

## Welcome to all IMI Soft Engineering employees

02 April 2008

Dear friends,

We are delighted to welcome you to be part of the Ramboll Group. IMI Soft joining hands with Ramboll is strategically very important in order to pursue the great opportunities in one of the world's fastest growing markets and in order to become one of the world's leading design firms within Telecommunications. The acquisition of IMI Soft is the result of a careful and constructive dialogue between Ramboll, Mr Vishwanath and IFU. In future Mr Vishwanath and IFU will also become part of our company's equity partners in order to secure continuity and anchoring. Henceforth the plan is to change the name of the company to Ramboll-IMI Engineering to reflect the new partnership.

### **Ramboll in Brief**

The Ramboll Group is a leading North European company operating in a broad international context. We provide engineering, consultancy, product development and operation services within Buildings & Design, Infrastructure & Transport, Environment & Nature, Energy & Climate, Industry & Oil/Gas, IT & Telecom and Management & Society. Currently, we employ close to 7,000 employees worldwide, and our Group CEO is Mr Flemming Bligaard Pedersen. We have activities all over the world and operate from 128 permanent offices in the North European region and 30 permanent offices in the rest of the world primarily in the Middle East and South Asia.

Ramboll has been present in India for more than a decade. Since 1998, we have had a Joint Venture company with Larsen & Toubro Ltd. named LT-Ramboll Consulting Engineers.

All shares in Ramboll are owned by the Ramboll Foundation (94%) and by Ramboll employees with more than two years seniority under certain conditions (6%). The Ramboll Foundation is controlled by representatives of Ramboll employees and has as its primary objective to promote the company's continuance and the long-term development of its employees.

### **Ramboll Telecom**

Ramboll Telecom is organisationally a global business unit dealing with Telecom. Ramboll-IMI will become part of this global practice, reporting to Mr Poul Albeck, Managing Director of Telecom in Ramboll, who will in turn report to Mr Søren Holm Johansen, Group Chief Market Officer. Mr Vishwanath will continue to hold shares in Ramboll-IMI and Mr Sandeep is promoted CEO of Ramboll-IMI Engineering. Your new Board of Directors will have four members; Vishwanath, Deepa Hingorani from IFU and Søren Holm Johansen & Poul Albeck.

In 2006, Ramboll Telecom established a subsidiary in Gurgaon near New Delhi to serve the rapidly developing Indian mobile market. Ramboll Telecom's towers have been approved and purchased by several mobile operators in India. Our present clients include IDEA, Quipo, Essar, TowerVision and Reliance and we also expect Ramboll Telecom to have a significant role with Indus Towers.

Both Ramboll and IMI Soft have cutting-edge expertise within the market of Telecommunication. The existing Ramboll Telecom business in India and the existing IMI Soft business will continue in the two existing legal entities. We expect a high level of cooperation and knowledge sharing across all units within Ramboll Telecom. Together we will form a very strong partnership in the Indian Telecom market, and by combining our knowledge we will be able to strengthen our position as the leading Telecom service provider on the Indian market.

We are happy to welcome you all as part of the Ramboll Group and look forward to jointly develop future business opportunities in one of the world's most rapidly growing and exciting markets of today; India.

Kind regards,

Poul Albeck,  
Managing Director of Ramboll Telecom

Mr Vishwanath  
Chairman, IMImobile

Beate W. Bentzen,  
Group Chief Operating Officer

Søren Holm Johansen  
Group Chief Market Officer

Flemming Bligaard Pedersen,  
Group CEO

**Further information**

Enclosed please find further information about Ramboll in order to introduce you to our company. It contains our Annual Report 2007, our Code of Practice and Code of Conduct.

In Ramboll Corporate we will be happy to answer questions and provide you with information about Ramboll. Also you will find useful information about Ramboll on [www.ramboll.com](http://www.ramboll.com). Please do not hesitate to contact our constituted Head of Group Communications, Mrs Birgitte Koch Jacobsen, BKJ@ramboll.dk.