	2006
7. Depreciation and amortization		
Intangible assets	583	615
Property, plant and equipment	1 333	1 268
Depreciation, total	1 917	1 883
8. Financial income		
Dividend income from assets held for sale	12	8
Interest income	150	76
Capital gain from assets held for sale, net	0	4
Other finance income	119	84
Financial income, total	280	171
9. Financial expenses		
Interest expenses on loans from financial institutions	490	280
Other financial expenses	44	19
Financial expenses, total	534	298
10. Income tax expenses		
Current income tax	2 692	1 923
Income tax from previous years	-4	19
Deferred tax (Note 23)	327	154
Community interest	1	0
Total	3 016	2 096

NOTES TO THE INCOME STATEMENT

1 000 EUR	2007	2006
Reconcilation between the Income tax in Income Statement and the theoretical amount of tax that would arise using the Group's domestic tax rate (2007: 26%, 2006: 26%)		
Profit before taxes	11 373	6 695
Income tax according to tax rate 26 % (2005: 26 %)	2 957	1 741
Effect of tax rates of external subsidiaries	118	44
Tax-exempt incomes	-244	0
Losses for which no deferred income tax asset was recognised	68	179
Expenses not deductible for tax purposes	81	18
Previous deferred tax assets change	40	96
Income tax from previous years	-3	19
Income taxes in income statement	3 016	2 096

The effective tax rate was 26,6% (2006: 31,0%). The decrease was moustly caused by tax-exempt capital gains from NATLABS Oy.

11. Earnings per share

Basic earnings per share is calculated by dividing the profit attributable to equity holders for the financial year by the weighted average number of externally owned shares during the financial year. In the calculation the shares purchased by the Company are excluded.

Diluted earnings per share is calculated by adjusting the weighted average number of ordinary shares outstanding to reflect the conversion of all dilutive effect ordinary shares. The share options have a dilutive effect when the issue price of the share option is lower than the fair value of the share. The share options did not have dilutive effect into the weighted average number of shares at the year end.

Continuing operations	2007	2006
Profit attributable to equity holders continuing operations (1 000 EUR)	7 994	4 097
Weighted average number of shares (1 000 pcs)	20 014	19 398
Basic earnings per share (€ per share)	0.40	0.21
Profit attributable to equity holders continuing operations (1 000 EUR)	7 994	4 097
Profit used to determine diluted earnings per share (1 000 EUR)	7 994	4 097
Weighted average number of ordinary shares for diluted earnings per share (1 000 pcs)	20 014	19 398
Diluted earnings per share (€ per share)	0.40	0.21

Discontinuing operations	2007	2006
Profit attributable to equity holders discontinuing operations (1 000 EUR)	-146	75
Weighted average number of shares (1 000 pcs)	20 014	19 398
Basic earnings per share (€ per share)	-0.01	0.00
Profit attributable to equity holders discontinuing operations (1 000 EUR)	-146	75
Profit used to determine diluted earnings per share (1 000 EUR)	-146	75
Weighted average number of ordinary shares for diluted earnings per share (1 000 pcs)	20 014	19 398
Diluted earnings per share (€ per share)	-0.01	0.00

NOTES TO THE BALANCE SHEET

1 000 EUR	2007	2006
12. Property, plant and equipment		
Land and water areas		
Acquisition cost 1.1.	20	20
Book value 31.12.	20	20
Construction		
Acquisition cost 1.1.	540	594
Increases 1.1.– 31.12.	0	19
Decreases 1.1.– 31.12.	353	74
Acquisition cost 31.12.	187	540
Accumulated depreciation 1.1.	289	258
Depreciation from decreases	-185	0
Depreciation for the financial year	31	31
Accumulated depreciation 31.12.	135	289
Book value 31.12.	52	251
Machinery and equipment		
Acquisition cost 1.1.	11 003	10 276
Exchange difference	-148	93
Increases 1.1.– 31.12.	1 025	991
Decreases 1.1.– 31.12.	817	357
Acquisition cost 31.12.	11 063	11 003
Accumulated depreciation 1.1.	8 514	7 141
Exchange difference	-137	86
Depreciation from decreases	-498	0
Depreciation for the financial year	1 312	1 286
Accumulated depreciation 31.12.	9 191	8 514
Book value 31.12.	1 872	2 489
Property, plant and equipment total	**1 944**	**2 759**
Finance leases		
Machinery and equipment includes assets purchased by finance lease:		
Acquisition cost 1.1.	1 044	606
Increases 1.1.– 31.12.	530	439
Decreases 1.1.– 31.12.	0	1
Acquisition cost 31.12.	1 574	1 044
Accumulated depreciation 1.1.	440	166
Depreciation for the financial year	429	274
Accumulated depreciation 31.12.	868	440
Book value 31.12.	705	604
13. Goodwill		
Acquisition cost 1.1.	18 581	8 921
Increases 1.1.– 31.12.	1 787	1 724
Business acquisitions 1.1.–31.12.	8 940	7 891
Exchange difference	-556	45
Acquisition cost 31.12.	28 751	18 581
Book value 31.12.	28 751	18 581

NOTES TO THE BALANCE SHEET

Goodwill is allocated to business segments's cash-generating business units as follows:	Delivery Design 2007	Product Development 2007	Total 2007
Finland	2 071	3 545	5 616
Sweden	5 298	17 650	22 948
Other	187	0	187
Total	7 555	21 196	28 751

Goodwill is allocated to business segments's cash-generating business units as follows:	Delivery Design 2006	Product Development 2006	Total 2006
Finland	402	3 545	3 947
Sweden	3 752	10 694	14 447
Other	187	0	187
Total	4 341	14 240	18 581

Impairement testing
Goodwill is allocated to cash-generating units for determination of impairement. The value-in-use calculation are based on financial estimates on income, cost and investments approved by management for a five year period. Cash flows beyond the time period are extrapolated based on no growth. The discount rate used in in the calcluations is 11% and is based on weighted average costof capital before tax. An impairement would be booked as cost in the statement of income if the discounted cash flow of the CGU is lower than it's goodwill and operating assets. No impairement has been booked during the fiscal year.

Sensitivity analysis
Sensitivity analysis on invoicing rate, sales margin, growth and change in discounting rate of +/-4% has been performed in connection with the value-in-use calculations. Based on the sensitivity analysis reasonable change in the essential drivers will not according to management result in need for impairement.

1 000 EUR	**2007**	**2006**
14. Other intangible assets		
Acquisition cost 1.1.	6 149	5 222
Exchange difference	-98	22
Increases 1.1.- 31.12.	675	921
Decreases 1.1.- 31.12.	15	16
Acquisition cost 31.12.	6 711	6 149
Accumulated depreciation 1.1.	4 025	3 269
Exchange difference	-38	31
Depreciation for the financial year	593	726
Accumulated depreciation 31.12.	4 580	4 025
Book value 31.12.	2 131	2 124
15. Investments available for sale		
Acquisition cost 1.1.	425	465
Decreases 1.1.- 31.12.	5	40
Acquisition cost 31.12.	420	425

Investments available-for-sale comprise mainly marketable equity securities which are valued at their historical cost as shares are not intended to be actively traded on the active markets. Share amounts recognized in the balance sheet are minor and do not have essential effect on the consolidated balance sheet. Investments available-for-sale are classified as non-current assets unless they are expected to be realized during the next twelve months after the reporting date or unless selling them is necessary to acquisite working capital.

16. Other long term receivables		
Long term receivables		
Other long term receivables	816	852

NOTES TO THE BALANCE SHEET

1 000 EUR	2007	2006
17. Current assets		
Trade and other receivables		
Trade receivables	28 869	22 801
Other receivables	1 086	476
Accrued income	935	915
Trade and other receivables, total	30 890	24 191
Main items included in accrued income		
Prepaid leasing rents	67	84
Prepaid office rents	192	185
Other	677	646
Main items included in accrued income, total	935	915
Aging structure of the trade receivables		
Undue	24 196	19 127
Past due		
up to 3 months	4 308	3 459
3 to 6 months	344	130
over 6 months	21	85
Total	28 869	22 801

Receivables do not contain essential cumulated credit risks. During fical year 2007 bad debt of EUR 49 thousand was booked (2006: 0).

18. Income tax receivables		
Accrued income tax	198	28
Current assets are denominated in the following currencies:		
Euro	11 932	12 284
SEK	159 461	94 923
CNY	514	178
19. Cash and cash equivalents		
Cash in bank and in hand	7 180	6 125
Short-term bank deposits	63	49
Total	7 243	6 174

Cash and cash equivalents in the balance sheet are corresponding with the financial assets in Cash flow statement.
The effective interest rates on short-term bank deposits are on the average 4.0% (2.6%).

20. Changes in shareholders' equity		
Share capital 1.1.	2 443	2 403
Share issue 7.2.2007	49	0
Share issue 15.6.2007	30	0
Share issue 26.9.2007	2 478	40
Share capital 31.12.	5 000	2 443
Share premium account	9 179	5 058
Share issue 26.9.2007	-2 478	4 121
Share premium account 31.12.	6 701	9 179
Unrestricted equity fund		
Share issue 7.2.2007	1 390	0
Share issue 15.6.2007	1 241	0
Share issue 15.6.2007	-30	0
Unrestricted equity fund 31.12.	2 601	0
Own shares		
Increase (+) / Decrease (-)	-962	0
Own shares 31.12	-962	0
Retained earnings 1.1.	10 974	8 432
Translation difference	-866	293
Dividends paid	-2 592	-1 923
Retained earnings 31.12.	7 516	6 802

NOTES TO THE BALANCE SHEET

1 000 EUR	2007	2006
Profit for the financial year	7 848	4 172
Minority interest	597	872
Shareholders' equity total	29 301	23 468

Dividends
The Board of Directors has proposed a dividend of EUR 0.21 to be paid.

Shares

1 000 pcs	2007	2006
Number of shares 1.1.	9 773	9 613
Share issue	317	160
Share issue	10 090	0
Shares total 31.12.	20 179	9 773

1 000 EUR	2007	2006
21. Non-current interest-bearing loans		
Loans from financial institutions	10 244	7 119
Leasing liabilities	340	323
Pension loans	1 023	1 524
Non-current interest-bearing loans, total	11 606	8 967
Maturity of non-current interest-bearing loans		
For payment within 1-5 years	10 379	6 232
For payment later	1 227	2 734
Total	11 606	8 967
Non-current interest-bearing loans are denominated in the following currencies:		
Euro	9 399	7 698
SEK	20 841	11 470
22. Current interest bearing loans		
Loans from financial institutions	2 801	1 512
Leasing liabilities	369	325
Current interest-bearing loans, loans	3 170	1 837
Current interest-bearing loans are denominated in the following currencies:		
Euro	2 455	1 611
SEK	6 757	77 461

Carrying value of the remaining interest bearing liabilities of the Group is considered to approximate their fair value. The quartely installments of the long term bank loan is EUR 2 086 thousand per annum up till 2009 and 2013. Negotiated credit limits amount up to EUR 9 300 thousand.

The interest of the long term bank loans are based on 3 month euribor, the interest risk is partly hedged through a collar agreement, within the range of 3,56%-4,45%.

	2007	2006
Due dates of the financial leasing liabilities		
Finance lease obligation - minimum lease payments		
For payment one year	354	331
Between 1 and 5 years	327	314
Total	681	645
Future financial expenses from leases	28	23
Present value of the finance lease is dued as follows:		
For one year	340	325
Between 1 and 5 years	289	324
Total	629	649

The average interest rate of the finance lease agreements in year 2007 is 4,4% (4,23% in year 2006)

NOTES TO THE BALANCE SHEET

1 000 EUR	2007	2006
23. Trade and other current payables		
Prepayments	392	114
Accounts payable	3 191	2 381
Other liabilities	7 644	6 316
Accrued expenses	14 189	10 388
Trade and other current payables, total	25 415	19 199
Main items included in accrued expenses		
Holiday pay debt	6 944	5 728
Accrued social security costs	4 678	3 304
Other	2 566	1 356
Main items included in accrued expenses	14 189	10 388
Trade and other current payables are denominated in the following currencies:		
Euro	12 186	10 619
SEK	124 555	77 461
CNY	393	123
24. Income tax payables		
Accrued income tax	1 422	382
Current liabilities, total	30 008	21 418
25. Deferred tax assets and liabilities		
Deferred tax asset		
At the beginning of the financial year	88	96
Charge/credited to income statement	-51	-83
Exchange difference	-3	0
Business acquisitions, -sales and other	0	75
At the end of the financial year	34	88
Deferred tax liabilities		
At the beginning of the financial year	1 369	516
Credited to the income statement	154	-13
Credited to equity	0	866
Exchange difference	-11	0
At the end of the financial year	1 511	1 369
Change in deferred tax in income statement		
Appropriations	-26	50
Provisions	-177	0
Other temporary differences	-125	131
Total	-327	180

OTHER NOTES

26. Adjustments of the consolidated cash flows

Relevance business transactions, into which the payment transactions are not rekated, is equity issue as subsidiary purchase consideration.

27. Other rental agreements

Group companies have rented the most of their office premises. Most of the rental agreements are made for the time being.
Index and other clauses differ from one another. Office premises rents for 2007 were EUR 2 624 thousand. (2006: 2 484).

28. Pledges, mortgages and guarantees

1 000 EUR	2007	2006
Liabilities for which have quaranteed by business mortage		
Pension loans	649	952
Loans from financial institutions	0	226
Other debts	1 423	0
Business mortage	0	546
Other contingencies		
Pension loans	0	72
Loans from financial institutions	0	277
Pledged invoices	4 392	2 341
Term deposits including interests	58	23
Rental quarantee	26	0
Leasing liabilites		
For payment in next financial year	2 196	890
For payment later	924	863
Total	**9 668**	**6 190**

29. Events occurring after the balance sheet date

In January the company finalized the acquisition of a majority holding in the Swedish Lutab Professor Sten Luthander Ingenjörsbyrå AB in accordance with the agreement concluded in October 2007. The company serves primarily the aviation and defence sectors and it has unique competence among others within dimensioning of structures.

In January Etteplan acquired the entire share capital of Swedish Cool Engineering AB. The company has special competencies for example in automotive exhaust and air-conditioning systems, which complements Etteplan's extensive expertise in the automotive industry even further.

The impact of the acquired businesses to Group annual turnover in 2008 is estimated to be EUR 7.6 million and result EUR 0.8 million.

Etteplan Oyj continued to invest in technical information services in January by increasing its ownership in Etteplan Technical Information Oy from 70% to a full 100%.

Details of net assets acquired and goodwill are as follows:

1 000 EUR	Fair value	Carrying amount
Total purchase consideration	7 651	7 651
Fair value of net assets acquired	2 162	2 162
Goodwill	5 489	5 489

The assets and liabilities arising from the acquisition are as follows:

Cash and cash equivalents	801	801
Intangible and tangible assets	225	225
Trade and other receivables	1990	1990
Current payables	-1451	-1451
Net assets acquired	2 162	2 162
Purchase consideration settled in cash	7 651	7 651
Cash and cash equivalents in subsidiary acquired	801	801
Cash outflow on acquisition	6 850	6 850

30. Related-party transactions

The Group's related-party includes Board of Directors and CEO. As the transactions with related-party are recognized those business transactions which are not eliminated in consolidation. Related-party transactions are priced according to Group's normal pricing basis and sales conditions.

OTHER NOTES

Group relationships between parent and subsidiaries 31.12.2007

The subsidiaries in Etteplan-Group are:

Company	Domicile	Group's holding
Parent company Etteplan Oyj	Hollola	
Etteplan EC Oy	Hollola	100%
Etteplan EE Oy	Pori	100%
Etteplan EI Oy	Pori	100%
Etteplan LI Oy	Hollola	100%
Etteplan RA Oy	Hollola	100%
Etteplan KL Oy	Jyväskylän mlk	100%
Etteplan EM Oy	Hollola	100%
Etteplan Design Center Oy	Hyvinkää	100%
Etteplan EL Oy	Hollola	100%
Etteplan ED Oy	Hyvinkää	100%
Etteplan Industriteknik AB	Upplands Väsby	100%
Etteplan Technical Systems AB	Alingsås	100%
Prekam AB	Malmö	100%
Etteplan Industry AB	Västerås	100%
ProTang Teknikinformation AB	Västerås	100%
Etteplan Design S.r.l	Bernate Ticino	100%
Etteplan Consulting (Shanghai) Co., Ltd. Shanghai	Shanghai	100%
Etteplan Technical Information Oy	Tampere	70%
Etteplan Tech AB	Göteborg	100%
LCA Engineering Oy	Kouvola	100%
Gesab AB	Göteborg	100%
Gesab Engineering AB	Göteborg	
Gesab Hungaria Kft	Budapest	
Gesab Education AB	Göteborg	
Aerospace Engineering Sweden AB	Göteborg	

The following transactions were carried out with related parties:

1 000 EUR	2007	2006
Sales of services		
To other in related-party	100	101
Total	100	101
Purchase of goods and services		
Office premises rents		
Key management personnel	92	92
From other in related-party	222	218
Total	314	309
Receivables and payables year end balances arising from sales and purchase of goods and services		
Receivables from related parties		
From other in related-party	7	22
Total	7	22

There were no loans to the related-party and from related-party at 31.12.2007 nor 31.12.2006.
The company did not have loans from the related-party during the corresponding period.

Employee benefits of the management

The management of Etteplan Oyj includes the Board of Directors and CEO.

Salaries and fees to CEO and Board of Directors paid and recognized in income statement, EUR 1 000	2007	2006
Board of Directors and CEO, total	443	258

The annual emolument for an executive member of the Board of Directors passes by the Annual General Meeting.The company has taken out supplementary pension insurance for one member of the Board, which allows him to retire at the age of 60. According to the bonus system regulations that were approved by the Board of Directors, the CEO is paid a profit-related bonus the amount of which depends on the Group's operating profit.

Stock options to the management

Stock options have not been granted for the company's management during 2007.

Information on management holdings

1 000 pcs	Shares 31.12.2007
Hornborg Heikki, CEO	1 147
Mönkkönen Tapani, chairman of the Board of Directors	4 076
Hakakari Tapio	306
Nupponen Pertti	2
Total	5 530

PARENT COMPANY´S INCOME STATEMENT

1 000 EUR	Note	1.1.–31.12.2007 FAS		1.1.–31.12.2006 FAS	
Revenue	30	**49 944**		**43 799**	
Other operating income	31	1 658		488	
Materials and services	32	-20 643		-18 116	
Staff costs	33	-17 512		-15 090	
Depreciation and amortisation expenses	34	-1 034		-959	
Other operating expenses		-7 689		-6 509	
Operating profit		**4 723**	**9.5 %**	**3 613**	**8.2 %**
Financial income and expenses	35	2 783		1 813	
Profit before extraordinary items		**7 506**		**5 426**	
Extraordinary items	36	365		-462	
Profit before appropriations and taxes		**7 871**		**4 964**	
Appropriations	37	50		167	
Income taxes	38	-1 078		-856	
Net profit for the financial year		**6 843**	**13.7 %**	**4 275**	**9.8 %**

PARENT COMPANY´S BALANCE SHEET

1 000 EUR	Note	31.12.2007 FAS	31.12.2006 FAS
ASSETS			
Non-current assets			
Intangible assets	39	1 520	1 539
Tangible assets	40	557	884
Investments	41		
Shares in group companies		37 467	25 591
Other investments		21	27
Investments, total		37 488	25 617
Non-current assets, total		**39 564**	**28 040**
Current assets			
Current receivables	42	9 904	11 109
Cash and cash equivalents		549	521
Current assets, total		**10 452**	**11 629**
TOTAL ASSETS		**50 017**	**39 669**
EQUITY AND LIABILITIES			
Equity	43		
Share capital		5 000	2 443
Share premium account		6 701	9 179
Unrestricted equity fund		2 601	0
Retained earnings		6 504	5 783
Net profit for the financial year		6 843	4 275
Equity, total		**27 649**	**21 680**
Appropriations	44	**136**	**187**
Liabilities			
Long-term liabilities	45	8 786	7 071
Current liabilities	46	13 445	10 731
Liabilities, total		**22 231**	**17 803**
TOTAL EQUITY AND LIABILITIES		**50 017**	**39 669**

PARENT COMPANY´S CASH FLOW STATEMENT

1 000 EUR	1.1.–31.12.2007	1.1.–31.12.2006
Operating cash flow		
Cash receipts from customers	49 924	44 351
Cash receipts from other operating income	702	465
Operating expenses paid	43 092	39 055
Operating cash flow before financial items and taxes	7 535	5 761
Interest and payment paid for financial expenses	420	212
Interest received	110	51
Income taxes paid	845	996
Operating cash flow (A)	**6 379**	**4 602**
Investing cash flow		
Purchase of tangible and intangible assets	709	904
Acquisition of subsidiaries	9 204	10 658
Disposal of subsidiaries	952	0
Proceeds from sale of tangible and intangible assets	32	105
Proceeds from repayments of loans	540	0
Proceeds from sale of investments	5	0
Interest received	0	33
Dividend received	4 091	712
Investing cash flow (B)	**-4 294**	**-10 714**
Financing cash flow		
Purchase of own shares	962	0
Long-term loans, increase	4 000	10 332
Long-term loans, decrease	1 486	2 341
Dividend paid and other profit distribution	2 592	1 923
Group contribution paid	1 018	0
Financing cash flow (C)	**-2 057**	**6 068**
Variation in cash (A + B + C) increase (+) / decrease (-)	**28**	**-43**
Assets in the beginning of the period	521	564
Assets at the end of the period	549	521

NOTES TO THE PARENT COMPANY'S FINANCIAL STATEMENTS

PARENT COMPANY'S ACCOUNTING POLICIES

Basis of preparation
The financial statements of the parent company, Etteplan Oyj, have been prepared in accordance with Finnish accounting and company legislation (FAS).

Recognition of income and construction contracts
The revenue includes income from design activities and sales of materials and supplies for projects. The parent company's accounting principles for recognition of income and construction contracts correspond to those applied in the consolidated financial statements.

Research and development expenditure
Research and development expenditure is recorded under expenses for the year in which it is incurred.

Measurement of property, plant and equipment
Property, plant and equipment has been capitalized in the balance sheet at cost less depreciation according to plan and with possible impairment loss. Depreciation according to plan is based on the estimated useful life of the asset item. Land areas are not depreciated because they are not considered to have a carrying period. The useful lives of other tangible assets are:

Software	5 years
Computers	3 years
Vehicles	5 years
Office furniture and fixtures	5 years
renovation of premises	5 years

Maintenance and repair costs are expensed when they are incurred. Major basic improvement investments are capitalized and depreciated in the income statement over their useful life. Capital gains and losses arising on the retirement and sale of property, plant and equipment are included either in other operating income or under expenses.

Income taxes
Income taxes based on taxable earnings are periodized in the separate financial statements. Taxes in the income statement include taxes based on taxable earnings for the period as well as taxes for previous periods. Current tax is calculated on taxable income using the tax rate that is in force in each country.

Accumulated appropriations in the parent company
Accumulated appropriations for the parent company comprise the depreciation difference. The accumulated depreciation difference between depreciation according to plan and book depreciation totals 136 thousand euros for long-term expenditure. The associated imputed tax liability is 35 thousand euros, which is not recorded in the parent company's balance sheet. Postponed depreciations of machinery and equipment amount to a total of 241 thousand euros. The associated deferred tax assets are not recorded in the parent company's balance sheet.

Pension arrangements
Pension security for the employees of the parent company has been arranged with external pension insurance companies. Pension expenses are recorded as expenses in the year in which they are incurred.

Lease agreements
Contractual lease payments are entered as expenses in the income statement over the lease period.

PARENT COMPANY'S NOTES TO THE INCOME STATEMENT

1 000 EUR	2007 FAS	2006 FAS
30. Turnover by area		
Finland	49 944	43 799

Turnover consists of design business.

31. Other operating income		
Sales profit of tangible and intangible assets	14	23
Insurance compensation	-10	77
Other operating income	1 654	387
Other operating income, total	1 658	488
32. Materials and services		
Materials	75	50
Services from Others	20 569	18 065
Materials and services, total	20 643	18 116
33. Number of personnel and staff expenses		
Number of personnel		
Personnel, average	358	321
At year-end	358	323
Of which		
Design personnel	338	305
Administration personnel	20	18
Personnel, total	358	323
Staff expenses		
Wages and salaries	14 204	12 282
Pension expenses-	2 322	1 934
Other voluntary indirect employee costs	987	874
Staff expenses, total	17 512	15 090

Employee benefits of the CEO and Board of Directors are disclosed in item Related party transactions.

34. Depreciation and amortisation		
Other long-term expenditure and intangible assets	550	474
Machinery and equipment	484	485
Depreciation and amortisation, total	1 034	959
35. Financial income and expenses		
Dividend income		
From Group companies	3 104	1 938
From others	7	3
Dividend income, total	3 111	1 942
Interest and financial income		
From Group companies	10	29
From others	99	54
Interest and financial income, total	110	84
Interest and financial expenses		
To Group companies	22	0
To others	416	212
Interest and financial expenses, total	438	212
Financial income and expenses, total	2 783	1 813
36. Extraordinary items		
Group contribution given	0	462
Group contribution received	365	0
37. Appropriations		
Difference between depreciations according to the plan and booked depreciation	50	167
38. Income taxes		
Current income tax	1 078	856

PARENT COMPANY'S NOTES TO THE BALANCE SHEET

1 000 EUR	2007 FAS	2006 FAS
Non-current assets		
39. Intangible assets		
Other non-current assets		
Acquisition cost 1.1.	3 904	3 526
Increases 1.1.- 31.12.	531	380
Depreciation for the financial year	0	2
Acquisition cost 31.12.	4 435	3 904
Accumulated depreciation 1.1.	2 687	2 270
Depreciation for the financial year	475	417
Accumulated depreciation 31.12.	3 161	2 687
Book value 31.12.	1 273	1 217
Goodwill		
Acquisition cost 1.1.	322	57
Increases 1.1.- 31.12.	0	379
Depreciation for the financial year	76	57
Acquisition cost 31.12.	246	322
Book value 31.12.	246	322
Intangible assets, total	1 520	1 539
40. Property, plant and equipment		
Machinery and equipment		
Acquisition cost 1.1.	5 289	5 265
Increases 1.1.- 31.12.	178	146
Decreases 1.1.- 31.12.	21	122
Acquisition cost 31.12.	5 446	5 289
Accumulated depreciation 1.1.	4 405	3 920
Depreciation for the financial year	484	485
Accumulated depreciation 31.12.	4 889	4 405
Book value 31.12.	557	884
Tangible assets, total	557	884
41. Investments		
Interests in Group companies		
Acquisition cost 1.1.	25 591	13 965
Increases 1.1.- 31.12.	11 884	11 625
Decreases 1.1.- 31.12.	8	0
Acquisition cost 31.12.	37 467	25 591
Other investments		
Acquisition cost 1.1.	27	27
Decreases 1.1.- 31.12.	5	0
Acquisition cost 31.12.	21	27
Investments, total	37 488	25 617

PARENT COMPANY'S NOTES TO THE BALANCE SHEET

1 000 EUR	2007 FAS	2006 FAS
Current assets		
42. Current receivables		
Trade and other receivables		
Trade receivables	8 370	8 548
From group companies		
Trade receivables	356	244
Other receivables	954	2 149
Total	1 310	2 393
Other receivables	3	40
Accrued income	221	128
Total	224	168
Trade and other receivables, total	9 904	11 109
43. Shareholders' equity		
Tied equity		
Share capital 1.1.	2 443	2 403
Share issue	2 557	40
Share capital 31.12	5 000	2 443
Share premium account 1.1.	9 179	8 269
Share issue	-2 478	910
Share premium account 31.12.	6 701	9 179
Unrestricted equity fund		
Share issue	2 601	0
Unrestricted equity fund 31.12	2 601	0
Tied equity total	14 302	11 622
Free equity		
Retained earnings 1.1.	10 058	7 705
Dividends paid	-2 592	-1 923
Purchase of own shares	-962	0
Retained earnings 31.12.	6 504	5 783
Profit for the financial year	6 843	4 275
Free eqyity total	13 347	10 058
Shareholders equity total	27 649	21 680
Distributable funds 31.12.		
Retained earnings	6 504	5 783
Profit for the financial year	6 843	4 275
Distributable funds 31.12.	13 347	10 058

Shares

1 000 pcs	2007	2006
Number of shares 1.1.	9 773	9 613
Share issue	10 407	160
Shares total 31.12.	20 179	9 773

44. Accumulated appropriations

Accumulated appropriations for the company comprise the accumulated depreciation difference.

PARENT COMPANY'S NOTES TO THE BALANCE SHEET

1 000 EUR	2007 FAS	2006 FAS
45. Long-term liabilities		
Loans from financial institutions	8 786	7 071
46. Current liabilities		
Loans from financial institutions	2 086	1 286
Prepayments	141	38
Accounts payable	535	591
Payables to group companies		
Accounts payable	4 632	3 423
Other payables	252	1 019
Total	4 883	4 441
Other liabilities	1 295	1 470
Accrued expenses	4 506	2 905
Current liabilities, total	13 445	10 731
Main items included in accrued expenses		
Salaries and accrued social security costs	3 764	2 720
Income taxes	276	43
Other	466	143
Main items included in accrued expenses	4 506	2 905

PARENT COMPANY´S LIABILITIES AND QUARANTEES

1 000 EUR	2007	2006
Parent company's pledges, mortgages and guarantees		
Other contingencies		
Pension loans	0	72
Rental quarantee	26	0
Term deposits including interests	28	17
Leasing liabilites		
For payment in next financial year	1 273	513
For payment later	1 343	505
Total	2 671	1 107

KEY FIGURES FOR FINANCIAL TRENDS

1 000 EUR, financial period 1.1.–31.12.	2007 IFRS	2006 IFRS	2005 IFRS
Revenue	125 192	97 617	74 979
Increase in revenue, %	28.2	30.2	36.2
Operating profit	11 628	6 748	4 165
% of revenue	9.3	6.9	5.6
Profit before taxes and minority interest	11 374	6 621	4 181
% of revenue	9.1	6.8	5.6
Profit for the financial year	7 848	4 097	2 861
Return on equity, %	31.7	20.6	17.1
Return on investment, %	30.4	24.3	22.1
Equity ratio, %	40.7	42.6	54.7
Gross investments	13 197	12 512	8 311
% of revenue	10.5	12.8	11.1
Net gearing, %	25.7	19.7	-13.4
Personnel, average	1 895	1 501	1 230
Personnel at year end	1 949	1 586	1 294

KEY FIGURES FOR SHARES

Financial period 1.1.–31.12.	2007 IFRS	2006 IFRS	2005 IFRS
Earnings per share, EUR	0.40	0.21	0.16
Equity per share, EUR	1.44	1.16	1.00
Dividend per share	0.21	0.13	0.10
Dividend per profit, %	53	63	125
Effective dividend return, %	4.5	3.8	4.2
P/E-ratio, EUR	11.8	16.0	19.0
Share price: lowest	3.40	2.39	2.05
highest	6.82	3.55	3.45
average for the year	4.76	2.97	2.71
Market capitalisation	94 843	67 433	45 855
Number of shares traded	6 199	4 470	4 369
Percentage of shares traded	31	23	24
Adjusted average number of shares during the financial year, (1 000 pcs)	20 030	19 397	17 914
Adjusted average number of shares at year end (1 000 pcs)	20 179	19 546	19 226

* proposal by the Board of Directors

FORMULAS FOR THE KEY FIGURES

Return on equity (ROE)

$$\frac{\text{(Profit before taxes and minority interest - taxes) x 100}}{\text{(Shareholders' equity + minority interest) average}}$$

Return on investment (ROI)

$$\frac{\text{(Profit before taxes and minority interest + interest and other financial expenses) x 100}}{\text{(Balance sheet total – non-interest bearing debts) average}}$$

Debt-equity ratio, %

$$\frac{\text{(Interest-bearing debts – cash and cash equivalent and marketable securities) x 100}}{\text{Shareholders' equity + minority interest}}$$

Equity ratio, %

$$\frac{\text{(Shareholders' equity + minority interest) x 100}}{\text{Balance sheet total – advances received}}$$

Earnings per share

$$\frac{\text{(Profit before taxes and minority interest – taxes – minority interest)}}{\text{Average number of shares during the financial year}}$$

Equity per share

$$\frac{\text{Shareholders' equity}}{\text{Adjusted number of shares at the end of the financial year}}$$

Dividend per share

$$\frac{\text{Dividend for year}}{\text{Adjusted number of shares during the financial year}}$$

Dividend as percentage of earnings

$$\frac{\text{Dividend per share x 100}}{\text{Earnings per share}}$$

Effective dividend yield, %

$$\frac{\text{Dividend per share x 100}}{\text{Adjusted last traded share price}}$$

Price/earnings ratio (P/E)

$$\frac{\text{Adjusted last traded share price}}{\text{Earnings per share}}$$

Share price trend

For each financial year, the adjusted low and high actual traded prices are given as well as the average price for the financial year adjusted for share issues.

$$\text{Average price} = \frac{\text{Total turnover of shares in euros}}{\text{Number of shares traded during the financial year}}$$

Market capitalization

Number of shares at year-end x last traded price of year

Trend in share turnover, in volume and percentage figures

The trend in turnover of shares is given as the number of shares traded during the year and as the percentage of traded shares relative to issued stock during the year.

SHARES AND SHAREHOLDERS

Share capital

On 31 December 2007, Etteplan Oyj's share capital, entered in the trade register and paid in full, was EUR 5,000,000 and the number of shares was 20,179,414. The company has one series of shares. Each share confers the right to one vote at the General Meeting and the same right to a dividend.

In February, the company increased its share capital by 196,347 shares and EUR 49,086.75 by means of a directed share issue. The new shares were used as payment in the acquisition of LCA Engineering Oy. These new shares were entered in the trade register on 7 February 2007, and they became subject to trading on the Nordic Exchange alongside the old shares on 8 February 2007. After the increase, the company's new share capital was EUR 2,492,319.25 and 9,969,277 shares. The increase in share capital was reported upon in a stock exchange release on 7 February 2007.

In June, the company increased its share capital by 120,430 shares and EUR 30,107.50 by means of a directed share issue. The new shares were used as payment to acquire the minority shares outstanding in ProTang AB. The increase in share capital was reported upon in a stock exchange release on 15 June 2007. The new shares became subject to public trading alongside the old ones on 18 June 2007.

In September, the company arranged a free-of-charge share issue, whereby the shareholders of the company were issued new shares in proportion to their holdings, such that they were entitled to one (1) new share of the company free of charge against each share they owned. In total, 10,089,707 new shares were issued free of charge in connection with this issue. The free-of-charge share issue was reported upon in a stock exchange release on 26 September 2007, and the new shares became subject to public trading alongside the old ones on 27 September 2007.

In September, the company's share capital was increased via a reserve increase, whereby EUR 2,477,573.25 was transferred from the share issue premium to the share capital. Following the increase, the company's share capital is EUR 5,000,000. The reserve increase was detailed in a stock exchange release dated 26 September 2007.

In October, the company launched a share buy-back program. The program's launch was reported upon in a stock exchange release on 26 October 2007, and a change in the program was detailed on 12 November 2007. In the 2007 financial year, Etteplan bought back 214,700 of its own shares. The company held 214,700 of its own shares on 31 December 2007.

Share issues and current share issue authorizations

The Annual General Meeting held on 29 March 2007 granted the Board of Directors the authorization to decide upon an issue of no more than 4,000,000 shares with a share issue or by granting option rights or other specific rights, referred to in the Companies Act's Chapter 10, Article 1, giving entitlement to shares in one or more lots. The authorization includes the right to decide to issue either new shares or own shares held by the company. The authorization is valid for three years from the Annual General Meeting resolution – i.e., from 29 March 2007 through 29 March 2010.

This meeting also authorized the Board of Directors to decide to acquire the company's own shares in one or more lots with the company's non-restricted equity. The acquisition of the company's own shares can be done in proportion other than that of the shareholders' share ownership; in other words, the Board of Directors can also decide on directed acquisition of the company's own shares. The authorization is valid for 18 months from the resolution of the Annual General Meeting, beginning on 29 March 2007 and ending on 29 September 2008.

The authorizations granted to the Board of Directors at the Annual General Meeting of 29 March 2007 remain in effect insofar as they have not been exercised. These authorizations are detailed in their entirety in a stock exchange release dated 29 March 2007.

The authorizations granted to the Board of Directors by the extraordinary general meeting of 21 September 2007 for a free share issue and a reserve increase were exercised during the financial year under review. These authorizations were detailed in their entirety in a 21 September 2007 stock exchange release.

Option rights

The company does not currently have a share option program.

Share quote

The Etteplan Oyj share (ETTIV) is quoted in the Nordic Exchange's Small Cap market capitalization group in the Industrials sector.

Share price trend and turnover

The number of Etteplan Oyj shares traded during the financial year was 6,198,868, to a total value of EUR 47.9 million. The share price low was EUR 3.40, the average EUR 4.76, and the closing price EUR 4.70. Market capitalization on 31 December 2007 was EUR 94.8 million, and there were 1,960 shareholders.

Shareholders

At the end of 2007, the company had 1,960 registered shareholders. In total, 1,096,910 shares, or 5.44% of all shares, were entered in the administrative register. On 31 December 2007, the members of the company's Board of Directors and the CEO owned a total of 5,530,400 shares, or 27.41% of the total share capital.

In accordance with the Securities Markets Act, Chapter 2, Article 9, Etteplan Oyj issued five notifications of changes in shareholding during the financial year. Stock exchange releases were issued on 12 March 2007, 14 March 2007, 16 March 2007, 27 June 2007, and 27 December 2007.

Major shareholders, 31 December, 2007

	Number of shares	Proportion of shares, %
Mönkkönen Tapani	4 075 600	20.20
Ingman Finance Oy Ab	2 250 000	11.15
Evli Bank Plc.	1 206 569	5.98
Hornborg Heikki	1 146 620	5.68
Oy Fincorp Ab	1 033 490	5.12
Varma Mutual Pension Insurance Company	608 328	3.01
Nordea Bank Finland Plc.	483 734	2.40
Aiff Ulf	468 320	2.32
Svenska Handelsbanken AB (Publ). Filialverksamheten i Finland	388 817	1.93
Tuori Klaus	358 624	1.78
Mandatum Finnish Small Cap Fund	357 721	1.77
ABN Amro Small Cap Fund Finland	323 153	1.60
Mutual Insurance Company Pension Fennia	320 000	1.59
Hakakari Tapio	306 180	1.52
Fondita Equity Spice Placeringsfond	297 400	1.47
Tuori Aino	256 896	1.27
Aktia Captial Small Cap Fund	248 200	1.23
Fondita Nordic Micro Cap Placeringsfond	245 000	1.21
Kempe Anna	228 000	1.13
Placeringsfonden Gyllenberg Small Firm	214 126	1.06
Other shareholders	5 362 636	26.57
Total	20 179 414	100.00
Nominee-registrated shares	1 096 910	5.44

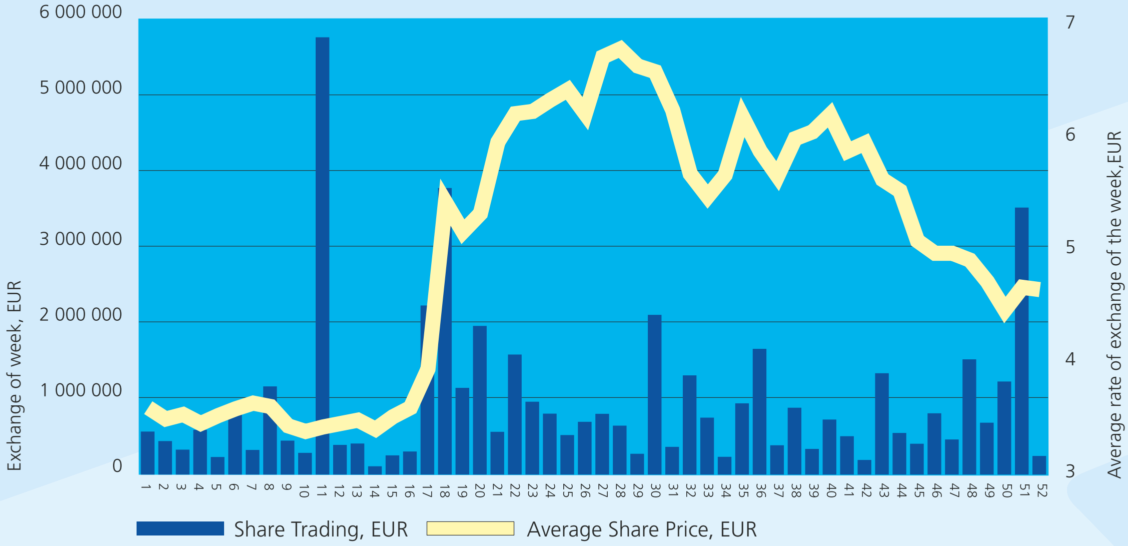
Breakdown of shareholdings by size class, 31 December 2007

Number of shares	Shareholders	Proportion of shareholders, %	Number of shares	Proportion of shares, %
1–100	104	5,31	7 602	0.04
101–500	852	43.47	289 137	1.43
501–1 000	411	20.97	334 414	1.66
1 001–5 000	448	22.86	1 035 372	5.13
5 001–10 000	59	3.01	451 228	2.24
10 001–50 000	43	2.19	920 640	4.56
50 001–100 000	15	0.77	1 121 511	5.56
100 001–500 000	22	1.12	5 698 903	28.24
500 001–	6	0.31	10 320 607	51.14
Total	**1 960**	**100.00**	**20 179 414**	**100.00**

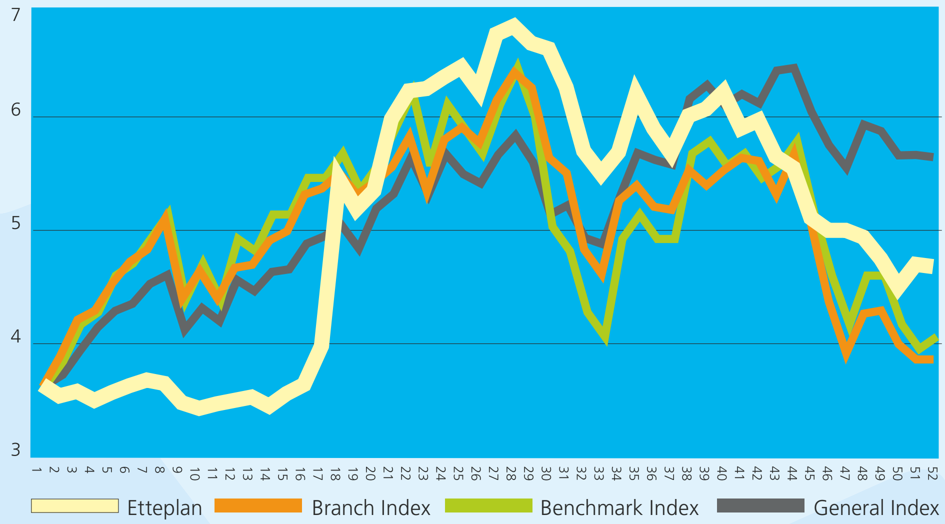
Breakdown of shareholdings by owner group, 31 December 2007

	Shareholders	Number of shares	Number of nominee-registrated shares	Proportion of shares, %
Companies	114	4 269 698	4 108	21.18
Financial and insurance institutions	19	3 370 688	1 075 538	22.03
Public sector entities	8	1 114 038	0	5.52
Households	1 792	9 605 031	0	47.60
Non-profit institutions	10	106 074	0	0.53
National economy total (domestic sector)	1 943	18 465 529	1 079 646	96.86
European Union	12	36 355	17 264	0.27
Other countries and international organizations	5	580 620	0	2.88
Foreigners	17	616 975	17 264	3.14
Total	**1 960**	**19 082 504**	**1 096 910**	**100.00**

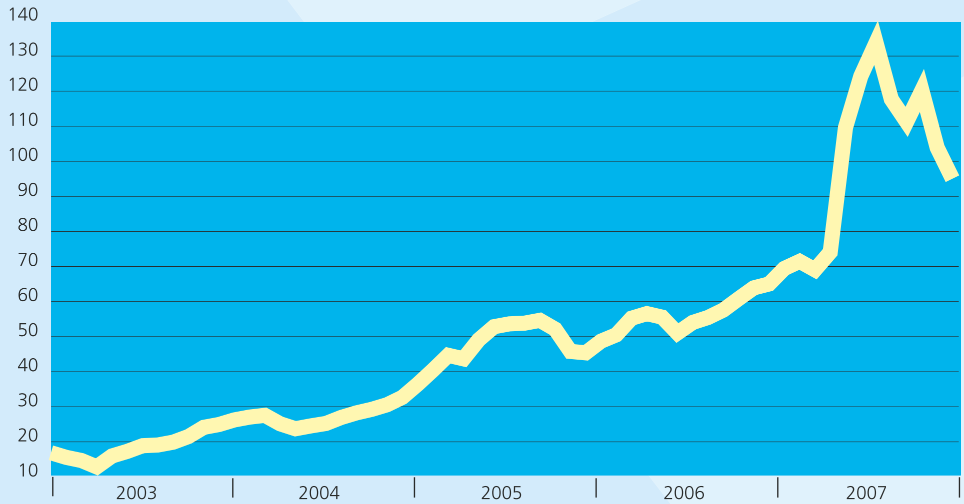
Share turnover and average share price 2007



Share price trend in 2007 (EUR)



Market capitalization 2003–2007 (EUR million)



BOARD OF DIRECTORS DIVIDEND PROPOSAL

At 31 December 2007, the parent company's distributable equity amounted to EUR 13.3 million, of which the net profit for the financial year was EUR 6.8 million.

The Board of Directors proposes that from the distributable funds at the disposal of the Annual General Meeting, a dividend of EUR 0.21 be paid on each share held by parties outside the company, to a total amount of EUR 4.2 million. The remainder of the parent company's distributable funds, totalling EUR 9.2 million, is to be transferred to retained earnings. The company's liquidity is good, and the Board of Directors judges that the proposed distribution of profits will not jeopardise the company's solvency.

It is proposed that the dividend be paid on 9 April 2008.

Vantaa, 13 February 2008

Heikki Hornborg
Chairman of the Board

Tapani Mönkkönen
Vice Chairman of the Board

Matti Virtaala
Member of the Board

Tapio Hakakari
Member of the Board

Pertti Nupponen
Member of the Board

AUDITOR'S REPORT

To the shareholders of Etteplan Oyj
We have audited the accounting records, the report of the Board of Directors, the financial statements and the administration of Etteplan Oyj for the period 1.1.-31.12.2007. The Board of Directors and the Managing Director have prepared the consolidated financial statements, prepared in accordance with International Financial Reporting Standards as adopted by the EU, as well as the report of the Board of Directors and the parent company's financial statements, prepared in accordance with prevailing regulations in Finland, containing the parent company's balance sheet, income statement, cash flow statement and notes to the financial statements. Based on our audit, we express an opinion on the consolidated financial statements, as well as on the report of the Board of Directors, the parent company's financial statements and the administration.

We conducted our audit in accordance with Finnish Standards on Auditing. Those standards require that we perform the audit to obtain reasonable assurance about whether the report of the Board of Directors and the financial statements are free of material misstatement. An audit includes examining on a test basis evidence supporting the amounts and disclosures in the report of the Board of Directors and in the financial statements, assessing the accounting principles used and significant estimates made by the management, as well as evaluating the overall financial statement presentation. The purpose of our audit of the administration is to examine whether the members of the Board of Directors and the Managing Director of the parent company have complied with the rules of the Companies Act.

Consolidated financial statements
In our opinion the consolidated financial statements, prepared in accordance with International Financial Reporting Standards as adopted by the EU, give a true and fair view, as defined in those standards and in the Finnish Accounting Act, of the consolidated results of operations as well as of the financial position.

Parent company's financial statements, report of the Board of Directors and administration
In our opinion the parent company's financial statements have been prepared in accordance with the Finnish Accounting Act and other applicable Finnish rules and regulations. The parent company's financial statements give a true and fair view of the parent company's result of operations and of the financial position.

In our opinion the report of the Board of Directors has been prepared in accordance with the Finnish Accounting Act and other applicable Finnish rules and regulations. The report of the Board of Directors is consistent with the consolidated financial statements and the parent company's financial statements and gives a true and fair view, as defined in the Finnish Accounting Act, of the result of operations and of the financial position.

The consolidated financial statements and the parent company's financial statements can be adopted and the members of the Board of Directors and the Managing Directors of the parent company can be discharged from liability for the period audited by us. The proposal by the Board of Directors regarding the disposal of distributable funds is in compliance with the Companies Act.

Turku, February 25th, 2008

PricewaterhouseCoopers Oy
Authorised Public Accountants

Mika Kaarisalo
Authorised Public Accountant

CORPORATE GOVERNANCE

General

The company's administration is organized in accordance with the Finnish Companies Act, Etteplan Oyj's Articles of Association, and other relevant legislation and regulations. Pursuant to the Helsinki Exchanges Recommendation on Corporate Governance, Etteplan Oyj complies in all respects with the guidelines issued by the Central Chamber of Commerce and the Confederation of Finnish Industry and Employers concerning the governance of publicly traded companies, with the exception of material related to a Supervisory Board and Committees to the Board of Directors, since the company does not have such administrative bodies. The Board of Directors handles all matters pertaining to it in a full assembly.

Supervision and management of the company is divided among the general meeting of shareholders, the Board of Directors, and the CEO.

General Meeting of shareholders

The Annual General Meeting is held each year, at the latest in June. The general meeting of shareholders is the company's highest decision-making body. In accordance with the Finnish Companies Act and the company's Articles of Association, it is empowered to pass resolutions on the following:

- amendments to the Articles of Association
- approval of the financial statements
- distribution of profit
- acquisition and transfer of treasury shares
- stock option programs
- election of the members of the Board of Directors and their emoluments
- election of the auditors and fees for the audit

Board of Directors

Tasks of the Board of Directors

The Board of Directors is responsible for the company's management and for the due organization of the company's operations in accordance with the relevant legislation and the company's Articles of Association. The Board of Directors monitors the company's operations and management, and it approves the major decisions affecting the company's strategy, capital expenditures, organization, emolument and bonus systems covering the management, and finances. The Board of Directors is responsible for the due organization of the company's management and operations as well as for ensuring that the supervision of the company's accounting and treasury management is appropriately arranged.

On an annual basis, the Board of Directors assesses its activities and working practices. A written working order, which includes the above matters, has been drawn up for the Board of Directors.

The Board of Directors prepares a list of the proposed members of the Board of Directors for consideration by the Annual General Meeting of shareholders.

Composition of the Board of Directors

According to the Articles of Association, revised in the Extraordinary General Meeting on 21 September 2007 the Board of Directors shall have a minimum of three and a maximum of seven members. The Board of Directors is elected for a term of one year at the Annual General Meeting. The Annual General Meeting held on March 29, 2007, elected Tapani Mönkkönen as Chairman of the Board and Tapio Hakakari, Heikki Hornborg, Pertti Nupponen, and Matti Virtaala as the other members of the Board. Tapio Hakakari, Pertti Nupponen, and Matti Virtaala were the disinterested members in 2007.

The Board of Directors met 16 times in 2007. The average rate of attendance at Board meetings was 94 percent.

CEO

The Board of Directors appoints a CEO for the company in accordance with the Finnish Companies Act. The parent company's CEO furthermore acts as the Group's Chief Executive Officer. The CEO is responsible for managing the Group's day-to-day operations in accordance with the regulations and instructions issued by the Board of Directors. Heikki Hornborg was the CEO in 1997–2007. At the beginning of 2008, Matti Hyytiäinen became the CEO.

A written CEO agreement has been drawn up for the Chief Executive Officer.

Management group

The CEO appoints an appropriate Management Group from the standpoint of line operations. The Management Group assists the CEO and also develops and monitors all matters entrusted to the company's management, including those connected with the Group and business unit strategies, acquisitions and major capital expenditures, divestments, the company's image, monthly reporting, interim reports, investor relations, and the main principles of the human resource policy. The Board of Directors approves the appointment of the Management Group members. The members of the Management Group in 2007 were Heikki Hornborg, Ulf Aiff, Pia Björk, Risto Koivunen, and Jukka Rausti. In 2007, the Extended Management Group comprised Tom Andersson, Jari Kivelä, and Juha Näkki in addition to the above members.

Compensation

Compensation of members of the Board of Directors

According to the resolution passed by the Annual General Meeting of 2007, the emolument for each member of the Board of Directors is 1,000 EUR per month. In addition, each impartial member of the Board receives 500 euros per meeting and the Chairman of the Board 1,000 euros per meeting.

Compensation for the CEO

CEO Heikki Hornborg's monthly salary in 2007 was 12,248.52 euros. In addition, he has car and phone benefits. Furthermore, according to the bonus-system regulations approved by the Board of Directors, the CEO is paid a profit-related bonus, the amount of which depends on the Group's operating profit. The company has taken out supplementary pension insurance for the CEO, which allows him or her to retire at the age of 60. In instances of dismissal, the CEO is entitled to receive compensation equivalent to 24 months' salary. The term of notice for the CEO is six months.

Insider regulations

From April 27, 2000, the company has been in compliance with the Insider Guidelines issued by the Helsinki Exchanges, the Central Chamber of Commerce, and the Confederation of Finnish Industry and Employers. Since January 1, 2006, the company has followed the amended Insider Guidelines issued by the Helsinki Exchanges.

In accordance with the Finnish Securities Markets Act, Etteplan Oyj's insiders consist of insiders with the duty to declare, permanent company-specific insiders, and project-specific insiders.

Due to the nature of their position, Etteplan's statutory insiders include the members of the Board of Directors, the CEO, the Executive Vice President, and the chief auditor from a firm of independent public accountants. Moreover, the members of the Management Group are entered in the public insider register.

The company maintains a permanent company-specific insider register, which includes front-line managers for business operations, financial administration personnel,

Insider register

Insiders with the duty to declare, included in the company's public insider register, and their holdings as of December 31, 2007:

Name	Role	Number of shares
Aiff, Ulf	Other	468,320
Björk, Pia	Other	no holdings
Hakakari, Tapio	Member of the Board	306,180
Hornborg, Heikki	Member of the Board	1,146,620
Hyytiäinen, Matti	Other	21,000
Kaarisalo, Mika	Auditor	no holdings
Koivunen, Risto	Other	no holdings
Mönkkönen, Tapani	Chairman of the Board	4,075,600
Nupponen, Pertti	Member of the Board	2,000
Rausti, Jukka	Executive Vice President	no holdings
Virtaala, Matti	Member of the Board	no holdings

and those working for the company on the basis of an employment or other contract who receive insider information.

A project-specific insider register is created by decision of the company's Board of Directors, CEO, or Management Group.

The company's insider guidelines direct insiders to restrict their trading in company shares to times when the markets have as precise information as possible on the factors influencing the value of shares in the company. Consequently, Etteplan's public and permanent company-specific insiders may trade in company securities only within a window of six weeks following announcements of financial results, provided that the person is not registered in a project-specific insider register.

Etteplan Oyj's insider registers are maintained by the company's Head Office, which updates the information that must be entered in the public insider register for the Finnish Central Securities Depository (Suomen Arvopaperikeskus Oy) pertaining to insiders with the duty to declare.

Information on insider holdings

Information about the holdings of Etteplan Oyj insiders with the duty to declare is retained in the NetSire service of the Finnish Central Securities Depository. The insider registers of issuers are on public display at the Finnish Central Securities Depository, Urho Kekkosen katu 5 C, FI-00100 Helsinki, Finland.

Auditors

The Annual General Meeting elects one regular auditor to audit corporate governance and accounts. The auditor must be a firm of independent public accountants so authorized by the Central Chamber of Commerce. In 2007, the Annual General Meeting elected PricewaterhouseCoopers Oy, a firm of authorized public accountants, with Mika Kaarisalo, APA, acting as chief auditor. Total audit fees paid in 2007 amounted to 96,145 euros. In addition, 4,797 euros was paid for services not related to auditing. The auditor's term ends at the conclusion of the first Annual General Meeting after the election.

A summary of the Group's audit report is compiled for the Board of Directors. Also, the auditors of the Group companies report separately to the management of each company within the Group. The auditors attend at least one meeting of the Board of Directors in the relevant financial year.

Risks and risk management

Risks related to the Etteplan Group's business operations are divided into external and internal risks, and the risks are monitored according to this classification.

External risks

External risks include risks concerning economic development on the whole and unpredictable changes in customers' order backlog, which is classified as the greatest risk in the company's business operations.

Internal risks

Internal risks include strategic and operating risks, as well as financing risks.

Etteplan's most significant strategic risks relate to development of business operations – in other words, acquisitions. The company aims to manage these risks by complying with its acquisitions policy and with procedures and models that have been prepared on the basis of this policy. In addition to acquisitions, organic growth is an important part of the growth objectives for Etteplan's business.

Etteplan's biggest operating risks are related to commissions and personnel. The company's commissions include a risk of services or performances including a professional error, omissions, or other negligence related to for example to data security that could cause significant financial or other damage. In order to contain operating risks, the company applies the following procedures: compliance with quality management systems, data security guidelines, codes of practice, and acceptance procedures; training of personnel; and compliance with instructions on management of quotes and contracts, particularly in delimitation of contractual liability. The company has a liability insurance program that encompasses the entire Group. However, insurance does not cover all insurance risk.

The company's business is based on professional personnel. Availability of competent professionals is an important factor in ensuring profitable growth and continued high-quality business operations. The commitment of key persons is managed through know-how survey based career planning and up-to-date compensations systems.

Reviews concerning financing risks are presented in the notes to the financial statements.

The management and mitigation of the impact of risks is an operating principle of the Group. The Board of Directors and the Management Group control the development of risks and risk concentrations. The Group's financial administration oversees risk management in accordance with the guidelines approved by the company's Board of Directors. The Group's financial administration identifies and assesses administrative, operational and financial risks and takes measures to avert them in cooperation with the Board of Directors, the Management Group and the management for corporate planning.

Internal auditing within the Group is an administrative function reporting directly to the CEO and it is part of the Group's financial administration. Internal control is supported by the quality system as well as by working on the Boards of subsidiaries. Internal auditing may be augmented as necessary by purchasing external services. The Group's internal control is organized according to a system, which includes monthly reporting that compares actual performance to the budgeted plan and the actual performance in the preceding year. The operative Income Statement is reconciled with regular bookkeeping and interim reports.

BOARD OF DIRECTORS

January 1, 2008

Heikki Hornborg
b. 1949, M.Sc. (Eng.)
Chairman of the Board of Directors from 2008
Board member 1985–1991 and from 1997
Chief Executive Officer of Etteplan Oyj 1985–1989 and 1997–2007
Technical Director and Plant Manager of Lohja Caravans Oy 1991–1997, Technical Director of Wärtsilä Sanitec Oy 1989–1991, Production Manager at Kone Oy 1982–1985
Number of Etteplan shares, 31 December 2007: 1 146 620

Tapani Mönkkönen
b. 1946, B.Sc. (Eng.)
Industrial Counsellor
Vice Chairman of the Board of Directors from 2008
Chairman of the Board of Directors 1997-2007
Board member from 1983
Chief Executive Officer of Etteplan Oy 1991–1997 and Managing Director of Laitesuunnittelu Oy 1972–1988
Chairman of Logister Ltd, Länsihydro Ltd, Movelift Oy, Nostolift Oy, Nostorent Oy and Satanosto Oy
Number of Etteplan shares, 31 December 2007: 4 075 600

Tapio Hakakari
b. 1953, LL.M.
Board member from 2004
Impartial member of the Board
Director, Secretary to the Board of Directors of KONE Corporation, 1998-2006
Director Administration of KCI Konecranes Plc, 1994-1998
Worked for KONE Corporation 1983-1994
Chairman of the Board of Directors of Enfo Oyj and Esperi Care Oy
Member of the Board of Directors of Cargotec Corporation, Martela Oyj, Havator Holding Oy and Suomen Autoteollisuus Oy
Number of Etteplan shares, 31 December 2007: 306 180

Pertti Nupponen
b. 1961, D.Sc. (Econ. & Bus. Adm.), M.Sc. (Tech.)
Board member from 2005
Impartial member of the Board
Group Vice President, Scandinavian Branch of Consolis SAS from 2005
Chief Financial Officer of Consolis Oy Ab 2002-2005, Senior Vice President, Corporate Development of Sanitec Oyj Abp 2000 – 2002 and Vice President, Controlling of Sanitec Oyj Abp 1998 –1999
Number of Etteplan shares, 31 December 2007: 2 000

Matti Virtaala
b. 1951, M.Sc. (Eng.),
Industrial Counsellor
Board member from 2002
Impartial member of the Board
President of Abloy Oy from 1989
Chairman of the Board of Kermansavi Oy and Tulikivi Corporation
No Etteplan shares

Auditors
PricewaterhouseCoopers Oy, Authorized Public Accountants, with Mika Kaarisalo (APA) as the auditor in charge

Heikki Hornborg *Tapani Mönkkönen*

EXTENDED MANAGEMENT GROUP

January 1, 2008

Matti Hyytiäinen
b. 1960, M. Sc. (Economics)
Member of the Management Group from 2008
President and CEO of Etteplan Oyj from 2008
Senior Vice President, Escalator Business, KONE Corporation 2002–2007
Executive Vice President, Perlos Corporation 2001–2002
Managing Director of KONE Corporation China 1996–2000
Managing Director of KONE Corporation Indonesia 1994–1996
Member of the Board of Directors of Prewise Group Oy
Number of Etteplan shares, 31 December 2007: 21 000

Jukka Rausti
b. 1947, M.Sc. (Eng.), B.Sc. (Business Admin.)
Member of the Management Group from 2000
Executive Vice President of Etteplan Oyj from 2000
No Etteplan shares.

Pia Björk
b. 1957, M.Sc. (Economics)
Member of the Management Group from 2002
Vice President Corporate Planning of Etteplan Oyj from 2002
CFO, Vice President Corporate Planning of Etteplan Oyj from 2005
No Etteplan shares.

Risto Koivunen
b. 1954, M.Sc. (Eng.)
Member of the Management Group from 2002
Vice President of Etteplan Oyj from 2002
No Etteplan shares.

Ulf Aiff
b. 1955, M.Sc. (Electrical Engineering)
Member of the Management Group from 2003
Vice President of Etteplan Oyj from 2003
Number of Etteplan shares, 31 December 2007: 468 320

Jari Kivelä
b. 1960, B.Sc. (Eng.)
Member of Extented Management Group from 2006
Member of Management Group 2002–2005
Vice President of Etteplan Oyj from 2002
Number of Etteplan shares, 31 December 2007: 4 000

Tom Andersson
b. 1967, B.Sc. (Eng.)
Member of Extented Management Group from 2006
Vice President of Etteplan Oyj from 2005
No Etteplan shares.

Juha Näkki
b. 1973, M.Sc. (Eng.)
Member of Extented Management Group from 2006
Vice President of Etteplan Oyj from 2005
No Etteplan shares.

Matti Hyytiäinen *Jukka Rausti*

Tapio Hakakari *Pertti Nupponen* *Matti Virtaala*

Pia Björk *Risto Koivunen* *Ulf Aiff* *Jari Kivelä* *Tom Andersson* *Juha Näkki*

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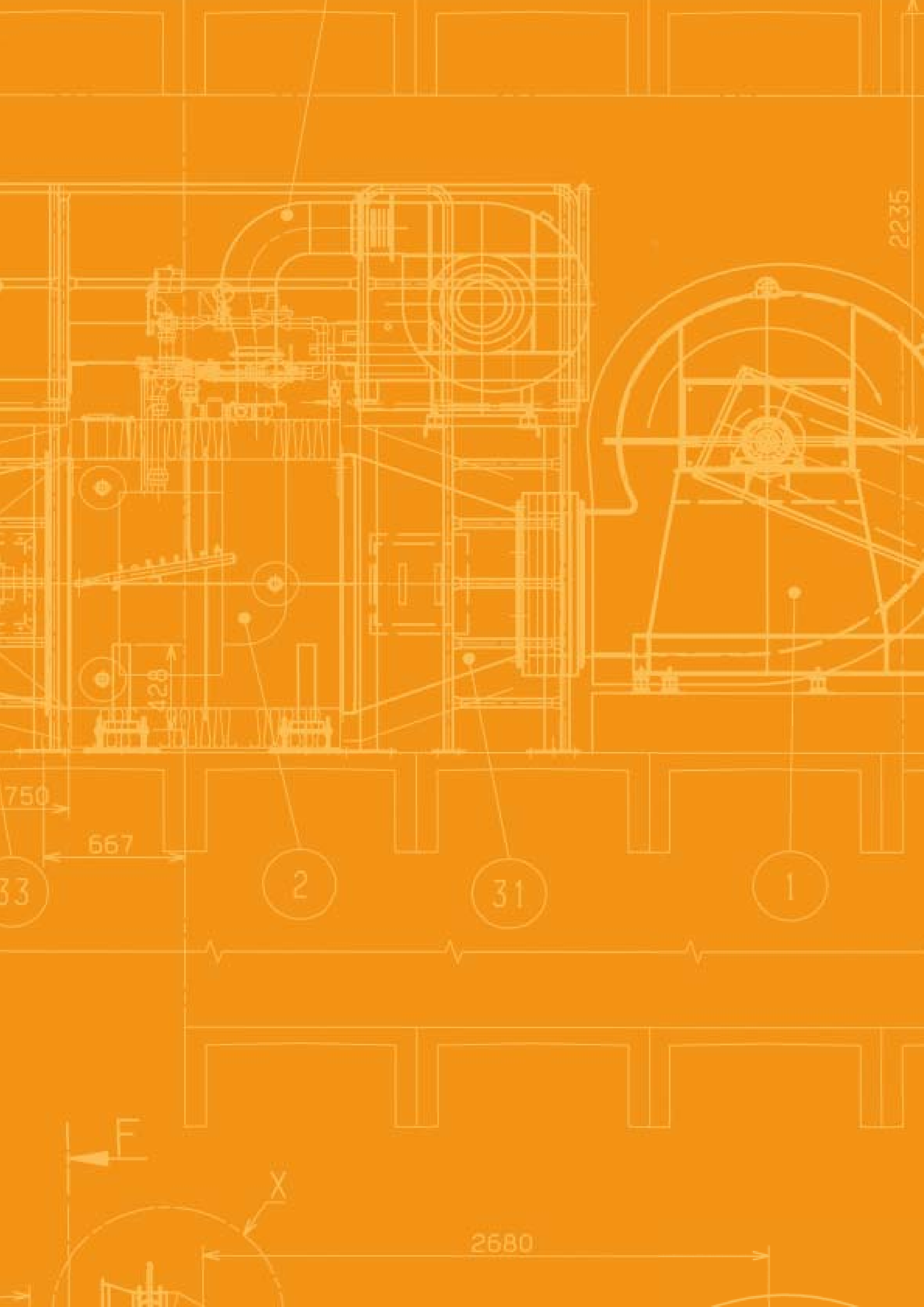
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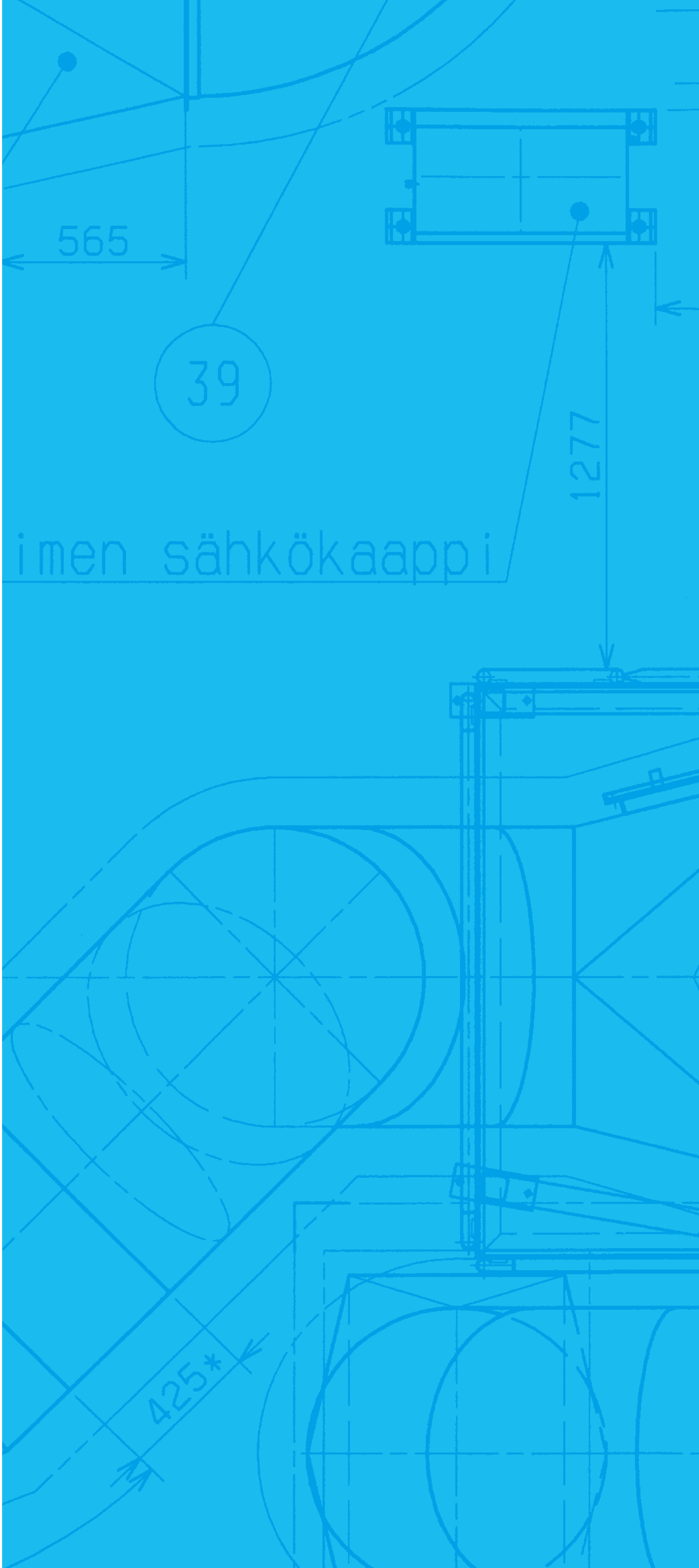

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