

Consolidated balance sheet

ASSETS (in thousands of euros)	2008	2007	2006
Goodwill	372,686	300,558	278,654
Intangible assets	28,891	5,234	1,538
Property and equipment	35,091	32,958	31,968
Financial assets	3,430	4,003	4,068
Deferred tax assets	16,459	13,147	8,557
Non-current assets	456,557	355,900	324,785
Stocks and work in progress	404	274	23
Trade accounts receivable	401,539	358,964	323,819
Other current receivables	32,614	23,866	20,750
Derivatives	286	3,210	2,824
Cash and cash equivalents	33,009	26,573	50,693
Current assets	467,852	412,887	398,109
TOTAL ASSETS	924,409	768,787	722,894

LIABILITIES AND EQUITY (in thousands of euros)	2008	2007	2006
EQUITY			
Share capital	46,820	46,686	45,867
Capital reserves	52,918	51,681	46,886
Consolidated reserves	144,858	110,774	82,136
Profit for the year	58,198	55,097	44,206
Gains and losses taken directly to equity	-34,491	-15,433	-2,875
Equity - Group share	268,303	248,805	216,220
Minority interests	3	2	1
TOTAL EQUITY	268,306	248,807	216,221
Financial debt - long term portion	189,969	134,428	136,487
Deferred tax liabilities	213	1,028	284
Provision for post-employment benefits	30,220	25,520	14,515
Non-current provisions	3,012	4,505	3,989
Other non-current liabilities	9,955	13,686	25,098
Non-current liabilities	233,369	179,167	180,373
Financial debt - short term portion	41,234	22,416	11,935
Trade payables	59,620	48,459	41,766
Other current liabilities	317,904	268,833	271,203
Derivatives	3,976	1,105	1,396
Current liabilities	422,734	340,813	326,300
TOTAL LIABILITIES	656,103	519,980	506,673
TOTAL LIABILITIES AND EQUITY	924,409	768,787	722,894

Consolidated income statement

<i>(in thousands of euro)</i>	2008		2007		2006	
	Montant	%	Montant	%	Montant	%
Revenue	1,129,477	100.0%	1,001,440	100.0%	897,668	100.0%
Purchases consumed	-143,788	-12.7%	-114,727	-11.5%	-107,894	-12.0%
Staff costs	-721,825	-63.9%	-647,881	-64.7%	-582,569	-64.9%
External expenses	-129,606	-11.5%	-115,212	-11.5%	-102,761	-11.4%
Taxes and duties	-22,780	-2.0%	-20,290	-2.0%	-17,900	-2.0%
Depreciation	-11,747	-1.0%	-11,694	-1.2%	-10,391	-1.2%
Provisions and impairment	-2,230	-0.2%	-2,915	-0.3%	-2,439	-0.3%
Other operating income and expenses from recurring operations	4,821	0.4%	2,105	0.2%	1,337	0.1%
Profit from recurring operations	102,322	9.1%	90,826	9.1%	75,051	8.4%
Amortisation of allocated intangible assets	-1,409	-0.1%	-	-	-	-
Other operating income and expenses	-1,168	-0.1%	-673	-0.1%	-1,127	-0.1%
Operating profit	99,745	8.8%	90,153	9.0%	73,924	8.2%
Income from cash and cash equivalents	165	0.0%	169	-	411	0.0%
Cost of gross financial debt	-10,094	-0.9%	-7,994	-0.8%	-6,758	-0.8%
Cost of net financial debt	-9,929	-0.9%	-7,825	-0.8%	-6,347	-0.7%
Other financial charges and expense	-3,279	-0.3%	-2,000	-0.2%	-1,301	-0.1%
Tax charge	-28,338	-2.5%	-25,231	-2.5%	-22,070	-2.5%
Net profit for the year from continuing operations	58,199	5.2%	55,097	5.5%	44,206	4.9%
Net profit from the year from discontinued operations or operations being discontinued	-	-	-	-	-	-
NET PROFIT	58,199	5.2%	55,097	5.5%	44,206	4.9%
Attributable to Group	58,198	5.2%	55,097	5.5%	44,206	4.9%
Minority interests	1	-	-	-	-	-
EARNINGS PER SHARE <i>(in euros)</i>						
Basic earnings per share	4.98		4.80		3.86	
Fully diluted earnings per share	4.96		4.75		3.78	

Statement of changes in net debt

<i>(in thousands of euro)</i>	2008	2007	2006
NET DEBT AT 1 JANUARY (A)	130,271	97,729	128,729
Net cash from operating activities before changes in working capital	70,165	71,541	57,953
Cost of net financial debt	9,929	7,825	6,347
Income taxes (including deferred tax)	28,338	25,231	22,070
Cash from operations before changes in working capital	108,432	104,597	86,370
Income taxes paid	-29,302	-38,166	-1,325
Changes in working capital requirements	-2,835	-14,704	5,242
Net cash from operating activities	76,295	51,727	90,287
Change related to investing activity	-12,732	-13,869	-13,116
Net interest paid	-10,728	-7,873	-6,005
Available net cash flow	52,835	29,985	71,166
Impact of changes in scope	-101,607	-49,218	-25,554
Financial investments	863	173	368
Dividends	-19,255	-15,479	-12,586
Capital increase in cash	821	4,746	525
Employee profit sharing	-985	-2,479	-1,854
Other changes	95	-116	-631
TOTAL NET CHANGE DURING THE YEAR (B)	-67,233	-32,388	31,434
Impact of changes in foreign exchange rates	-691	-154	-434
NET DEBT AT 31 DECEMBER (A-B)	198,195	130,271	97,729

Cash flow statement

<i>(in thousands of euro)</i>	2008	2007	2006
Consolidated net profit (including minority interests)	58,199	55,097	44,206
Net increase in depreciation, amortisation and provisions	14,342	12,055	12,668
Unrealised gains and losses relating to changes in fair value	3,000	-677	-
Share-based payment expense	185	859	627
Other calculated income and expense	-5,763	4,200	-827
Gains and losses on disposal	202	7	1,279
Cash from operations after cost of net debt and tax	70,165	71,541	57,953
Cost of net financial debt	9,929	7,825	6,347
Income taxes paid (including deferred tax)	28,338	25,231	22,070
Cash from operations before cost of net debt and tax (A)	108,432	104,597	86,370
Tax paid (B)	-29,302	-38,166	-1,325
Changes in operating working capital requirements (including liabilities related to employee benefits) (C)	-2,835	-14,704	5,242
Net cash from operating activities (D) = (A+B+C)	76,295	51,727	90,287
Purchase of tangible and intangible fixed assets	-8,620	-9,009	-8,352
Proceeds from sale of tangible and intangible fixed assets	44	13	144
Purchase of financial assets	-359	-383	-1,063
Proceeds from sale of financial assets	1,222	556	1,431
Impact of changes in scope	-101,392	-49,119	-23,366
Net cash from (used in) investing activities (E)	-109,105	-57,942	-31,206
Proceeds on issue of shares	-	-	-
Proceeds on the exercise of stock options	821	4,746	525
Purchase and proceeds from disposal of treasury shares	-637	-80	-32
Dividends paid during the year			
- Dividends paid to the shareholders of Sopra Group SA	-19,255	-15,479	-12,586
- Dividends paid to minority interests of consolidated expenses	-	-	-
Change in borrowings	73,521	-4,961	-44,925
Net interest paid (including finance leases)	-10,728	-7,873	-6,005
Other cash flow relating to financing activities	35	-120	-82
Net cash from (used in) financing activities (F)	43,757	-23,767	-63,105
Effect of foreign exchange rate changes (G)	-691	-154	-434
NET CHANGE IN CASH AND CASH EQUIVALENTS (D+E+F+G)	10,256	-30,136	-4,458
Opening cash position	16,759	46,895	51,353
Closing cash position	27,015	16,759	46,895