



Consolidated balance sheet

	31/12/2021	31/12/2020
ASSETS <i>(in thousands of euros)</i>		
Goodwill	348 326	330 306
Intangible assets	15 073	23 356
Property and equipment	14 272	15 421
Right-of-use assets (IFRS 16)	23 545	28 935
Financial and other non-current assets	8 817	8 622
Deferred tax assets	14 616	16 289
Non-current assets	424 650	422 929
Trade accounts receivable	105 102	88 085
Other current receivables	27 806	32 167
Cash and cash equivalents	25 355	16 165
Current assets	158 263	136 417
TOTAL ASSETS	582 913	559 346
LIABILITIES AND EQUITY <i>(in thousands of euros)</i>		
Share capital	43 267	42 702
Capital reserves	113 380	111 541
Consolidated reserves and other reserves	205 965	192 744
Profit for the period	9 602	8 476
Equity - Group share	372 215	355 463
Minority interests	5	4
TOTAL EQUITY	372 220	355 466
Financial debt - long-term portion	60 097	37 270
Lease liabilities - long-term portion (IFRS 16)	27 198	32 162
Deferred tax liabilities	3 870	2 298
Other non-current liabilities	9 772	10 761
Non-current liabilities	100 937	82 490
Financial debt - short-term portion	1 718	2 942
Lease liabilities - short-term portion (IFRS 16)	6 167	5 625
Trade payables	10 899	13 778
Deferred income	55 826	54 692
Other current liabilities	35 145	44 353
Current liabilities	109 755	121 390
TOTAL LIABILITIES	210 693	203 880
TOTAL LIABILITIES AND EQUITY	582 913	559 346



Consolidated income statement

<i>(in thousands of euros)</i>	31/12/2021	31/12/2020
Revenue	285 548	297 234
Staff costs	-180 629	-189 891
Purchases consumed and external expenses	-60 144	-63 260
Taxes and duties	-3 291	-2 626
Depreciation, amortisation, provisions and impairment	-10 748	-12 660
Other operating expenses and income from recurring operations	2 173	2 051
Operating profit on business activity	32 908	30 847
as % of revenue	11,5%	10,4%
Expenses related to stock options	-4 352	-5 067
Amortisation of allocated intangible assets	-8 626	-8 162
Profit from recurring operations	19 930	17 618
as % of revenue	7,0%	5,9%
Other operating income and expenses	-2 652	24
Operating profit	17 278	17 642
as % of revenue	6,1%	5,9%
Cost of net financial debt	-1 302	-1 413
Other financial income and expense	541	-2 657
Tax charge	-6 913	-5 095
Net profit for the period from continuing operations	9 604	8 478
Net profit	9 604	8 478
as % of revenue	3,4%	2,9%
of which attributable to non-controlling interests	2	-2
of which attributable to owners of the Company	9 602	8 476
Basic earnings per share	0,45	0,40
Fully diluted earnings per share	0,43	0,38



Consolidated statement of changes in net debt

Changes in net debt (without employee profit sharing in accordance with the bank debt covenants)

<i>(in thousands of euros)</i>	31/12/2021	31/12/2020
NET DEBT AT BEGINNING OF PERIOD (A)	24 046	21 566
Cash from operations after cost of net debt and tax	33 731	32 838
Cost of net financial debt	1 302	1 413
Income taxes (including deferred tax)	6 913	5 095
Cash from operations before changes in working capital	41 946	39 346
Taxes paid	-2 780	-3 516
Changes in working capital requirements	-26 224	-23 706
Net cash from operating activities	12 941	12 124
Change related to investing activity	-2 821	-7 746
Rental payments	-6 680	-4 444
Net interest paid	-590	-657
Available net cash flow	2 850	-723
Impact of changes in scope	0	-400
Financial investments	-81	-26
Dividends paid	-8 623	0
Capital increase in cash	2 026	649
Other changes	-9 248	-921
TOTAL NET CHANGE DURING THE PERIOD (B)	-13 077	-1 421
Impact of changes in foreign exchange rates	664	-1 059
NET DEBT AT END OF PERIOD (A-B)	36 459	24 046

Consolidated cash flow statement

<i>(in thousands of euros)</i>	31/12/2021	31/12/2020
Consolidated net profit (including minority interests)	9 604	8 478
Net increase in depreciation, amortisation and provisions	20 181	19 940
Share-based payment expense	3 731	4 405
Gains and losses on disposal	216	15
Cash from operations after cost of net debt and tax	33 731	32 838
Cost of net financial debt (including finance leases IFRS 16)	1 302	1 413
Income taxes (including deferred tax)	6 913	5 095
Cash from operations before cost of net debt and tax (A)	41 946	39 346
Tax paid (B)	-2 780	-3 516
Changes in operating working capital requirements (included liabilities related to employee benefits) (C)	-26 224	-23 706
Net cash from operating activities (D) = (A+B+C)	12 941	12 124
Purchase of tangible and intangible fixed assets	-2 825	-7 746
Proceeds from sale of tangible and intangible fixed assets	4	0
Impact of changes in the scope of consolidation	0	-400
Changes in loans and advances granted	-81	-26
Other cash flow relating to investing activities	69	61
Net cash from (used in) investing activities (E)	-2 833	-8 111
Proceeds on the exercise of stock options	2 026	649
Purchase and proceeds from disposal of treasury shares	-9 500	-201
Dividends paid to shareholders	-8 623	0
Borrowings	60 000	-
Repayment of borrowings	-38 457	-2 360
Change in lease liabilities (IFRS 16)	-6 680	-4 444
Net interest paid (including finance leases IFRS 16)	-590	-657
Other cash flow relating to financing activities	98	-851
Net cash from (used in) financing activities (F)	-1 726	-7 864
Effect of foreign exchange rate changes (G)	664	-1 059
NET CHANGE IN CASH AND CASH EQUIVALENTS (D+E+F+G)	9 047	-4 911
Opening cash position	16 151	21 062
Closing cash position	25 197	16 151