

## Consolidated balance sheet

<b>ASSETS</b> (in thousands of euros)	<b>2008</b>	<b>2007</b>	<b>2006</b>
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
<b>Non-current assets</b>	<b>456,557</b>	<b>355,900</b>	<b>324,785</b>
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
<b>Current assets</b>	<b>467,852</b>	<b>412,887</b>	<b>398,109</b>
<b>TOTAL ASSETS</b>	<b>924,409</b>	<b>768,787</b>	<b>722,894</b>

<b>LIABILITIES AND EQUITY</b> (in thousands of euros)	<b>2008</b>	<b>2007</b>	<b>2006</b>
<b>EQUITY</b>			
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
<b>Equity - Group share</b>	<b>268,303</b>	<b>248,805</b>	<b>216,220</b>
<b>Minority interests</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>TOTAL EQUITY</b>	<b>268,306</b>	<b>248,807</b>	<b>216,221</b>
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
<b>Non-current liabilities</b>	<b>233,369</b>	<b>179,167</b>	<b>180,373</b>
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
<b>Current liabilities</b>	<b>422,734</b>	<b>340,813</b>	<b>326,300</b>
<b>TOTAL LIABILITIES</b>	<b>656,103</b>	<b>519,980</b>	<b>506,673</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>924,409</b>	<b>768,787</b>	<b>722,894</b>

## 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%
<b>Profit from recurring operations</b>	<b>102,322</b>	<b>9.1%</b>	<b>90,826</b>	<b>9.1%</b>	<b>75,051</b>	<b>8.4%</b>
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%
<b>Operating profit</b>	<b>99,745</b>	<b>8.8%</b>	<b>90,153</b>	<b>9.0%</b>	<b>73,924</b>	<b>8.2%</b>
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%
<b>Cost of net financial debt</b>	<b>-9,929</b>	<b>-0.9%</b>	<b>-7,825</b>	<b>-0.8%</b>	<b>-6,347</b>	<b>-0.7%</b>
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%
<b>Net profit for the year from continuing operations</b>	<b>58,199</b>	<b>5.2%</b>	<b>55,097</b>	<b>5.5%</b>	<b>44,206</b>	<b>4.9%</b>
Net profit from the year from discontinued operations or operations being discontinued	-	-	-	-	-	-
<b>NET PROFIT</b>	<b>58,199</b>	<b>5.2%</b>	<b>55,097</b>	<b>5.5%</b>	<b>44,206</b>	<b>4.9%</b>
Attributable to Group	58,198	5.2%	55,097	5.5%	44,206	4.9%
Minority interests	1	-	-	-	-	-
<b>EARNINGS PER SHARE</b> <i>(in euros)</i>						
<b>Basic earnings per share</b>	<b>4.98</b>		<b>4.80</b>		<b>3.86</b>	
<b>Fully diluted earnings per share</b>	<b>4.96</b>		<b>4.75</b>		<b>3.78</b>	

## Statement of changes in net debt

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

## Cash flow statement

<i>(in thousands of euro)</i>	2008	2007	2006
<b>Consolidated net profit (including minority interests)</b>	<b>58,199</b>	<b>55,097</b>	<b>44,206</b>
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
<b>Cash from operations after cost of net debt and tax</b>	<b>70,165</b>	<b>71,541</b>	<b>57,953</b>
Cost of net financial debt	9,929	7,825	6,347
Income taxes paid ( including deferred tax)	28,338	25,231	22,070
<b>Cash from operations before cost of net debt and tax (A)</b>	<b>108,432</b>	<b>104,597</b>	<b>86,370</b>
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
<b>Net cash from operating activities (D) = (A+B+C)</b>	<b>76,295</b>	<b>51,727</b>	<b>90,287</b>
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
<b>Net cash from (used in) investing activities (E)</b>	<b>-109,105</b>	<b>-57,942</b>	<b>-31,206</b>
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
<b>Dividends paid during the year</b>			
- 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
<b>Net cash from (used in) financing activities (F)</b>	<b>43,757</b>	<b>-23,767</b>	<b>-63,105</b>
Effect of foreign exchange rate changes (G)	-691	-154	-434
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS (D+E+F+G)</b>	<b>10,256</b>	<b>-30,136</b>	<b>-4,458</b>
Opening cash position	16,759	46,895	51,353
Closing cash position	27,015	16,759	46,895