

Consolidated Statements of Financial Position

(Unaudited)

| | March 31 2017 | December 31 2016 |
|--|------------------|---------------------|
| <i>(In thousands of Canadian dollars)</i> | \$ | \$ |
| ASSETS | | |
| Current | | |
| Cash and cash equivalents | 194,037 | 210,903 |
| Cash in escrow | 4,189 | 8,844 |
| Trade and other receivables | 792,650 | 806,417 |
| Unbilled revenue | 442,904 | 421,829 |
| Income taxes recoverable | 41,102 | 46,705 |
| Prepaid expenses | 57,392 | 62,253 |
| Other financial assets | 17,103 | 20,890 |
| Other assets | 5,063 | 4,679 |
| Assets held for sale | 297,222 | - |
| Total current assets | 1,851,662 | 1,582,520 |
| Non-current | | |
| Property and equipment | 213,286 | 213,931 |
| Goodwill | 1,618,245 | 1,828,061 |
| Intangible assets | 327,354 | 449,530 |
| Investments in joint ventures and associates | 8,941 | 9,220 |
| Deferred tax assets | 31,352 | 26,195 |
| Other financial assets | 170,536 | 160,056 |
| Other assets | 15,103 | 15,155 |
| Total assets | 4,236,479 | 4,284,668 |
| LIABILITIES AND EQUITY | | |
| Current | | |
| Trade and other payables | 594,208 | 718,197 |
| Deferred revenue | 216,172 | 201,766 |
| Income taxes payable | 1,781 | 1,795 |
| Long-term debt | 267,864 | 91,876 |
| Provisions | 34,115 | 36,011 |
| Other financial liabilities | 2,671 | 2,378 |
| Other liabilities | 21,908 | 20,795 |
| Liabilities associated with assets held for sale | 41,225 | - |
| Total current liabilities | 1,179,944 | 1,072,818 |
| Non-current | | |
| Long-term debt | 787,089 | 928,586 |
| Provisions | 82,672 | 80,664 |
| Net employee defined benefit liability | 48,235 | 50,490 |
| Deferred tax liabilities | 148,313 | 79,592 |
| Other financial liabilities | 8,194 | 7,591 |
| Other liabilities | 85,590 | 88,427 |
| Total liabilities | 2,340,037 | 2,308,168 |
| Shareholders' equity | | |
| Share capital | 874,849 | 871,822 |
| Contributed surplus | 19,278 | 18,736 |
| Retained earnings | 845,604 | 917,883 |
| Accumulated other comprehensive income | 155,112 | 167,287 |
| Accumulated other comprehensive loss classified as held for sale | (1,683) | - |
| Total shareholders' equity | 1,893,160 | 1,975,728 |
| Non-controlling interests | 3,282 | 772 |
| Total liabilities and equity | 4,236,479 | 4,284,668 |

Consolidated Statements of (Loss) Income

(Unaudited)

| | For the quarter ended March 31 | |
|---|-----------------------------------|------------|
| | 2017 | 2016 |
| | \$ | \$ |
| <i>(In thousands of Canadian dollars, except per share amounts)</i> | | |
| Gross revenue | 1,276,260 | 755,383 |
| Less subconsultant/subcontractor and other direct expenses | 402,462 | 126,735 |
| Net revenue | 873,798 | 628,648 |
| Direct payroll costs | 401,420 | 289,509 |
| Gross margin | 472,378 | 339,139 |
| Administrative and marketing expenses | 380,734 | 271,677 |
| Depreciation of property and equipment | 13,906 | 10,057 |
| Amortization of intangible assets | 23,510 | 10,803 |
| Net interest expense | 7,608 | 3,088 |
| Other net finance expense | 2,189 | 1,128 |
| Share of income from joint ventures and associates | (733) | (372) |
| Foreign exchange loss | 1,216 | 104 |
| Other (income) expense | (787) | 125 |
| Income before income taxes | 44,735 | 42,529 |
| Income taxes | | |
| Current | 9,525 | 14,041 |
| Deferred | 2,777 | (2,133) |
| Deferred tax on held for sale | 90,439 | - |
| Total income taxes | 102,741 | 11,908 |
| Net (loss) income for the period | (58,006) | 30,621 |
| Weighted average number of shares outstanding - basic | 114,130,365 | 93,957,468 |
| Weighted average number of shares outstanding - diluted | 114,667,828 | 94,358,094 |
| Shares outstanding, end of period | 114,184,909 | 93,890,761 |
| (Loss) Earnings per share | | |
| Basic | (0.51) | 0.33 |
| Diluted | (0.51) | 0.32 |