

## Interim Condensed Consolidated Statements of Financial Position

(Unaudited)

	June 30 2020	December 31 2019
	\$	\$
<i>(In millions of Canadian dollars)</i>		
<b>ASSETS</b>		
<b>Current</b>		
Cash and deposits	266.3	223.5
Trade and other receivables	777.1	817.7
Unbilled receivables	428.2	374.2
Contract assets	74.1	67.5
Income taxes recoverable	44.3	36.2
Prepaid expenses	47.5	42.9
Other assets	22.1	18.1
<b>Total current assets</b>	<b>1,659.6</b>	<b>1,580.1</b>
<b>Non-current</b>		
Property and equipment	281.9	286.5
Lease assets	532.2	558.5
Goodwill	1,709.0	1,651.8
Intangible assets	197.8	219.6
Investments in joint ventures and associates	8.9	8.8
Net employee defined benefit asset	34.8	26.0
Deferred tax assets	31.9	31.9
Other assets	209.4	198.3
<b>Total assets</b>	<b>4,665.5</b>	<b>4,561.5</b>
<b>LIABILITIES AND EQUITY</b>		
<b>Current</b>		
Bank indebtedness	-	19.5
Trade and other payables	589.8	576.4
Lease liabilities	107.0	99.9
Deferred revenue	180.0	199.2
Income taxes payable	29.3	28.4
Long-term debt	38.4	46.9
Provisions	19.3	23.9
Other liabilities	12.5	12.1
<b>Total current liabilities</b>	<b>976.3</b>	<b>1,006.3</b>
<b>Non-current</b>		
Lease liabilities	567.9	589.0
Income taxes payable	12.2	11.6
Long-term debt	786.4	814.0
Provisions	111.6	89.1
Net employee defined benefit liability	76.4	85.2
Deferred tax liabilities	80.2	73.2
Other liabilities	24.8	16.0
<b>Total liabilities</b>	<b>2,635.8</b>	<b>2,684.4</b>
<b>Shareholders' equity</b>		
Share capital	922.5	879.8
Contributed surplus	16.6	23.9
Retained earnings	951.1	917.7
Accumulated other comprehensive income	138.3	54.1
<b>Total shareholders' equity</b>	<b>2,028.5</b>	<b>1,875.5</b>
<b>Non-controlling interests</b>	<b>1.2</b>	<b>1.6</b>
<b>Total liabilities and equity</b>	<b>4,665.5</b>	<b>4,561.5</b>

## Interim Condensed Consolidated Statements of Income

(Unaudited)

	For the quarter ended June 30		For the two quarters ended June 30	
	2020 \$	2019 \$	2020 \$	2019 \$
<i>(In millions of Canadian dollars, except per share amounts)</i>				
<b>Continuing operations</b>				
<b>Gross revenue</b>	1,205.6	1,224.1	2,426.1	2,375.6
Less subconsultant and other direct expenses	254.5	270.5	519.8	517.9
<b>Net revenue</b>	951.1	953.6	1,906.3	1,857.7
Direct payroll costs	461.4	436.1	909.9	851.7
<b>Gross margin</b>	489.7	517.5	996.4	1,006.0
Administrative and marketing expenses	344.0	372.4	711.3	729.5
Depreciation of property and equipment	14.9	14.7	29.4	28.4
Impairment of lease assets	2.0	-	11.7	-
Depreciation of lease assets	30.6	28.5	60.2	55.9
Amortization of intangible assets	13.6	17.6	27.8	33.0
Net interest expense	12.5	17.7	27.5	34.9
Other net finance expense	0.8	1.3	2.4	2.6
Share of income from joint ventures and associates	(0.6)	(0.4)	(0.2)	(0.4)
Foreign exchange loss (gain)	0.8	(0.2)	(0.5)	2.7
Other (income) expense	(2.2)	(1.5)	8.2	(6.5)
<b>Income before income taxes and discontinued operations</b>	73.3	67.4	118.6	125.9
<b>Income taxes</b>				
Current	21.6	18.8	30.2	14.6
Deferred	(0.9)	(0.7)	6.3	17.1
<b>Total income taxes</b>	20.7	18.1	36.5	31.7
<b>Net income for the period from continuing operations</b>	52.6	49.3	82.1	94.2
<b>Discontinued operations</b>				
Net income from discontinued operations, net of tax	-	-	10.2	-
<b>Net income for the period</b>	52.6	49.3	92.3	94.2
Weighted average number of shares outstanding - basic	111,346,512	111,676,731	111,355,426	111,740,256
Weighted average number of shares outstanding - diluted	111,851,675	111,684,858	111,804,674	111,740,256
Shares outstanding, end of the period	111,691,138	111,700,217	111,691,138	111,700,217
<b>Earnings per share, basic and diluted</b>				
Continuing operations, basic	0.47	0.44	0.74	0.84
Discontinued operations, basic	-	-	0.09	-
<b>Total basic earnings per share</b>	0.47	0.44	0.83	0.84
Continuing operations, diluted	0.47	0.44	0.74	0.84
Discontinued operations, diluted	-	-	0.09	-
<b>Total diluted earnings per share</b>	0.47	0.44	0.83	0.84