annual report 2008

ENEA

contents

Enea is a global software and services company focused on solutions for communication-driven products. With 40 years of experience Enea is a world leader in the development of software platforms with extreme demands on high-availability and performance. Enea's expertise in real-time operating systems and high availability middleware shortens development cycles, brings down product costs and increases system reliability. Enea's vertical solutions cover telecom handsets and infrastructure, medtech, industrial automation, automotive and mil/aero.

highlights of the year

- Net sales increased by 12 percent to SEK 918 (821) million.
- Software revenue rose 9 percent to SEK 338 (312) million.
- Consulting and other revenue grew 14 percent to SEK 579 (509) million.
- Operating profit was SEK 73 (72) million with an operating margin of 8 (9) percent.
- Net profit improved to SEK 88 (71) million.
- Earnings per share were SEK 4.90 (3.88).
- Acquisition of French software company Netbricks, Romanian consulting company IP Devel and Swedish software company Zealcore.
- Focus on Linux continues, results in largest development Linux resource in the Nordic region.
- Delivery of Enea's largest customer project to date, with an order value of about SEK 35 million, including delivery bonus of SEK 5 million.
- Membership in OpenSAF Foundation, an open source project to develop middleware.
- In-house developed software in about 400 million new mobiles in 2008.

directors' report

The Board of Directors and the President and CEO of Enea AB (publ), 556209-7146, hereby submit this annual report and consolidated financial statements for the 2008 financial year, the company's fortieth year in business.

Operations

Enea is a global software and services company focused on solutions for communication-driven products, especially infrastructure and mobile platforms for telecommunications. Enea's solutions – products and services – can also be found in control instruments for aviation and industrial robots, automotive information systems and in medical equipment.

The common denominator for all of these applications is the stringent demands that manufacturers and consumers place on product performance and reliability. They must work flawlessly – in real-time. Telecom applications have special requirements for product availability; an interruption in a subsystem must not cause an interruption in the operation of the entire system. About three quarters of Enea's operations involve telecom equipment.

Enea is a market leader in advanced system solutions for embedded systems. Enea was one of the first companies to provide real-time solutions and is now a forerunner in preintegrated software platforms and open source code solutions. Enea's combination of consulting services and in-house developed software further distinguishes Enea from other offerings on the market.

With technological developments driving a growing portion of software in products such as mobile phones, industrial robots, cars, trains and other vehicles, the costs and complexity of software development are also growing. This trend benefits Enea – the more complex the systems are, the more stringent the demands for performance, reliability and real-time functionality become.

Enea's software portfolio contains about 30 products. In recent years the company has carried out major investments through both acquisitions and a focus on in-house development. Enea has one of Sweden's leading R&D organizations for software development with about 170 people in Sweden, Romania, the UK, France and the US.

Most product users can be found among telecom equipment manufacturers. All products in Enea's product portfolio meet the stringent demands for reliability and availability of the telecom world. The applications for the products are many; for example, they are used in over half of the world's base stations and 3G mobile phones and handle five billion phone calls daily. In 2008 alone, Enea's real-time operating systems were installed in about 400 million new mobile phones.

Enea's software portfolio consists of a core of a real-time operating systems plus a broad palette of middleware, development tools, databases, network protocols and interprocess communication. All products are pre-integrated to work together smoothly, and are sold as a platform under the umbrella name Enea Accelerator.

In addition to the product portfolio, Enea has more than 500 consultants who specialize in product and system development as well as test. Their expertise spans over the entire product life cycle: design, architecture, software quality, system development, system integration, test and verification, maintenance, certification and training.

Consulting services include everything from integration of Enea's own products to development and test carried out completely on the customer's own solutions. Depending on customer needs, Enea can serve as a specialist within a limited area, or provides a total solution for projects and/or products over an extended period of time with multiple development phases. Total solutions are primarily provided from Sweden and Romania.

Most consulting services involve communication-driven products. Product development with stringent demands for reliability, availability and performance in real-time provides Enea's consultants with the opportunity to demonstrate their cutting edge expertise and innovative ability. Some examples are testing mobile systems, developing cars with night vision functionality or control systems for airbags and underwater vessels, ensuring the reliability of aviation systems, training in real-time programming as well as development of digital signal processors, mobile platforms and molecular scales.

Enea has several centers of excellence in fields such as Linux, software quality, mobile platforms, telecom infrastructure, middleware and security certification. With its focus on Linux, Enea offers the largest Linux development resource in the Nordic region.

Enea has a global customer base. About half of its customers are manufacturers of telecom equipment, while others can be found in medtech, industrial automation, automotive, aviation and mil/aero. Major customers include Ericsson, ST-Ericsson, Nokia, Nokia Siemens Networks, Volvo, ZTE, Boeing, Sony Ericsson, Bombardier, Motorola, LSI, MobiTV, Texas Instruments, Honeywell, Hughes, Alcatel-Lucent, Tellabs, Yamaha, Fujitsu and Samsung.

The Enea Group's operations are organized in the following units:

- Market Operations, including all sales, consulting units and marketing
- R&D, including product development
- Product Management, including product management
- Finance and Administration, including finance, internal IT, human resources and office services.

Significant events during the financial year

In July Johan Wall stepped down as chief executive officer. Board member Åsa Landén Ericsson succeeded Johan Wall as an interim solution. In August Carl G Sköld became acting chief financial officer.

During the year business operations developed positively with robust growth in both product operations and consulting operations. Growth has been both organic and through acquisitions. Sales of Enea OSE, the Group's flagship product, have been strong with more than 20 design-wins.

In April 2008 Enea acquired French software company Netbricks and its communication protocol portfolio. In May Enea acquired Romanian consulting firm IP Devel, which had been an important subcontractor for Enea's product development for a few years, with the majority of its sales in foreign markets. In July Enea acquired Swedish software company ZealCore, which provides development tools for troubleshooting problems in embedded systems.

During the year Enea delivered its largest customer project to date in two steps, with an order value of SEK 35 million, including a delivery bonus of SEK 5 million. A project involving development of a base station for the Chinese 3G standard TD-SCDMA was delivered to a customer in China.

In October Enea became a member of the OpenSAF Foundation, an open source project to develop middleware.

In consulting services, Enea initiated the first project based on the "bridged services" concept, in which project management and other services in Sweden are combined with resources from Enea Romania. The number of consultants working with Linux increased during the year by over 40 percent.

All in all, in 2008 Enea became a more international company with a more extensive offering of products and services.

Key events after the end of the financial year

In January Enea announced that its sales office in the UK would close during the first quarter of 2009. Sales resources in France will expand to include those markets previously covered from the UK.

In February Enea decided to establish a consulting company in Beijing, China. The unit will primarily work with existing customers with a focus on the Group's offering of real-time operating systems. The operation is expected to start during the spring of 2009. Preparations are under way to open another consulting office in Iasi, Romania, during the first half of 2009.

In early February Enea announced a cost reduction program that will reduce costs by SEK 15 million in the R&D unit, including about SEK 12 million in Kista, during 2009.

Sales and earnings

Consolidated net sales increased by 12 percent to SEK 918 (821) million. Currency adjusted growth was also 12 percent. Software revenue rose 9 percent to SEK 338 (312) million. Currency-adjusted growth was 9 percent. Consulting and other revenue rose 14 percent to SEK 579 (509) million. Currency-adjusted growth was 14 percent. Companies acquired in 2008 contributed SEK 24 million in sales during the year. Net sales outside the Nordic countries accounted for 23 (24) percent of the Group's total sales.

Operating profit for the year rose to SEK 73 (72) million. Net financial income increased to SEK 8 (5) million, primarily due to the depreciation of the Swedish krona against the euro and the U.S. dollar. Profit after tax rose to SEK 88 (71) million. Loss-carryforwards, primarily in the United States, had a positive impact of about SEK 21 million on tax expense.

Financial position

Cash flow from operating activities increased to SEK 82 (66) million. Corporate acquisitions carried out during the year resulted in a charge of SEK 60 million against cash and cash equivalents. At year-end cash and cash equivalents amounted to SEK 122 (156) million. The Group has no interest-bearing liabilities and therefore has a positive net cash position. The Group has undrawn credit facilities of SEK 250 (0) million.

Research and Development

The Group's division Enea Software develops software products for embedded systems. Product development costs were SEK 121 (91) million; in addition, Enea capitalized development costs during the year amounting to SEK 18 (26) million, excluding additions through corporate acquisitions. Amortization of capitalized development costs of SEK 13 (11) million was charged against operating profit. Research and development expenditure accounts for 36 (29) percent of software revenues.

Important product releases during the year include the platform solution Enea Accelerator 2.0 and Enea OSE Multicore Edition.

Risks and uncertainties

Macroeconomic developments

Enea is dependent on the financial development of its customers, especially the telecom manufacturers. Telecommunications sometimes report significantly weaker growth than the economy in general, and sometimes significantly stronger. A general downturn in the economy mainly has ramifications for customers' willingness to invest, resulting in lower purchases of Enea's products and services. Of greater significance than fluctuations in the economy are structural changes, such as increased use of embedded systems in various contexts.

Customer structure

In both software and consulting, Enea is dependent on a few large customers, all of which are telecom equipment suppliers. Major customers include Ericsson, ST-Ericsson and Sony Ericsson Mobile Communications, as well as Nokia Siemens Networks and Nokia Mobile Phones. Developments for these customers, particularly with respect to their production volumes and product development plans, are significant for Enea in the short-term. Apart from credit risk associated with these companies, which is deemed extremely low, the risk of rapid negative changes is limited due to long-term agreements or difficulties for customers to dramatically change the extent to which they use Enea's products and services on short notice. Despite deliberate efforts to reduce dependence on these customers, Enea has only achieved limited success in this endeavor in recent years due to the strong increase in demand from these major customers.

Agreement structure

Just over one third of Enea's revenues are related to software products. A substantial amount of these revenues are recurrent, based on long-term contracts for royalties and maintenance, with limited costs in connection with the simultaneous revenue flow. About one third of annual software revenues are nonrecurrent, though they are also only directly associated with direct production costs to a limited extent. However, each new transaction is associated with selling expenses. Revenues usually arise directly in conjunction with the signing of contracts. Enea usually has an overview of revenues for consulting services with about a three-month time horizon. A smaller portion of consulting services have guaranteed minimum volumes for up to one year.

Products and technology/competitiveness

Enea's competitiveness and market position are largely dependent on the company's ability to produce innovative products. Enea has been developing products with an extremely high level of technology content for a long time. Close collaboration with the largest customers about product development is of great significance. The increase in the number of programs based on open source code entails a risk that Enea's customers could choose such solutions instead of the company's copyright-protected products. Consequently, Enea has built up a major operation based on Linux and is a member of the OpenSAF Foundation, a forum for open source code in middleware. This development poses challenges to current business models. As part of its consulting operations, Enea has established centers of excellence for cutting edge expertise in various service areas.

Semiconductor manufacturers have a large influence over customers' choice of software and Enea therefore collaborates in various ways with several players, which means that hardware suppliers sell Enea's products pre-integrated in their products.

Competitors

The market for software for embedded systems is fragmented with a handful of participants the size of Enea or larger. Like Enea, all large competitors are globally active. Niche companies can be competitors in limited areas.

The customers' own in-house developed software solutions comprise one form of competition, though it accounts for a diminishing portion of total software use. The market in consulting services is also fragmented, with many participants active on a local, national or global basis. One particular risk is that the pace of globalization in the consulting market could result in pressure price in local markets, such as competition from Indian suppliers on the Swedish market. Enea offers high-quality services from both high and low-cost countries, which increases the opportunities of successfully dealing with the competition.

Human resource development

Enea's success is to a large extent associated with its ability to employ, train, motivate and retain engineers and other highly qualified personnel. Competition for skilled personnel in the IT industry is strong, but Enea's combination of products and services offers the company an advantage in relation to competitors through its ability to offer broader career paths. Enea's company in Romania provides a good supply of know-how while achieving cost benefits. In addition, staff turnover at Enea is traditionally low, especially in the software operation.

Integration of acquisitions

Part of Enea's strategy is to grow through acquisitions. All acquisitions are preceeded by an extensive strategic, financial and legal analysis. The analysis also focuses on the potential for successfully integrating the acquisition into the Enea Group. Nevertheless, potential risks are present such as undesired staff turnover, unsuccessful product integration and the absence of synergistic effects.

Legal risks

Enea could become a party in a legal process as a consequence of the company's business activities, especially in the United States. Such processes can be expensive and disturb normal operations for extended periods of time. Enea is currently involved in a few disputes, none of which is expected to have any significant negative effect on financial performance.

Treasury policy and finances

The Group is exposed to various types of financial risks through its business activities that could lead to fluctuations in earnings, financial position and cash flow. The Board of Directors established a treasury policy to manage financial risks. The policy serves as a framework of guidelines and rules through a risk mandate and limits for financial operations. Responsibility for the Group's financial operations is handled centrally in the Parent Company. The past year's financial crisis has clearly highlighted the financial risks with which the Group must work. Of the following risks, currency risk has the greatest significance in the short-term.

Liquidity risk

The Group's exposure to liquidity risk is limited. Liquidity is very good and cash and cash equivalents totaled SEK 122 million at the end of 2008. The Group has no interest-bearing liabilities and it also has binding credit commitments of SEK 250 million, including SEK 100 million that is available through June 30, 2011. The aforementioned credit facility presumes that the Group's equity ratio must be at least 40 percent (it was 71 percent at the end of 2008) and the interest coverage ratio exceeds 4.5. The Parent Company deals with the excess liquidity in the Swedish Group companies by investing in commercial papers or special deposits with maturities of up to three months. An effort is in progress to coordinate the entire Group's liquidity in all currencies. Only foreign exchange forwards are considered for hedging purposes.

Interest Risks

At the end of 2008 Enea had SEK 122 million in cash and cash equivalents and no interest-bearing liabilities. A one percentage point change in the average interest rate would have an affect on net financial items of SEK 1.2 million on an annual basis.

Credit risks

Most of Enea's accounts receivable involve large customers who are reliable payers. However, there is a certain risk exposure to businesses in the early phases of development. This customer category must comply with special procedures when sales involve large amounts. The provision for bad debts on the balance sheet at the end of 2008 was SEK 4.0 million. In 2008 confirmed customer losses amounted to SEK 2.0 million due to a bankruptcy.

Currency risk

About 30 percent of Enea's sales involve a currency other than Swedish kronor, with the majority in euro or U.S. dollar. Revenues are therefore exposed to currency fluctuations to some extent. Operating profit does not have such a large exposure since a large portion of costs are in the same currencies.

Much of the Group's cash and cash equivalents is in foreign subsidiaries and therefore in foreign currencies, entailing currency exposure for the Group. The Group works actively to limit this exposure by reviewing the Group companies' financing while taking consideration to restrictions associated with tax rules. Only foreign exchange forwards are considered for hedging purposes. Please see note 21 for more information about currencies.

Parent Company Enea AB

The Parent Company's sales in 2008 amounted to SEK 28 (29) million and almost exclusively involved services to group companies. The result after net financial items was SEK –12 (95) million, including the result from participations in group companies of SEK 0 (113) million.

Cash and cash equivalents on December 31, 2008, were SEK 70 (120) million. The Parent Company had investments of SEK 5 (6) million and the average number of employees was 20 (20).

The Enea Share

At December 31, 2008, registered share capital consisted of 18,355,714 shares with a par value of SEK 1.00. Holders of common shares are entitled to dividends (to be decided by the Annual General Meeting) and each share grants the right to one vote at the shareholders' meeting.

The provisions of the articles of association do not impose any restrictions on the transferability of shares or on each shareholder's right to vote at the annual general meeting. Shareholders representing at least one tenth of voting rights for all shares in the company are Per Lindberg, in part through Electro Medicinska AB (total of 17.0 percent of share capital and votes) and SIS SegaInterSettle AG (15.8 percent of share capital and votes).

The 2008 Annual General Meeting resolved to consolidate shares 1:20, which was implemented during the second quarter of 2008. In connection with this consolidation of shares, shareholders were offered commission-free sales to achieve even round lots. The number of shareholders on December 31, 2008, was 12,806 (16,599).

The 2007 Annual General Meeting resolved in May 2007 to authorize the Board of Directors to acquire own shares up to a maximum of ten percent of all shares in Enea AB at the current share price until the 2008 Annual General Meeting. The purpose of the acquisition of own shares is to be able to continuously adapt Enea's capital structure to its capital requirements and to facilitate financing, completely or in part, in conjunction with corporate acquisitions.

As a result of such repurchases Enea AB holds a total of 337,883 own shares, equivalent to 1.8 percent of share capital, for which it paid SEK 15,543,000. In 2008, up to the time of the 2008 Annual General Meeting, Enea AB repurchased 40,833 of its own shares (recalculated considering the consolidation of shares), equivalent to 0.2 percent of share capital, for which it paid SEK 1,750,000.

The Annual General Meeting resolved in May 2008, for the purpose of facilitating acquisitions, to grant the Board of Directors the authority to issue new shares in the company equivalent to an increase of a maximum of five percent of share capital with potential for deviation from shareholders' preemption rights and with provisions for non-cash consideration or set-off or other terms and conditions pursuant to Chapter 13, paragraph one, point 6 of the Swedish Companies Act. The company is not a party to agreements on changing control over the company.

Personnel

In 2008 the Enea Group had an average of about 690 (550) employees. At the end of the year Enea had 727 employees, including 138 employees in companies acquired during 2008. In other units the number of employees increased during the year by 27 (3) percent. The percentage of employees outside Sweden increased during the year from 22 percent to 32 percent.

Employees include 82 percent men and 18 percent women. Enea follows local practices with respect to employment and working conditions.

Environmental impact

Enea sells software and consulting services. The products themselves have no environmental impact. The company's environmental impact originates from employees traveling to, from and for work. Enea has acquired videoconference equipment to replace part of international travels.

Corporate governance

On February 5, 2009, the Board of Directors published its first corporate governance report in accordance with the requirements of the Swedish Code of Corporate Governance, which Enea has followed since July 1, 2008. The corporate governance report can be downloaded from the company's website *www.enea.com*.

Remuneration guidelines for senior executives

The guidelines in effect since 2007 remain unchanged and no changes are expected to be proposed for 2009.

For more information, please see note 4 Employees and personnel expenses and note 20 Pensions, share-based compensation, and benefits of senior executives.

Future developments

Enea is largely dependent on developments in the telecom market. In sales of infrastructure equipment, Enea expects zero growth or a somewhat declining market of about 5 percent for 2009. In sales of mobile phones the market is expected to decline by about 10 percent in number of units in 2009, which is the first downturn in modern times. This trend could make it challenging for Enea to achieve its financial targets during the year for sales growth of 15 percent annually as well as an operating profit of 10 percent over a business cycle. However, Enea is one step further down on the value chain. Enea's sales are mainly driven by the pace of the equipment manufacturers' product development and several trends continue to drive such development forward, such as the new 4G standard LTE, convergence between IP networks and circuit-switched networks, as well as new mobile and network services. In addition, the number of products with embedded systems is steadily increasing, at the same time that many customers are cutting back on development while focusing on their differentiated applications. Consequently, the need for both Enea's products and its expertise in embedded systems is steadily rising. In summary, Enea has good potential for continued growth and profitability.

Proposed allocation of Enea AB's profit

Funds at the disposal of the AGM:

Share premium reserve	1,379,822
Retained earnings	222,450,983
Profit for the year	–17,210,727
Total	206,620,078

In light of the fact that Enea intends to continue to actively participate in the consolidation of the market and to safeguard a stable financial position, the Board of Directors, the President, and the CEO recommend that no dividend be paid for the 2008 financial year and that Enea AB's profit be carried forward to new account. At the same time the Board proposes that the Annual General Meeting resolve on a program to repurchase own shares.

For further information about the company's financial position and performance, please see the following financial reports (income statement, balance sheet, equity report and cash flow statement) with associated notes. The Parent Company's Board of Directors approved the financial reports for publication on March 2, 2009.

group

INCOME STATEMENT

SEK thousand (January 1–December 31)	Note	2008	2007
Software revenues		338,406	311,651
Consulting revenues		579,182	508,985
Net sales	2	**917,588**	**820,636**
Operating expenses			
Cost of goods sold and services			
- software costs	10	–39,401	–36,582
- consulting and other expenses		–464,328	–393,538
Gross profit		**413,859**	**390,516**
Selling and marketing expenses		–168,178	–173,975
Product development expenses		–121,066	–90,896
Administration expenses		–51,558	–53,584
Operating profit	3, 4, 5, 6, 7, 11	**73,057**	**72,061**
Financial income		12,043	7,483
Financial expense		–4,114	–2,643
Net financial items	8	**7,929**	**4,840**
Profit before tax		**80,986**	**76,901**
Tax	9	7,329	–5,739
Profit for the year		**88,315**	**71,162**
Earnings per share, SEK	15	4.90	3.88
Earnings per share fully diluted, SEK		4.90	3.88

BALANCE SHEET

SEK thousand (December 31)	Note	2008	2007
Assets			
Intangible assets	10	273,483	175,140
Equipment, tools, fixtures, and fittings	11	21,426	15,253
Financial investments		1,424	745
Deferred tax assets	9	23,190	8,858
Total fixed assets		**319,523**	**199,996**
Work in progress		0	8,976
Tax assets	9	6,390	0
Accounts receivable	12	285,681	225,594
Prepaid expense and accrued income	13	29,989	30,694
Other receivables		3,230	3,073
Cash and cash equivalents		122,144	155,973
Total current assets		**447,434**	**424,310**
Total assets		**766,957**	**624,306**
Shareholders' equity	14		
Share capital		18,356	18,356
Other paid-in capital		713,289	713,289
Reserves		15,193	–11,730
Retained earnings including profit for the year		–198,403	–285,277
Total shareholders' equity		**548,435**	**434,638**
Provisions			
Deferred tax liabilities	9	6,949	0
Total provisions		**6,949**	**0**
Long-term liabilities			
Long-term liabilities, non interest-bearing	24	24,482	8,880
Total long-term liabilities		**24,482**	**8,880**
Current liabilities			
Advance payments from customers		3,395	0
Accounts payable		49,583	63,561
Income tax liability	9	0	4,828
Other liabilities		28,102	28,936
Accrued expenses and deferred income	16	106,011	83,463
Total current liabilities		**187,091**	**180,788**
Total shareholders' equity and liabilities		**766,957**	**624,306**

SUMMARY OF CHANGES IN THE GROUP'S SHAREHOLDERS' EQUITY

2007 SEK thousand (December 31)	**Share capital**	**Other paid-in capital**	**Reserves**	**Retained earnings incl profit for the year**	**Total equity**
Opening equity Jan. 1, 2007	18,265	712,396	–7,230	–343,959	379,472
Translation difference for the year			–4,500		–4,500
Profit for the year				71,162	71,162
Total recognized income and expenses			–4,500	71,162	66,662
New share issue	91	893			984
Employee stock option program				1,290	1,290
Repurchase of own shares				–13,770	–13,770
Closing equity Dec. 31, 2007	**18,356**	**713,289**	**–11,730**	**–285,277**	**434,638**

2008 SEK thousand (December 31)					
Opening equity Jan. 1, 2008	18,356	713,289	–11,730	–285,277	434,638
Translation difference for the year			26,923		26,923
Profit for the year				88,315	88,315
Total recognized income and expenses					115 238
Employee stock option program				309	309
Repurchase of own shares				–1,750	–1,750
Closing equity Dec. 31, 2008	**18,356**	**713,289**	**15,193**	**–198,403**	**548,435**

CONSOLIDATED CASH FLOW STATEMENT

SEK thousand (December 31)	**Note 18, 24**	**2008**	**2007**
Operating activities			
Profit before tax		80,986	76,901
Adjustment for non-cash items		23,921	17,366
		104,907	94,267
Tax paid		–12,037	–4,068
Cash flow from operating activities before change in working capital		**92,870**	**90,199**
Cash flow from change in working capital			
Change in operating receivables		–34,755	–12,858
Changes in operating liabilities		23,672	–10,946
Cash flow from change in working capital		**–11,083**	**–23,804**
Cash flow from operating activities		**81,787**	**66,395**
Investing activities			
Acquisition of intangible assets		–108,503	–36,350
Acquisition of fixed assets		–13,146	–6,203
Acquisition of financial assets		32	–191
Sale of fixed assets		0	0
Cash flow from investing activities		**–121,617**	**–42,744**
Financing activities			
New share issue		0	984
Repurchase of own shares		–1,750	–13,770
Cash flow from financing activities		**–1,750**	**–12,786**
Cash flow for the year		**–41,580**	**10,865**
Cash and cash equivalents, beginning of year		155,973	146,402
Exchange rate difference in cash and cash equivalents		7,751	–1,294
Cash and cash equivalents, end of year		**122,144**	**155,973**

parent company

INCOME STATEMENT

SEK thousand (January 1–December 31)	Note	2008	2007
Net sales		28,381	29,423
		28,381	29,423
Operating expenses			
Administration expenses		–57,442	–52,629
Operating profit	3, 4, 5, 6, 7, 11	**–29,061**	**–23,206**
Income from holdings in group companies	8	0	113,287
Interest income and similar profit/loss items	8	18,143	9,092
Interest expense and similar profit/loss items	8	–732	–4,021
Net financial items		**17,411**	**118,358**
Profit after net financial items		**–11,650**	**95,152**
Appropriations		–4,443	0
Profit before tax		**–16,093**	**95,152**
Tax	9	–1,118	16,224
Profit for the year		**–17,211**	**111,376**

BALANCE SHEET

SEK thousand (December 31)	Note	2008	2007
Assets			
Intangible assets	10	4,230	3,384
Equipment, tools, fixtures, and fittings	11	7,134	6,452
Participations in group companies	17	232,534	232,534
Total fixed assets		**243,898**	**242,370**
Receivables, group companies	19	344,073	286,087
Prepaid expense and accrued income	13	5,829	5,312
Other receivables		1,376	414
Cash and bank		69,856	120,484
Total current assets		**421,134**	**412,297**
Total assets		**665,032**	**654,667**
Shareholders' equity	14		
Restricted equity			
Share capital (18,355,714 shares)		18,356	18,356
Legal reserve		299,668	299,668
Unrestricted equity			
Share premium reserve		1,380	1,380
Retained earnings		222,451	91,659
Profit for the year		–17,211	111,376
Total shareholders' equity		**524,644**	**522,439**
Provisions			
Untaxed reserves		4,443	0
Total provisions		**4,443**	**0**
Liabilities			
Accounts payable		3,138	5,793
Income tax liability	9	3,810	2,681
Liabilities to group companies	19	124,060	114,064
Other liabilities		500	715
Accrued expenses and deferred income	16	4,437	8,975
Total current liabilities		**135,945**	**132,228**
Total shareholders' equity and liabilities		**665,032**	**654,667**

SUMMARY OF CHANGES IN THE PARENT COMPANY'S SHAREHOLDERS' EQUITY

	Restricted equity		Unrestricted equity			
2007 SEK thousand (December 31)	**Share capital**	**Legal reserve**	**Share premium reserve**	**Retained earnings**	**Profit for the year**	**Total equity**
Opening equity Jan. 1, 2007	18,265	299,668	487	53,653		372,073
Group contributions received				50,486		50,486
Total change in net assets recognized directly in equity, excluding transactions with shareholders				50,486		50,486
Profit for the year					111,376	111,376
Total change in net assets, excl. transactions with shareholders				50,486	111,376	161,862
New share issue	91		893			984
Employee stock option program				1,290		1,290
Repurchase of own shares				–13,770		–13,770
Closing equity Dec. 31, 2007	**18,356**	**299,668**	**1,380**	**91,659**	**111,376**	**522,439**

2008 SEK thousand (December 31)						
Opening equity Jan. 1, 2008	18,356	299,668	1,380	203,035		522,439
Group contributions received				20,857		20,857
Total change in net assets recognized directly in equity, excluding transactions with shareholders				20,857		20,857
Profit for the year					–17,211	–17,211
Total change in net assets, excl. transactions with shareholders						
Employee stock option program				309		309
Repurchase of own shares				–1,750		–1,750
Closing equity Dec. 31, 2008	**18,356**	**299,668**	**1,380**	**222,451**	**–17,211**	**524,644**

CASH FLOW STATEMENT, PARENT COMPANY

SEK thousand (December 31)	**Note 18**	**2008**	**2007**
Operating activities			
Profit before tax		–16,093	95,152
Adjustment for non-cash items		8,531	–108,885
		–7,562	–13,733
Tax paid		–8,100	–238
Cash flow from operating activities before change in working capital		**–15,662**	**–13,971**
Cash flow from change in working capital			
Change in operating receivables		–30,496	–75,202
Changes in operating liabilities		2,587	–115,607
Cash flow from change in working capital		**–27,909**	**–190,809**
Cash flow from operating activities		**–43,571**	**–204,780**
Investing activities			
Acquisition of fixed assets	10,11	–5,307	–5,463
Cash flow from investing activities		**–5,307**	**–5,463**
Financing activities			
Dividend		0	226,600
New share issue		0	984
Repurchase of own shares		–1,750	–13,770
Cash flow from financing activities		**–1,750**	**213,814**
Cash flow for the year		**–50,628**	**3,571**
Cash, cash equivalents, and short-term investments, beginning of year		120,484	116,913
Exchange rate difference in cash and cash equivalents		0	0
Cash and cash equivalents, end of year		**69,856**	**120,484**

notes to the financial statements

1 Accounting principles

COMPLIANCE WITH STANDARDS AND LEGISLATION

The annual accounts have been prepared in accordance with the Swedish Annual Accounts Act, International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), and the interpretations of the International Financial Reporting Interpretations Committee (IFRIC) as approved by the EU Commission for application within the EU. In addition, the Swedish Financial Reporting Board RFR 1:1 on Supplementary rules for consolidated financial statements has been applied.

The Parent Company applies the same accounting principles as the Group, except in the cases indicated under the section "Parent Company's Accounting Principles". Any deviations between the polices applied by the Parent Company and the Group are a result of limitations in the scope for IFRS conformity in the Parent Company due to its application of the Swedish Annual Accounts Act and in certain cases tax considerations.

ASSUMPTIONS IN THE PREPARATION OF THE FINANCIAL REPORTS FOR THE PARENT COMPANY AND THE GROUP

The functional currency of the Parent Company is Swedish kronor (SEK), which is also the presentation currency of the Parent Company and the Group The consolidated financial statements are thus presented in SEK. Assets and liabilities are recognized at cost.

The preparation of financial reports in accordance with IFRS requires the Board of Directors and Management to make estimates and assumptions that affect the application of accounting principles and the carrying amounts of assets, liabilities, revenue, and expenses. Estimates and assumptions are based on historical experience and a number of other factors which undercurrent conditions appear to be reasonable. The result of these estimates and assumptions is then used to determine the carrying value of assets and liabilities otherwise not clearly indicated by other sources. Actual outcomes may deviate from these estimates.

The estimations and assumptions are reviewed regularly. The effects of changes in estimations are reported in the period in which the changes were made if the changes affected this period only, or in the period the changes were made and future periods if the changes affect both the current period and future periods.

When applying IFRS, assessments made by the Company's executive management and Board of Directors which have a significant effect on the financial statements and estimations made that may result in substantial adjustments to the following year's financial statements are described in greater detail in note 22.

The following accounting standards for the Group have been consistently applied in all periods presented in the consolidated financial statements, unless stated otherwise below. The accounting principles of the Group have been consistently applied to reporting and consolidation of the subsidiaries.

On May 15, 2008 the Annual General Meeting resolved to carry out a 1:20 consolidation of shares in June. Figures for number of shares, earnings per share and other equity-related figures for the comparative period were recalculated in accordance with this consolidation of shares.

SEGMENT REPORTING

In accounting terms, a segment is an identifiable part of the Group that either supplies products or services within a certain economic environment (geographical area), or products or services(business segments) which are exposed to risks and opportunities that differ from those for other segments. Segment information is presented in accordance with IFRS 14 only for the Group.

The Group's Activities are divided into three geographic regions: the Nordic region, North America, and EMEAA (Europe, Middle East, Asia, and Africa). This is the Group's primary segment. Operations are organized in the units Market Operations, R&D, Product Management and Finance and Administration. "Software" and "consulting and other" comprise the Group's secondary segments.

The Group will apply IFRS 8 beginning on January 1, 2009.

CLASSIFICATION, ETC.

Fixed assets and long-term liabilities in the Parent Company and the Group essentially consist exclusively of amounts expected to be recovered or settled more than twelve months after the closing date. Current assets and current liabilities essentially consist exclusively of amounts expected to be recovered or settled within twelve months from the closing date.

PRINCIPLES OF CONSOLIDATION

Subsidiaries

Subsidiaries are defined as entities over which Enea AB has a controlling influence. Control is the power to, directly or indirectly, govern the financial and operating policies of an entity so as to obtain benefits from its activities. When assessing whether one enterprise controls another enterprise, the existence and effect of potential voting rights currently exercisable or convertible is considered.

Subsidiaries are accounted for using the purchase method. Under the method an acquisition is treated as a transaction in which the group indirectly acquires the subsidiary's assets and assumes its liabilities and contingent liabilities. The consolidated cost is determined by an analysis at the time of the business combination. In the analysis, the cost of the participations or operations is determined, as well as the fair value of the identifiable assets and the assumed liabilities and contingent liabilities at the acquisition date. The cost of the shares in the subsidiary and the operations, respectively, consists of the fair values on the acquisition date for assets, liabilities incurred or assumed, and equity instruments issued and used as consideration for the net assets acquired and the transaction cost directly attributable to the acquisition. In a business combination where cost exceeds the net carrying amount of acquired assets and assumed liabilities and contingent liabilities, the difference is recognized as goodwill. When the difference is negative it is recognized directly in the income statement.

The financial statements of subsidiaries are consolidated from the date of the acquisition until the date when control ceases.

Transactions that are eliminated in consolidation

Intra-group receivables and payables, revenue and expenses, and unrealized gains or unrealized losses arising in intra-group transactions, are fully eliminated in the preparation of the consolidated financial statements.

Unrealized losses are eliminated in the same way as unrealized gains.

FOREIGN CURRENCY

Foreign currency transactions

Foreign currency transactions are translated into the functional currency at the exchange rate on the date of the exchange transaction. Foreign currency monetary assets and liabilities are translated in to the functional currency at the exchange rate on the balance sheet date. Exchange differences arising on translations are reported in the income statement. Translation differences on non-monetary assets and liabilities, recorded at historical purchase values, are translated at the exchange rate on the date of the transaction. Non-monetary assets and liabilities carried at fair value are translated to the functional currency at the rate ruling when the fair values were determined, after which all resulting exchange differences are recognized in the same manner as other fair value adjustments for the asset or liability.

The functional currency is the currency of the primary economic environment in which the company operates. Group companies consist of the Parent Company and subsidiaries. The functional currency and reporting currency of the Parent Company is Swedish kronor. The reporting currency for the Group is also Swedish kronor.

Financial statements of foreign operations

Assets and liabilities of foreign operations, including goodwill and other consolidated surplus and deficits, are translated to SEK at the exchange rate in effect on the balance sheet date. Revenues and expenses for a foreign operation are translated into Swedish kronor using an average exchange rate that approximates the exchange rates on the dates of the transactions. Translation differences arising on translation of foreign operations are recognized directly in consolidated equity as a translation reserve. When a foreign operation is divested, cumulative translation differences attributable to the company are realized in the consolidated income statement. Cumulative translation differences are reported as a separate category under equity, Reserves, under Translation Reserve, and consist of translation differences accumulated since January 1, 2004. Cumulative translation differences prior to January 1, 2004 are allocated to other categories under equity and are not separately disclosed.

REVENUES

Revenue recognition

Services are mainly conducted on current account and taken up as revenue as the work is carried out. Services based on a functional undertaking are taken up as revenue linearly over the stipulated period as the services are provided. A functional undertaking refers to a service function with an unspecified number of services to be provided during a certain period of time. Projects carried out at a fixed price are recognized as revenue as the work is completed according to the percentage of completion method, which is determined on the basis of accrued assignment expenses in relation to the estimated assignment expenses for the complete assignment. If a risk of loss is deemed to exist, individual provisions are performed on an ongoing basis. The company also has revenue from software sales arising from royalties, license fees, service contracts and buyouts (the customer purchases the product for an unlimited period of time). Royalties and licence fees are recognized on an accrual basis in accordance with the substance of the relevant agreement. Licence fees and buyouts are taken up as revenue upon full delivery of the software according to the contract, when no essential obligations remain after the date of delivery. Support agreements usually cover a twelve-month period and revenues accrue during the term of the agreement.

Criteria for taking license revenues up as revenue are::

- Written agreement signed by both parties.
- Delivery has occurred.
- License fees consist of a fixed amount or are calculated according to a reliable method and offer no option to cancel, or have a credit period of less than 12 months.
- Assurance of payment has been received.

Software and other sales are taken up as revenue upon delivery, when control over the item is transferred to the buyer and revenue can be reliably calculated.

OPERATING EXPENSES AND NET FINANCIAL INCOME

Payments under operating leases

Payments under operating leases are recognized in the income statement on a straight-line basis over the term of the lease. Benefits received in connection with the signature of an agreement are entered as part of the total lease expense in the income statement.

Net financial income

Net financial income may consist of interest income on bank balances, receivables and fixed-income securities, interest expense on borrowings, dividend income, exchange differences, unrealized and realized gains on financial investments and derivative instruments used in financing activities.

Interest income on receivables and interest expenses on liabilities are calculated applying the effective interest method. The effective interest is the interest required to be applied in order that the current value of all future receipts and payments during the fixed-interest term is equal to the reported value of the receivable or liability. Interest income includes the allocated amount of transaction costs and any discounts , premiums and other differences between the original value of the receivable and the amount to be received upon maturity. The Group does not capitalize interest in the cost of assets.

FINANCIAL INSTRUMENTS

The Group classifies financial instruments into categories. The classification depends on the purpose for which the instruments were acquired. Management determines the classification of instruments when they are first acquired. Enea classifies financial instruments as follows:

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. Such receivables arise when an entity provides cash, goods or services directly to a customer with no intent of trading the resulting receivable. The category also includes acquired receivables. Assets in this category are recognized at amortized cost. Amortized cost is calculated using the effective interest rate on the acquisition date. They are included in current assets, with the exception of items with a maturity date which falls more than twelve months after the balance sheet date, which are classified as fixed assets. Loans and receivables are classified as accounts receivable and other current or long-term receivables in the balance sheet.

Accounts receivable are reported at the amount expected to be received less deductions for doubtful receivables judged on an individual basis. Because accounts receivable are expected to have a short maturity period, values are reported at a nominal amount without discounting.

Other financial liabilities

Financial liabilities not held for trading are measured at amortized cost. Amortized cost is calculated based on the effective interest determined when the loan was raised. This means that surplus values and values less than carrying amount, as well as direct issuing costs, are amortized over the life of the liability.

Financial instruments reported on the assets side of the balance sheet include account receivables and cash and cash equivalents, while the liability side of the balance sheet contains accounts payables A financial asset or liability is recognized in the balance sheet when the company initially becomes party to the contractual provisions of the instrument. Accounts receivable are recognized in the balance sheet when an invoice is sent. Accounts payable are recognized in the balance sheet when an invoice is received. A financial asset is derecognized from the balance sheet when the company's rights under the agreement are realized, expire or the company has relinquished control of the asset. The same applies to a part of a financial asset. A financial liability is derecognized from the balance sheet when the obligations in the contract are fulfilled or discharged in some other way. The same applies to a part of a financial liability.

Accounts payable have a short expected maturity, and are therefore stated in the nominal amount without discounting.

Cash and cash equivalents

Cash and cash equivalents comprise cash, bank balances available immediately upon demand as well as special deposits and commercial paper with a maturity period of less than three months. These items are recognized at amortized cost.

TANGIBLE ASSETS

Owned assets

Tangible assets are recognized as assets in the balance sheet when it is probable that the economic benefits attributable to the asset will flow to the company and the cost of the asset can be measured reliably. Tangible assets in the Group are recognized at historical cost less accumulated depreciation and any impairment losses. Cost includes the purchase price and costs directly attributable to the asset in order to bring it on site and in a condition to be used in compliance with the intention of the acquisition. Examples of directly attributable costs include delivery and handling, installation, consulting services and legal services.

Leased assets

Leased assets are reported in accordance with IAS 17. In the consolidated financial statements, leases are classified as either finance or operating leases. With no significant exceptions, signed leasing agreements are classified as operating leases and mainly involve cars and rent for premises. With operating leases the leasing fee is expensed over the lease term starting from initial use, which may differ from what is de facto paid in leasing fees during the year.

Depreciation Principles

Depreciation is reported using the straight line method, over the estimated useful life of the asset. The estimated service life of fixed assets such as equipment, tools and installations is five years. The residual value and the service life of an asset are reviewed each year.

INTANGIBLE ASSETS

Goodwill

Goodwill represents the difference between the cost of the business combination and the fair value of acquired assets, assumed liabilities and contingent liabilities. Goodwill is stated at cost less any accumulated impairment losses. Goodwill is allocated to cash-generating units and is at least once a year for impairment.

Research and Development

Research expenses aimed at achieving a new scientific or engineering skill are reported as expenses as they arise.

Expenditure on development activities, whereby the research results or other knowledge is applied to accomplish new or improved products or processes, is reported as an intangible asset in the balance sheet, provided the product or process is technically and commercially feasible and the Company has sufficient resources to complete development, and is subsequently able to use or sell the intangible asset The reported value includes costs for materials, direct costs for salaries, and indirect costs which can be reasonably and consistently associated with the asset. Other development costs are reported in the income statement as expenses when they arise. Development expenses reported in the balance sheet are recognized at cost less accumulated amortization and impairment.

Other intangible assets

Mainly consists of brands, licences and contractual customer relationships added through acquisitions. The assets are recognized at fair value on the day of acquisition less accumulated depreciation.

Amortization/Depreciation Principles

Amortization-depreciation is reported in the income statement on a straight-line basis over the estimated useful life of the intangible asset, unless the useful life is indefinite. Goodwill and intangible assets with indefinite useful lives are tested for impairment at least quarterly, or more frequently if circumstances indicate a possible impairment. Amortizable intangible assets are amortized from the date they are available for use. The estimated useful life of capitalized development expenses is five years. Acquired brands and licenses are written off at five years and acquired contractual customer relations at three years.

IMPAIRMENT

The carrying amounts of the Group's assets, with the exception of inventories and deferred tax, are reviewed at each balance sheet date to look for any indication that an asset may be impaired. If such an indication exists, the asset's recoverable amount is calculated. The carrying amounts of the exceptions stated above are tested in accordance with the relevant standard. The recoverable amounts of goodwill and intangible assets not yet ready for use is calculated annually.

If essentially independent cash flow cannot be isolated for individual assets, then the assets are grouped at the lowest levels where essentially independent cash flows can be identified (a so-called cash-generating unit). Impairment is indicated when the reported value of an asset or cash-generating unit exceeds the recovery value. An impairment loss is recognized in the income statement.

Impairment of assets attributable to a cash-generating unit (group of units) is allocated mainly to goodwill. After that, a proportionate impairment loss is applied to other assets included in the unit (group of units).

Calculation of recoverable amount

The recoverable amount is the higher of fair value less costs to sell and value in use. When calculating value in use, the future cash flow is discounted by a discounting factor which takes into consideration risk-free interest and the risk associated with the specific asset. For an asset that does not generate cash flow, which is largely independent of other assets, a common recoverable amount is determined for the cash-generating unit to which the asset belongs.

Reversal of impairment

Impairment of goodwill is not reversed. Impairment losses from other assets are reversed if a change has occurred in the assumptions that served as the basis for determining recoverable value.

Impairment is reversed only to the extent the carrying value of the assets following the reversal does not exceed the carrying value that the asset would have had if the impairment had not been recognized, taking into account the depreciation or amortization that would have been recognized.

EMPLOYEE BENEFITS

Defined contribution plans

Obligations related to contributions to defined contribution pension plans are expensed in the income statement as they arise. All pension plans in foreign subsidiaries are classified and reported as defined-contribution plans. Thus, pension expenses will be deducted from the Group's earnings as the benefits are earned.

Salaried employees working for Enea in Sweden are covered by the ITP plan, which is classified as a defined contribution pension plan. Old-age and family pension obligations for salaried employees in Sweden are secured through insurance with Alecta. In accordance with a statement (URA 42) from the Emerging Issues Task Force of the Swedish Financial Accounting Standards Council, this constitutes a multi-employer defined benefit plan. For financial year 2008 sufficient information was not available from Alecta to enable this plan to be reported as a defined benefit plan. Consequently, pensions secured through insurance with Alecta are reported asa defined contribution plan. This scheme is financed continually through pension insurance policies. Alecta's surplus may be distributed to the policyholders and/or the insured. The collective funding ratio is defined as the market value of Alecta's assets as a percentage of insurance obligations calculated in accordance with Alecta's assumptions, which do not comply with IAS 19.

Termination payment

A provision is recognized on the termination of employees only if the company is demonstrably committed to terminate an employee or group of employees before the normal retirement date, or provide termination benefits as a result of an offer made to encourage voluntary redundancy. In cases where the company terminates employment, a detailed plan is drawn up encompassing at least the workplace, positions, and approximate number of people affected, along with remuneration for each category of personnel or position and a schedule for implementation of the plan.

Remuneration to senior executives
The Annual General Meeting establishes remuneration guidelines for senior executives. Salaries and other terms of employment for the executive management are set at market rates. In addition to a stable base salary executive management also receives a limited variable salary based on financial performance in relation to a set target. Remuneration to certain senior executives in the Enea Group may also be paid in the form of share-based payment.

Share-based payment
An outstanding option plan enables employees to acquire stock in the company. The fair value of granted share options is recognized as a personnel expense with a corresponding increase in equity. Fair value is measured at the date of grant and is recognized over the remaining vesting period. The fair value of the stock options has been calculated according to the Black &Scholes model, with consideration to the terms and conditions that applied on the date of grant. The amount recognized as an expense is adjusted to reflect the current number of vested options.

Social security expenses attributable to share-based instruments granted to employees as compensation for purchased services are recognized over the periods during which the services are rendered. Provisions for social security expenses are based on the fair value of the options on the reporting date. Fair value is measured according to the same valuation method used when the options were issued.

PROVISIONS
A provision is recognized in the balance sheet when the Group has a present obligation (legal or constructive) that has arisen as a result of a past event, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably. When the timing effect of payment is significant, provisions are measured at discounted present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the liability.

Restructuring
Restructuring provisions are recognized when the Group has adopted a detailed and formal restructuring plan and the restructuring process has either been started or publicly announced. No provisions are made for future operating costs.

Onerous contracts
Provisions for onerous contracts are recognized when the unavoidable costs under a contract exceed the expected benefits the Group expects to receive under the contract.

TAXES
Income taxes consist of current tax and deferred tax. Taxes are recognized in the income statement except when the underlying transaction is recognized directly in equity, in which case the accompanying tax effect is recognized in equity. Current tax is tax to be paid or received that is related to the year in question, applying the tax rates that have been decided or in practice have been decided as of the balance sheet date; this also includes adjustment of current tax that is attributable to earlier periods.

Deferred tax is calculated according to the balance sheet method, on the basis of temporary differences between carrying amounts of assets and liabilities and their values for tax purposes. The following temporary differences are not taken into account: for a temporary difference that has arisen when goodwill is first recognized, the first recognition of assets and liabilities that are not business combinations and on the transaction date affect neither accounting profit nortaxable profit. Also not taken into account are temporary differences attributable to shares in subsidiaries and associated companies that are not expected to reverse in the foreseeable future. The valuation of deferred tax is based on how the carrying amounts of assets or liabilities are expected to be realized or settled. Deferred tax is calculated by applying the tax rates and tax rules that have been set or essentially are set as of the closing day.

Deferred tax assets from deductible temporary differences and tax loss carryforwards are only recognized to the extent it is likely that they will be utilized. The value of deferred tax assets is reduced when it is no longer considered likely that they can be utilized. Any additional income tax arising on dividends is recognized when the dividend is recognized as a liability.

EARNINGS PER SHARE
Earnings per share are calculated by dividing the profit or loss in the Group attributable to ordinary equity holders of the Parent Company by the weighted average number of ordinary shares outstanding during the year. Diluted earnings per share are calculated by adjusting the earnings and average number of shares for the effects of dilutive potential ordinary shares which during the reported periods arise from convertible notes and options issued to employees. Dilution arises only when the exercise price is lower than the share price. The exercise price is adjusted through an addition for the value of future services related to the equity-settled employee stock options that are recognized as share-based payment according to IFRS 2.

CONTINGENT LIABILITIES
A contingent liability is recognized when there is a possible obligation relating to past events and whose existence is confirmed only by one or more uncertain future events or when there is an obligation that is not recognized as a liability or provision as it is not probable that an outflow of resources will be required.

ACCOUNTING PRINCIPLES OF THE PARENT COMPANY
The annual financial statements of the Parent Company are presented in accordance with the Swedish Annual Accounts Act (1995:1554) and the Swedish Financial Reporting Board recommendation RFR 2:1, Accounting for Legal Entities. RFR 2:1 states that in the report for the legal entity, the Parent Company shall apply all EU-endorsed IFRS and statements as far as possible within the framework of the Annual Accounts Act and with respect to the connection between accounting and taxation. This recommendation defines the exceptions and additional disclosures compared with IFRS. The areas where the accounting policies of the Parent Company differ from of the Group are described below.

Differences between the accounting principles of the Group and the Parent Company
The areas where the accounting policies of the Parent Company differ from of the Group are described below. The accounting principles described below were consistently applied to all periods presented in the Parent Company's financial reports.

Subsidiaries
The Parent Company reports shares in subsidiaries according to the cost method. Dividends received are recorded as revenue only on condition that these derive from profits arising after the acquisition date. Dividends in excess of these profits are regarded as a repayment of the investment and reduce the carrying amount of the company's interest.

Dividends
Dividends to the Parent Company's shareholders are reported as a liability in the Group's financial reports in the period when the dividend is approved by the Parent Company's shareholders.

Anticipated dividends from subsidiaries are recognized in cases where the Parent Company has full control over the size of the dividend and has decided on the size of the dividend before the Parent Company publishes its financial reports.

Taxes
In the Parent Company, untaxed reserves are reported including deferred tax liabilities. In the consolidated financial statements, however, untaxed reserves are divided between a deferred tax liability and equity.

Group Contributions and Shareholder Contributions for legal entities
The Company reports Group and shareholder contributions in accordance with the statement issued by the Emerging Issues Task Force of the Swedish Financial Accounting Standards Council. Shareholders' contributions are recognized directly in equity by the recipient and are capitalized in shares and participations by the giver, to the extent that impairment is not indicated. Group contribution s are reported in accordance with their financial significance. This means that Group contributions paid to minimize the Group's overall tax burden are reported directly in retained earnings less the current tax effect.

Group contributions comparable with a dividend are recognized as a dividend. This means that group contributions received and their current tax effect are recognized in the income statement. Group contributions paid and their current tax effect are recognized directly against retained earnings.

Group contributions equated with shareholder contributions to subsidiaries are reported by the recipient, with consideration to their current tax effects, directly against retained earnings. The giver recognizes the group contribution and its current tax effect as an investment in participations in group companies, to the extent that impairment is not indicated.

NEW IFRS
The following new standards and interpretations of existing standards, have been published and are obligatory as regards the consolidated financial statements for the financial year commencing on January 1, 2009 or later, but have not been applied in advance by the Group:

IFRS 8 Operating Segments, effective on January 1, 2009. The new standard requires information about the segment to be presented from the management's perspective, which means that segments will be identified on the basis of internal reports.

IAS 23 Borrowing costs (amendment) effective beginning on January 1, 2009.

IAS 1 (Revised), Presentation of financial statements applies to from January 1, 2009. The changes mainly involve the presentation and titles of the financial statements. The future presentation of financial statements for the Group will therefore be affected by implementation of this standard.

IFRS 2 (Amendment), Share-based payment, effective beginning on January 1, 2009. The amended standard describes vesting conditions and cancellation.

IAS 32 (Amendment), Financial instruments: Classification, and IAS 1 (Amendment), Presentation of financial statements, effective from January 1, 2009.

IAS 27 (Revised), Consolidated and Separate Financial Statements effective beginning on July 1, 2009. This revision stipulates that, among other things, profit attributable to minority shareholders shall always be reported even if the minority share is negative.

IFRS 3 Business combinations (Amendment), effective beginning on July ,1 2009. This amendment applies prospectively to acquisitions after coming into force. Its application will change recognition of future acquisitions, including recognition of transaction costs, any conditional purchase sums and step acquisitions. The Group will apply the standard from the financial year beginning on January 1, 2010.

IAS 39 (Amendment), Financial instruments: Recognition and measurement effective beginning January 1, 2009).

IFRIC 13 »Customer loyalty programmes«, effective for the financial year beginning after July 1, 2008.

IFRIC 15 »Agreements for the construction of real estate«, effective from January 1, 2009.

IFRIC 16 »Hedges of a net investment in a foreign operation«, effective for the financial year beginning after October 1, 2008.

IFRIC 17 »Distributions of Non-cash assets to Owners«, effective for the financial year beginning July 1, 2009, or later.

IFRIC 18 »Transfers of assets from customers«, effective beginning July 1, 2009.

Amounts in SEK thousand unless stated otherwise.

2 Business segment reporting

Primary segment 2007	Nordic region	North America	EMEAA[6]	Other[7]	Total
External net sales[1]	637,957	152,819	29,860	–	820,636
Internal net sales[2]	–4,479	3,914	14,833	–14,268	–
Operating profit	57,543	10,783	3,735	–	72,061
Net financial items	–	–	–	4,840	4,840
Profit before tax	**–**	**–**	**–**	**–**	**76,901**
Tax	–	–	–	–5,739	–5,739
Profit for the year	**–**	**–**	**–**	**–**	**71,162**
Assets[3]	454,909	77,683	37,606	54,108	624,306
Liabilities[4]	244,880	59,883	57,987	–173,082	189,668
Investments[5]	61,401	59	296	–	61,756
Depreciation/amortization	15,015	1,075	467	–	16,557

Primary segment 2008					
External net sales[1]	721,859	127,358	68,371	–	917,588
Internal net sales[2]	–970	362	12,972	–12,364	–
Operating profit	57,666	8,476	6,915	–	73,057
Net financial items	–	–		7,929	7,929
Profit before tax	**–**	**–**			**80,986**
Tax	–	–		7,329	7,329
Profit for the year	**–**				**88,315**
Assets[3]	543,937	79,044	57,009	86,967	766,957
Liabilities[4]	250,936	30,746	66,755	–136,864	211,573
Investments[5]	40,511	186	89,082	–	129,779
Depreciation/amortization	17,208	1,257	4,770	–	23,235

Secondary segment 2007, SEK million	Software	Consulting and other	Other	Total
External net sales	311,6	509,0	–	820,6
Assets	259,5	210,0	154,8	624,3
Investments	26,9	31,9	3,0	61,8

Secondary segment 2008, SEK million				
External net sales	338,4	579,2	–	917,6
Assets	227,3	304,2	235,5	767,0
Investments	82,7	41,7	5,3	129,7

1. Based on where customers are located.
2. Market-based prices.
3. Based on where the assets are located. Other assets consist mainly of cash and cash equivalents, deferred tax assets, financial investments, and group eliminations.
4. Other liabilities consist mainly of deferred tax liabilities and group eliminations.
5. Intangible and tangible assets.
6. Europe excluding the Nordic region, Middle East, Africa and Asia.
7. Including unallocated items and group eliminations.

3 Exchange gains/losses

	2008	2007
GROUP		
Exchange gains on operating receivables/liabilities	3,081	2,303
Exchange losses on operating receivables/liabilities	–678	0
PARENT COMPANY		
Exchange gains on operating receivables/liabilities	91	3
Exchange losses on operating receivables/liabilities	–59	–4

4 Employees and personnel costs

Average number of employees	2008 Total	2008 of whom men, %	2007 Total	2007 of whom men, %
PARENT COMPANY				
Sweden	20	43	20	55
Total Parent Company	**20**	**43**	**20**	**55**
SUBSIDIARY				
Enea Services Stockholm AB	137	81	111	81
Enea Services Öresund AB	95	85	84	89
Enea Services Linköping AB	77	81	74	78
QiValue Technologies AB	18	94	11	94
Enea Software AB	118	88	107	87
Enea Zealcore AB	4	100	0	0
Enea Embedded Technology Inc, USA	96	86	116	84
Enea GmbH, Germany	5	80	5	78
Enea Netbricks SAS, France	14	85	0	0
Enea S.A.R.L, France	5	55	5	60
Enea Embedded Technology K.K, Japan	5	78	5	80
Enea UK Ltd, United Kingdom	2	100	2	100
Enea Polyhedra Ltd, United Kingdom	7	100	7	100
Enea Netbricks Ltd., Israel	3	67	0	0
IP Devel SRL, Romania	121	81	0	0
Total in subsidiaries	**707**	**84**	**527**	**81**
Total Group	**727**	**82**	**547**	**81**

Gender distribution in management	2008 Total	2008 of whom men, %	2007 Total	2007 of whom men, %
Board of Directors	8	88	8	88
Other senior executives	6	83	6	100

Salaries, other remuneration and social security expenses	2008 Salaries, remuneration	2008 Social security expenses	2007 Salaries, remuneration	2007 Social security expenses
PARENT COMPANY	15,190	7,369	13,508	7,535
Of which pension costs[1]	–	2,591	–	3,156
SUBSIDIARY	328,776	115,225	293,502	98,923
Of which pension costs	–	31,525	–	33,101
Total Group	**343,966**	**122,594**	**307,010**	**106,458**
Of which pension costs[2]	–	34,116	–	36,257

1. Of the Parent Company's pension costs SEK 1,131,000 (2,085,000) is attributable to the Group Board of Directors and Chief Executive Officer, including variable compensation converted to pension.

2. Of the Group's pension costs SEK 2,596,000 (3,548,000) is attributable to the Group Board of Directors and Chief Executive Officer, including variable compensation converted to pension.

Salaries, other remuneration, by country and between Board members, the President, and other employees	2008 Board of Directors and President	2008 Other employees	2007 Board of Directors and President	2007 Other employees
PARENT COMPANY				
Sweden	4,851	10,339	4,320	9,188
Total in Parent Company	**4,851**	**10,339**	**4,320**	**9,188**
SUBSIDIARY				
Sweden	6,798	207,005	5,049	179,854
Germany	1,489	2,997	1,341	2,515
Japan	1,437	1,691	966	1,483
France	951	11,779	0	4,195
UK	2,128	4,631	1,975	4,559
USA	1,639	74,626	3,380	88,185
Romania	722	10,007	–	–
Israel	0	875	–	–
Total subsidiaries	**15,164**	**313,611**	**12,711**	**280,791**
Total Group	**20,015**	**323,950**	**17,031**	**289,979**

Compensation to the Board of Directors, CEO and other senior executives	2008	2007
PARENT COMPANY		
Salaries and benefits	7,131	6,401
variable portion	33	1,634
Pensions[1]	1,475	2,444
Number of persons	7	8
SUBSIDIARY		
Salaries and benefits	18,423	14,115
variable portion	5,001	3,657
Pensions	2,161	1,774
Number of persons	15	12

1. Including variable compensation converted to pension.

PRINCIPLES

Fees to the Board of Directors are paid in accordance with the decision of the Annual General Meeting. Remuneration to the president was decided by the Chairman of the Board and directors chosen by the AGM, based on the recommendations of the compensation committee. The Annual General Meeting establishes remuneration guidelines for senior executives. Salaries and other terms of employment for the executive management are set at market rates. In addition to a stable base salary executive management also receives a limited variable salary based on financial performance in relation to a set target. Remuneration to certain senior executives in the Enea Group may also be paid in the form of share-based payment. For more information please see note 20.

PENSION AGREEMENT

The President's pension agreement states that pension premiums are distributed over the term of the pension plan according to her instructions. The pension agreements for other senior executives and other salaried employees in Sweden conform to the framework of the ITP plan, with a contractual retirement age of 65 years. The amount of pension benefits payable is related to the employee's final salary and total years of service under the plan. Pension premiums are paid continuously through pension insurance policies. The pension plan is a defined benefit plan and is secured through insurance in Alecta. For more information please see note 20.

TERMINATION BENEFITS

In the event of dismissal by the company, the President receives termination benefits equal to 3 months' salary and benefits; as of January 1, 2009, the President receives 2 months' salary with no term of notice.

	2008	2007
Directors' fees paid to		
Chairman of the Board	430	330
Other Board members	760	750
	1,190	**1,080**
No consulting fees have been paid.		
Salary and other remuneration paid to		
CEO Åsa Landén Ericsson	1,665	–
Former CEO Johan Wall	1,996	3,294
variable portion	7	1,094
of which, expensed during the year	7	1,094
Pension agreement		
CEO Åsa Landén Ericsson's pension costs	333	–
Former CEO Johan Wall's pension costs	798	991
Salary and other remuneration paid to other senior executives 5 (5)	9,419	9,187
variable portion	2,256	3,075
Absence due to illness, %		
PARENT COMPANY	5,0	6,5
Men	2,3	1,0
Women	7,6	13,9
29 years or younger	–	–
30-49 years	6,2	4,1
50 years or older	–	–
Absence due to illness of at least 60 days as % of total Absence due to illness	49,7	85,2

5 Fees for audit and other assignments

Audit assignment refers to auditing of the annual report, the accounting records and the administration of the Board of Directors and the President, other tasks incumbent on the company's independent auditor, and advice or other assistance prompted by observations from such audits or the performance of other such tasks. All other work constitutes other assignments.

	2008	2007
GROUP		
Öhrlings PricewaterhouseCoopers		
Audit assignments	725	623
Other assignments	2,093	1,095
KPMG		
Audit assignments	0	172
Other assignments	0	351
Other auditors		
Audit assignments	131	907
Other assignments	819	348
	3,768	**3,496**

	2008	2007
PARENT COMPANY		
Öhrlings PricewaterhouseCoopers		
Audit assignments	725	623
Other assignments	2,093	1,095
KPMG		
Audit assignments	0	172
Other assignments	0	351
	2,818	**2,241**

6 Operating expenses by cost type

	2008	2007
Consumables and subconsultants	220,388	201,979
Other external expenses	90,742	86,503
Personnel costs	510,166	443,536
Depreciation/amortization	23,235	16,557
	844,531	**748,575**

7 Lease charges, operating leases

Operating leases mainly refer to cars and rent.

	2008	2007
GROUP		
Lease charges for the year	21,753	19,101
Future minimum lease charges, due within 1 year	19,426	18,070
Future minimum lease charges, due within 2–5 years	64,484	56,830
PARENT COMPANY		
Lease charges for the year	8,229	8,173
Future minimum lease charges, due within 1 year	8,300	8,041
Future minimum lease charges, due within 2–5 years	33,200	32,296

8 Net financial items

	2008	2007
GROUP		
Interest income	5,226	5,895
Exchange gains	6,817	1,588
Financial income	**12,043**	**7,483**
Interest expense	–540	86
Exchange losses	–3,574	2,557
Financial expense	**–4,114**	**2,643**
Net financial items	**7,929**	**4,840**
PARENT COMPANY		
Dividend, shares and participations in subsidiary	0	226,600
Write-down shares and participations in group companies	0	–113,313
Income from holdings in group companies	**0**	**113,287**
Interest income, other	2,496	5,343
Interest income, group companies	15,568	3,730
Exchange gains	179	19
Interest income and similar profit/loss items	**18,143**	**9,092**
Interest expense, other	–399	–39
Interest expense, group companies	–289	–3 950
Exchange losses	–44	–32
Interest expense and similar profit/loss items	**–732**	**–4,021**
Net financial items	**17,411**	**118,358**

9 Taxes

	2008	2007
GROUP		
Current tax		
Tax expense for the period	–13,643	–14,597
	–13,643	**–14,597**
Deferred tax		
- on tax benefit arising from capitalization of previously uncapitalized tax loss carry-forward	27,275	8,858
- tax expense arising from utilization of loss carry-forward	–5,604	0
- tax liability concerning temporary differences	–699	0
	20,972	**8,858**
Total recognized tax expense in the Group	**7,329**	**–5,739**
Reconciliation of effective tax		
GROUP		
Profit before tax	80,986	76,901
Standard tax rate 28 %	–22,676	–21,532
Tax effect of		
- other tax rates in foreign subsidiaries	–457	–138
- utilization of previously capitalized loss carry-forward	3,420	0
- utilization of previously uncapitalized loss carry-forward	5,658	1,779
- approved tax loss carry-forward Tax 06	0	5,893
- measurement of future loss carry-forward in foreign company	27,275	8,858
- non-deductible costs	–9,934	–65,398
- non-taxable income	9,511	64,873
Adjustment of tax, previous year	–5,468	–74
Total recorded tax income/expense in the Group	**7,329**	**–5,739**
	9 %	**7 %**

	2008	2007
PARENT COMPANY		
Current tax		
Tax for the period	–1,118	16,224
	–1,118	**16,224**
PARENT COMPANY		
Profit before tax	–16,093	95,152
Tax 28 %	4,506	–26,642
Tax effect of		
- approved tax loss carry-forward Tax 06	0	5,893
- non-deductible costs	–160	–26,476
- non-taxable income	5	63,449
Adjustment of tax, previous year	–5,469	–
Total recorded tax/expense in the Parent Company	**–1,118**	**16,224**
	7 %	**–17 %**

GROUP		
The following components are included in deferred tax assets and tax liabilities		
Deferred tax assets:		
- loss carry-forward	22,237	7,022
- temporary differences, intangible assets	953	1,836
Total deferred tax assets	**23,190**	**8,858**
Deferred tax liabilities:		
- temporary differences, intangible assets	6,949	0
Total deferred tax liabilities	**6,949**	**0**

Deferred tax attributable to USA has had a positive impact on tax expense during the period of SEK 21.3 million.

10 Intangible assets

2007	Goodwill	Capitalized develop-ment costs	Other intangible assets	Total
GROUP				
Accumulated acquisition value				
Opening balance Jan. 1, 2007	87,106	55,334	0	142,440
Acquisitions for the year	25,789	25,523	4,040	55,352
Translation difference for the year	–1,665	–70	0	–1,735
Closing balance Dec. 31, 2007	**111,230**	**80,787**	**4,040**	**196,057**
Accumulated amortization and impairment losses				
Opening balance Jan. 1, 2007	0	–9,856	0	–9,856
Amortization for the year	0	–10,488	–573	–11,061
Closing balance Dec. 31, 2007	**0**	**–20,344**	**–573**	**–20,917**
Carrying amount at Dec. 31, 2007	**111,230**	**60,443**	**3,467**	**175,140**

2008				
GROUP				
Accumulated acquisition value				
Opening balance Jan. 1, 2008	111,230	80,787	4,040	196,057
Acquisitions for the year	64,833	27,567	18,865	111,265
Translation difference for the year	5,787	0	0	5,787
Closing balance Dec. 31, 2008	**181,850**	**108,354**	**22,905**	**313,109**
Accumulated amortization and impairment losses				
Opening balance Jan. 1, 2008	0	–20,344	–573	–20,917
Acquisitions for the year	0	–2,795	0	–2,795
Amortization for the year	0	–13,164	–2,750	–15,914
Closing balance Dec. 31, 2008	**0**	**–36,303**	**–3,323**	**–39,626**
Carrying amount at Dec. 31, 2008	**181,850**	**72,051**	**19,582**	**273,483**

Other intangible assets	2008	2007
PARENT COMPANY		
Accumulated acquisition value		
Opening balance Jan. 1,	3,915	0
Acquisitions for the year	1,765	3,915
Closing balance Dec. 31	**5,680**	**3,915**
Opening balance Jan. 1	–531	0
Amortization for the year	–919	–531
Closing balance Dec. 31	**–1,450**	**–531**
Carrying amount at Dec. 31	**4,230**	**3,384**

Goodwill is attributable to the following cash-generating units.

	2008	2007
Enea Software – software operations	96,490	56,928
Enea Services – consulting operations	85,360	54,302
	181,850	**111,230**

Capitalized development expenses refer primarily to internal development of new products. The majority is being amortized beginning in 2007 over a period of five years. Other intangible assets added through acquisition are amortized over a period of 3-5 years.

IMPAIRMENT TESTING FOR CASH-GENERATING UNITS CONTAINING GOODWILL

Impairment tests are based on calculations of value in use, and these calculations are based on the same assumptions for all units. Value in use is determined on the basis of five-year cash flow forecasts, which are in turn based on the five-year business plan established by the company's management. The forecasted cash flows are based on an assumed annual revenue growth rate of 3-5 percent and an annual cost increase of 3-5 percent. Different percentages have been used for the different cash-generating units. The present value of the forecasted cash flows has been computed using a 14 percent discount rate before tax. The critical assumptions in the business plan are shown in the following table:

Variable	Assumed value
Revenue growth	3–5 %
Cost increase	3–5 %
Discount rate	14 %

As of December 31, 2008 there are no write-down requirements. The management's analysis is that any adverse changes in assumptions would not reduce the recoverable amount below carrying amount in any cash-generating unit.

11 Equipment, tools, fixtures, and fittings

	Group		Parent Company	
	2008	2007	2008	2007
Accumulated acquisition value				
At January 1	75,174	70,133	20,284	18,912
Acquisitions for the year	17,233	6,394	3,557	1,588,
Divestitures/disposals	–8,522	–589	–3,035	–216
Translation difference for the year	3,915	–764	0	0
	87,800	**75,174**	**20,806**	**20,284**
Accumulated depreciation according to plan				
At January 1	–59,921	–55,191	–13,832	–11,425
Acquisitions for the year	–3,084	0	0	0
Divestitures/disposals	7,519	397	3,020	175
Depreciation for the year according to plan	–7,289	–5,783	–2,860	–2,582
Translation difference for the year	–3,599	656	0	0
	–66,374	**–59,921**	**–13,672**	**–13,832**
Carrying amount at year-end	**21,426**	**15,253**	**7,134**	**6,452**

Depreciation is attributable to the cost of goods sold and services, selling and marketing expenses, production development expenses, and administrative expenses.

12 Accounts receivable

As at December 31, 2008, accounts receivable amounted to SEK 285,681 (222,594) thousand. Accounts receivable for which a need for impairment is present is in agreement with the provision for bad debts. Below is a breakdown of accounts receivable by age:

Aged accounts receivable	**2008**	**2007**
GROUP		
Not due	250,248	161,572
Due 1–60 days	28,753	62,084
Due 61–90 days	0	572
Due 90 days–	6,680	1,366
Total	**285,681**	**225,594**

13 Prepaid expenses and accrued income

	2008	**2007**
GROUP		
Accruals	16,636	13,543
Accrued income	13,353	17,151
	29,989	**30,694**
PARENT COMPANY		
Prepaid insurance	69	128
Prepaid rents	2,077	1,987
Other prepaid expenses	3,201	2,746
Accrued income	482	451
	5,829	**5,312**

14 Shareholders' equity

GROUP

Share capital

At December 31, 2008, the registered share capital consisted of 18,355,714 common shares with a par value of SEK 1.00 each. Holders of common shares are entitled to dividends (TBA) and each share grants the right to one vote at an Annual General Meeting. During the year the company purchased 40,833 (5,941,000) of its own shares. In 2008 a 1:20 consolidation of shares was carried out. A stock option program in Enea TecSci Inc. led to the issue of 1,812,348 shares in 2007.

CHANGE IN SHARE CAPITAL SINCE 1998

Year	Share capital	Newly issued shares	Number of shares	Event
	7,680,900	–	1,536,180	
1998	7,680,900	4,608,540	6,144,720	Split 4:1
1998	–	–	–	Conversion to one class of stock
1999	7,845,284	131,507	6,276,227	Non-cash issue
2000	7,920,214	59,944	6,336,171	Non-cash issue
2000	8,712,235	633,618	6,969,788	New share issue
2000	8,712,235	167,274,912	174,244,700	Split 25:1
2001	8,877,235	3,300,000	177,544,700	New share issue
2002	8,923,181	918,919	178,463,619	Non-cash issue
2003	9,107,843	3,693,243	182,156,862	Non-cash issue
2003	18,215,686	182,156,862	364,313,724	New share issue
2004	18,215,686	–	364,313,724	–
2005	18,215,686	–	364,313,724	–
2006	18,265,096	988,192	365,301,916	New share issue
2007	18,355,714	1,812,348	367,114,264	New share issue
2008	18,355,714	–	18,355,714	Consolidation of shares 1:20

Other paid-in capital

This refers to equity contributed by the owners, including the share premium reserve transferred to the legal reserve at December 31, 2005. Provisions to the share premium reserve on or after January 1, 2006, are also recognized as paid-in capital.

LEGAL RESERVES

Translation reserve

The translation reserve consists of all exchange differences arising on translation of the financial statements of foreign operations which present their financial statements in a currency other than that used by the Group. The Parent Company and the Group present their financial reports in Swedish kronor.

	2008	**2007**
Opening translation reserve	–11,730	–7,230
Translation difference for the year	26,923	–4,500
Closing translation reserve	15,193	–11,730

Retained earnings including profit for the year

Retained earnings including profit/loss for the year include prof its earned in the Parent Company and its subsidiaries. Previous provisions to reserves, excluding transferred share premium reserves, are included in this equity component.

Between 19 November 2007 and the 2008 annual meeting of shareholders the Parent Company repurchased 337,883 shares (recalculated to allow for consolidation of shares) on the NASDAQ OMX Nordic Exchange in Stockholm, at an average share price of SEK 46.00. A total of SEK 15,543 thousand was paid for the shares, which has reduced retained earnings. The shares are being held as own shares and were fully paid at December 31, 2008.

PARENT COMPANY

Legal reserve

The purpose of the legal reserve is to set aside part of net profit which may not be used to cover accumulated deficits.

UNRESTRICTED EQUITY

Share premium reserve

When new shares are issued at a premium, meaning that the price to be paid for a share is higher than the previous quota value of the share, an amount corresponding to the amount received in excess of the share's quota value is transferred to the share premium reserve.

Retained earnings

Consists of retained profit from previous years after any provisions to reserves and after payment of any dividends. Consists of profit/loss for the year and total unrestricted equity, which is the amount available for distribution to the shareholders.

See also Summary of changes in the Group's shareholders' equity, page 9 and Summary of changes in the Parent Company's shareholders' equity, page 11.

15 Earnings per share

	2008	2007
Earnings per share, basic		
Profit for the year after tax	88,315	71,162
Average number of shares owned (thousands)	18,018	18,331
Earnings per share, basic, in SEK	4.90	3.88
Earnings per share, diluted		
Profit for the year after tax	88,315	71,162
Average number of shares owned (thousands)	18,018	18,331
Earnings per share, diluted, in SEK	4.90	3.88

By decision of the 2008 Annual General Meeting, an option program was adopted for the employees of Enea Embedded Technology Inc equivalent to 37,500 stock options after the 1:20 consolidation of shares carried out in 2008. Each option entitles the holder to subscribe for one share in Enea AB at a price of SEK 48.80 each. The program runs during the period 2008–2011.

By decision of the 2007 Annual General Meeting, an option program was adopted for the employees of Enea Embedded Technology Inc equivalent to 75,000 stock options after the 1:20 consolidation of shares carried out in 2008. Each option entitles the holder to subscribe for one share in Enea AB at a price of SEK 77.50 each. The program runs during the period 2007–2010.

By decision of the 2006 Annual General Meeting, an option program was adopted for the employees of Enea Embedded Technology Inc equivalent to 100,000 stock options after the 1:20 consolidation of shares. Each option entitles the holder to subscribe for one share in Enea AB at a price of SEK 69.50 each. The program runs during the period 2006–2009.

The average number of shares decreased with the average number of own shares and was weighted in relation to the length of time they have been outstanding. As at December 31, 2008, the option program has not led to dilution.

16 Accrued expenses and deferred income

	2008	2007
GROUP		
Support revenue	18,348	13,083
Accrued personnel costs	48,249	49,058
Other	39,414	21,322
	106,011	**83,463**
PARENT COMPANY		
Accrued personnel costs	3,712	6,694
Other	725	2,281
	4,437	**8,975**

17 Group companies

Holdings in subsidiaries	Country	Shareholding in %
Enea Services Stockholm AB	Sweden	100
Enea Services Öresund AB	Sweden	100
Enea Services Linköping AB	Sweden	100
QiValue Technologies AB	Sweden	100
Epact Technology Holding AB	Sweden	100
Enea Software AB	Sweden	100
Enea Zealcore AB	Sweden	100
Enea TekSci Inc	USA	100
Enea Embedded Technology Inc	USA	100
Enea GmbH	Germany	100
Enea S.A.R.L	France	100
Enea Netbricks SAS	France	100
Enea KK	Japan	100
Enea UK Ltd	UK	100
Enea Polyhedra Ltd	UK	100
IP Devel SRL	Romania	100
Enea Netbricks Ltd	Israel	100

Parent Company	2008	2007
Accumulated acquisition value		
At January 1	391,130	391,130
Closing balance December 31	391,130	391,130
Accumulated impairment losses		
At January 1	–158,596	–45,283
Write-down for the year	0	–113,313
Closing balance December 31	–158,596	–158,596
Carrying amount at year-end	**232,534**	**232,534**

Specification of the parent company's holdings of shares and participations in subsidiaries	Number of shares	Holding %	Carrying amount 2008	Carrying amount 2007
Subsidiary/Corporate ID/Domicile				
Enea Software AB, 556183-3012, Kista	5,900	100	172,034	172,034
Enea Services Öresund AB, 556586-3494, Kista	5,000	100	60,500	60,500
Epact Technology Holding AB, 556545-4161, Linköping	1,000	100	0	0
			232,534	**232,534**

18 Cash flow statement

CASH AND CASH EQUIVALENTS

The subcomponents included in cash and cash equivalents are cash, bank balances and special deposits or commercial paper that are exposed to insignificant risk for value fluctuations, are highly liquid and have a maturity less than three months from the date of acquisition.

	Group		Parent Company	
Information on interest	**2008**	**2007**	**2008**	**2007**
Interest received during the period	5,226	5,791	2,496	5,343
Interest paid during the period	–540	–85	–399	–39
Adjustment for non-cash items				
Depreciation/ amortization	23,236	16,557	3,779	–110,175
Employee stock option program	309	1,290	309	1,290
Provisions	0	0	4,443	0
Net exchange differences	376	–481	0	0
Other	0	0	0	0
Total	**23,921**	**17,366**	**8,531**	**–108,885**

19 Related party transactions

CLOSELY RELATED INTERESTS

The Parent Company has a related party relation with its subsidiaries (see note 17) and senior executives (see note 4).

Specification of related party transactions
GROUP

Related party	Year	Sales of goods and services to related parties	Purchase of goods and services from related parties	Liabilities to related parties at Dec. 31.	Receivables to related parties at Dec. 31
Key persons in executive positions	2008	–	–	–	–
Key persons in executive positions	2007	–	–	–	–
Other related parties	2008	–	–	–	–
Other related parties	2007	–	–	–	–

Specification of related party transactions
PARENT COMPANY

Related party	Year	Sales of goods and services to related parties	Purchase of goods and services from related parties	Liabilities to related parties at Dec. 31.	Receivables to related parties at Dec. 31
Subsidiaries	2008	28,242	1,654	124,060	344,073
Subsidiaries	2007	26,734	1,283	114,064	286,087
Transactions with related parties are priced on market-based terms.	2008	–	–	–	
Transactions with related parties are priced on market-based terms.	2007	–	–	–	–
Other related parties	2008	–	–	–	–
Other related parties	2007	–	–	–	–

Transactions with related parties are priced on market-based terms.

For information about remuneration to key persons in executive positions please see Note 4 Employees and personnel costs and Note 20 Pensions, share-based compensation, benefits of senior executives.

20 Pensions, share-based compensation, benefits of senior executives

DEFINED CONTRIBUTION PLANS

Methods for calculating pension costs and pension liabilities differ from one country to another. The companies report according to local regulations and the reported figures are consolidated in the Group accounts. All pension plans in foreign subsidiaries are classified and reported as defined-contribution plans. Thus, pension expenses will be deducted from the Group's earnings as the benefits are earned. Salaried employees working for Enea in Sweden are covered by the ITP plan, which is classified as a defined contribution pension plan. Old-age and family pension obligations for salaried employees in Sweden are secured through insurance with Alecta. In accordance with a statement (URA 42) from the Emerging Issues Task Force of the Swedish Financial Accounting Standards Council, this constitutes a multi-employer defined benefit plan. For financial year 2008 sufficient information was not available from Alecta to enable this plan to be reported as a defined benefit plan. Consequently, pensions secured through insurance with Alecta are reported asa defined contribution plan. This scheme is financed continually through pension insurance policies. Fees for the year for pension insurance coverage with Collectum amounted to SEK 9,654 (7,815) thousand. The surplus may be distributed to the policyholders and/or the insured.

At the end of 2008 Alecta's surplus in the form of the collective funding ratio was 112 (152) percent. The collective funding ratio is defined as the market value of Alecta's assets as a percentage of insurance obligations calculated in accordance with Alecta's assumptions, which do not comply with IAS 19.

	Group		Parent Company	
	2008	2007	2008	2007
Costs for defined contribution plans	35,239	35,902	2,591	3,156

SHARE-BASED COMPENSATION

By decision of the 2006 Annual General Meeting, an option program was adopted for the employees in Enea Embedded Technology Inc. equivalent to 100,000 stock options after the 1:20 consolidation of shares. One option entitles the holder to subscribe to one share in Enea AB at a price of SEK 69.50 with employment during the exercise period. Contractual maturity is 3.3 years. The options were granted free of charge.

By decision of the 2007 Annual General Meeting, an option program was adopted for the employees in Enea Embedded Technology Inc. equivalent to 75,000 stock options after the 1:20 consolidation of shares. One option entitles the holder to subscribe to one share in Enea AB at a price of SEK 77.50 with employment during the exercise period. Contractual maturity is 3.3 years. The options were granted free of charge.

By decision of the 2008 Annual General Meeting, an option program was adopted for the employees in Enea Embedded Technology Inc. equivalent to 37,500 stock options after the 1:20 consolidation of shares conducted in 2008. One option entitles the holder to subscribe to one share in Enea AB at a price of SEK 48.80 with employment during the exercise period. Contractual maturity is 3.3 years. The options were granted free of charge.

Stock option program with maturity in 2009	2008	2007
Outstanding options at beginning of period	100,000	92,500
Options granted during the period	0	7,500
Options forfeited during the period	–32,050	0
Outstanding at end of period	67,950	100,000

Stock option program with maturity in 2010	2008	2007
Outstanding options at beginning of period	65,250	,0
Options granted during the period	0	65,250
Options forfeited during the period	–19,216	0
Outstanding at end of period	46,034	65,250

Stock option program with maturity in 2011	2008	2007
Outstanding options at beginning of period	0	0
Options granted during the period	0	0
Options forfeited during the period	0	0
Outstanding at end of period	0	0

Fair value and assumptions regarding stock options granted during 2008

Group	
Fair value per option on valuation date, SEK	8,73
Share price, SEK	42,41
Strike price, SEK	48,80
Volatility, %	30
Maturity, years	3,29
Risk-free interest, %	3,63

The fair value of the stock option program has been calculated according to the Black-Scholes model with inputs shown above. The expected volatility is based on historical volatility on the valuation date.

Personnel expenses for share-based compensation

Group	2008	2007
Stock option program Enea Embedded Technology Inc	307	629

REMUNERATION TO SENIOR MANAGEMENT

Principles

Fees to the Board of Directors are paid in accordance with the decision of the Annual General Meeting. No Board fees are paid to the employee representatives. Remuneration to the President is determined by the Chairman and independent Board members based on the recommendations of the remuneration committee.

The Annual General Meeting establishes remuneration guidelines for senior executives. Salaries and other terms of employment for the executive management are set at market rates. In addition to a stable base salary executive management also receives a limited variable salary based on financial performance in relation to a set target. Remuneration to certain senior executives in the Enea Group may also be paid in the form of share-based payment.

Pension agreement

The President's pension agreement states that pension premiums are distributed over the term of the pension plan according to his instructions. The pension agreements for other senior executives in Sweden conform to the framework of the ITP plan, with a contractual retirement age of 65 years. The amount of pension benefits payable is related to the employee's final salary and total years of service under the plan. Pension premiums are paid continuously.

Termination benefits

In the event of dismissal by the company, the President receives termination benefits equal to 3 months' salary and benefits; as of January 1, 2009, the President receives 2 months' salary with no term of notice.

Remuneration and other benefits 2007

	Basic salary/ Board fees	Variable renume-ration	Other benefits	Pension costs	Total
Chairman of the Board					
Staffan Ahlberg	330				330
Board member Åsa Landén Ericsson	190				190
Board member Gösta Lemne	130				130
Board member Jon Risfelt	140				140
Board memberJan Rynning	130				130
Board member Anders Skarin	160				160
Chief Executive Officer	2,146	1,094	54	991	4,285
Other senior executives (5)	6,029	3,075	83	1,207	10,394
Total	**9,255**	**4,169**	**137**	**2,198**	**15,759**

Remuneration and other benefits 2008

	Basic salary/ Board fees	Variable renume-ratio	Other benefits	Pension costs	Total
Chairman of the Board					
Staffan Ahlberg	430				430
Board member Åsa Landén Ericsson	0				0
Board member Gösta Lemne	160				160
Board member Jon Risfelt	210				210
Board member Kjell Duveblad	170				170
Board member Anders Skarin	220				220
CEO Åsa Landén Ericsson	1,665			333	1,998
Former CEO Johan Wall	1,996	7	36	798	2,837
Other senior executives (5)	6,948	2,256	215	1,616	11,035
Total	**11,799**	**2,263**	**251**	**2,747**	**17,060**

The individuals included in the group senior executives varied during the year. A provision of SEK 450 thousand was made for severance pay to the CEO. The group other senior executives includes consultant fees of SEK 1,073 thousand.

21 Translation Exposure

The currencies of Enea's foreign subsidiaries are translated to Swedish kronor according to the current rate method. This means that all items in the balance sheet are translated at the closing day rate while all items in the income statement are translated at the average rate during the period.

The rates used for the Group's significant currencies are shown in the table below.

	Closing day rate		Average rate	
Currency	**2008**	**2007**	**2008**	**2007**
EUR	10.94	9.47	9.61	9.25
USD	7.75	6.47	6.58	6.76
GBP	11.25	12.91	12.09	13.53
JPY	0.086	0.057	0.064	0.057
RON	2.74	–	2.74	–
ILS	2.05	–	2.05	–

When translating the balance sheets of its foreign subsidiaries into Swedish kronor, the Group is exposed to exchange rate fluctuations. The effect on equity in 2008 arising from translating the financial statements of the foreign subsidiaries to Swedish kronor was SEK 26,923 (–4,500) thousand. At the closing date the Group's equity exposure to exchange rate fluctuations was:

Currency	**Amount**	**Translated to SEK at closing day rate**
USD	11,312	87,696
EUR	1,061	11,603
RON	4,310	11,829
GBP	300	3,374
JPY	25,817	2,220
ILS	708	1,455

22 Critical accounting estimates and assumptions

CRITICAL ACCOUNTING ESTIMATES AND ASSUMPTIONS

Accounting estimates are evaluated regularly and based on historic experience and other factors, including expectations of future events that are considered reasonable under current conditions.

SIGNIFICANT ESTIMATES AND ASSUMPTIONS IN THE APPLICATION OF THE GROUP'S ACCOUNTING PRINCIPLES

Senior management and the audit committee have discussed the developments, choices and information concerning the Group's central accounting principles and estimates, as well as their application. Some of the significant accounting estimates and assumptions used in application of the Group's accounting policies are described below.

KEY SOURCES OF UNCERTAINTY IN THE ESTIMATES

Impairment testing of goodwill

In calculating the recoverable amount of cash-generating units when testing for impairment of goodwill, several assumptions about future conditions and estimates of parameters have been made. A description of these can be found in note 10. As shown in the description in Note 10, changes in the conditions for these assumptions and estimates could have a considerable effect on the value of goodwill.

23 Contingent liabilities

The Group has no pledged assets or contingent liabilities.

The Parent Company has issued guarantees to secure coverage of shareholders' equity in group companies.

24 Business combinations Netbricks, IP Devel and Zealcore

The newly acquired French software company Netbricks with 17 employees at offices in France and Israel was consolidated as of May 1, 2008. The acquisition expands Enea's product portfolio and provides access to new clients in the telecom industry.

Details of net assets acquired and goodwill	
Assets in acquired company	32,607
Liabilities in,acquired company	–5,546
Goodwill at time of acquisition	24,854
Other intangible assets	17,145
Deferred tax liability	–5,657
Total purchase price	**63,403**
Unsettled purchase price	–13,142
Cash and cash equivalents in acquired company	–24,766
Impact on the group's cash and cash equivalents	**25,495**

Other intangible assets consist of pledged licenses and is amortized over five years. Goodwill is attributable to the synergistic effects expected to arise. There is potential for additional purchase consideration depending on the company's financial performance until 2011. The portion of the purchase price that is unsettled, which will be settled after 2008, is estimated at SEK 11,269 thousand. Purchase price paid was paid in cash.

Consulting firm and partner IP Devel SRL, with about 120 employees at its office in Romania, was consolidated as of June 1, 2008. The acquisition strengthens Enea's consulting operations in Europe.

Details of net assets acquired and goodwill	
Assets in acquired company	14,294
Liabilities in acquired company	–4,872
Goodwill at time of acquisition	33,852
Other intangible assets	1,841
Deferred tax liability	–295
Total purchase price	**44,820**
Unsettled purchase price	–13,213
Cash and cash equivalents in acquired company	–1,311
Impact on the group's cash and cash equivalents	**30,296**

Other intangible assets consists of acquired customer relationships. Goodwill is attributable to the synergistic effects expected to arise. There is potential for additional purchase consideration depending on the company's financial performance until 2011. The portion of the purchase price that is unsettled, which will be settled after 2008, is estimated at SEK 13,213 thousand. Purchase price paid was paid in cash.

The newly acquired Swedish software company Enea ZealCore AB, with 5 employees, was consolidated as of July 1, 2008. The acquisition enables Enea to strengthen its offering of development tools and provides valuable patented technology.

Details of net assets acquired and goodwill	
Assets in acquired company	8,064
Liabilities in acquired company	–1,368
Write-down of assets	–820
Total purchase price	**5,876**
Unsettled purchase price	1,100
Cash and cash equivalents in acquired company	–228
Impact on the group's cash and cash equivalents	**4,548**

There is potential for additional purchase consideration depending on the company's financial performance until 2008. The portion of the purchase price that is unsettled, which will be settled after 2008, is estimated at SEK 1,100 thousand. Purchase price paid was paid in cash.

If all companies had been owned during the entire year, Enea's sales would have increased by an additional SEK 23,475 thousand and operating profit would have improved by SEK 1,130 thousand.

25 Information about the Parent Company

Enea AB is a Sweden-registered stock corporation headquartered in Kista, Sweden. The Parent Company's stock is registered on the NASDAQ OMX Nordic Exchange in Stockholm. The street address to the head office is Skalholtsgatan 9. The consolidated financial statements for 2008 include the Parent Company and its subsidiaries, together comprising the Group.

Certification

The Board of Directors and the President declare that the consolidated financial statements have been prepared in accordance with IFRS as adopted by the EU and give a true and fair view of the Group's financial position and results of operations. The financial statements of the Parent Company have been prepared in accordance with generally accepted accounting principles in Sweden and give a true and fair view of the Parent Company's financial position and results of operations. The statutory Administration Report of the Group and the Parent Company provides a fair review of the development of the Group's and the Parent Company's operations, financial position and results of operations and describes material risks and uncertainties facing the Parent Company and the companies included in the Group.

Stockholm March 2, 2009

Staffan Ahlberg
Chairman of the board

Gösta Lemne | Jon Risfelt | Kjell Duveblad

Anders Skarin | Anders Dahlenborg | Mattias Östholm

Åsa Landén Ericsson
CEO

The annual report and consolidated annual report, as indicated above, have been approved by the Board for publication on March 2, 2009.

The income statements and balance sheet of the Parent Company and the Group will be submitted to the Annual General Meeting for adoption on March 26, 2009.

Our Auditors' Report was submitted on March 3, 2009.

PricewaterhouseCoopers AB

Michael Bengtsson
Authorized Public Accountant

audit report

To the annual meeting of the shareholders of Enea AB
Corporate identity number 556209-7146

We have audited the annual accounts, the consolidated accounts, the accounting records and the administration of the Board of Directors and the President of Enea AB for the year 2008.

The Board of Directors and the President are responsible for these accounts and the administration of the company as well as the application of the Annual Accounts Act when preparing the annual accounts, and for the application of international financial reporting standards IFRSs as adopted by the EU and the application of the Annual Accounts Act when preparing the consolidated accounts. Our responsibility is to make a statement on the annual accounts, the consolidated accounts and the company's administration based on our audit.

We conducted our audit in accordance with generally accepted auditing standards in Sweden. Those standards require that we plan and perform the audit to obtain reasonable assurance that the annual and consolidated accounts are free of material misstatements. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the accounts.

An audit also includes an assessment of the accounting policies used and of their application by the Board of Directors and the President, and of the significant estimates and judgements made by the Board of Directors in the preparation of the annual accounts and consolidated accounts as well as an evaluation of the overall presentation of information in the annual accounts and the consolidated accounts.

As a basis for our opinion concerning discharge from liability, we examined significant decisions, actions taken and circumstances of the company in order to be able to determine the liability, if any, to the company of any Board member or the President. We also examined whether any Board member or the President has, in any other way, acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association. We believe that our audit provides a reasonable basis for our opinions as set out below.

The annual accounts have been prepared in accordance with the Annual Accounts Act and give a true and fair view of the company's financial position and results of operations in accordance with generally accepted auditing principles in Sweden. The consolidated accounts have been prepared in accordance with international financial reporting standards IFRSs as adopted by the EU and the Annual Accounts Act and give a true and fair view of the Group's financial position and results of operations. The administration report is consistent with the other parts of the annual accounts and the consolidated accounts.

We recommend to the Annual Statuory Meeting of shareholders that the income statements and balance sheets of the Parent Company and the Group be adopted, that the profit of the Parent Company be dealt with in accordance with the proposal in the administration report, and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Stockholm March 3, 2009

PricewaterhouseCoopers AB

Michael Bengtsson
Authorized Public Accountant

glossary

MARGINS
Operating margin Operating profit/loss in relation to net sales.

YIELD
Return on equity Profit/loss after tax in relation to average shareholders' equity.

CAPITAL STRUCTURE
Equity/assets ratio Equity including minority interests in relation to balance sheet total.
Interest coverage ratio Income after financial items plus financial expenses in relation to financial expenses.

PER SHARE DATA
Earnings per share Profit after tax in relation to the average number of shares.

board of directors

Staffan Ahlberg (1944)
Chairman, board member since 2002
Education: M.Sc. in Engineering and M.Sc. in Business Administration and Economics
Other board assignments: Chairman of the board ProAct AB. Board member of Catella AB.
Shareholdings: 38,000*

Anders Skarin (1948)
Board member since 2005
Education: Bachelor of Arts
Other board assignments: Chairman of the board Arkitektkopia AB, Cambio Healthcare Systems AB and PocketMobile AB. Board member of Acando AB and WSP Europe.
Shareholdings: 5,000

Kjell Duveblad (1954)
Board member since 2008
Education: M.Sc. in Business Administration and Economics
Other board assignments: Chairman of the board EnergoRetea AB, Madeo AB, Remium AB and Trio Enterprise AB. Board member of Bure Equity AB and 3L System AB.
Shareholdings: 10,000

Anders Dahlenborg (1967)
Employee representative for AF since 2006
Group manager, R&D, Stockholm
Education: M.Sc. in Engineering
Shareholdings: 2,700

Åsa Landén Ericsson (1965)
Board member since 2003
President and CEO Enea AB
Education: M.Sc. in Engineering and MBA, Insead
Other board assignments: Board member of Rejlerkoncernen AB.
Shareholdings: 2,500

Mattias Östholm (1970)
Employee representative for the Union since 2005
Senior consultant, consulting operations, Stockholm
Education: Upper secondary degree in Engineering
Shareholdings: 0

Gösta Lemne (1956)
Board member since 2003
VP, R&D Operations, Ericsson
Education: M.Sc. in Engineering
Shareholdings: 2,000

Frans Roselius (1980)
Employee representative, deputy for SI since 2008
Applications engineer, software operations, Lund
Education: M.Sc. in Engineering
Shareholdings: 0

Jon Risfelt (1961)
Board member since 2003
Education: M.Sc. in Engineering
Other board assignments: Chairman of the board Wayfinder AB and Ortivus AB. Board member of Bilia AB, TeliaSonera AB and Ångpanneföreningen AB.
Shareholdings: 3,050

NOMINATION TO THE BOARD OF DIRECTORS PRIOR TO THE 2009 ANNUAL GENERAL MEETING

The Chairman of the Board contacted the company's biggest shareholders according to the register of shareholders as at September 30, 2008, in order to form a Nomination Committee. Recommendations for a new Board of Directors will be presented in the notice to the annual meeting of shareholders.

2009 NOMINATION COMMITTEE

Staffan Ahlberg, Chairman of the Board, Enea AB
Per Lindberg, shareholder
Peter Lundqvist, Third Swedish National Pension Fund
Stefan Högkvist, representative for Infläktor Fast AB
Sverre Bergland, DnBNOR

* All shareholdings as of December 31, 2008.

senior executives

Åsa Landén Ericsson
President and CEO
Employed since: 2008
Education: M.Sc. in Engineering, Industrial Engineering Chalmers, MBA, Insead
Shareholdings: 2,500
Previous positions: CEO Scanpix Sweden AB, Investment Manager Catella Holding AB, Global Account Manager Allgon Mobile Communications AB.

Mathias Båth
Senior Vice President, Product Management
Employed since: 2001
Education: Business major, Uppsala Upper Secondary School
Shareholdings: 0
Previous positions: Market Regional Manager for Nordic region Enea Software, Business Area Manager for Nocom AB.

Per Åkerberg
Chief Operating Officer
Employed since: 2004
Education: M.Sc. in Business Administration and Economics, Sundsvall University
Shareholdings: 2,500
Previous positions: SVP Telelogic Central Europe and Scandinavia, VP Telelogic North America, Sales Manager Telia Megacom AB.

Carl Sköld
Chief Financial Officer
Employed since: 2008
Education: M.Sc. in Business Administration and Economics, Umeå University
Shareholdings: 7,680
Previous positions: Chief Financial Officer Cap Gemini Nordic Area, own consultancy with clients including Resco, Teleca and BTJ.

Gregory Singh
Senior Vice President, EMEA Services
Employed since: 2007
Education: Systems analyst, Stockholm University
Shareholdings: 0
Previous positions: CEO ipUnplugged, CEO Cygate Denmark, SVP & CTO Cygate AB, CEO Cygate Sweden, CEO CMA Systems, Head of the Nordic Region Cabletron Systems, Business area manager Digital Equipment.

Adrian Leufvén
Senior Vice President, Research & Development
Employed since: 1998
Education: M.Sc. in Engineering, Mechatronics, Royal Institute of Technology Stockholm
Shareholdings: 8,560
Previous positions: VP Strategic Outsourcing, VP Support, VP Marketing, Director Asian Sales Enea AB.

annual general meeting

Annual meeting of shareholders

The Annual General Meeting will be held on March 26, 2009 at 6:00 p.m. at Enea's offices, Skalholtsgatan 9, Kista, Sweden.

Shareholders who wish to attend the meeting must be registered in the shareholders' register maintained by Euroclear Sweden AB (name changed from VPC AB) no later than March 20, 2009.

To participate in the meeting, shareholders must notify Enea AB no later than 5 p.m. on March 20, 2009. Notification can be given in writing to Enea AB (publ), Box 1033, SE-164 21 Kista, Sweden, by telephone +46 8 507 140 00, or by e-mail to arsstamma@enea.com. The notification should include the shareholder's name, personal or corporate identity number, shareholdings, address, phone number and information about proxies, if applicable.

Dividend

In light of Enea's plans to actively participate in the consolidation of the market, the Board intends to propose that no dividend be paid for financial year 2008 (previous year SEK 0).

Financial calendar

Annual General Meeting 2009	March 26, 2009
First quarter report 2009	April 30, 2009
Second quarter report 2009	July 23, 2009
Third quarter report 2009	October 22, 2009
Full year report 2009	February 4, 2010

All financial information is published on Enea's website www.enea.com. Financial reports can also ordered from Enea AB, Box 1033, SE-164 21 Kista or by e-mail: info@enea.com