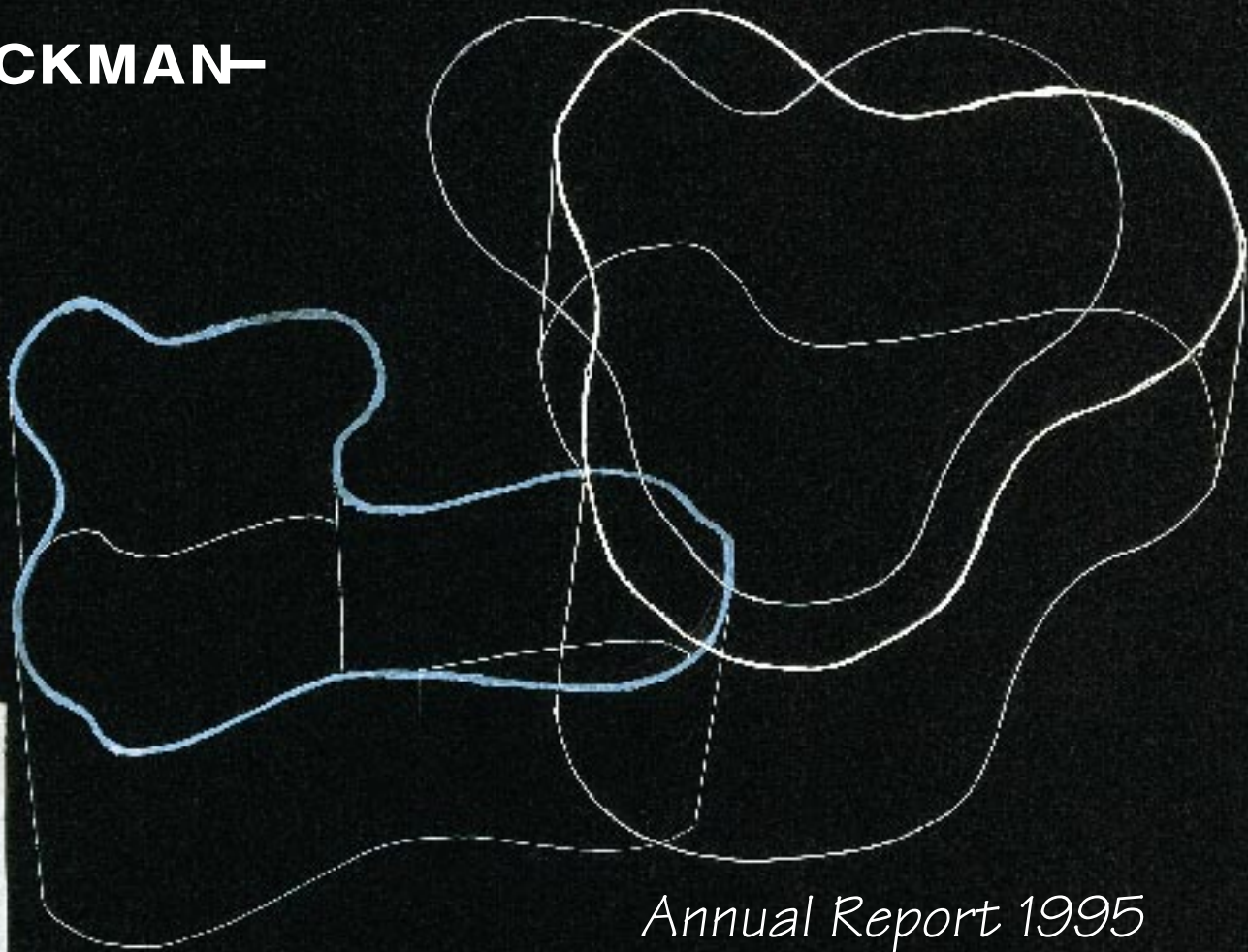


HACKMAN



Annual Report 1995





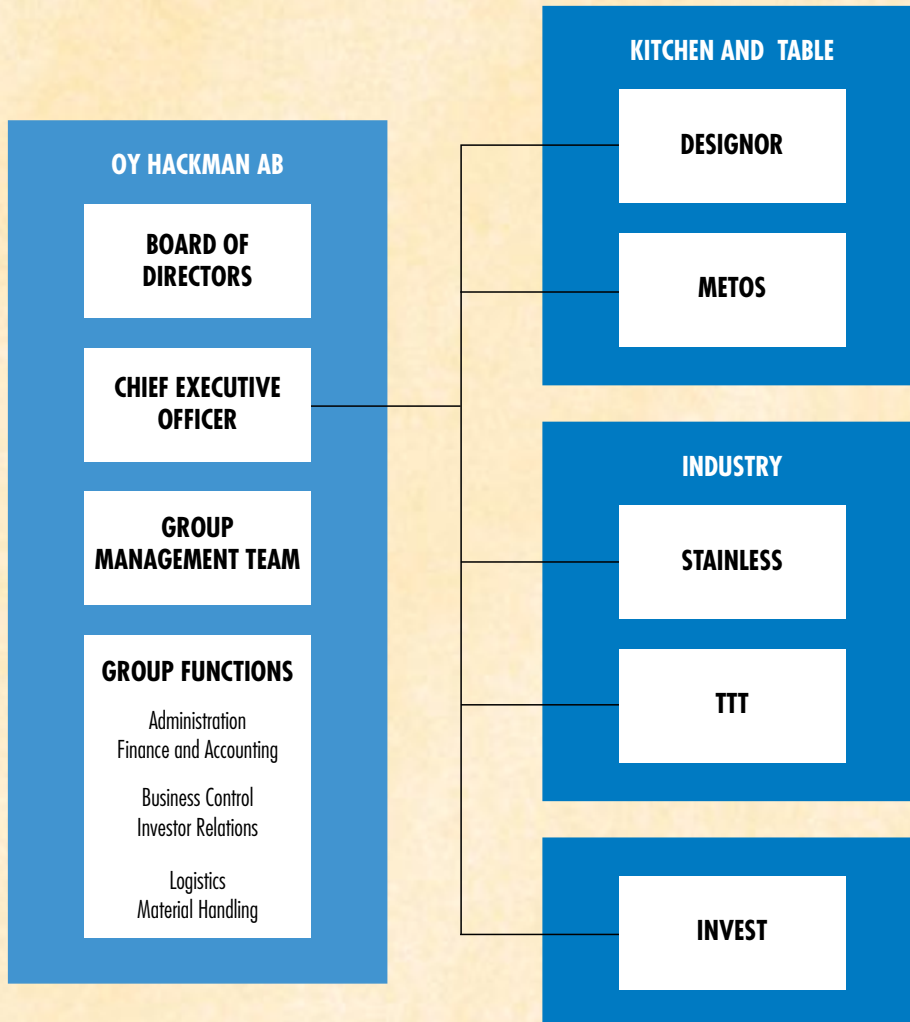
The Aalto vase has been described as a design icon of the 20th century. In 1936 Alvar Aalto had an idea which he entitled “Eskimo Women’s Leather Trousers”. This design would evolve into the flagship product of Iittala®. Today the Aalto vase is still hand blown in lead-free glass at the Iittala factory, and if anything its popularity has increased with time. Alvar Aalto was a master of many disciplines. Aalto was an architect who also designed furniture, light fixtures and glass objects. For Aalto it was important to create things which were both functional and esthetic, using timeless forms and traditional materials.

The Hackman Group takes inspiration from the Aalto legacy. We too work across a variety of disciplines, never losing sight of our core skills. We produce and market a diverse blend of products for the consumer, the professional kitchen and industry. The design process is what binds our activities together. Whether the medium is stainless steel, porcelain or glass, and whether the product is for the kitchen, the table or the paper plant, our commitment to quality and excellence in design is absolute.

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Group Structure



1995 in Brief

The Group concluded deals for the sale of 2/3 of its forest.

Hackman's majority holding in Tebel-MKT B.V. was sold off.

The Hackman merger of Hackman Professional Kitchens and Metos exceeded expectations.

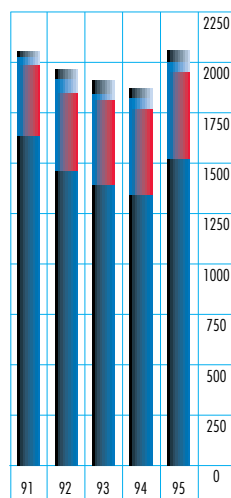
Hackman Metos acquired a 40% holding in Wexiödisk AB.

Hackman's new environmental technology products were well received .

		1995	1994	Change	%
Net sales	FIM million	2 062	1 873	188	10,0
Outside Finland	FIM million	1 158	1 142	16	1,4
Operating profit	FIM million	94	139	-44	-31,8
Share of net sales	%	5	7	-3	
Profit before extraordinary items	FIM million	41	81	-41	-50,0
Share of net sales	%	2	4	-2	
Gross investments	FIM million	143	186	-44	-23,5
Balance sheet total	FIM million	1 999	2 123	-125	-5,9
Earnings per share (EPS)	FIM	3,99	13,27	-9,28	
Share/earnings	%	75	15	60	
Return on investment (ROI)	%	7	10	-3	
Return on equity (ROE)	%	4	8	-4	
Equity ratio	%	36	37	-1	
Number of personnel, December 31		3 187	3 485	-298	-8,6
Outside Finland		1 418	1 611	-193	-12,0

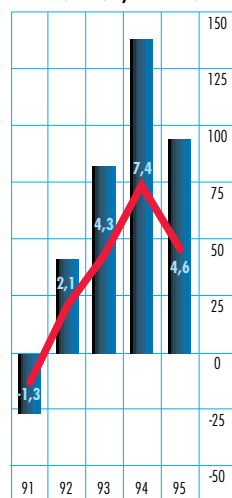
For a complete list of key figures see pages 25 and 43.

NET SALES, FIM MILLION



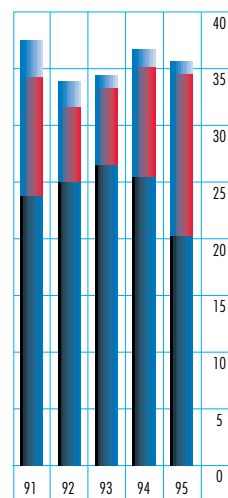
Other countries
North America
Other European countries
Nordic countries

OPERATING PROFIT AFTER DEPRECIATION, FIM MILLION



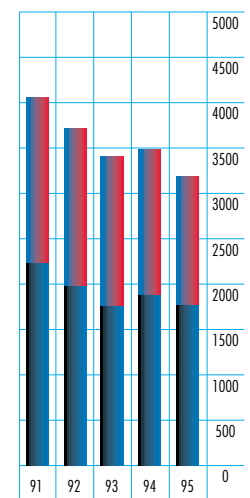
Operating profit
% of net sales

EQUITY RATIO, %



Minority interest
Unrestricted equity
Restricted equity

PERSONNEL, DECEMBER 31



Other countries
Finland



Chief Executive Officer's Review

During the year we continued to carry out our strategy which is to focus on our core businesses. There are two core businesses where we know we are strong and which offer good prospects for the future.



CURT
LINDBOM

The first of these is the Kitchen & Table Division which comprises the Hackman Designor and Hackman Metos operational strategic business areas. The product groups from the Household Division which are related to Kitchen & Table will be integrated into Designor. The technological activities of the Household Division will be transferred to Hackman Invest which manages the Group's assets and acts as a development company.

Hackman Industry, our other strategic division, also breaks down into two operational SBAs: Hackman Stainless and Hackman TTT. Hackman Industry units have characteristically done a lot of subcontracting work for the Wood Processing industry. It is important for this division to have its own products as well. The Hadwaco water purification system is a flagship product with which we will aim at recognition on world markets. There is a clear lack of clean water in the world. After years of R&D work, we have developed an evaporation technique which is effective, energy-efficient and very price-competitive. Test results from our pilot operations have been good. It is no longer a question of whether we have succeeded

in our R&D work. Now it's a question of how long it will take before the production at our new Leppävirta facility will be running at full scale. The product should be ready for sale by the end of 1996 and our investments should begin to bear fruit in 1997-1988.

When we divested our mechanical wood Processing industry in 1991 it was clear already then that we would eventually be selling off our forestry assets. Without the forestry industry, forest ownership isn't profitable. This is why we sold off 2/3 of Hackman's forests in 1995. We believe the timing for this action was right. Hackman Invest will continue to develop its landed assets. Meanwhile, the deal will strengthen our solvency and reduce our interest costs.

Our operational earnings showed a clear improvement. The financial performance of Hackman Industry even exceeded our expectations. The merger of Hackman Professional Kitchens and Metos has also gone better than expected. On the other hand, Designor has still not achieved its targets. For the past four years Hackman has played an active role in the restructuring of Nordic housewares

markets. The integration of Arabia and Gustavsberg and Hackefors and Rörstrand have weakened profits. The same applies to the reorganization of Iittala and Nuutajärvi. At the same time raw material prices have increased 40% and salary costs are up 8-10%. When you add to this the collapse of the Swedish market and poorer than forecasted growth on Finnish markets, we should consider Designor's financial performance to be acceptable at the very least. Even though growth potential on European markets is marginal, Designor is now better positioned to generate profits.

This entire decade has been characterized by cuts, rationalization and savings. Weak consumption and high unemployment are more permanent characteristics of our economy than we could have guessed. Hackman has made the adjustment. We have entered new areas and we will now concentrate on making them strong.

Report of the Board of Directors

Demand for consumer products has been extremely weak on Nordic markets, particularly in Sweden and Norway. Demand for industrial goods has been strong and our operations showed favorable development on these sectors.

Group Structural Changes

Hackman sold its 53% share in Tebel-MKT B.V. at the end of April to Tetra Laval. The company and its subsidiaries formed the Hackman Casotec SBA which specialized in cheesemaking equipment. Tetra Laval held 47 % of Tebel-MKT prior to the deal.

In addition to the divestiture of Tebel-MKT, the Industry Division was reorganized. The Food Process and Wood Process SBAs which previously operated separately were integrated. The name of the new SBA is Stainless. TTT will operate as an independent SBA within the Industry Division.

At the beginning of 1995 Hackman Household acquired the Danish and Norwegian household plastic operations of Dyno Plast. The production of the Danish company has been transferred to the Hammarplast facility in Sweden.

Hackman Metos acquired a 40 % holding in Wexiödisk AB during the year. Hackman will take over the remaining 60 % of the shares over the next four years.

Hackman has concluded agreements concerning the sale of forests with a total value of FIM 334.3 million, of which FIM 179.2 million was executed in 1995.

Net Sales

The Group's net sales rose 10 % to FIM 2 061.5 million (1994: 1 873.3 million). Most of the increase in sales resulted from the merger of Hackman Professional Kitchens and Metos which took place in September of 1994.

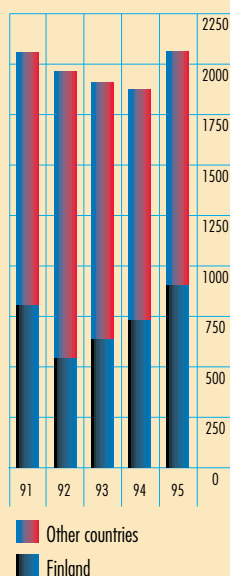
On the other hand, the divestiture of Hackman Casotec reduced net sales by 2.7 % or FIM 49.7 million.

The share of export and offshore income in Group net sales totalled 56.2 % or 1 158.1 million (61.0 %; 1 142.1 million).

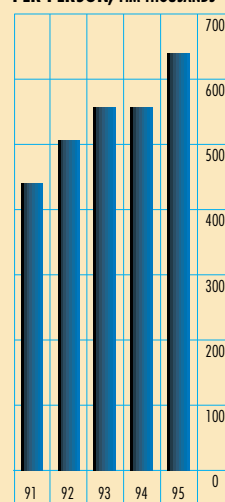
Profits

The Group's gross margin was FIM 574.3 million or 27.9% of net sales (FIM 533.3 million; 28.5%). The operating profit was FIM 94.4 million (138.5 million). Operating profits include non-

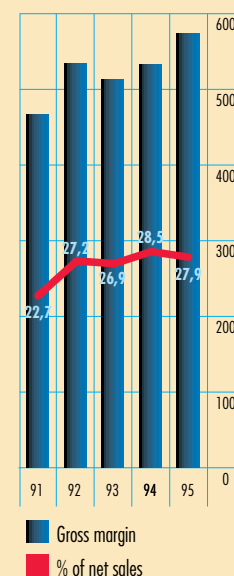
NET SALES, FIM MILLION



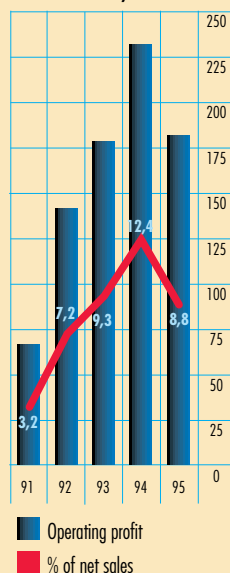
NET SALES PER PERSON, FIM THOUSANDS



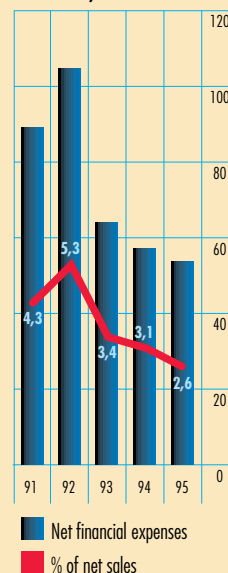
GROSS MARGIN, FIM MILLION



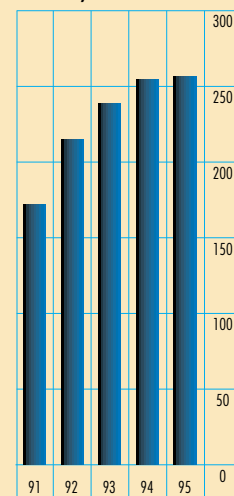
OPERATING PROFIT BEFORE DEPRECIATION, FIM MILLION



NET FINANCIAL EXPENSES, FIM MILLION



VALUE ADDED/PERSON, FIM THOUSANDS



recurring items totalling FIM 9.0 million (FIM 93.8 million). These figures consist of Hackman Invest's divestiture-related earnings, as well as restructuring and rationalization costs.

The Group's profit before extraordinary operating items improved by FIM 40.7 million to FIM 85.4 million or 4.1 % of net sales (FIM 44.7 million; 2.4 %)

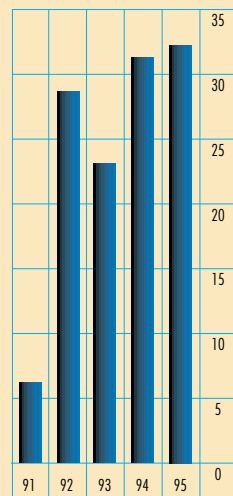
Research and development costs totalling FIM 39.2 million (FIM 16.4 million), rental income totalling FIM 3.3 million (FIM 4.6 million) and gains on the sale of fixed assets totalling FIM 11.2 million (FIM 4.5 million) are included in other operating costs. Planned depreciation included in activity-based costs totalled FIM 86.8 million (FIM 93.0 million).

Net financial costs totalled FIM 53.8 million or 2.6 % of net sales (FIM 57.3 million; 3.1%). The Group's profit after financial items and before extraordinary operating items and non-recurring items totalled FIM 31.6 million (FIM 12.6 million).

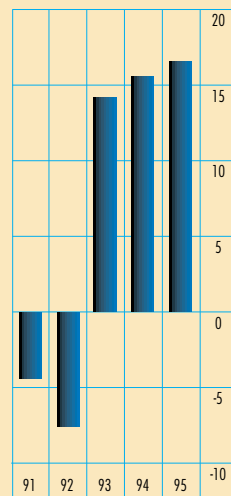
Extraordinary income includes gains from Hackman Invest's sale of forest and land. These earnings rose to FIM 161.1 million. Most of these gains were a result of revaluation-related income recognition. A further FIM 17.3 million in refunds to the Novera bankruptcy estate was also charged to extraordinary items. The Group did not have any extraordinary items in 1994. The profit before appropriations and taxes rose FIM 103.1 million to FIM 184.3 million (FIM 81.2 million).

Taxes for the year totalled FIM 52.3 million (FIM 25.8 million). Profits after extraordinary items, taxes and minority interests totalled FIM 121.1 million (FIM 58.4 million). Earnings per share totalled FIM 3.89 (FIM 13.27).

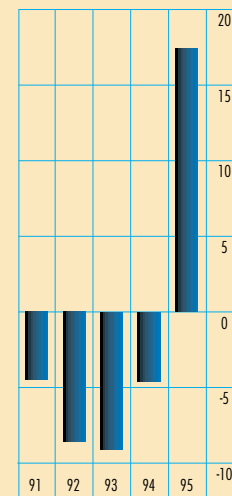
DESIGNOR



HOUSEHOLD

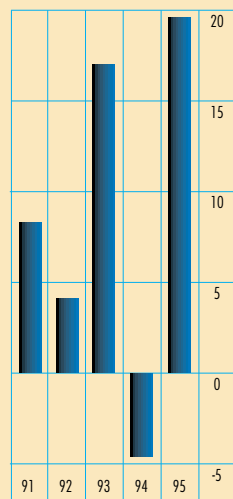


METOS

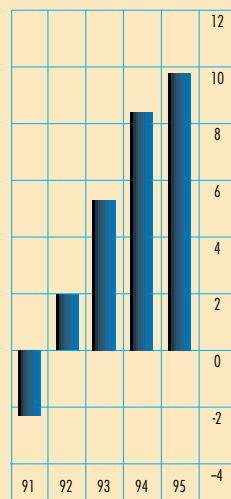


OPERATING PROFIT AFTER DEPRECIATION, FIM MILLION

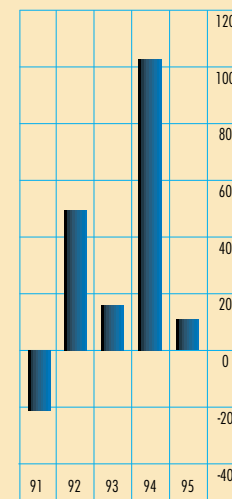
STAINLESS



TTT



INVEST



Investments and Finance

The Group's gross investments rose to FIM 142.6 million (FIM 186.4 million). The investments consisted mainly of the purchase of a 40 % holding in Wexiödisk, the acquisition of the Dyno Plast household plastics operations and the relocation programs executed at the Arabia, Rörstrand and Iittala plants.

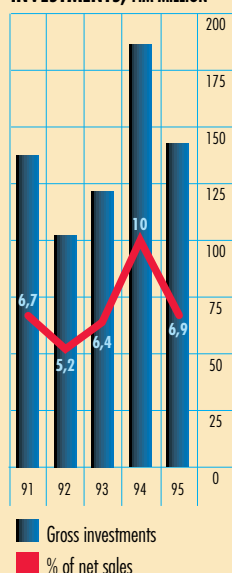
Net working capital totalled FIM 555.0 million at the year end or 26.9 % of net sales (FIM 397.2 million; 21.2 %). The increase resulted from receivables related to the sale of the Group's forests. The Group's liquidity

was good throughout the year. Interest bearing liabilities rose during the year by FIM 25.2 million to FIM 812.7 million at the year end. Short term liabilities totalled FIM 750.3 million (FIM 706.6 million) and long term liabilities totalled FIM 543.3 million (FIM 662.3 million).

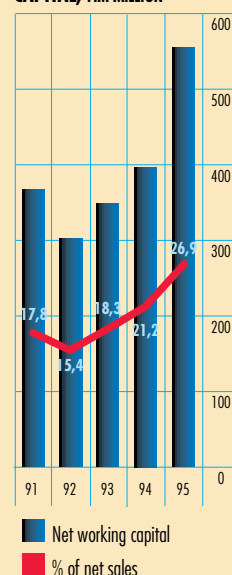
Solvency

The Group's equity totalled FIM 680.6 million at the year end (FIM 714.0 million) or FIM 154.68 per share (FIM 162.28). Reserves have been divided into unrestricted equity and tax liabilities. Tax liabilities have been calculated at 28 % of

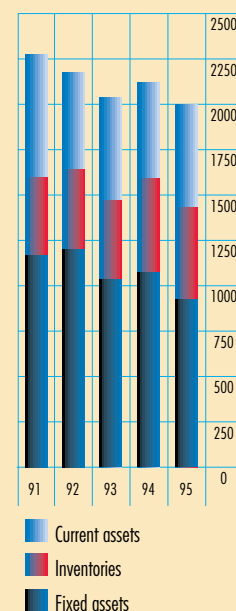
GROSS INVESTMENTS, FIM MILLION



NET WORKING CAPITAL, FIM MILLION



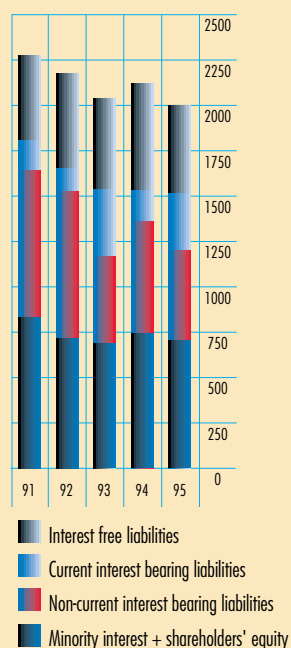
ASSETS, FIM MILLION



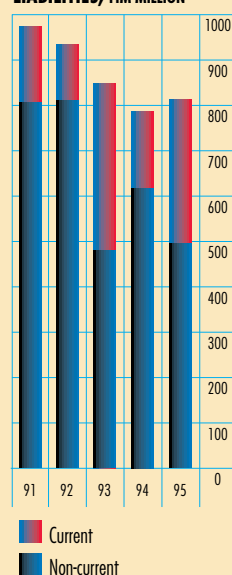
the Finnish and 30% of the other Group company reserves. The Group's balance sheet-based equity ratio stood at 35.7 % as of the year end (36.7 %).

At the end of 1995 the Group had 30 983 hectares of forest, 230 hectares of waterfront property, 82 hectares of industrial property and 23 hectares of residential property. The total consolidated balance sheet value of these assets was FIM 332.8 million. A total of FIM 334.3 million in forest and land deals have been concluded. Of these, FIM 179.2 million were executed during 1995. The remainder will be executed between 1995-1998. The deals will not have any impact on the Group's equity.

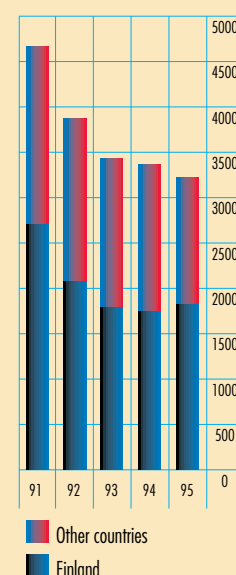
LIABILITIES, FIM MILLION



INTEREST BEARING LIABILITIES, FIM MILLION



PERSONNEL, AVERAGE



Personnel

Cost cutting and rationalization, as well as the divestiture of Tebel-MKT B.V. have reduced personnel. At the end of 1995 there were a total of 3 187 persons working for the Group (3 485). Personnel averaged 3 221 during the year (3 362), out of which 1 819 persons were working in Finland (1 748).

Divisional Performances

Hackman Designer's net sales totalled FIM 644.0 million (FIM 652.0 million). Sales outside Finland totalled FIM 351.8

million or 54.6 % (FIM 372.7; 57.2 %). Designer's operating profit increased FIM 1.0 million over last year to FIM 32.3 million (FIM 31.3 million). High raw material costs generated slim margins.

Hackman Household's net sales totalled FIM 432.1 million (FIM 403.0 million). Sales outside Finland totalled FIM 206.1 million or 47.7 % (FIM 193.7; 48.1 %). The increase resulted mainly

from the Dyno Plast acquisition. Particularly plastic raw material price increases put pressure on margins. Household's operating profit improved FIM 1.0 million over last year to FIM 16.6 million (FIM 15.6 million).

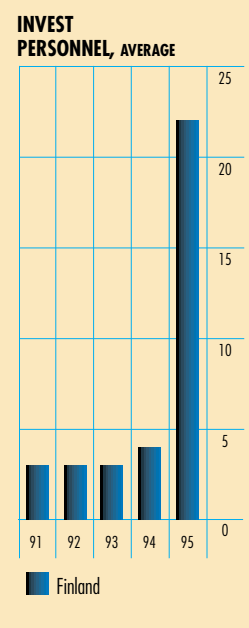
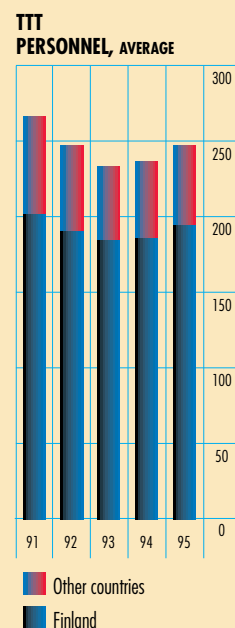
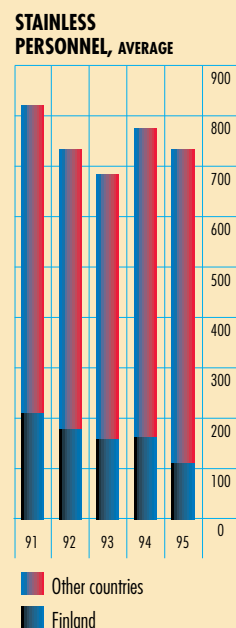
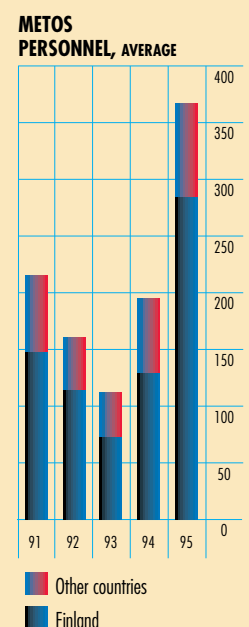
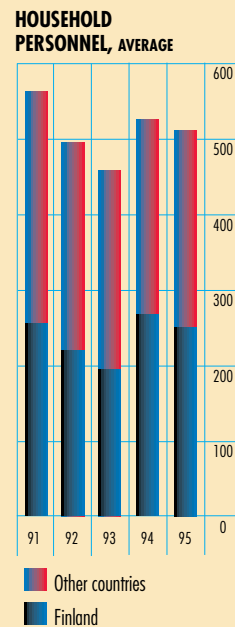
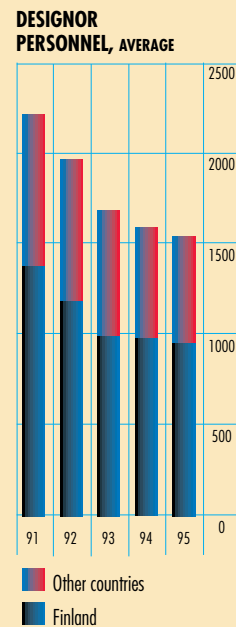
Hackman Metos' net sales totalled FIM 357.3 million (FIM 184.4 million). Sales outside Finland totalled FIM 129.9 million or 36.4 % (FIM 103.2; 56 %). The figures for January to August 1994

include only Hackman Professional Kitchens. Metos' operating profit of FIM 17.4 million represented an improvement of FIM 22.0 million over 1994 (FIM -4.6 million).

Hackman Stainless' net sales totalled FIM 478.1 million (FIM 491.1 million). Sales outside Finland totalled FIM 394.5 million or 82.5 % (FIM 406.0 ; 82.7 %). Stainless' operating profit rose FIM 22.1 million to FIM 19.6 million (FIM -2.5 million). Rising investments in the forestry industry and recovering milk cooling tank markets had a positive impact on earnings.

Hackman TTT's net sales totalled FIM 118.5 million (FIM 109.9 million). Sales outside Finland totalled 79.1 million or 66.7 % (FIM 79.0; 71.9 %). TTT's operating profit rose FIM 1.4 million to FIM 9.8 million (FIM 8.4 million).

Hackman Invest's net sales totalled FIM 42.8 million (FIM 60.3 million). Heavier sales in 1994 resulted from more active securities trading markets. Sales from timber sold from the Group's forests rose FIM 4.0 million to FIM 16.2 million (FIM 12.3 million). Hackman Invest showed an operating profit totalling FIM 10.9 million (FIM 102.5 million). These include extraordinary gains on the sale of Tebel-MKT B.V. stock. In 1994 similar gains were recognized from the



sale of Hackman Meka stock and Sampo stock, as well as from land swaps arranged with the Finnish forest management administration.

Future Prospects

We can not expect substantial growth on consumer product markets. Therefore we must adapt operations to prevailing market conditions by continuing restructuring and rationalization activities. We do ex-

pect growth from our Industry Division. Our environmental technology products in particular have been well received on international markets.

The Hackman Group budget calls for mild growth. Earnings will rise because our main restructuring programs have now been completed. The sale of our forest assets will enable us to reduce net financial costs and improve the Group's solvency.

Income Statements

FIM millions	Note	Group				Oy Hackman Ab			
		1995	%	1994	%	1995	%	1994	%
Net Sales	1	2 061,5	100,0	1 873,3	100,0	16,2	100,0	12,3	100,0
Cost of Goods Sold	3	-1 487,3		-1 340,0		-4,2		-4,3	
Gross Profit		574,3	27,9	533,3	28,5	12,0	74,2	8,0	65,1
Sales and Marketing Costs	3	-318,0		-319,7					
Administrative Costs	3	-126,2		-135,0		-20,3		-20,1	
Other Operating Costs	3,4	-42,1		-18,9				-7,3	
Other Operating Income	5	15,5		9,1		5,1		6,2	
Extraordinary Operating Income	6	9,0		93,8		-13,6		110,5	
Depreciation of Group Goodwill	3	-18,1		-24,3					
		-479,9		-394,8		-28,8		89,3	
Operating Profit After Depreciation	7	94,4	4,6	138,5	7,4	-16,7	-103,1	97,3	793,3
Financial Income and Expenses	8,9	-53,8	-2,6	-57,3	-3,1	-14,3	-88,3	-3,5	-28,1
Profit After Financial Items		40,6	2,0	81,2	4,3	-31,1	-191,4	93,8	765,1
Extraordinary Income and Expenses									
Extraordinary Income	10	161,1				161,1			
Extraordinary Expenses	10	-17,3				-17,3			
Group Transfers						36,0		5,2	
		143,8				179,8		5,2	
Profit Before Appropriations and Taxes		184,3	8,9	81,2	4,3	148,7	916,2	99,0	807,4
Change in Excess Depreciation	3,18,19					-0,2		-0,2	
Change in Voluntary Reserves	29								
Direct Taxes									
Current Fiscal Year		-50,8		-27,6		-43,4		-26,1	
Previous Fiscal Years		0,8		-1,2		1,9		-0,1	
Change in Deferred Tax Liability		-2,3		3,0					
		-52,4		-25,8		-41,5		-26,3	
Net Profit		131,9	6,4	55,4	3,0	107,0	659,4	72,5	591,2
Minority Interest		-10,9		3,0					
Group Interest		121,0		58,4					

Cash Flow Statements

FIM Millions	Group		Oy Hackman Ab	
	1995	1994	1995	1994
Income From Operations				
Operating Profit After Depreciation	94,4	138,5	-16,7	97,3
Depreciation	86,8	93,0	1,6	1,6
Financial Income and Expenses	-53,8	-57,3	-14,3	-3,5
Extraordinary Items	143,8	0,0	179,8	5,2
Taxes	-52,4	-25,8	-41,5	-26,3
Income From Operations	218,8	148,4	108,8	74,3
Decrease (+)/Increase (-) in Inventories	11,7	-85,8	0,0	24,5
Increase (-)/Decrease (+) in Current Receivables	-69,4	-15,1	-20,2	53,7
Decrease (-)/Increase (+) in Short-Term Interest Bearing Liabilities	-103,6	90,3	56,8	-11,3
Change in Net Working Capital	-161,2	-10,6	36,6	66,9
Cash Flow From Operations	57,5	137,8	145,4	141,2
Investments in Fixed Assets	-142,6	-186,4	-89,5	-67,9
Income From Sale of Fixed Assets	190,1	70,4	167,7	42,5
Cash Flow Before Financing	105,0	21,7	223,6	115,8
Decrease (+)/Increase (-) in Non-Current Receivables	1,4	-6,5	-75,4	-45,0
Decrease (-)/Increase (+) in Long-Term Debt	-126,3	132,8	-21,9	67,5
Increase (+)/Decrease (-) in Short-Term Debt	147,4	-200,0	36,8	-177,6
Dividend Payments	-8,8	-6,6	-8,8	-6,6
Other Changes in Shareholders' Equity	-150,9	0,0	-148,3	0,0
Decrease (-)/Increase (+) in Minority Interest	-8,6	10,3		
Cash Flow From Financing	-145,7	-70,1	-217,6	-161,7
Cash Flow After Financing	-40,7	-48,3	6,0	-45,9
Adjustments	5,1	-2,2		
Decrease (-)/ Increase (+) in Liquid Assets	-35,6	-50,5	6,0	-45,9

Balance Sheets

FIM million	Note	Group		Oy Hackman Ab	
		1995	1994	1995	1994
ASSETS					
Fixed and Other Long-Lived Assets					
Intangible Assets					
Research and Development investments	11	8,0	6,9		
Intangible Rights	12	19,9	21,5		
Goodwill	13	9,4	21,4		
Group Goodwill	14,15	90,1	112,9		
Other Long-Lived Assets	16	31,9	24,3	0,3	0,4
Advances and Prepayments		0,0	0,1		
		159,3	187,1	0,3	0,4
Tangible Assets					
Forest, Land and Water	17,21	133,5	184,9	130,0	179,4
Revaluations	17	200,9	316,3	199,1	314,5
Buildings and Structures	18,21	104,8	101,1	16,3	17,1
Revaluations	18	12,6	12,4		
Machinery and Equipment	19	240,7	210,4	1,5	1,3
Other Tangible Assets	20	4,5	5,8	2,0	3,3
Advances and Fixed Assets Under Construction		15,1	19,2		
		712,1	850,1	349,0	515,6
Long-Term Financial Assets					
Shares and Holdings	21,37	7,9	6,0	4,4	4,0
Shares in Associated Companies	21,22,36	19,3	0,2		0,3
Shares in Subsidiaries	21,22,35			342,3	255,5
Loans Receivable	22,23,26	25,8	27,2	56,1	63,0
Other Investments		0,8	0,9		
		53,8	34,4	402,8	322,8
Current Assets					
		925,1	1 071,7	752,1	838,7
Inventories and Financial Assets					
Inventories					
Raw Materials and Supplies		129,1	131,3		
Work in Progress		116,7	121,5		
Finished Goods	24	254,0	260,1	0,0	0,0
Other Inventories		8,6	6,2		
Advances and Prepayments		0,2	1,3		
		508,6	520,3	0,0	0,0
Receivables					
Accounts Receivable	23,25	437,2	317,7	135,6	18,2
Loans Receivable	25,26	7,9	4,4	398,0	427,3
Accruals and Deferred Income	25	25,6	51,8	5,5	15,2
Other Receivables	23,25	17,0	44,5	51,2	27,1
		487,7	418,3	590,2	487,8
Current Financial Assets					
Other Securities and Investments	24	36,0	27,7	34,9	27,6
Cash and Bank Deposits		41,5	85,4	12,7	13,9
Total Inventories and Financial Assets					
		1 073,8	1 051,7	637,8	529,3
		1 998,9	2 123,4	1 389,9	1 368,1

FIM million	Note	Group		Oy Hackman Ab	
		1995	1994	1995	1994
Liabilities and Shareholders' Equity					
Equity					
Restricted Equity	27				
Share Capital		88,5	88,5	88,5	88,5
Contingency Fund		162,6	165,3	132,2	132,2
Revaluation Fund		147,1	262,4	147,0	262,4
		398,2	516,1	367,6	483,0
Unrestricted Equity	28				
Operational Fund				141,0	173,9
Retained Earnings		161,3	139,5	120,9	57,2
Net Profits/Loss for the Year		121,0	58,4	107,0	72,5
		282,4	197,9	368,9	303,6
Shareholders' Equity		680,5	714,0	736,5	786,6
Minority Interest		23,9	32,4		
Reserves					
Accumulated Depreciation in Excess of Plan	18,19			4,8	4,6
Voluntary Reserves	29				
Other Reserves				9,9	9,9
				9,9	9,9
Mandatory Reserves	30	0,8	8,1		7,5
Liabilities					
Long-Term Liabilities					
Loans From Financial Institutions	31	244,1	310,6	201,4	174,0
Pension Loans	31	248,1	303,8	68,6	110,3
Deferred Tax Liability		47,5	44,3		
Payables			0,0		
Other Long-Term Liabilities	31,32	3,7	3,6	0,2	0,2
		543,3	662,3	270,1	284,5
Current Liabilities					
Loans From Financial Institutions		279,2	98,0	111,0	48,0
Pension Loans		16,3	18,2	5,2	8,3
Advances and Prepayments		23,9	90,7		
Payables	32	153,1	187,3	10,1	4,1
Accruals and Deferred Expenses	32	180,6	180,6	47,5	32,3
Other Current Liabilities	32	97,3	131,8	194,7	182,2
		750,4	706,6	368,5	274,9
Liabilities		1 293,7	1 368,9	638,7	559,4
		1 998,9	2 123,4	1 389,9	1 368,1

Accounting Principles

The financial statements have been prepared in accordance with current Finnish accounting legislation. The income statement has been organized by business activity as is required by law.

Principles of Consolidation

The consolidated financial statements cover the parent company as well as all companies in which the Group has, directly or indirectly, a controlling interest. The accounts of new companies are included in the Group's reporting from the day the Group took over the management of the company. The accounts of divested companies are included in Group reporting up to the day of divestiture. The balance sheets of companies founded or acquired at the year end are included in the consolidated balance sheet.

All inter-Group transactions have been eliminated. Elimination of Group share ownership has been carried out using the acquisition cost method. Accordingly, the shares of subsidiaries have been balanced against subsidiary equity at the point of acquisition. The difference between the acquisition price of the shares and the total value of the subsidiary is recorded either under fixed assets, subsidiary goodwill or Group reserves (badwill). New goodwill in subsidiaries is depreciated straight line over 5 years. Old goodwill is depreciated over 10 years and the Group reserve is amortized over a period of 3 years. That part of goodwill which corresponds to subsidiary reserves is depreciated at the same rate as the reserves which were taken over at the point of acquisition.

The financial statements of foreign companies are converted into Finnish marks such that the income statement is converted using the average exchange rate for the year. The balance sheet is converted using the official year end rate of the Bank of Finland. The conversion discrepancy pertaining to subsidiary equity arising from the difference between the year end exchange rate and the rate of exchange at the point of acquisition is eliminated by carrying the difference directly under the Group's unrestricted equity.

Associated companies are firms in which the Group has a 20 - 50 % holding. Associated companies have been consolidated using the equity method. The percentage of the associated company's profits which conforms to the Group's holding is recorded in

the Group Income Statement as a financial item.

Foreign Currency Items

The foreign currency denominated receivables, as well as other liabilities to the parent company and domestic subsidiaries, have been converted into Finnish marks at the official year end rate of the Bank of Finland. Exchange rate gains and losses are presented in net form because all currency transactions take place in foreign currency accounts and are only converted into Finnish marks at the year end for the annual report. All exchange rate gains and losses are presented as financial items in the income statement. Hedging instruments related to foreign currency still open at the year end are valued in accordance with the year end rate, including interest.

Pension Liabilities

Currently employed persons in Finland are insured through pension insurance companies. Non-current pension liabilities prior to the current pension legislation are presented in the Notes under Note 2. Non-Finnish pension insurance has been organized in accordance with the legislation and procedures prevailing in each country. The Group does not have its own pension fund.

Research and Development

All research and development costs have been charged against the year during which they occurred, except for some projects which have not yet been completed.

Depreciation and Valuation of Fixed Assets

Fixed assets are capitalized using their original acquisition price. Planned depreciation is calculated straight line on the basis of the asset's economic lifetime and the acquisition cost as follows:

- stone and corresponding buildings 30 years
- other buildings 20 years
- machinery and equipment 10 years
- cars, office equipment and electronics 5 years

The depreciation figures for Finnish subsidiaries are based on the current tax regulations while the figures for foreign subsidiaries generally match the planned depreciation. The difference between the actual (tax-related) and planned depreciation is

shown in the income statement. The accumulated difference between the planned and actual depreciation is split between tax liabilities and unrestricted equity.

In reviewing the figures contained in notes 11 - 20 one should take note of the fact that the figures of foreign subsidiaries have been influenced by exchange rate fluctuations. This is why the balance sheets for the end of 1993 and the beginning of 1994 do not precisely match.

Leasing

Leasing costs have been carried under rent. The Group has no major leasing items.

Revaluation

Revaluation of landed assets prior to 1974 are included in the bookkeeping for these assets while post-1974 revaluations are presented as a separate item in the balance sheet below the landed assets. The counter items have been the contingency fund or the revaluation fund within restricted equity. At the point of sale, the revaluation of the assets have been eliminated and recognized as income in the income statement.

Inventory Valuation

Inventories have been valued in accordance with their acquisition price, resale price or probable selling price, whichever is lowest, using the FIFO principle. The inventories of all subsidiaries include both direct and indirect costs of items procured for production.

General Untaxed Reserves

Corporate taxation in Finland is based upon the official financial statements contained in the annual report. Deductions are presented in the income statement. Voluntary reserves are general tax-free deductions which are allowed by law and are intended to provide a buffer against future losses. The cumulative figures for these tax items contained in the income statement are shown as a separate item under assets in the balance sheet. In the Group balance sheet voluntary reserves have been divided into two parts. For Finnish companies they have been split into unrestricted equity and tax liabilities using a 72/28 divisor. For foreign companies the divisor is 70/30. The nominal tax liability is shown in the balance sheet as a long-term interest-free liability.

Notes to the Financial Statements

Notes to the Income Statement, FIM Millions		Group		Oy Hackman Ab	
		1995	1994	1995	1994
1. Net Sales	Net Sales by Division				
	Designor	644,0	652,0	-	-
	Household	432,1	403,0	-	-
	Metos	357,3	184,4	-	-
	Stainless	478,1	491,1	-	-
	TTT	118,5	109,9	-	-
	Invest	42,8	60,3	16,4	12,3
	Other + Internal Sales	-11,3	-27,4	-0,2	-
	Total	2 061,5	1 873,3	16,2	12,3
	Net Sales by Country				
	Finland	1 191,7	1 019,3	16,2	12,3
	Sweden	475,8	474,7	-	-
	Norway	183,0	164,0	-	-
	Denmark	71,2	35,1	-	-
	The Netherlands	100,6	138,7	-	-
	France	187,9	159,5	-	-
	Germany	46,3	45,6	-	-
	Austria	5,2	5,1	-	-
	Switzerland	3,9	3,2	-	-
	Estonia	4,1	7,3	-	-
	Poland	9,1	3,8	-	-
	Hungary	6,4	6,4	-	-
	Russia	0,0	-	-	-
	USA	37,8	39,7	-	-
	Intra-Group	-261,7	-229,1	-	-
	Total	2 061,5	1 873,3	16,2	12,3
		1995	%	1994	%
	Geographic Distribution of Net Sales				
	Nordic Countries	1 519,2	73,7	1 344,1	71,8
	Other Europe	431,0	20,9	426,4	22,8
	North America	50,3	2,4	50,2	2,7
	Other	61,0	3,0	52,6	2,8
	Total	2 061,5	100,0	1 873,3	100,0
2. Personnel Costs					
	Salaries and Benefits	422,8	417,8	7,2	7,3
	Pension Costs	70,3	64,7	1,3	1,6
	Other Personnel Costs	120,2	117,6	1,4	0,4
	Total	613,3	600,0	9,9	9,3
	Compensation to the Board and CEO	11,0	13,2	1,5	1,2
	Total Salaries and Benefits	420,6	434,4	7,2	6,3
	Pension Liabilities	8,1	4,9	2,8	3,2

Notes to the Financial Statements

		Group		Oy Hackman Ab	
		1995	1994	1995	1994
3. Depreciation	Planned Depreciation				
	Research and Development	-	-	-	-
	Intangible Rights	1,7	2,6	-	-
	Goodwill	1,4	2,6	-	-
	Other Long-Lived Assets	6,2	5,3	0,1	0,2
	Buildings and Structures	5,8	6,8	0,8	0,8
	Machinery and Equipment	52,5	50,5	0,6	0,5
	Other Tangible Assets	1,1	1,1	0,1	0,1
	Total	68,7	68,7	1,6	1,6
	Group Goodwill	19,6	25,2	-	-
	Group Reserve	-1,5	-0,9	-	-
	Total	18,1	24,3	-	-
	Changes in Excess Depreciation				
	Buildings	0,5	-7,3	0,1	0,1
	Machinery and Equipment	9,1	8,2	0,1	0,0
	Gains/Losses on Sale of Fixed Assets	-	0,1	-	0,1
	Total	9,7	1,0	0,2	0,2
	Activity-Based Depreciation				
	Cost of Goods Sold	49,7	48,0	0,2	0,2
	Sales and Marketing	7,0	10,5	-	-
	Administration	10,7	9,8	1,4	1,4
	Other Operating Costs (R&D)	1,3	0,4	-	-
	Total	68,7	68,7	1,6	1,6
4. Other Operating Costs	Research and Development	39,2	16,4	-	-
	Losses on Sale of Fixed Assets	0,2	2,0	-	7,0
	Compensation for Damages	0,3	0,0	-	-
	Other	2,4	0,4	-	0,3
	Total	42,1	18,9	-	7,3
5. Other Operating Income	Rental Income	3,3	4,6	4,5	4,7
	Gains on Sale of Fixed Assets and business	6,9	3,1	0,6	1,5
	Compensation for Damages	1,1	0,0	-	-
	Other	4,2	1,4	-	-
	Total	15,5	9,1	5,1	6,2
6. Extraordinary Operating Income	Gains on Sale of Fixed Assets	31,2	116,9	-	112,2
	Restructuring Costs	-16,6	-16,5	-11,0	-
	Other Extraordinary Items	-5,6	-6,6	-2,6	-1,7
	Total	9,0	93,8	-13,6	110,5
7. Operating Profit After Depreciation by Division	Designor	32,3	31,3	-	-
	Household	16,6	15,6	-	-
	Metos	17,4	-4,6	-	-
	Stainless	19,6	-2,5	-	-
	TTT	9,8	8,4	-	-
	Invest	10,9	102,5	9,8	97,3
	Others + Internal Eliminations	-12,2	-12,3	-26,5	-
	Total	94,4	138,5	-16,7	97,3

		Group		Oy Hackman Ab	
		1995	1994	1995	1994
8. Intra-Group Financing	Financial Income From Group Companies				
	Dividend Income			-	0,0
	Interest Income From Long-Term Investments			-	0,0
	Interest Income From Short-Term Investments			17,2	31,3
	Other Financial Income			0,1	0,2
	Total			17,3	31,5
	Financial Expenses From Group Companies				
	Interest Expenses			6,9	4,9
	Other Financial Expenses			3,2	3,1
	Total			10,1	8,0
9. Financial Income and Expenses	Dividend Income From Group Companies	-	-	-	-
	Other Dividend Income	4,7	2,7	0,3	2,7
	Interest Income From Long-Term Investments	2,7	0,9	0,6	1,2
	Interest Income From Short-Term Investments	5,5	8,0	23,2	36,2
	Other Financial Income	1,1	3,1	0,1	0,4
	Exchange Rate Gains/Losses	-2,0	-7,3	-	-3,5
	Share in Profits/Losses of Associated Companies	0,0	1,3	-	-
	Interest Expenses	-61,9	-62,2	-37,3	-38,8
	Other Financial Expenses	-3,8	-3,9	-1,2	-1,6
	Net Financial Items	-53,8	-57,3	-14,3	-3,5
10. Extraordinary Items	Extraordinary Income				
	Gains on Sale of Forest	161,1	-	161,1	-
	Total	161,1	-	161,1	-
	Extraordinary Expenses				
	Bankruptcy-related Refunds	17,3	-	17,3	-
	Total	17,3	-	17,3	-
	Gains on land sales include recognition of revaluations.				
	Refunds required by the courts to be paid to the bankruptcy estate of Novera have been recorded under extraordinary items.				
Notes to the Balance Sheet, FIM million		Group		Oy Hackman Ab	
		1995	1994	1995	1994
11. R&D Investments	Acquisition Value January 1	6,9	5,1	-	-
	Investments Jan. 1- Dec. 31.	2,1	1,8	-	-
	Fixed Asset Disposals Jan. 1- Dec. 31	-1,0	-	-	-
	Acquisition Value December 31	8,0	6,9	-	-
	Accumulated Planned Depreciation Jan. 1	-	-	-	-
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	-	-	-	-
	Planned Depreciation Jan. 1-Dec. 31	-	-	-	-
	Book Value December 31	8,0	6,9	-	-
12. Intangible Assets	Acquisition Value January 1	25,2	4,9	-	-
	Investments Jan. 1- Dec. 31.	3,9	21,5	-	-
	Sold Rights Jan. 1- Dec. 31	-8,0	-0,5	-	-
	Acquisition Value December 31	21,2	25,9	-	-
	Accumulated Planned Depreciation Jan. 1	-4,3	-4,3	-1,8	-
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	4,7	4,7	-	-
	Planned Depreciation Jan. 1-Dec. 31	-1,	-1,7	-2,6	-
	Book Value December 31	19,9	21,5	-	-

Notes to the Financial Statements

		Group		Oy Hackman Ab	
		1995	1994	1995	1994
13. Goodwill	Acquisition Value January 1	27,4	10,2	-	2,0
	Investments Jan. 1- Dec. 31	1,0	17,4	-	-
	Sold Rights Jan. 1- Dec. 31	-16,3	-	-	-2,0
	Acquisition Value December 31	12,1	27,6	-	0,0
	Accumulated Planned Depreciation Jan. 1	-5,8	-3,6	-	-0,8
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	4,6	-	-	0,8
	Planned Depreciation Jan. 1-Dec. 31	-1,4	-2,6	-	-
	Book Value December 31	9,4	21,4	-	0,0
14. Group Goodwill	Acquisition Value January 1	198,4	190,2		
	Investments Jan. 1- Dec. 31	0,3	9,2		
	Sold Rights Jan. 1- Dec. 31	-15,1	-1,3		
	Acquisition Value December 31	183,6	198,1		
	Accumulated Planned Depreciation Jan. 1	-84,7	-60,3		
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	10,8	0,7		
	Planned Depreciation Jan. 1-Dec. 31	-19,6	-25,2		
	Book Value December 31	90,1	113,4		
15. Group Reserve	Acquisition Value January 1	4,2	3,7		
	Investments Jan. 1- Dec. 31	0,9	0,5		
	Sold Rights Jan. 1- Dec. 31	-	-		
	Acquisition Value December 31	5,1	4,2		
	Accumulated Planned Depreciation Jan. 1	-3,6	-2,7		
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	-	-		
	Planned Depreciation Jan. 1-Dec. 31	-1,5	-0,9		
	Book Value December 31	0,0	0,6		
16. Other Long-Lived Assets	Acquisition Value January 1	48,7	38,7	1,7	2,9
	Investments Jan. 1- Dec. 31	16,2	11,7	-	0,4
	Sold Rights Jan. 1- Dec. 31	-3,2	-2,3	-0,5	-0,6
	Acquisition Value December 31	61,7	48,1	1,2	2,7
	Accumulated Planned Depreciation Jan. 1	-24,1	-19,1	-1,3	-2,2
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	0,5	0,3	0,5	0,1
	Planned Depreciation Jan. 1-Dec. 31	-6,2	-5,0	-0,1	-0,2
	Book Value December 31	31,9	24,3	0,3	0,4
17. Forest, Land & Water	Acquisition Value January 1	184,9	156,5	179,4	150,3
	Investments Jan. 1 - Dec. 31	0,3	29,7	0,3	29,7
	Fixed Asset Disposals Jan. 1-Dec. 31	-51,6	-1,3	-49,7	-0,6
	Acquisition Value December 31	133,5	184,9	130,0	179,4
	Revaluation January 1	316,3	325,7	314,5	323,9
	Increase Jan. 1 - Dec. 31	-	3,0	-	3,0
	Decrease Jan. 1 - Dec. 31	-115,4	-12,4	-115,4	-12,4
	Revaluation December 31	200,9	316,3	199,1	314,5

		Group		Oy Hackman Ab	
		1995	1994	1995	1994
18. Buildings & Structures	Acquisition Value January 1	150,8	146,1	22,3	22,1
	Investments Jan. 1- Dec. 31	19,4	9,3	-	0,3
	Fixed Asset Disposals Jan. 1- Dec. 31	-11,1	-5,1	-	-0,1
	Acquisition Value December 31	159,1	150,2	22,3	22,3
	Accumulated Planned Depreciation Jan. 1	-48,6	-42,8	-5,2	-4,4
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	0,0	0,5	-	0,0
	Planned Depreciation Jan. 1-Dec. 31	-5,8	-6,8	-0,8	-0,8
	Book Value December 31	104,8	101,1	16,3	17,1
	Accumulated Depreciation in Excess of Plan January 1	27,6	34,9	4,4	4,3
	Increase in Excess Depreciation Jan. 1 - Dec. 31	0,9	1,2	0,1	0,1
	Decrease in Excess Depreciation Jan. 1 - Dec. 31	-0,3	-8,5	-	-
	Accumulated Depreciation in Excess of Plan December 31	28,1	27,6	4,5	4,4
	Revaluation January 1	12,6	12,6	-	-
	Increase Jan. 1 - Dec. 31	-	-	-	-
	Decrease Jan. 1 - Dec. 31	-	-0,1	-	-
Revaluation December 31	12,6	12,4	-	-	
19. Machinery and Equipment	Acquisition Value January 1	629,3	564,8	2,7	7,2
	Investments Jan. 1- Dec. 31	79,0	82,2	0,8	0,8
	Fixed Asset Disposals Jan. 1- Dec. 31	-2,4	-23,7	-0,4	-5,3
	Acquisition Value December 31	705,9	623,4	3,1	2,7
	Accumulated Planned Depreciation Jan. 1	-416,6	-369,7	-1,4	-5,2
	Acc. Depr. on Disposed Assets Jan. 1-Dec. 31	3,9	7,4	0,4	4,3
	Planned Depreciation Jan. 1-Dec. 31	-52,5	-50,7	-0,6	-0,5
	Book Value December 31	240,7	210,4	1,5	1,3
	Accumulated Depreciation in Excess of Plan January 1	61,1	52,8	0,2	0,1
	Increase in Excess Depreciation Jan. 1 - Dec. 31	11,5	13,8	-	0,0
	Decrease in Excess Depreciation Jan. 1 - Dec. 31	-2,6	-5,6	-0,1	-
	Gain on sale Jan.1-Dec. 31	0,2	0,1	0,2	0,1
	Accumulated Depreciation in Excess of Plan December 31	70,2	61,1	0,3	0,2
	Share of machinery and equipment in book value December 31	199,7	174,8	-	-
	20. Other Tangible Assets	Acquisition Value January 1	9,9	9,4	4,0
Investments Jan. 1- Dec. 31.		1,4	1,2	0,2	0,3
Fixed Asset Disposals Jan. 1- Dec. 31		-2,1	-0,2	-2,1	-
Acquisition Value December 31		9,3	10,4	2,1	4,0
Accumulated Planned Depreciation Jan. 1		-4,4	-3,5	-0,7	-0,5
Acc. Depr. on Disposed Assets Jan. 1-Dec. 31		0,7	-	0,7	-
Planned Depreciation Jan. 1-Dec. 31		-1,1	-1,1	-0,1	-0,2
Book Value December 31		4,5	5,8	2,0	3,3

Notes to the Financial Statements

		Group		Oy Hackman Ab		
		1995	1994	1995	1994	
21. Fixed Asset Tax Values	Land	116,8	152,8	110,7	128,6	
	Buildings and structures	68,1	89,3	12,8	13,4	
	Shares and holdings	6,3	6,2	5,1	5,3	
	Subsidiary shares	-	-	316,8	151,5	
	Assets with no confirmed tax or book value	25,8	20,6	-	-	
22. Long-Term Financial Assets Group and Associated Companies	Group companies					
	Shares			342,3	255,5	
	Loans receivable			38,8	43,1	
	Total			381,1	298,6	
	Associated companies					
	Shares			-	0,3	
	Loans receivable			-	5,1	
	Total			-	5,4	
	23. Receivables Due After One Year or Later	Accounts receivable	114,1	13,2	82,2	4,5
		Loans receivable	25,8	27,2	56,1	63,0
Other receivables		3,5	0,7	-	-	
Total		143,4	41,1	138,3	67,5	
24. Market Value of Current Financial Assets	Securities in inventory	0,3	6,9	-	-	
	Investments	36,4	27,7	35,4	27,6	
	Total market value	36,8	34,6	35,4	27,6	
	Corresponding book value	36,3	34,6	34,9	27,6	
	Difference	0,5	0,0	0,5	0,0	
25. Receivables From Group and Associated Companies	Accounts receivable/Group companies			0,9	1,8	
	Deferred income/Group companies			2,4	12,0	
	Loans receivable/Group companies			390,9	424,1	
	Loans receivable/associated companies			-	2,1	
	Other receivables/Group companies			51,0	16,8	
	Other receivables/associated companies			-	-	
Total			445,2	456,8		
26. Executive Pension Liabilities and Loans to the Shareholders	The retirement age for Group company managing directors is 60-67 years old.					
	The retirement age for the managing director of the parent company is 60 years old					
	Loans granted to the managing directors and board members	1,4	2,0	0,6	0,6	
Repayment periods vary from 0 - 12 years and are usually of the bullet type						
The interest rate is set at the Bank of Finland's prime rate +1%						

		Group		Oy Hackman Ab	
		1995	1994	1995	1994
27. Restricted Equity	Share capital Jan. 1	88,5	88,5	88,5	88,5
	Share capital Dec. 31	88,5	88,5	88,5	88,5
	Contingency fund Jan. 1	165,2	165,3	132,2	132,2
	Decrease Jan. 1 - Dec. 31	-2,6	-	-	-
	Contingency fund Dec. 31	162,6	165,3	132,2	132,2
	Revaluation fund Dec. 31	262,4	274,8	262,4	274,8
	Landed asset write-downs	-115,4	-12,4	-115,4	-12,4
	Revaluation fund Dec 31	147,1	262,4	147,0	262,4
Restricted equity Dec. 31	398,2	516,1	367,6	483,0	
28. Unrestricted equity	Opening balance Jan. 1	197,9	135,9	-	-
	Parent company operating fund Jan. 1	-	-	173,9	161,5
	Income statement effect of revaluations of land	-32,9	12,4	-32,9	12,4
	Parent company operating fund Dec. 31	-	-	141,0	173,9
	Parent company retained earnings Jan. 1	-	-	129,7	63,8
	Dividend payment	-8,8	-6,6	-8,8	-6,6
	Conversion effects	5,1	-2,2	-	-
	Parent company retained earnings Dec. 31	-	-	120,9	57,2
	Net profit for the year	121,0	58,4	107,0	72,5
	Unrestricted equity Dec. 31	282,4	197,9	368,9	303,6
	Distributable unrestricted equity	170,8	78,9		
29. Voluntary Reserves	Investment reserve				
	Balance sheet value Jan. 1	0,1	0,1	-	-
	Increase Jan. 1 - Dec. 31	-	-	-	-
	Decrease Jan. 1 - Dec. 31	-	-	-	-
	Balance sheet value Dec. 31	0,1	0,1	-	-
	Other reserves				
	Balance sheet value Jan. 1	73,8	79,5	9,9	9,9
	Increase Jan. 1 - Dec. 31	-	2,8	-	-
	Decrease Jan. 1 - Dec. 31	-13,3	-8,1	-	-
	Balance sheet value Dec. 31	60,5	74,2	9,9	9,9
30. Mandatory Reserves	Bankruptcy refunds	-	7,5	-	7,5
	Warranty reserve	0,8	0,6	-	-
	Total	0,8	8,1	-	7,5
31. Liabilities Maturing Within Five Years or Later	From financial institutions	1,5	60,6	-	4,5
	Pension loans	183,4	222,2	51,3	82,4
	Other long-term debts	48,1	44,5	-	-
	Total	233,1	327,3	51,3	86,9
32. Liabilities to Group Companies	Other long-term debts/Group companies			0,1	0,1
	Short-term debts/Group companies			8,5	3,2
	Deferred expenses/Group companies			1,2	0,5
	Other short-term debts/Group companies			173,0	148,0
	Other short-term debts/associated companies			0,4	0,4
	Total			183,2	152,2

Notes to the Financial Statements

		Group		Oy Hackman Ab	
		1995	1994	1995	1994
33. Contingent Liabilities and Mortgages	Secured against own liabilities	251,4	287,3	169,0	168,2
	Secured against Group company liabilities	-	-	48,3	50,4
	Secured against liabilities for others	-	-	0,2	-
	Total	251,4	287,3	217,6	218,6
	Guarantrees for Group companies	-	-	280,6	324,8
Guarantees for others	20,8	5,9	7,2	6,9	
Total	20,8	5,9	287,8	331,7	
Liabilities contingent on associated companies		-	-	-	-
34. Personnel	Average				
	Hackman Designor	1 543	1 590	-	-
	Hackman Household	510	525	-	-
	Hackman Metos	367	195	-	-
	Hackman Stainless	527	776	-	-
	Hackman TTT	248	237	-	-
	Hackman Industrier	4	4	-	-
	Head Office	22	22	22	22
	Total	3 221	3 362	22	22
	31.12.1995				
	Hackman Designor	1 532	1 607	-	-
	Hackman Household	490	520	-	-
	Hackman Metos	340	366	-	-
	Hackman Stainless	549	727	-	-
	Hackman TTT	249	239	-	-
	Hackman Industrier	4	4	-	-
	Head Office	23	22	23	22
	Total	3 187	3 485	23	22
	Personnel by Country Dec. 31				
	Finland	1 769	1 874	23	22
	Sweden	739	749	-	-
	Norway	202	203	-	-
	Denmark	30	20	-	-
	The Netherlands	7	152	-	-
	France	262	268	-	-
	Germany	32	36	-	-
	Austria	2	3	-	-
	Estonia	9	55	-	-
	Poland	1	1	-	-
	Hungary	75	68	-	-
	Russia	2	-	-	-
	USA	57	56	-	-
	Total	3 187	3 485	23	22

35. Group Companies Dec. 31, 1995	Group				Holding in Group Comps %	Face Value Total '000	Total Book Value		Profit Last. Period
	Share Holding %	Voting Share %	Share of Equity MFIM	No. of Shares			Parent Comp.	Group Comp.	
Hackman Designor Oy Ab	100	100	86,4	1900	100	FIM 19 000	133,5	-	0,0
Oy Alu Ab	100	100	2,6	6087	100	FIM 3 044	-	0,0	-1,6
Designor AG	100	100	0,0	100	100	CHF 50	-	0,1	-
Fetefem LLC	98	98	1,2	5421	100	HUF 54 210	-	0,4	-0,1
Hackman LLC	98	98	0,8	26404	98	HUF 25 876	-	1,3	0,0
Hackman Cutlery Factory LLC	99	99	0,9	8900	100	HUF 89 000	-	4,2	-1,3
Hackman Europe B.V.	100	100	85,8	360000	100	NLG 36 000	104,5	-	25,8
Hackman A/S	100	100	6,4	2500	100	DKK 2 500	-	5,2	2,0
Hackman Designor B.V.	100	100	-1,0	125	100	NLG 125	-	0,3	-0,6
Hackman Eesti AS	100	100	0,4	100	100	EEK 1 000	-	0,4	0,0
Hackman Fürst AG	100	100	3,4	50	100	CHF 50	-	2,5	0,0
Hackman Fürst GmbH	100	100	3,3	50	100	DEM 4 550	-	16,1	-2,7
Hackman Fürst GmbH	100	100	-0,3	45	100	ATS 450	-	0,3	-0,4
Hackman TTT GmbH	100	100	0,7	3000	100	DEM 300	-	0,7	0,1
Hackman Havi Oy Ab	100	100	32,4	461208	100	FIM 9 230	-	27,1	0,3
Hackman Havi AB	100	100	13,9	10000	100	SEK 10 000	-	38,2	-
Hackman Polska Z.O.O.	100	100	-0,2	50	100	PLZ 50	-	0,1	-0,3
Zao Hackman Havi St. Peterburg	100	100	0,0	1	100	RUR 54	-	0,1	0,0
Nordic Cosmetics Ltd Oy	100	100	1,7	10082	100	FIM 1 008	-	2,0	-0,3
Oy Tam-Kos Ab	100	100	2,3	180	100	FIM 18	-	2,6	0,0
Hackman Household AB	100	100	34,1	206667	100	SEK 20 667	-	76,8	1,0
Hackman Household A/S	100	100	0,1	15000	100	DKK 15 000	-	2,8	-2,9
Hackman Industrier AB	100	100	15,0	280000	100	SEK 28 000	-	70,1	-0,4
Hackman Rörstrand AB	100	100	15,3	200000	100	SEK 20 000	-	13,2	0,1
Nilsjohan AB	100	100	0,0	50	100	SEK 50	-	0,0	-
Hackman Wedholms AB	100	100	12,0	15000	100	SEK 15 000	-	11,8	0,0
Hackman Norge A/S	100	100	14,0	50	100	NOK 20 050	-	14,6	2,6
Hackman Designor A/S	100	100	24,5	16981	100	NOK 8 490	-	13,0	0,0
Hackman Household A/S	100	100	1,6	2050	100	NOK 2 050	-	1,4	-0,6
Hackman TTT Oy Ab	100	100	19,3	24	100	FIM 12 000	-	35,3	4,0
Hackman USA Corporation	100	100	18,7	100	100	USD 2 000	-	16,3	-0,2
Hackman-MKT Inc.	100	100	0,0	1000	100	USD 50	-	0,2	-
Hackman Tabletop Inc.	100	100	0,8	150000	100	USD 150	-	3,0	-1,1
The Peerless Saw Company	100	100	7,1	500	100	USD 50	-	13,3	0,7
MKT France S.A.	100	100	0,1	250	100	FRF 250	0,0	0,1	-
Prominox S.A.	100	100	58,2	30000	100	FRF 3 000	0,0	63,2	1,0
Eurotanks Polska Sp.z.o.o.	51	51	0,6	7200	51	PLZ 367	-	0,9	0,5
Hackman Intech Oy	100	100	0,3	25	100	FIM 250	0,1	0,1	0,0
Hackman Invest Oy Ab	100	100	10,8	1000	100	FIM 10 000	10,0	-	0,7
Hackman Metos Oy Ab	60	60	32,2	182	60	FIM 6 000	24,3	-	13,1
CaféKing Oy	60	60	0,0	15	100	FIM 15	-	0,0	0,0
Hackman Latvia SIA	60	60	0,0	2	100	LVL 2	-	0,0	-
Hackman Metos AB	60	60	0,8	1700	100	SEK 1 700	-	7,3	1,4
Hackman Metos A/S	60	60	0,8	204000	100	NOK 2 040	-	3,5	-0,7
Hackman Metos Eesti AS	60	60	-0,1	1	100	EEK 25	-	0,0	-0,1
Hackman Stala Kalusteet Oy	54	54	0,9	900	90	FIM 900	-	0,9	0,7
Hackman-MKT Oy	100	100	30,7	3100	100	FIM 26 000	26,8	-	0,0
Hackman Pinnoitteet Oy	100	100	-0,6	50	100	FIM 500	0,5	-	-0,6
Hackman Prosessi Oy Ab	100	100	5,6	50000	100	FIM 5 000	5,0	-	0,1
Hackman Sarvis Oy	100	100	0,8	100	100	FIM 1 000	3,9	-	0,0
Hackman Suurkeittiöt Oy Ab	100	100	7,1	400000	100	FIM 4 000	11,9	-	4,8
Hackman Dairytec Oy	100	100	2,8	3500	100	FIM 3 500	0,0	2,1	0,0
Hackman Toplami Oy	100	100	0,7	500	100	FIM 500	0,5	-	0,0
Hadwaco Ltd Oy	91	91	10,1	2000	91	FIM 18 200	15,2	3,0	-4,7
Hadwaco US Inc.	91	91	-0,2	1	100	USD 1	-	0,0	-0,3
Kiint. Oy Sorsakosken Teollisuustalot	100	100	6,7	7000	100	FIM 7 000	6,0	1,0	-0,1
Total							342,3	455,9	

Notes to the Financial Statements

36. Associated Companies December 31, 1995	Group				Holding in Group Comps %	Face Value Total '000	Total Book Value		Profit Last Period	Date of Account Closing / Length of Period
	Share Holding %	Voting Rights %	Share of Equity MFIM	No. of Shares			Parent Company	Group Company		
Rörstrands Kulturforum AB	40	40	1,3	50	40	SEK 50	-	1,3	0,0	31.12.95/12
Wexiödisk Förvaltnings AB	24	24	13,3	528	40	SEK 88	-	21,2	3,2	30.4.95/12
Total							-	22,5		

37. Shares and Holdings Dec. 31, 1995

Asunto Oy Elvalanranta	1 519	-	1 519	-	1,5
Asunto Oy Pankkikallio	4 205	52,6	421	0,9 ¹⁾	-
Asunto Oy Sorsakosken Pajaharju	13 598	27,4	136	0,2 ¹⁾	-
GolfTalma Oy	2	-	-	-	0,2
Helsingin Arvopaperipörssi Oy	1	-	-	0,3	-
Helsingin Puhelin Oy	129	-	-	0,1	0,2
Helsinki Halli Oy	1	-	450	0,5	-
Kiinteistö Oy Joutsenon Annukka	38	50,0	380	0,4 ¹⁾	-
Oy Kwartett Invest Ab	15 000	15,0	1 500	1,5	-
Leppävirran matkailukeskus Oy	150	33,3	150	0,2 ¹⁾	-
Suomen kerta-astiateollisuus Oy	150	8,3	150	-	0,2
Suomen Osakekeskusrekisteri Osuuskunta	2	-	-	0,1	-
Tietosavo Oy	10 200	2,7	102	0,1	-
Vakuutusyhtiö Sampo	561	-	11	-	0,2
Others	-	-	-	0,2	1,3
Total				4,4	3,5

¹⁾ Excluded from Group financial statements due to minor impact.

Group Key Ratios and Figures

		1991	1992	1993	1994	1995
Net Sales	FIM million	2 058,1	1 964,9	1 911,4	1 873,3	2 061,5
Change	%	-8,6	-4,5	-2,7	-2,0	10,0
Offshore Sales	FIM million	1 251,2	1 421,9	1 273,5	1 142,1	1 158,1
Share of Net Sales	%	60,8	72,4	66,6	61,0	56,2
Salaries and Benefits	FIM million	683,3	637,4	599,0	577,2	592,3
Share of Net Sales	%	33,2	32,4	31,3	30,8	28,7
Gross Profit	FIM million	467,7	534,3	513,6	533,3	574,3
Share of Net Sales	%	22,7	27,2	26,9	28,5	27,9
Operating Profit Before Depreciation	FIM million	66,5	141,3	178,2	231,5	181,2
Share of Net Sales	%	3,2	7,2	9,3	12,4	8,8
Planned Depreciation	FIM million	104,5	120,0	97,6	93,9	88,3
Decrease in Group Reserve	FIM million	11,6	20,2	2,2	0,9	1,5
Operating Profit After Depreciation	FIM million	-26,4	41,5	82,8	138,5	94,4
Share of Net Sales	%	-1,3	2,1	4,3	7,4	4,6
Net Financial Costs	FIM million	89,3	104,8	64,0	57,3	53,8
Share of Net Sales	%	4,3	5,3	3,4	3,1	2,6
Profit After Financial Items	FIM million	-115,7	-63,3	18,8	81,2	40,6
Share of Net Sales	%	-5,6	-3,2	1,0	4,3	2,0
Profit Before Extraordinary Items	FIM million	-115,7	-63,3	18,8	81,2	40,6
Share of Net sales	%	-5,6	-3,2	1,0	4,3	2,0
Profit Before Appropriations and Taxes	FIM million	-115,7	-63,3	36,6	81,2	184,3
Share of Net sales	%	-5,6	-3,2	1,9	4,3	8,9
Direct taxes, operations	FIM million	-2,7	10,0	11,4	25,8	12,1
Direct taxes, extraordinary items	FIM million					40,3
Minority Interest Share in Profit	FIM million	-0,1	-4,3	3,0	-3,0	10,9
Value Added	FIM million	802,1	832,8	821,6	857,9	826,4
Financial Profit	FIM million	-20,1	26,5	120,6	148,4	259,0
Share of Net Sales	%	-1,0	1,3	6,3	7,9	12,6
Gross Investments	FIM million	137,7	102,4	121,7	186,4	142,6
Share of Net Sales	%	6,7	5,2	6,4	10,0	6,9
Dividends Paid	¹⁾ FIM million	6,2	4,8	6,6	8,8	13,2
Interest Bearing Financial Assets	FIM million	314,5	191,1	210,4	117,5	85,4
Interest Free Financial Assets	FIM million	360,1	344,0	361,3	414,0	479,8
Inventories	FIM million	431,3	439,5	434,5	520,3	508,6
Fixed Assets	FIM million	1 168,7	1 203,2	1 034,0	1 072,3	925,1
Interest Free Liabilities	²⁾ FIM million	465,9	525,1	503,5	581,4	481,0
Interest Bearing Liabilities	FIM million	973,6	934,0	849,9	787,5	812,7
Share of Net Sales	%	47,3	47,5	44,5	42,0	39,4
Net Working Capital	FIM million	367,3	302,3	349,1	397,2	554,9
Share of Net Sales	%	17,8	15,4	18,3	21,2	26,9
Minority Interest	FIM million	71,2	48,9	22,1	32,4	23,9
Shareholders' Equity	²⁾ FIM million	764,0	669,8	664,7	714,0	680,5
Balance Sheet Total	FIM million	2 274,6	2 177,8	2 040,2	2 123,4	1 998,9
Return on Investment	²⁾ %	0,4	4,1	7,2	10,0	7,1
Return on Equity	²⁾ %	-12,9	-9,4	1,1	7,7	3,9
Equity Ratio	²⁾ %	37,5	33,9	34,4	36,7	35,7
Quick ratio		1,2	1,0	0,7	0,9	0,8
Current ratio		1,9	1,6	1,2	1,5	1,4
Average Number of Personnel		4 663	3 876	3 432	3 362	3 221
Abroad		1 957	1 794	1 646	1 614	1 402
Total personnel Dec. 31		4 067	3 719	3 406	3 485	3 187
Abroad		1 833	1 738	1 648	1 611	1 418
Net Sales/Person	FIM million	0,441	0,507	0,557	0,557	0,640
Value Added/Person	FIM million	0,172	0,215	0,239	0,255	0,257

1) Proposal of the Board for 1995

2) General untaxed reserves have been divided into retained earnings (72 %) and deferred tax liability (28 %)

Calculation of Key Ratios

Value Added	Operating profit before depreciation + salaries and benefits + rental costs
Financial Profit	Profit before appropriations and taxes + planned depreciation – decrease in Group reserves – taxes
Net Working Capital	Non-interest bearing current assets + inventories – short-term non-interest bearing liabilities
Return on Investment (ROI) Return on Net Assets (RNA)	$\frac{\text{Profit after financial items + interest and other financial expenses} \times 100}{\text{Average}(\text{Balance sheet total} - \text{non-interest bearing liabilities})}$
Return on Equity (ROE)	$\frac{\text{Profit before extraordinary items} - \text{taxes} \times 100}{\text{Average}(\text{shareholders' equity} + \text{minority interest})}$
Equity Ratio	$\frac{\text{Shareholders' Equity} + \text{minority interest} \times 100}{\text{Total assets} - \text{advances received}}$
Quick Ratio	$\frac{\text{Current assets}}{\text{Current liabilities} - \text{advances paid}}$
Current Ratio	$\frac{\text{Current assets} + \text{inventories}}{\text{Current liabilities}}$
Earnings per share (EPS)	$\frac{\text{Profit before extraordinary items} - \text{minority interest} - \text{taxes}}{\text{Average number of shares}}$
Cash-Flow Per Share	$\frac{\text{Profit after financial items} + \text{depreciation} - \text{taxes}}{\text{Average number of shares}}$
Shareholders' Equity/Share	$\frac{\text{Shareholders' equity}}{\text{Number of shares at year end}}$
Dividend/Share	$\frac{\text{Dividend}}{\text{Number of shares at year end}}$
Dividend as a Percentage of Earnings	$\frac{\text{Dividend/share} \times 100}{\text{Earnings per share}}$
Effective Dividend Yield	$\frac{\text{Dividend/share} \times 100}{\text{Year end share price}}$
Price Earnings Ratio (P/E)	$\frac{\text{Dividend/share} \times 100}{\text{Earnings per share}}$

Proposal of the Board of Directors

According to the Group balance sheet the unrestricted equity as of December 31, 1995 amounted to	FIM	282 431 000,00
of which the distributable unrestricted equity amounted to	FIM	170 768 000,00

The Parent Company's unrestricted equity breaks down as follows:

Operational fund, December 31, 1995	FIM	141 008 088,00
Retained earnings, December 31, 1995	FIM	120 880 446,41
Profit for the year	FIM	107 017 392,93
		<hr/>
		368 905 927,34

The Board of Directors recommends that:

- a dividend on 1995 of FIM 3.00 per share be distributed on the 817,500 K-shares outstanding and on the 3,582,500 A-shares outstanding, the sum totalling:	FIM	13 200 000,00
- a sum is to be retained in the Group's operational fund amounting to FIM:	FIM	141 008 088,00
- the remaining sum is to be held in retained earnings:	FIM	214 697 839,34
	FIM	<hr/>
		368 905 927,34

Helsinki, March 1, 1996

Peter Fazer

Carl-Olaf Homén

Jan Hörhammer

Bo Lundquist

Thomas Thesleff

Christer Gripenberg

Curt Lindbom

Auditors' Report

TO THE SHAREHOLDERS OF
OY HACKMAN AB

We have audited the accounting records, financial statements and administration of Oy Hackman Ab for the fiscal year ending December 31, 1995. The financial statements, consisting of the consolidated and parent company income statements, balance sheets, notes and the report of the Board, have been prepared by the Managing Director and the Board of Directors.

We have audited the accounts in accordance with generally accepted Finnish accounting principles. This requires that the accounts and accounting standards, as

well as the presentation and content of the documentation be audited comprehensively enough to state that the report does not contain any relevant errors or deficiencies. In connection with our audit of the company's administrative procedures, we have checked that the Board members and the Managing Director have acted in accordance with regulations contained in Finnish corporate law.

It is our opinion that the annual report and the financial statements contained therein have been prepared in accordance with legally required and generally accepted accounting procedures. The report gives a fair and accurate view

of the financial performance and financial status of the Group as well as the parent company. It is therefore our view that the financial statements for the year may be adopted and the Board members and Managing Director may be discharged from liability for the fiscal year. The proposal of the Board for the distribution of profits is in accordance with accounting legislation.

We have also reviewed the interim reports during the year under review. In our view these reports have also been prepared in accordance with the required accounting procedures.

Helsinki, March 8, 1996

Joe Sundholm,

Authorized Public Accountant

Camilla Hackman

Hackman Designor

Hackman Designor designs and manufactures cookware and tableware. Its products are marketed under internationally recognized brands. Sales are carried out by distributors who have the ability to communicate the value-added contained in our products. It is a mark of quality which tells the customer that he can trust in Hackman.

Product Range and Brands

The Designor range comprises high quality, functional products for cooking and tablesetting. The range also includes decorative art products designed by well-known designers from Finland and Sweden. Nordic design with its clean lines, simple forms and human orientation is the platform for our products.

Hackman Designor has gathered four well-known brand names around itself. Hackman®, Arabia, Rörstrand and Iittala®. Each of Designor's brand families has been carefully positioned and has a precise profile which is instantly recognizable in any of its products or marks. The Aalto vase is a typical Iittala® product. It will always be the flagship for Iittala® just as Teema is for Arabia, Ostindia is for Rörstrand and Avanti and Savonia are for Hackman®.

Hackman - A Master of Metal

Hackman has built up an overwhelming set of skills as a producer of high quality cutlery. The range offers quality flatware with a distinctly Nordic flavour.

Hackman has taken a position as the leading Nordic producer of household cookware known for its commitment to quality. Hackman cookware is produced from stainless steel, copper, cast aluminum, and surfaced or enameled aluminum.

Arabia - Beauty, Simplicity and Functionality

The position of the Arabia brand is rooted deeply in everyday life. Arabia is a part of life. Arabia products bring a little bit of sunshine into people's lives with porcelain products that last and function extremely well. Arabia products are fun to live with.

Rörstrand - The Aristocrat of Nordic Porcelain

In Rörstrand the skill of master handcraftsmanship has been combined with modern technology resulting in high quality, beautiful and practical products. The product range and marketing are focused on customers who appreciate porcelain traditions. Rörstrand products are pleasant to live with and easy to pass down from generation to generation.

Iittala® - Glass Perfection

Finnish glass has long been a concept which stands for superior lead-free quality glassware that meets the demanding requirements of both consumers



NILS
ENGSTRÖM

and collectors. The design offers simple, clean lines which attract the customer with its stark, good taste.

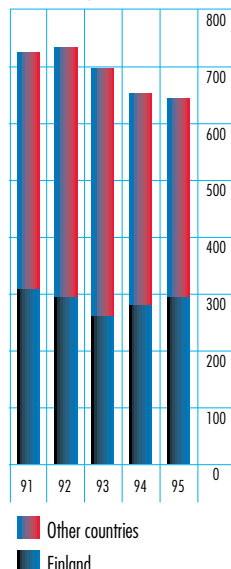
Local Brands

Designor also has well-known local brands. In Finland the most significant local brands are Nuutajärvi art glass and Matti & Maija cookware. In Sweden housewares are marketed under the NilsJohan brand and coffeeware collections under the Hackefors name. In Norway the Hoyang and Polaris brands dominate Hackman's cookware sales while in Denmark they are marketed under the Klöverblad name.

Markets

Designor's domestic market comprises the Nordic area. Business is conducted and developed in strong partnership with the major distribution channels for instance by building up strong distribution agreements and developing effective in-store merchandizing. In Finland all of our brands enjoy a strong market position. In Sweden Rörstrand is dominant and in Norway Hoyang/Polaris holds sway. In Denmark Hackman cookware has taken

NET SALES, FIM MILLION



HACKMAN®



DESIGNOR, FIM million	1995	1994
Net Sales	644,0	652,0
Outside Finland	351,8	372,7
Operating profit after depreciation	32,3	31,3
% of net sales	5,0	4,8
Investments	47,5	42,7
RNA %	4,6	7,6
Personnel, average	1 543	1 590
Outside Finland	587	610

the market leader's position in the wake of a marketing campaign. In Sweden demand declined in 1995.

Outside of the Nordic area sales grew 13 percent. We worked through our own subsidiaries in Germany, the Netherlands and the United States and elsewhere through importers and agents. During 1995 our German subsidiary concentrating selling activities on its own organization. Our US subsidiary moved into more appropriate facilities and its warehousing was rationalized.

Restructuring of Production Continues

During 1995 several large projects were executed and completed. These projects

took place in accordance with plans, but they consumed a lot of resources and disrupted production. The Lidköping operation was focused on porcelain decorating technology, machinery and equipment were modernized and all operations were shifted to a single floor. All warehousing and storage was transferred to newer, more modern facilities. The Hackefors range has been preserved in its entirety in Lidköping. In Helsinki the automation of porcelain production and the concentration of production into a single floor continued and will be completed in 1996.

Nuutajärvi's mechanical glass production line has been transferred to Iittala in order to generate manufacturing efficien-

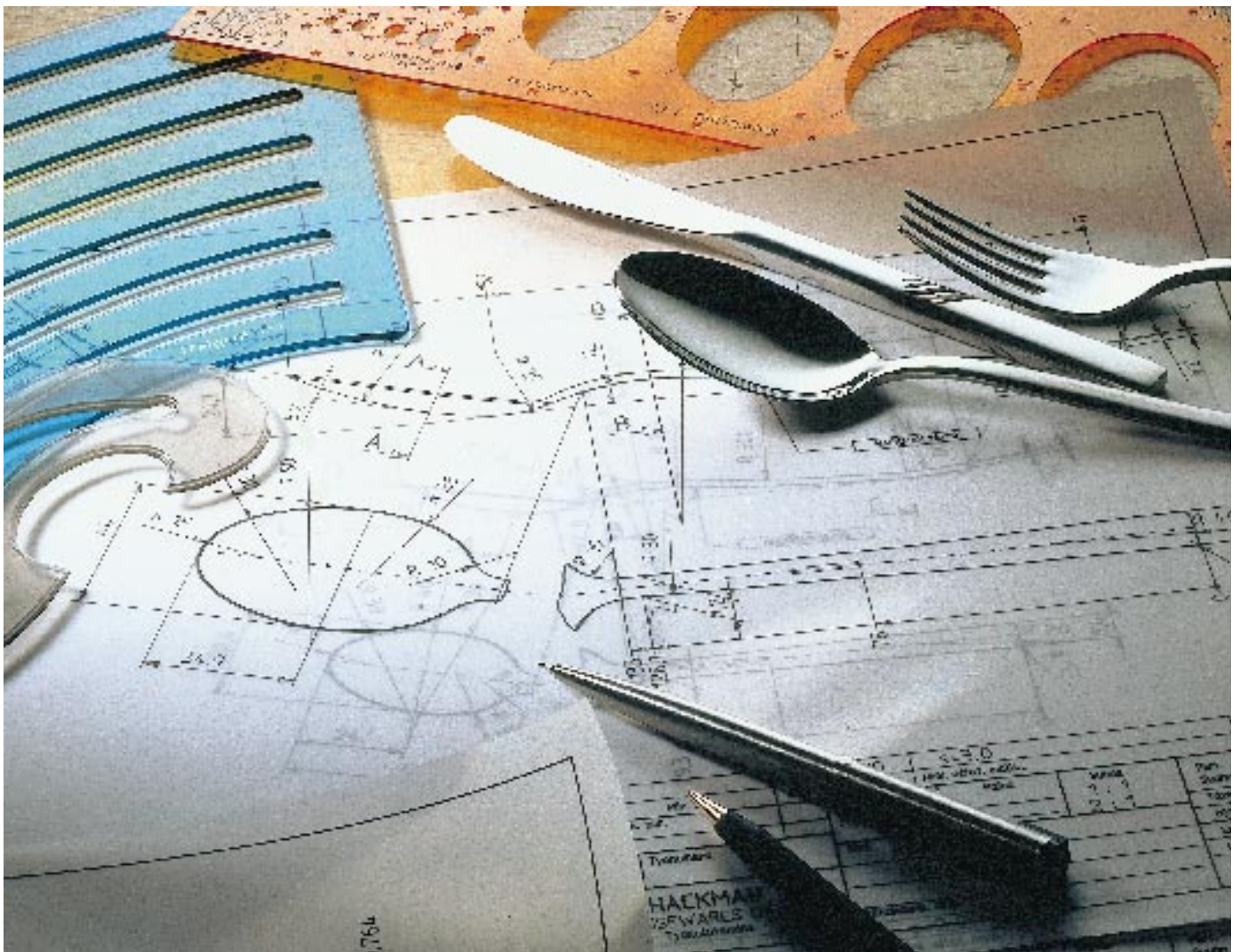
cies. Iittala has thus grown into a center for blown volume glass and machine-made glass while art-glass has been concentrated into Nuutajärvi. A fire at the Järvenpää cookware plant disrupted production and this damaged sales.

Logistics

Punctual and reliable deliveries play a critical role in our profitability targets with respect to the entire manufacturing value chain and in the development of our cooperation with our partners in trade. A wide-reaching program aimed at these issues is currently under way. We installed new information systems into our sales companies - the last ones being

If anyone is a master of cutlery design, it is Hackman.

For 122 years we have built up the skill to design the very finest implements, handing down the knowledge from one generation to the next.



Sweden and Germany - which will enable us to carry the same data base in all of our markets. The purpose of this new information system is to improve Designor's warehousing system and logistics. The system is now operating well and opportunities for continued development look promising. The entire project should be complete by the end of 1997.

Financial Performance 1995

Earnings were affected by raw material prices which rose sharply during the year and the production transfer programs described above. Most of the production transfers were finished at the beginning of 1996 and production capacity is now good. At the same time, raw material

prices have dropped back down to their normal level.

Prospects for 1996

Nothing would indicate that market conditions offer significant growth opportunities. Growth and profits are entirely in our own hands and depend on how much market share we are able to take. We will focus all of our attention on product development, quality, delivery performance and service. On Designor's markets it is vital to improve quality and cost-effectiveness on an ongoing basis.

Now that we have improved our production capacity, we have good opportunities to offer our distributors large volumes of product at competitive prices.

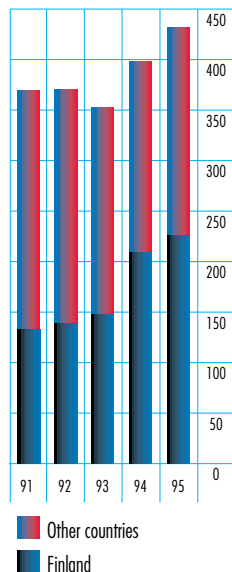
By integrating plastic housewares and candle operations into Designor we will be able to create opportunities for broader cooperation with volume distributors on Nordic markets. At the same time we will be able to rationalize and streamline operations.

Kitchen and Table

Hackman Household

The Hackman Household SBA consists of the Hackman Havi and Hackman Hammarplast SBU's. The SBA produces and markets household plastics and technochemical products as well as personal hygiene products.

NET SALES, FIM MILLION



Product Range & Brands

Hackman Household's product range consists of household plastic products for storage, plants and gardening bearing the Hammarplast/Sarvis brand. Havi Candles are sold under the Havi Hyvä Sydän brand and technochemical products sold under names such as Mini Risk, Tolu and Havi's Mäntysuopa. Household also produces products under contract and for private labels. Nordic Cosmetics handles cosmetics marketing in Finland. It has licenses and distribution agreements with internationally recognized cosmetics manufacturers.

Markets and 1995 Operations

Household's domestic market consists of



MARIO F. PATROCOLLO

the Nordic area. Divisional sales exceeded FIM 462.5 million in 1995, yielding growth of 6% over the previous year. Technochemical and candle sales developed favorably in Sweden and extremely well in Finland. In Finland Household increased its technochemical sales by



The running characteristics of Havi's number one product, the 100% stearin Crown candle shown, are being tested at Havi's laboratory on a revolving surface. The best raw materials and a commitment to R&D guarantee the highest quality.

15 % which indicates that we have taken market share on these otherwise depressed markets. Havi's candle production and sales broke all-time earnings records. Finnish sales rose FIM 45 million with a 54 % market share. We also started up cooperation with Marimekko concerning tablecloth and napkin sales in order to extend the candle marketing concept. This cooperation has gone well.

Plastic product sales rose 16 % as a result of the Dynoplast acquisition. During the year Dynoplast's production

was transferred to the Tingsryd and Gislaved plants in Sweden. Household is the Nordic market leader in the household plastics segment.

Nordic Cosmetics also generated good sales growth. The company represents many of Procter & Gamble's cosmetic lines and brands in Finland: Hugo Boss,

Laura Biagiotti, Ellen Betrix and Max Factor.

The company also represents many other internationally famous names such as Clairol, Lancaster and Isadora.

During the year the

NilsJohan kitchen accessory and supply range was transferred from Hackman Designer to Hackman Household. The measure strengthened the sales of these products in grocery stores which are our primary distribution channel. We also continued the Partnership Program with our partners in the trade, executing changes in our marketing and sales organization.

The most significant investments made in 1995 were related to productivity improvements. Numerous new products were launched which meet state-of-the-art environmental requirements. Our profitability was satisfactory despite

HOUSEHOLD, FIM million	1995	1994
Net Sales	432,1	403,0
Outside Finland	206,1	193,7
Operating profit after depreciation	16,6	15,6
% of net sales	3,8	3,9
Investments	40,4	79,1
RNA %	9,2	12,1
Personnel, average	510	538
Outside Finland	260	271

significant cost increases, particularly in the plastics business.

Prospects for 1996

As of March 1, 1996, the candle, household plastics, cutlery, cookware, glass and

porcelain product groups will be integrated into a single division under the Hackman Designor name. The integration of these product groups will create a stronger platform for the development of the large-scale retail and specialty shop

sales of these products. Hackman Havi will concentrate on technochemical and personal hygiene product production.

Kitchen and Table

Hackman Metos

Hackman Metos designs, produces and markets efficient food and beverage service equipment and solutions in accordance with its professional kitchen customers' needs. The Metos brand serves as a guarantee of superior product and long term service quality. The company's competitive advantage is its ability to effectively utilize the skills and resources of its organization.

Targets and Segments

The Hackman Metos product range consists of both individual pieces of food service equipment, and total customer solutions, including glassware, tableware and cutlery. The Hackman Metos Marine unit is an internationally recognized marine galley supplier, serving all kinds of vessels, from freighters to luxury liners.

Hackman Metos is the market leader

in the Nordic area. Our customers include private professional kitchens from café's to first class restaurants as well as public institutions such as schools, nursing homes and hospitals. Hackman Metos has sales companies in Finland, Norway, Sweden, Russia, Estonia, Lithuania and Latvia. We also have a global network of skilled representatives who are responsible for providing fast and high quality service and maintenance. Our production units are located in Finland's Kerava, Sorsakoski and Hyvinkää, as well as in Sweden's Klössbol and Växsjö.

Competitiveness Through Acquisitions & Restructuring

The year 1995 was the first complete year of operation for Hackman Metos. These operations were characterized by changes and restructuring aimed at strengthening Hackman Metos' position as a leading professional kitchen supplier in the Nordic area and elsewhere in Europe.

During 1995 Hackman

Metos acquired a 40 percent holding in Wexiödisk AB. The Swedish Wexiödisk has specialized in state-of-the-art dishwashers for professional kitchens. The remaining 60 percent of the shares will transfer to Hackman Metos over the next four years. The acquisition will strengthen Hackman Metos' position as the largest producer of dishwashing machines and the market leader in this segment in the Nordic Countries. The deal will also lay

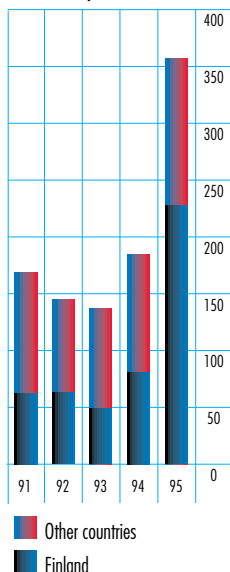
the foundation for the development of increasingly efficient and environmentally sensitive products.

The main challenge for 1995 was to create a common operational



MICHAEL RAMM-SCHMIDT

NET SALES, FIM MILLION



metos

METOS, FIM million	1995	1994
Net Sales	357,3	184,4
Outside Finland	129,9	103,2
Operating profit after depreciation	17,4	-4,6
% of net sales	4,9	-2,5
Investments	25,4	29,4
RNA %	21,4	5,4
Personnel, average	367	195
Outside Finland	83	66

framework for the five companies and business units from which Hackman Metos has been formed. The extremely different control systems and product ranges of Hackman Professional Kitchens, Metos, Stala, Wexiödisk and Hackman Foodtec were integrated into a single totality with a common culture and a uniform set of business methods within a very short time.

This new corporate culture has begun to show results in the form of more efficient operations. We have been able to increase sales while simultaneously cutting costs and our profitability has improved significantly as a consequence. Hackman Metos has therefore achieved its earnings and ROI targets.

1995 Operations

A substantial number of major projects were started up during the year. We expect these programs to reinforce



Food service equipment requires heavy investments in broad-based product development that will guarantee market leadership in the Nordic area. Shown here is the design for the Master E tunnel washer.

Hackman Metos' market position, reduce its costs over the next few years and to maintain the trend toward increasing earnings in 1996. Some of the most important projects are as follows:

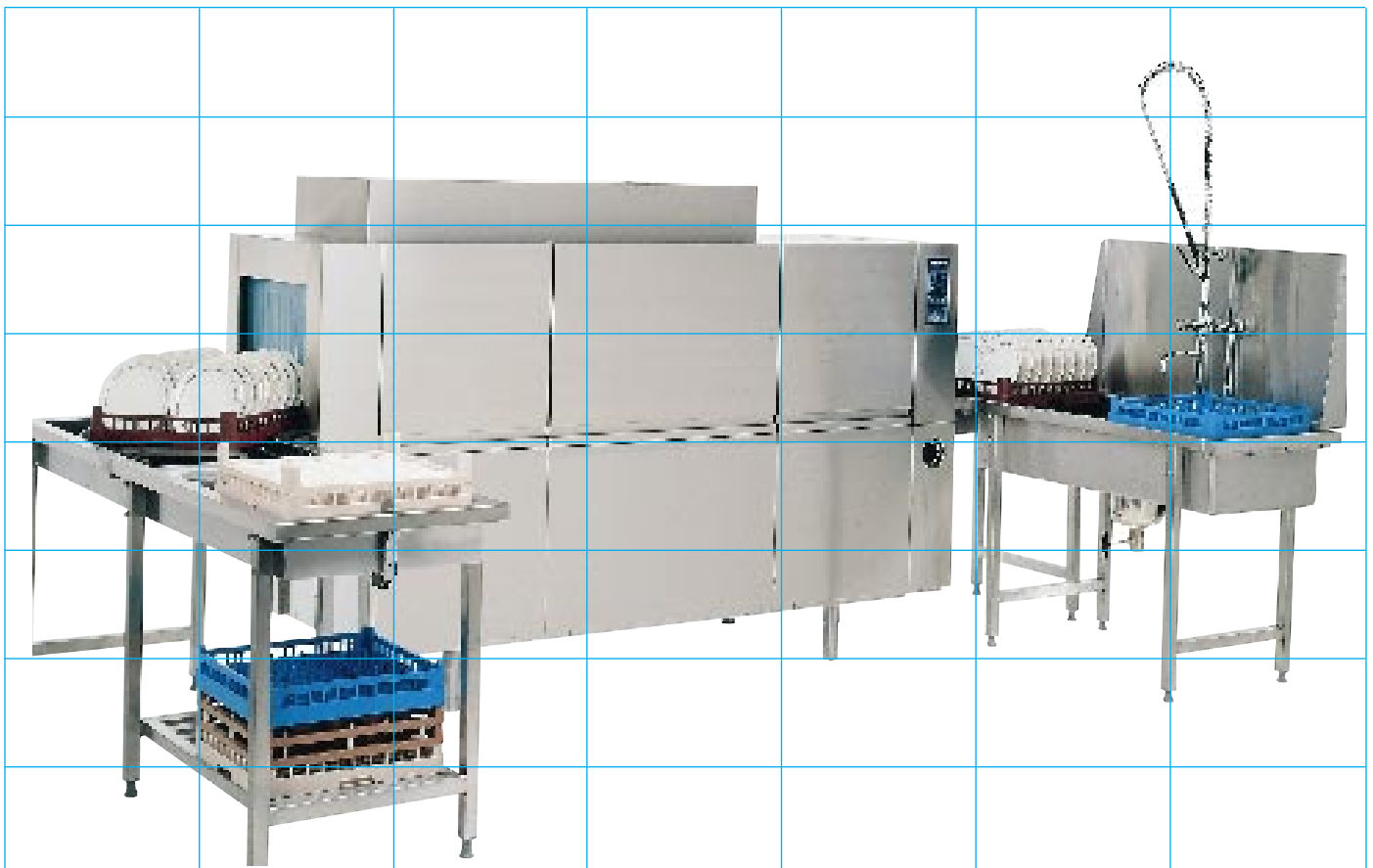
- Integration of Stala Oy's professional kitchen operations into the rest of the organization and the transfer of trolley and shelving production from Lahti to Kerava
- Reorganization of dishwashing production between Kerava and Växjö

- Product range review and standardization
- Commissioning of a new information system in 1996
- ISO 9000 quality assurance system covering all Finnish operations to be brought on line and initiation of quality assurance systems in Sweden and Norway
- Integration of CaféKing and Metos restaurant units and service quality improvement program for hotel and restaurant business
- After-sales activities to be revamped

Prospects For 1996

Demand in the public sector on our main markets in Finland, Sweden and Norway will remain stable or weaken slightly. In

The Master E represents the state-of-the-art for tunnel washers on international markets. It offers highly efficient dishwashing with minimal energy and water consumption, low maintenance requirements and a host of user-friendly features.



contrast, the share of private sector services is on the rise because catering companies are taking over an increasing share of public sector food service supply. In addition, restaurants for instance, will be forced to modernize their equipment because they have held back investments over the past few years. Fast food markets will also continue to grow. The importance of after-sales will increase because of the ongoing increase in the economic lifetime of kitchen equipment.

We expect competition to intensify, particularly in Finland, while we expect only minor changes on Swedish and

Norwegian markets. Market growth within the EU countries is minimal. For this reason the areas neighboring Finland in the south and east offer interesting opportunities at the very least. There is a clear need for investments and the construction of a new infrastructure in Russia, the Baltic countries, Poland, the Czech Republic and Hungary. However, it is difficult to forecast the development of these markets.

Changes in food and beverage trends will require new, more efficient production methods. Since the significance of service maintenance will be increasing at

the same time, and because there will be a scarcity of investment resources, the players in this industry will have to demonstrate a lot of flexibility. Because we have already restructured Hackman Metos and initiated streamlining and efficiency building programs, Hackman Metos is well positioned to meet these challenges and continue the favorable performance it showed in 1995.

Industry

Hackman Stainless

Hackman Stainless designs, produces and markets demanding stainless steel vessels, equipment, piping systems, machine parts and environmental technologies for industry.

The Stainless SBA comprises several strategic business units. The Food Process SBU comprises Prominox S.A. based in France and Hackman Wedholms AB

based in Sweden. The Farm Cool product group within this SBU produces milk cooling and transport tanks. The Tanks & Machinery product group produces vessels and components for the food processing industry.

The Wood Process SBU comprises Hackman Prosessi Oy and Hadwaco Ltd, both based in Finland. Hackman Prosessi has a longstanding tradition as a specialist producing tanks, equipment and piping systems for the forestry industry.

Product Development

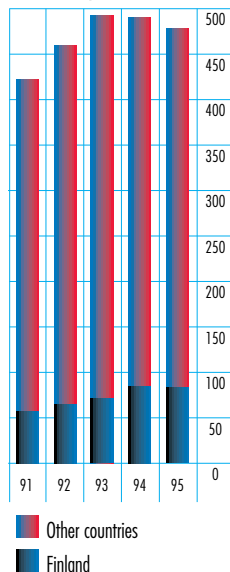
Hackman Prosessi has been developing a new pulp washing machine for the past several years. This Displacer has been pilot tested at a Finnish pulp plant and the results have been very encouraging up to now. The patented pulp washer is a light weight construction operating on the dis-



MARKUS NYMARK

placement principle outside the main facility. During the washing process the chemicals required in the pulp mass cooking process are removed. The pulp is separated out perfectly from the rest of the mass inside the vertical structure with the aid of a circulating liquid flow filter. Displacement takes place under hydraulic pressure. The Displacer is environmentally friendly. It offers very low energy

NET SALES, FIM MILLION



HACKMAN

and water consumption, its operation is odourless and it does not generate any foamy substances. The target is for the Displacer to be ready for its commercialization phase during 1996.

Hadwaco Ltd has specialized in environmental technology. It has developed a system with which industrial waste water and municipal landfill leachate can be purified effectively and economically.

The technology is based upon a patented evaporation method which efficiently separates effluents from waste water.

The end result is clean, re-useable water.

The heart of the Hadwaco technology and its core innovation lies in the heat exchange surface which is made from thin plastic wafers. This is where the actual evaporation process takes place. Thanks to this innovation water purification costs can be cut significantly and the technology is well suited to corrosive conditions as well.

STAINLESS, FIM million	1995	1994
Net Sales	478,1	491,1
Outside Finland	394,5	406,0
Operating profit after depreciation	19,6	-2,5
% of net sales	4,1	-0,5
Investments	30,4	49,9
RNA %	8,7	7,5
Personnel, average	527	776
Outside Finland	415	466

The design process that went into the creation of the Hadwaco was exhaustively thorough. It started with a patented polymeric evaporation technique and went through three years of testing before release.

1995 Operations

During the year under review all of Hackman Stainless' units increased their net sales. Consolidated net sales increased 9.0 percent to FIM 386.7 million (excluding Tebel-MKT B.V.). Farm Cool stepped up marketing on Central and Eastern European milk cooling markets. Markets in Sweden were inactive as decision-makers waited for the results of an EU review of Swedish milk production levels. Tanks & Machinery reinitiated production of components for packaging ma-

chinery and gas transport tanks. The product group showed a clear improvement in its operating profit over 1994, but earnings were still not satisfactory.

Thanks to the current boom on the Nordic forestry industry Hackman Prosessi operated at full capacity in 1995. Major projects for the Far East and the UK were also delivered. The company generated a good operating profit and earnings rose sharply over 1994.

Hadwaco completed its first delivery in the autumn of 1995 to Saudi Arabia. The facility, with enough capacity to purify 1 200 m³ of water per day, removes salt from the ground water used by the



These Hadwaco units were the first full-scale installation for the company. The totally modular evaporators (MVRs) were delivered to a Saudi Arabian paper plant which needed to purify salty water being used in the paper-making process.



paper plant and purifies process water for re-use. Hadwaco also concluded an agreement at the end of 1995 for the delivery of a facility that will purify leachate at a landfill site in Finland's Lahti. The delivery will be made in early summer, 1996.

Hackman Stainless' personnel increased by 45 persons to 556 by the year end. The development of new technologies has required additional resources. Hadwaco hired designers, project managers and graduates doing their dissertations on Hadwaco during 1995. Hackman Prosessi also launched a welders' training program.

Prospects for 1996

Farm Cool has developed a new type of

icebank milk cooling tank which offers promising market opportunities. In the UK daily milk collection is being replaced by collection every second day. A switchover to larger tanks will inevitably follow this development and this will increase markets in the UK substantially. Farm Cool has also brought its Polish operations up to full speed. Markets will also increase in the Baltic and in Russia. The overall outlook for 1996 is good.

Hackman Process will expand its industrial facility in Finland's Leppävirta. Hadwaco's equipment will be among the machinery to be produced in this new facility starting in the autumn of 1996. Hackman Prosessi's strong order book will provide an excellent foundation for

earnings in 1996, even though forest industry investments are in fact leveling off.

The ongoing keen interest in the leasing of Hadwaco pilot units for test purposes and the large number of inquiries gives us every reason to believe in the potential of this business. Hadwaco US Inc. will start up its own marketing and testing operations in the Spring of 1996.

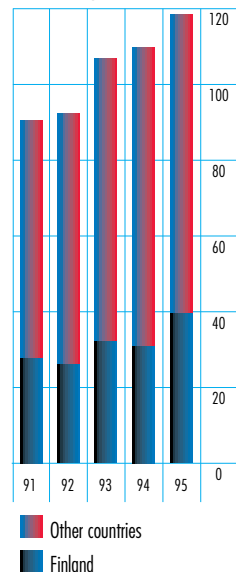
Hackman Stainless will increase both sales and earnings in 1996.

Industry

Hackman TTT

Hackman TTT produces and markets cutting tools and surface hardened machine parts for the heavy wood processing industry. The company markets its products globally under three well known brands: TTT, Peerless and Stridsbergs.

NET SALES, FIM MILLION



Products and Skills

Hackman TTT produces cutting tools for industrial-scale wood processing. The main products are machine knives, saw blades and tools for veneer lathes, chipping machines and circular saws. TTT's operations are focused on basic industry. This is a relatively narrow segment, in which the customer places heavy demands on the supplier to flexibly adapt to his requirements. TTT's products and know-how meet the highest international standards in this niche.

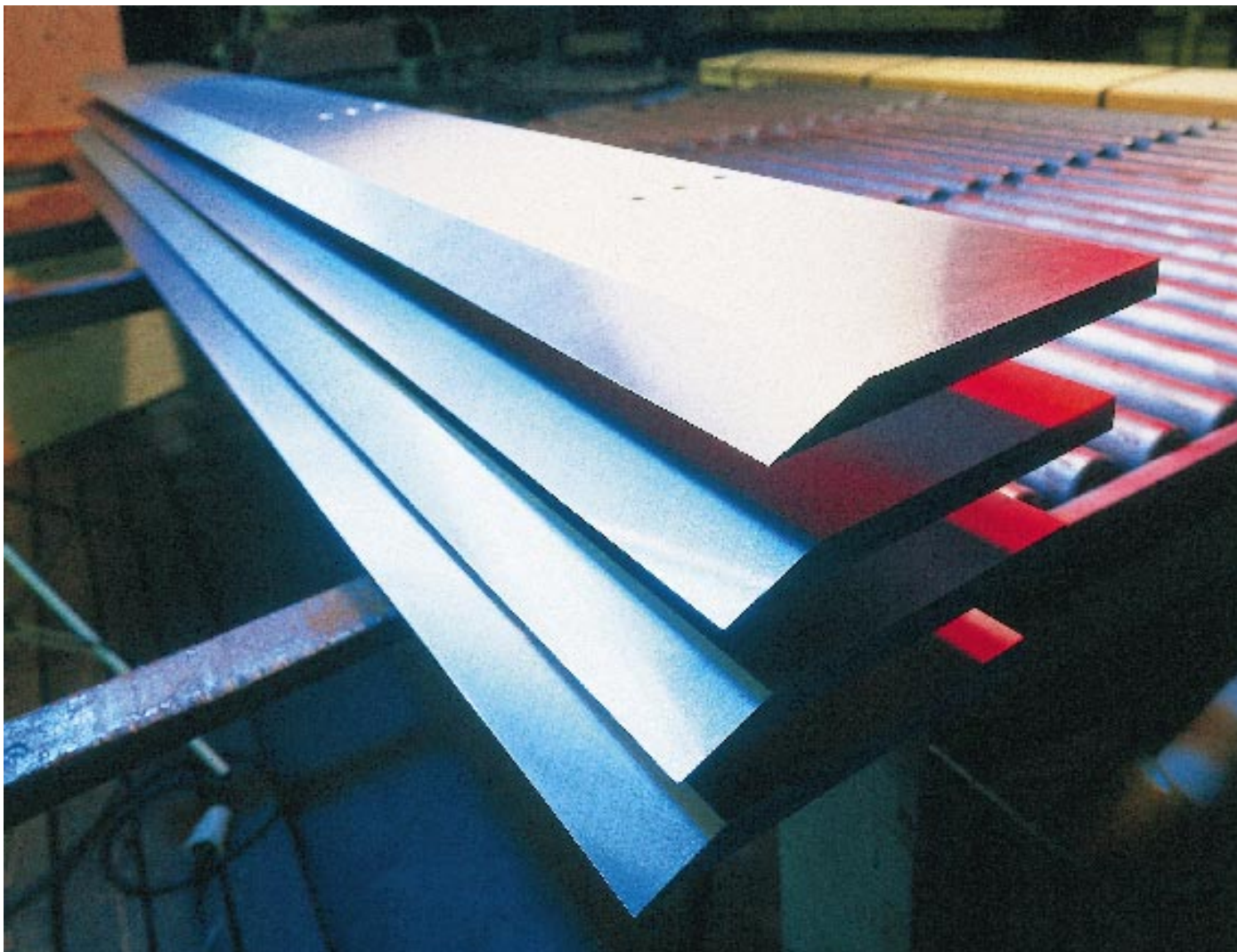
Hackman TTT's competitiveness and profitability derive from its knowledge of the market and its deep-seated know-how. The company's skilled staff and capable teams serve as the basic building blocks



HENRIK IMMONEN

for success. The production units break down into cells. These are teams which create the product on a "get it right the first time" principle. The operations are backed up by an ISO 9000- certified quality assurance system.

TTT has modern production facilities in Finland's Toijala and Outokumpu, as



Veneer knives produced of special TTT material. TTT possesses in-depth metallurgical know-how as well as expertise in wood cutting and knives application technology.

well as in Columbus, Ohio in the USA. We deliver in Germany and France through our own sales offices and we maintain our own after-sales and support office in Singapore. In addition, TTT has a global network of agents, distributors and partners.

TTT's aim is to take an increasingly dominant position on global markets. The company is in excellent shape and its profitability is good. This paves the way for expansion and organic growth.

1995 Was A Vintage Year

Strong demand was a key feature of 1995. Hackman TTT increased its market share in Southeast Asia and the

Japanese market also developed favorably. The company's order book was healthy throughout the year. Sales showed growth throughout the entire product range. During the year under review TTT invested FIM 8.5 million mainly in machinery and equipment.

Good Prospects For 1996

Prospects for the next fiscal year look good. We expect profits to continue rising to some extent, even though market growth appears to have peaked on both domestic markets and in North America. We expect

growth in other parts of Europe, in the Far East and in South America. We will also con-

TTT, FIM million	1995	1994
Net Sales	118,5	109,9
Outside Finland	79,1	79,0
Operating profit after depreciation	9,8	8,4
% of net sales	8,2	7,6
Investments	10,1	2,8
RNA %	16,1	13,6
Personnel, average	248	237
Outside Finland	53	51



Motivated people with modern tools in connection with quality systems like ISO-9000 are the basis for TTT's world-wide competitiveness.

tinue to develop our manufacturing operations and product range during the year.

Hackman Invest

Hackman Invest manages the Group's real estate, forests, industrial properties, commercial and waterfront properties, as well as the zoning and sales of these properties. Invest also acts as a development company for the Group which handles associated and non-core businesses.

Some of the Group's acquisitions have included activities which do not match Hackman's core operations. Hackman Invest develops and reorganizes these activities, strengthens them with supportive acquisitions and prepares them for divestiture.

Hackman is a significant owner of land and forest properties in eastern and southern Finland. Hackman Invest prepares the annual forestry management and harvesting programs for these lands. During 1995 the Enso-Gutzeit Oy forestry department executed the harvests. Large areas of forest border on lakes. Hackman Invest has these properties zoned as waterfront lots for sale to the public. We also aim at zoning those properties which lie near residential areas for residential property development.

Highlights of 1995

A total of approximately 15 800 hectares of forest was sold to Kymmene Oy at the year end. We also concluded a letter of

intent with the Finnish Forestry Administration which calls for the sale of another 14 400 hectares over the next few years.

Securities trading was restricted mainly to Finnish domestic equities and derivatives.

Hackman harvested forest totalling

100 000 m³. Annual growth totals approximately 200 000 m³. The total amount of wood in the Group's possession stood at 2.8 million m³ at the year end.

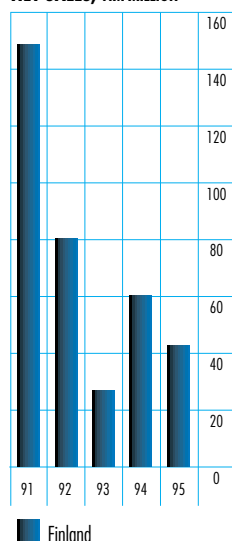
Hackman Invest succeeded in meeting its targets in 1995.

Prospects for 1996

The forestry industry's booming business will keep wood demand strong as well. Hackman's harvesting plan calls for harvesting below the annual growth rate. The zoning of waterfront properties will continue. Our target is to clearly separate forestry lands from other lots.

The Finnish forest has been part of Hackman for more than 200 years. Hackman Invest manages, develops and creates liquidity out of these valuable assets.

NET SALES, FIM MILLION



Notice to the Shareholders

Annual Shareholders' Meeting

Thursday, April 23, 1996, 3:00 PM
Oy Hackman Ab Helsinki
headquarters, Hämeentie 135.

All shareholders who have been registered by no later than April 12, 1995 in the official company shareholder register kept by the Central Share Register of Finland may participate in the Annual Shareholders' Meeting.

Notification of attendance no later than April 18, 1996 to:
Oy Hackman Ab,
Share Register, P.O. Box 955,
00561 Helsinki, Finland
or by phone at +358 0 204 5717

Payment of Dividends

The Board of Directors has proposed a dividend of FIM 3.00 per share for 1994 on both A and K shares.

The dividend clearing day is to be April 26, 1996 and the date of payment, May 2, 1996 if the proposal of the Board is approved.

Shareholders who have not changed over to the Book-Entry Securities System by the clearing day will receive their dividend payment once their shares have been changed over to the system.

Shares and Shareholders

Share Capital

The paid-in and registered share capital of Oy Hackman Ab is FIM 88 450 000. According to the Articles of Incorporation, the minimum share capital is to be FIM 66 150 000 and the maximum share capital is to be FIM 197 550 000.

Within these limits share capital may be adjusted without any changes in the Articles of Incorporation.

the company in 1994, or to issue any options or bonds, nor have any such securities been on the market during 1995.

Share & Bond Issues

The Hackman Board of Directors was not empowered to raise the share capital of

Increases in Share Capital 1988-1995

Date and Method	Issue Ratio	Issue Price FIM	New Share Volume	Dividend Rights	Increase in Share Capital	New Share Capital
8.4.1988 Fund issue	1 K = 1 A 1 A = 1 A		1 650 000	1988	33 000 000	66 450 000
9. - 20.5.1988 New issue	Public Placement	120	700 000	1988	14 000 000	80 450 000
7. 5. - 15.6.1990 Fund issue	10 K = 1 A 10 A = 1 A		400 000	1990	8 000 000	88 450 000

Share Capital and Shares 1990 - 1995

	1991	1992	1993	1994	1995
Share capital, FIM million	88,5	88,5	88,5	88,5	88,5
Share volume, 1000 each					
A shares	3 582,5	3 582,5	3 582,5	3 582,5	3 582,5
K shares	817,5	817,5	817,5	817,5	817,5
Total number of shares outstanding	4 400,0	4 400,0	4 400,0	4 400,0	4 400,0
Redeemed K shares	22,5	22,5	22,5	22,5	22,5
Year end share total	4 400,0	4 400,0	4 400,0	4 400,0	4 400,0
Average share total	4 400,0	4 400,0	4 400,0	4 400,0	4 400,0

No adjustments in share issues over a five year period

Shares and Voting Rights

Oy Hackman Ab shares carry a face value of FIM 20 and are divided into two types: K shares and A shares. There are 3 582 500 Hackman A shares outstanding or 81.4% of the total shares outstanding. Each A share entitles the holder to one vote at the Annual Shareholders' Meeting. There are 817 500 K shares outstanding or 18.6% of total shares outstanding. Each K share entitles its holder to 20 votes at the Annual Shareholders' Meeting. In ad-

dition, the company's Articles of Incorporation include a repurchasing clause which entitles the company and other K shareholders right of first refusal in the event that K shares come into the possession of persons or entities other than descendants of Commercial Councillor Wilhelm Hackman or Consul Carl Edvin Julius Ekström. In 1982 the company repurchased and invalidated 22 500 K shares. According to the Articles of Incorporation no single shareholder may exer-

cise voting rights in excess of 10% at the Annual Shareholders' Meeting. The Articles of Incorporation also specify that in the event of a share issue either new K or A shares may be purchased by K shareholders while A shareholders may only purchase new A shares. Both share types entitle the holder to equal dividend rights.

Share Listing

Oy Hackman Ab shares were listed on the Helsinki Stock Exchange as of June 1, 1994. The public quotation of the Hackman's shares began on July 19, 1988 with the quotation of the company's shares on the Helsinki OTC exchange

which is controlled by the Finnish Security Brokerage Association. During 1995 a total of 609 399 (1994: 995 195) A shares, or 27.8% changed hands with a total value of FIM 56.1 million (FIM 144.4 million). Hackman A shares reached a low of FIM 74 in July of 1994

and high of FIM 125 in January. The share price was FIM 93 at the year end, yielding a total market value of FIM 409.2 million. The average share price for the year was FIM 92.06.

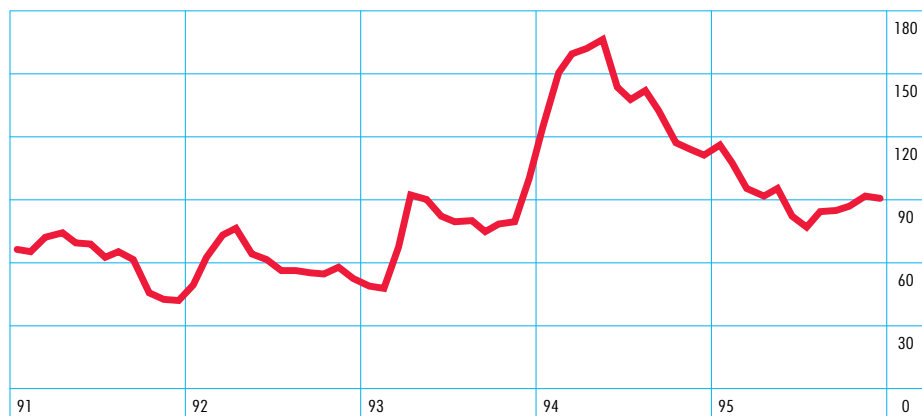
Share Prices and Turnover

		1991	1992	1993	1994	1995
Face value	FIM	20,00	20,00	20,00	20,00	20,00
Finnish tax value	FIM	13,00	9,10	77,00	76,00	62,00
A share price						
average ¹⁾		63,57	62,49	78,83	145,13	92,06
low		40,00	42,40	43,50	105,00	74,00
high		75,50	80,00	120,00	180,00	125,00
year end		43,00	50,00	112,00	108,00	93,00
Year end market value ²⁾	MFIM	189,2	220,0	492,8	475,2	409,2
A share turnover	MFIM	7,1	7,4	102,2	144,4	56,1
share volume	1000 each	112,5	118,3	1 296,3	995,2	609,4
proportion of A shares outstanding		3,1	3,3	36,2	27,8	17,0
Total number of shareholders, December 31		6 284	6 268	6 201	3 011	2 893

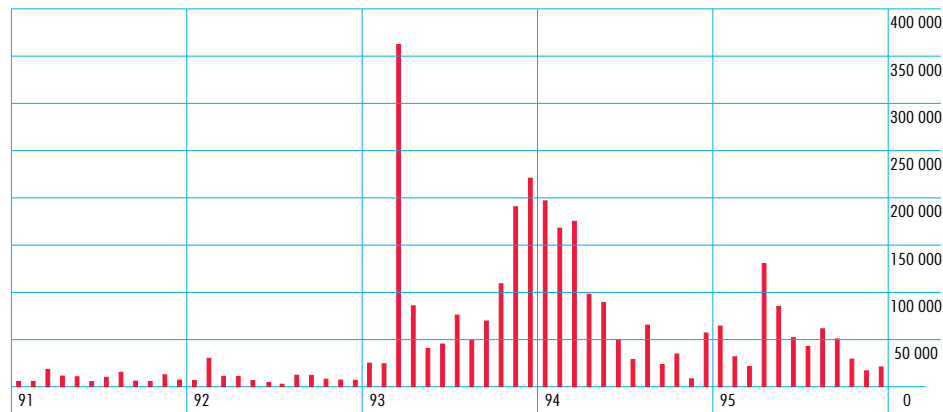
¹⁾ Finnmark denominated A share turnover/number of shares changing hands

²⁾ Total number of shares outstanding at year end x A share year end share price

**A-SHARE PRICES
1991-1995, FIM**



**A-SHARE TRADING VOLUMES
1991-1995**



Hackmanin osakkeet

Shareholders and Shareholder Agreements

According to the book-entry register Hackman had 2 893 shareholders as of December 29, 1995. Non-Finns and

nominee registered held a total of 570 106 shares, or 13 % of the total with voting rights of 7.3 %. The Board and CEO of Hackman were in possession of 57 240 K shares and 213 849 A shares.

This represents 6.8 % of the company's voting rights. The Group management team held 57 240 K shares and 213 849 A shares representing 0.2% of the voting rights.

Largest Shareholders

Book-Entry Securities System, December 30, 1995	K Shares		A Shares		Total Number	Voting Rights	
	Number	%	Number	%		%	%
1. Susanne Hohenthal	35 040	4,3	73 169	2,0	108 209	2,5	3,9
2. Robin Ekström	35 000	4,3	50 950	1,4	85 950	1,9	3,8
3. Anders Antas	35 215	4,3			35 215	0,8	3,5
4. Christer Gripenberg	28 972	3,5	62 237	1,7	91 209	2,1	3,2
5. Johan Gripenberg	27 623	3,4	73 998	2,1	101 621	2,3	3,1
6. Birgitta Reims	27 623	3,4	72 916	2,0	100 539	2,3	3,1
7. Helene Franzén	27 380	3,3	64 438	1,8	91 818	2,1	3,1
8. Peter Fazer	25 865	3,2	92 082	2,6	117 947	2,7	3,1
9. Christina Diehl	27 572	3,4	56 547	1,6	84 119	1,9	3,1
10. Ebba Valentini	25 400	3,1	82 360	2,3	107 760	2,4	3,0
Total, 10 largest shareholders	295 690	36,2	628 697	17,5	924 38721,0	32,9	
Board members & CEO	86 212	10,5	276 086	7,7	362 298	8,2	10,0
Management Team			27 052	0,8	27 052	0,6	0,1

Distribution of Shares

Book-Entry Securities System, December 30, 1995	Shareholders		Shares		Votes	
	Number	%	1 000 Each	%	1 000 Each	%
1 - 99	1 870	64,6	98	2,2	101	0,5
100 - 999	813	28,1	199	4,5	295	1,5
1 000 - 9 999	135	4,7	415	9,4	1 487	7,5
10 000 - 99 999	67	2,3	2 482	56,4	13 678	68,6
100 000 - 999 999	8	0,3	1 186	27,0	4 351	21,8
Not transferred to book-entry system			20	0,5	20	0,1
Total	2 893	100,0	4 400	100,0	19 932	100,0

Ownership Breakdown by Type

Book-Entry Securities System, December 29, 1995	Shareholders		Shares		Votes	
	Number	%	1 000 Each	%	1 000 Each	%
Private individuals	2 625	91,0	3 108	70,6	17 758	89,1
Financial institutions	29	1,0	452	10,2	452	2,3
Firms	210	7,3	227	5,2	227	1,1
Non-profit organizations	13	0,5	23	0,5	23	0,1
Non-Finns and nominee reg.	16	0,2	570	13,0	1 452	7,3
Not transferred to book-entry system			20	0,5	20	0,1
Total	2 893	100,0	4 400	100,0	19 932	100,0

Shareholder Agreements

The company is not aware of any shareholder or other agreements which would

have a significant impact on the ownership or voting rights of Oy Hackman Ab.

Equity-Related Key Figures

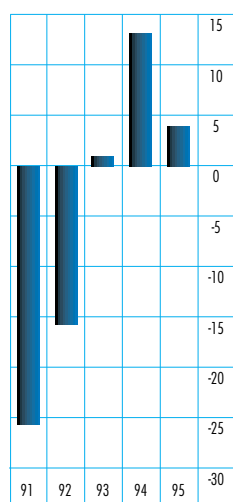
		1991	1992	1993	1994	1995
Earnings/share (EPS)	mk	-25,66	-15,69	1,01	13,27	3,99
Cash flow/share	mk	-4,58	6,02	23,36	33,72	26,20
Equity/share ¹⁾	mk	173,63	152,24	151,06	162,28	154,67
Dividend/share ²⁾	mk	1,40	1,10	1,50	2,00	3,00
Dividend/earnings	%	neg.	neg.	149,1	15,1	75,2
Effective dividend yield	%	3,3	2,2	1,3	1,9	3,2
Price/earnings ratio (P/E)		neg.	neg.	111,4	8,1	23,3

No share issue adjustments over 5 year period

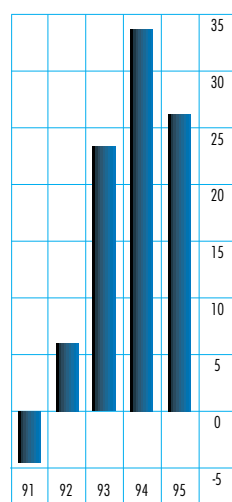
1) 75 % of reserves and retained earnings have been carried as equity and 25 % as tax liabilities.

2) Proposal of the Board for 1995.

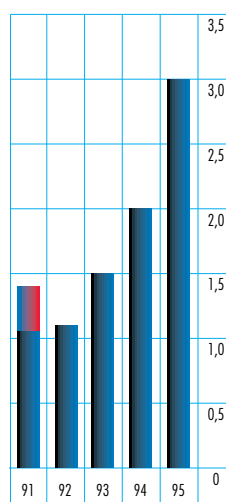
EARNINGS/SHARE, FIM



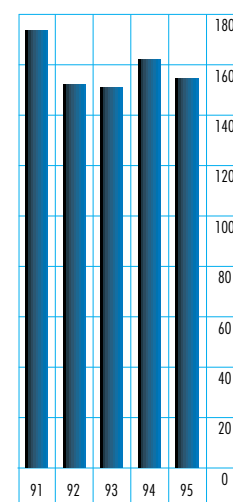
CASH FLOW/SHARE, FIM



DIVIDEND/SHARE, FIM



EQUITY/SHARE, FIM



■ Withholding tax
■ Dividend tax

Board of Directors and Auditors



PETER FAZER

*1934. Chairman

Chairman, Oy Karl Fazer Ab
Board Member 1969 - 1980 and 1982.
Chairman since 1982. Term expires 1997.
A shares 92 082 K shares 25 865



BO LUNDQUIST

*1942. Deputy Chairman

CEO Esselte AB
Board Member since 1990.
Deputy Chairman since 1994.
Term expires 1996.



CHRISTER GRIPENBERG

*1950. Board member
since 1995. Term expires 1998.
A shares 62 237
K shares 28 972



CARL-OLAF HOMÉN

*1936. CEO, Industrial
Insurance Company.
Board Member since 1980.
Term expires 1998.
A shares 510



JAN HÖRHAMMER

*1945. Division Director, Vaisala Oy
Board Member since 1992.
Term expires 1998.
A shares 85 000
K shares 25 000



CURT LINDBOM

*1942. CEO
Oy Hackman Ab
Board Member since 1987.
Term expires 1996.
A shares 25 195



THOMAS THESLEFF

*1951. CEO, Evli Securities Ltd
Board Member since 1991.
Term expires 1998.
A shares 11 062
K shares 6 375

AUDITORS

JOE SUNDHOLM
Authorized Public Accountant

CAMILLA HACKMAN

Deputy Auditor

JAN HOLMBERG
Authorized Public Accountant

Operational Management



CURT LINDBOM

*1942. **Chairman,**
CEO, Oy Hackman Ab
Employed 1976
A shares 25 195



TOUKO LAINE

*1943. Director of Administration
Oy Hackman Ab
Employed 1990
A shares 10



LARS MALMQVIST

*1946. Chief Financial Officer
Oy Hackman Ab
Employed 1990
A shares 214



MARKUS NYMARK

*1946. Director,
Hackman Stainless
Employed
1981-1989 and 1992 -
A shares 121



MICHAEL
RAMM-SCHMIDT

*1952. Director,
Hackman Metos Oy Ab
Employed 1989
A shares 1 517

Directory

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Financial Information

Hackman will publish the following reports in Finnish, Swedish and English:

WEEK 14
1995 Annual Report

WEEK 24
Interim Report, January - April, 1996

WEEK 42
Interim Report, January - August, 1996

These publications can be ordered by writing to
Oy Hackman Ab,
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