Altus Group

Q4 and FY 2024

Financial Statements

For the twelve months ended December 31, 2024

Consolidated Financial Statements
December 31, 2024 and 2023
(Expressed in Thousands of Canadian Dollars)

Table of Contents

Management's Responsibility for Financial Reporting

The accompanying consolidated financial statements of Altus Group Limited are the responsibility of management, and have been reviewed and approved by the Board of Directors of Altus Group Limited. The consolidated financial statements have been prepared by management in accordance with International Financial Reporting Standards and, where appropriate, reflect management's best estimates and judgments. Management has also prepared financial and all other information in the Annual Shareholders' Report and has ensured that this information is consistent with the consolidated financial statements.

Altus Group Limited maintains appropriate systems of internal control, policies and procedures, which provide management with reasonable assurance that assets are safeguarded and the financial records are reliable, and form a proper basis for the preparation of the consolidated financial statements.

The Board of Directors of Altus Group Limited ensures that management fulfills its responsibilities for financial reporting and internal control through an Audit Committee. This committee reviews the consolidated financial statements and reports to the Board of Directors. The committee meets with the auditor to discuss the results of the audit, the adequacy of internal accounting controls and financial reporting matters.

The consolidated financial statements have been independently audited by Ernst & Young LLP in accordance with Canadian generally accepted auditing standards. Their report that follows expresses their opinion on the consolidated financial statements of Altus Group Limited.

"James V. Hannon"	*"Pawan Chhabra"*
James V. Hannon Chief Executive Officer February 20, 2025	Pawan Chhabra Chief Financial Officer February 20, 2025

Independent auditor's report

To the Shareholders of **Altus Group Limited**

Opinion

We have audited the consolidated financial statements of Altus Group Limited and its subsidiaries [the "Group"], which comprise the consolidated balance sheets as at December 31, 2024 and 2023, and the consolidated statements of comprehensive income (loss), consolidated statements of changes in equity and consolidated statements of cash flows for the years then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2024 and 2023, and its consolidated financial performance and its consolidated cash flows for the years then ended in accordance with International Financial Reporting Standards ["IFRS"] as issued by the International Accounting Standards Board.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the consolidated financial statements* section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matter

Key audit matters are those matters that, in our professional judgment, were of most significance in the audit of the consolidated financial statements of the current period. These matters were addressed in the context of the audit of the consolidated financial statements as a whole, and in forming the auditor's opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the consolidated financial statements* section of our report, including in relation to this matter. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the accompanying consolidated financial statements.

Key audit matter	How our audit addressed the key audit matter
Goodwill asset impairment	
As at December 31, 2024, the Group has $404M of goodwill. During the year, the Group recorded an impairment of $7M within the Appraisals CGU. Management assesses at least annually, or at any time if an indicator of impairment exists, whether there has been an impairment loss in the carrying value of goodwill. When performing impairment tests, the Group estimates the recoverable amount of the cash generating units ["CGUs"] or group of CGUs to which goodwill has been allocated using a discounted cash flow model to estimate the fair value less costs to sell. The Group discloses significant judgments, estimates and assumptions and the result of their analysis in Note 20 to the consolidated financial statements. Significant assumptions included revenue growth rates, EBITDA margins, perpetual growth rates, and business-specific discount rates, which are affected by expectations about future market and economic conditions. Based on our knowledge of the Group's businesses and considering the performance of the different CGUs, we identify CGUs or groups of CGUs with material goodwill balances, specific risk factors, and lower excess headroom in the recoverable amount compared to carrying amount of the related CGUs. This matter was identified as a key audit matter in respect of the Appraisals and North America Development Advisory CGUs due to the significant estimation uncertainty and judgment applied by management in determining the recoverable amount. This is primarily due to the sensitivity of the significant assumptions described above to the future cash flows and the effect that changes in these assumptions would have on the recoverable amount of these CGUs.	To test the estimated recoverable amount of the Appraisals and North America Development Advisory CGUs, our audit procedures included the following, among others: • We assessed methodologies and the significant assumptions discussed above and underlying data used by the Group in its analysis with the assistance of our valuation specialists. • We assessed the selection and application of the discount rate by evaluating the inputs and mathematical accuracy of the calculation. • We assessed the historical accuracy of management's estimates including revenue growth rates and EBITDA margins by comparing management's past projections to actual and historical performance. We also compared the revenue growth rates and perpetual growth rates to current industry, market and economic trends. • We performed a sensitivity analysis on significant assumptions, including EBITDA margins and discount rates, to evaluate impact on the recoverable amount of the Appraisals and North America Development Advisory CGUs or on groups of CGUs that would result from changes in the assumptions. • We also assessed the adequacy of the Group's disclosures included in note 20 of the accompanying consolidated financial statements in relation to this matter.

Other information

Management is responsible for the other information. The other information comprises Management's Discussion and Analysis.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information, and in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

We obtained Management's Discussion and Analysis prior to the date of this auditor's report. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor’s report unless law or regulation precludes public disclosure about the matter, or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in this independent auditor’s report is Laura Sluce.

Ernst & Young LLP

Chartered Professional Accountants
Licensed Public Accountants

Toronto, Canada
February 20, 2025

Consolidated Statements of Comprehensive Income (Loss)
For the Years Ended December 31, 2024 and 2023
(Expressed in Thousands of Canadian Dollars, Except for Per Share Amounts)

	Notes	For the year ended December 31, 2024	For the year ended December 31, 2023 [1]
Revenues	7	**$ 519,727**	$ 509,732
Expenses			
Employee compensation	8	**336,327**	340,525
Occupancy		**5,398**	5,359
Other operating		**100,464**	124,075
Depreciation of right-of-use assets	17	**8,271**	8,047
Depreciation of property, plant and equipment	18	**3,706**	4,629
Amortization of intangibles	19	**32,039**	32,753
Acquisition and related transition costs (income)	6	**8,914**	3,950
Share of (profit) loss of joint venture	16	**(2,950)**	(3,146)
Restructuring costs (recovery)	21	**12,052**	313
(Gain) loss on investments	15	**(446)**	301
Impairment charge	20	**7,000**	-
Finance costs (income), net – leases	9, 17	**938**	771
Finance costs (income), net – other	9	**18,457**	23,836
Profit (loss) before income taxes from continuing operations		**(10,443)**	(31,681)
Income tax expense (recovery)	10	**(9,650)**	1,812
Profit (loss) from continuing operations, net of tax		**$ (793)**	$ (33,493)
Profit (loss) from discontinued operations, net of tax	11	**14,216**	43,725
Profit (loss) for the year		**$ 13,423**	$ 10,232
Other comprehensive income (loss):			
Items that may be reclassified to profit or loss in subsequent periods:			
Currency translation differences		**30,553**	(2,055)
Items that are not reclassified to profit or loss in subsequent periods:			
Changes in investments measured at fair value through other comprehensive income, net of tax	15	**(1,646)**	(1,144)
Other comprehensive income (loss), net of tax		**28,907**	(3,199)
Total comprehensive income (loss) for the year, net of tax		**$ 42,330**	$ 7,033
Earnings (loss) per share attributable to the shareholders of the Company during the year			
Basic earnings (loss) per share:			
Continuing operations	25	**$(0.02)**	$(0.74)
Discontinued operations	25	**$0.31**	$0.97
Diluted earnings (loss) per share:			
Continuing operations	25	**$(0.02)**	$(0.74)
Discontinued operations	25	**$0.30**	$0.95

The accompanying notes are an integral part of these consolidated financial statements.

[1] Comparative figures have been restated to reflect discontinued operations (Note 11).

Consolidated Balance Sheets
As at December 31, 2024 and 2023
(Expressed in Thousands of Canadian Dollars)

	Notes	December 31, 2024	December 31, 2023
Assets			
Current assets			
Cash and cash equivalents		**$ 41,876**	$ 41,892
Trade receivables and other	13	**144,812**	250,462
Income taxes recoverable	10	**5,099**	9,532
Derivative financial instruments	14	**8,928**	677
		200,715	302,563
Assets held for sale	11	**282,233**	-
Total current assets		**482,948**	302,563
Non-current assets			
Trade receivables and other	13	**9,620**	10,511
Derivative financial instruments	14	**9,984**	8,134
Investments	15	**14,580**	14,509
Investment in joint venture	16	**25,605**	22,655
Deferred tax assets	10	**56,797**	30,650
Right-of-use assets	17	**19,420**	25,282
Property, plant and equipment	18	**13,217**	19,768
Intangibles	19	**214,614**	270,641
Goodwill	20	**404,176**	509,980
Total non-current assets		**768,013**	912,130
Total assets		**$ 1,250,961**	$ 1,214,693
Liabilities			
Current liabilities			
Trade payables and other	21	**$ 216,390**	$ 199,220
Income taxes payable	10	**3,017**	4,710
Lease liabilities	17	**11,009**	14,346
		230,416	218,276
Liabilities directly associated with assets held for sale	11	**57,680**	-
Total current liabilities		**288,096**	218,276
Non-current liabilities			
Trade payables and other	21	**19,828**	22,530
Lease liabilities	17	**26,751**	33,755
Borrowings	22	**281,887**	307,451
Deferred tax liabilities	10	**17,179**	30,144
Total non-current liabilities		**345,645**	393,880
Total liabilities		**633,741**	612,156
Shareholders' equity			
Share capital	23	**798,087**	769,296
Contributed surplus		**21,394**	50,143
Accumulated other comprehensive income (loss)		**56,243**	42,434
Retained earnings (deficit)		**(275,935)**	(259,336)
Reserves of assets held for sale	11	**17,431**	-
Total shareholders' equity		**617,220**	602,537
Total liabilities and shareholders' equity		**$ 1,250,961**	$ 1,214,693

The accompanying notes are an integral part of these consolidated financial statements.
Commitments and Contingencies (Note 29)
Events After the Reporting Period (Note 31)

Approved on behalf of the Board of Directors

"Raymond Mikulich"
Raymond Mikulich

"Janet Woodruff"
Janet Woodruff

Consolidated Statements of Changes in Equity
For the Years Ended December 31, 2024 and 2023
(Expressed in Thousands of Canadian Dollars)

	Notes		Share Capital		Contributed Surplus		Accumulated Other Comprehensive Income (Loss)		Retained Earnings (Deficit)		Reserves of Assets Held for Sale		Total Shareholders' Equity
As at January 1, 2023		$	747,668	$	48,608	$	47,165	$	(243,571)	$	-	$	599,870
Profit (loss) for the year			-		-		-		10,232		-		10,232
Other comprehensive income (loss), net of tax:													
Currency translation differences			-		-		(2,055)		-		-		(2,055)
Changes in investments measured at fair value through other comprehensive income			-		-		(1,144)		-		-		(1,144)
Total comprehensive income (loss) for the year			-		-		(3,199)		10,232		-		7,033
Transfer of gain on disposal of FVOCI investments			-		-		(1,532)		1,532		-		-
Share repurchase commitment under the automatic share purchase plan			-		(2,000)		-		-		-		(2,000)
Transactions with owners:													
Dividends declared			-		-		-		(27,529)		-		(27,529)
Share-based compensation			-		23,068		-		-		-		23,068
Deferred tax arising from share-based payment transactions			-		390		-		-		-		390
Dividend Reinvestment Plan			885		-		-		-		-		885
Shares issued on exercise of options			12,283		(1,866)		-		-		-		10,417
Shares issued for share-based compensation			4,931		(4,931)		-		-		-		-
Treasury shares reserved for share-based compensation			(6,010)		-		-		-		-		(6,010)
Release of treasury shares			14,319		(12,520)		-		-		-		1,799
Cancellation of shares			(4,780)		-		-		-		-		(4,780)
Gain (loss) on sale of RSs and shares held in escrow			-		(606)		-		-		-		(606)
Total			21,628		1,535		(1,532)		(25,997)		-		(4,366)
As at December 31, 2023		$	769,296	$	50,143	$	42,434	$	(259,336)	$	-	$	602,537
As at January 1, 2024		$	769,296	$	50,143	$	42,434	$	(259,336)	$	-	$	602,537
Profit (loss) for the year			-		-		-		13,423		-		13,423
Other comprehensive income (loss), net of tax:													
Currency translation differences			-		-		30,553		-		-		30,553
Changes in investments measured at fair value through other comprehensive income			-		-		(1,646)		-		-		(1,646)
Total comprehensive income (loss) for the year			-		-		28,907		13,423		-		42,330
Transfer of loss on disposal of FVOCI investments			-		-		2,333		(2,333)		-		-
Share repurchase commitment under the automatic share purchase plan	23		-		(30,000)		-		-		-		(30,000)
Discontinued operations	11		-		-		(17,431)		-		17,431		-
Transactions with owners:													
Dividends declared	26		-		-		-		(27,689)		-		(27,689)
Share-based compensation	24		-		23,669		-		-		-		23,669
Deferred tax arising from share-based payment transactions			-		308		-		-		-		308
Dividend Reinvestment Plan	23		2,913		-		-		-		-		2,913
Shares issued on exercise of options	23, 24		20,925		(3,247)		-		-		-		17,678
Shares issued for share-based compensation	23, 24		4,667		(4,667)		-		-		-		-
Treasury shares reserved for share-based compensation	23, 24		(3,896)		-		-		-		-		(3,896)
Release of treasury shares	23, 24		15,225		(14,536)		-		-		-		689
Cancellation of shares	23		(11,043)		-		-		-		-		(11,043)
Gain (loss) on sale of RSs and shares held in escrow			-		(276)		-		-		-		(276)
Total			28,791		(28,749)		(15,098)		(30,022)		17,431		(27,647)
As at December 31, 2024		**$**	**798,087**	**$**	**21,394**	**$**	**56,243**	**$**	**(275,935)**	**$**	**17,431**	**$**	**617,220**

The accompanying notes are an integral part of these consolidated financial statements.

Consolidated Statements of Cash Flows
For the Years Ended December 31, 2024 and 2023
(Expressed in Thousands of Canadian Dollars)

	Notes	For the year ended December 31, 2024	For the year ended December 31, 2023
Cash flows from operating activities			
Profit (loss) before income taxes from continuing operations		**$ (10,443)**	$ (31,681)
Profit (loss) before income taxes from discontinued operations	11	**19,200**	54,011
Profit (loss) before income taxes		**$ 8,757**	$ 22,330
Adjustments for:			
Depreciation of right-of-use assets	17	**9,945**	11,121
Depreciation of property, plant and equipment	18	**4,554**	6,102
Amortization of intangibles	19	**35,916**	40,717
Finance costs (income), net – leases	9	**1,189**	1,222
Finance costs (income), net – other	9	**17,979**	23,877
Share-based compensation	24	**23,669**	23,068
Unrealized foreign exchange (gain) loss		**(337)**	1,622
(Gain) loss on investments	15	**(446)**	301
(Gain) loss on disposal of right-of-use assets, property, plant and equipment and intangibles		**(2,025)**	454
(Gain) loss on equity derivatives	14	**(9,942)**	8,599
Share of (profit) loss of joint venture	16	**(2,950)**	(3,146)
Impairment of non-financial assets	20	**7,000**	-
Impairment of right-of-use assets, net of (gain) loss on sub-leases	17	**(322)**	(565)
Net changes in:			
Operating working capital		**11,703**	(24,117)
Liabilities for cash-settled share-based compensation		**19,246**	591
Deferred consideration payables		**(1,674)**	(1,610)
Contingent consideration payables		**(200)**	(2,989)
Net cash generated by (used in) operations		**122,062**	107,577
Less: interest paid on borrowings		**(18,064)**	(20,273)
Less: interest paid on leases		**(1,189)**	(1,222)
Less: income taxes paid		**(23,588)**	(14,889)
Add: income taxes refunded		**699**	236
Net cash provided by (used in) operating activities		**79,920**	71,429
Cash flows from financing activities			
Proceeds from exercise of options	23, 24	**17,678**	10,417
Financing fees paid		**(170)**	(8)
Proceeds from borrowings	22	**34,426**	72,154
Repayment of borrowings	22	**(72,360)**	(83,599)
Payments of principal on lease liabilities	17	**(15,944)**	(15,094)
Proceeds from right-of-use asset lease inducements		**-**	525
Dividends paid	26	**(24,726)**	(26,579)
Treasury shares purchased for share-based compensation	23, 24	**(3,483)**	(4,817)
Cancellation of shares		**(11,043)**	(4,780)
Net cash provided by (used in) financing activities		**(75,622)**	(51,781)
Cash flows from investing activities			
Purchase of investments	15	**(882)**	(841)
Purchase of intangibles	19	**(6,063)**	(7,664)
Purchase of property, plant and equipment	18	**(1,392)**	(4,827)
Proceeds from investments	15	**93**	28
Proceeds from disposal of investments	15	**-**	3,471
Proceeds from sale of disposal group	12	**11,016**	-
Acquisitions, net of cash acquired	6	**-**	(25,090)
Net cash provided by (used in) investing activities		**2,772**	(34,923)
Effect of foreign currency translation		**1,630**	1,900
Net increase (decrease) in cash and cash equivalents		**8,700**	(13,375)
Cash and cash equivalents, beginning of year		**41,892**	55,267
Cash and cash equivalents, end of year [(1)]		**$ 50,592**	$ 41,892

The accompanying notes are an integral part of these consolidated financial statements.

[(1)] Included in cash and cash equivalents as at December 31, 2024 is $8,716 related to discontinued operations (Note 11).

1. Business and Structure

Altus Group Limited (the "Company") is a leading provider of asset and fund intelligence for commercial real estate ("CRE"). The Company delivers Intelligence as a Service to its global client base through a connected platform of industry-leading technology, advanced analytics and advisory services. The Company is a global company headquartered in Toronto with approximately 1,900 employees[1] across North America, EMEA and Asia Pacific.

The Company conducts its business through two business units: (1) Analytics and (2) Appraisals and Development Advisory. Prior to July 2024, the Company conducted its business through two business units: Analytics and CRE Consulting, in which the CRE Consulting included Appraisals and Development Advisory and Property Tax. Property Tax was classified as a discontinued operation in July 2024 (Note 11).

The address of the Company's registered office is 33 Yonge Street, Suite 500, Toronto, Ontario, Canada. The Company is listed on the Toronto Stock Exchange ("TSX") under the symbol AIF and is domiciled in Canada.

"Altus Group" refers to the consolidated operations of the Company.

2. Basis of Preparation

The Company prepares its consolidated financial statements in accordance with International Financial Reporting Standards ("IFRS"), as issued by the International Accounting Standards Board ("IASB"). The consolidated financial statements have been prepared on a going concern basis using the historical cost convention, except for the revaluation of certain financial assets and financial liabilities, including investments, derivatives, and debt and equity instruments and contingent consideration that have been measured at fair value.

Changes to material accounting policies and estimates are described in Note 4.

These consolidated financial statements were approved by the Board of Directors for issue on February 20, 2025.

---

[1] The employee headcount shown above excludes approximately 1,000 employees from the Company's Property Tax discontinued operations (Note 11).

3. Summary of Material Accounting Policies

The material accounting policies applied in the preparation of these consolidated financial statements are set out below.

Consolidation

Subsidiaries

Investments in other entities where the Company is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee, are considered subsidiaries. Subsidiaries are fully consolidated from the date at which control is determined to have occurred and are de-consolidated from the date that the Company no longer controls the entity. The financial statements of the subsidiaries are prepared for the same reporting period as the Company, using consistent accounting policies. All intercompany transactions and balances are eliminated.

The Company uses the acquisition method of accounting to account for business combinations, when control is acquired. The consideration transferred for the acquisition of a subsidiary is the fair value of the assets transferred, the liabilities incurred and the equity interests issued by the Company. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Acquisition costs are expensed as incurred. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date.

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the Company's share of the identifiable net assets acquired is recorded as goodwill. If this is less than the fair value of the identifiable net assets acquired in the case of a bargain purchase, the difference is recognized directly in profit or loss.

Joint Venture

Joint ventures are joint arrangements over which the Company has joint control along with the other parties to the arrangement. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require the unanimous consent of the parties sharing control. Investments in joint ventures are accounted for using the equity method and initially recognized at cost.

The Company's share of (profit) loss of joint venture subsequent to the initial combination is recognized in profit or loss, and its share of movements in other comprehensive income (loss), if any, is recognized in other comprehensive income (loss) until the date on which joint control ceases. Such movements are adjusted against the carrying amount of the Company's investment in joint venture.

Unrealized gains on transactions between the Company and its joint venture are eliminated to the extent of the Company's interest in the joint venture. Unrealized losses are also eliminated unless the transactions provide evidence of an impairment of the asset transferred. The accounting policies of its joint venture are consistent with IFRS.

The Company reviews its investment in joint venture for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. If impaired, the carrying amount of the Company's investment in joint venture is written down to its estimated recoverable amount, being the higher of fair value less costs to sell and value in use, and charged to profit or loss.

3. Summary of Material Accounting Policies, cont'd

Segment Reporting

Segments are reported in a manner consistent with the internal reporting provided to the chief operating decision-maker. Operating segments are aggregated when the criteria in IFRS 8, *Operating Segments*, are met. The chief operating decision-maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Chief Executive Officer ("CEO").

Foreign Currency Translation

The consolidated financial statements are presented in Canadian dollars ($), which is the Company's functional and presentation currency. Items included in the financial statements of each of the Company's subsidiaries are measured using the currency of the primary economic environment in which each respective entity operates.

Foreign currency transactions are translated into the appropriate functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognized in profit or loss within other operating expenses.

The results and financial position of the Company's subsidiaries that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities are translated at the closing rate as at the date of the balance sheets;
- income and expenses are translated at average exchange rates; and
- all resulting exchange differences are recognized in other comprehensive income (loss) within currency translation differences.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity, and translated at the closing rate as at the date of the balance sheets.

Leases

Right-of-use assets
The Company recognizes right-of-use assets at the commencement date of a lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognized, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Unless the Company is reasonably certain to obtain ownership of the leased asset at the end of the lease term, right-of-use assets are depreciated on a straight-line basis over the shorter of their estimated useful life and the lease term. If the Company is reasonably certain to obtain ownership of the leased asset, right-of-use assets are depreciated over the estimated useful life of the underlying asset.

3. Summary of Material Accounting Policies, cont'd

The Company's right-of-use assets are depreciated over the following:

Property	1 – 10 years
Equipment	1 – 4 years

Right-of-use assets are also periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

Lease liabilities
At the commencement date of the lease, the Company recognizes lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees, if applicable. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating a lease, if the lease term reflects the Company exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognized as occupancy expense in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the in-substance fixed lease payments or a change in the assessment to purchase the underlying asset.

Short-term leases and leases of low-value assets
The Company applies the short-term lease recognition exemption to its short-term leases (i.e., those leases that have a lease term of 12 months or less from commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of equipment that are considered of low value. Payments on such leases are recognized as occupancy expense on a straight-line basis over the lease term.

Current and Deferred Income Taxes

The tax expense for the year consists of current and deferred income tax. Tax is recognized in profit or loss, except to the extent that it relates to items recognized in other comprehensive income (loss) or directly in equity, in which case the tax is recognized accordingly.

Current income tax is calculated on the basis of the tax laws enacted or substantively enacted as at the consolidated balance sheet date in the countries where the Company and its subsidiaries operate and generate taxable income. Management periodically evaluates positions taken in tax filings in different jurisdictions with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions, where appropriate, on the basis of amounts expected to be paid to the tax authorities.

3. Summary of Material Accounting Policies, cont'd

Deferred income tax is recognized, using the liability method, on temporary differences arising between the tax bases of assets and liabilities, and their carrying amounts in the consolidated financial statements. However, deferred income tax liabilities are not recognized if they arise from the initial recognition of goodwill or the initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax assets are recognized only to the extent that it is probable that the assets can be recovered. Deferred income tax is determined using tax rates and laws that have been enacted or substantively enacted as at the consolidated balance sheet date and are expected to apply when the related deferred income tax asset is realized or the deferred income tax liability is settled. Deferred income tax assets and liabilities are presented as non-current.

Deferred income tax is provided on temporary differences arising on investments in subsidiaries and associates, except for deferred income tax liabilities where the timing of the reversal of the temporary difference is controlled by the group and it is probable that the temporary difference will not reverse in the foreseeable future.

The Company applies judgment in identifying and assessing uncertainties over income tax treatments, including those relating to transfer pricing and other tax deductions. The Company recognizes tax treatments (including those of its subsidiaries) to the extent that it is probable that it will be accepted by the applicable taxation authorities.

Tax assets and liabilities are offset when there is a legally enforceable right to offset and when they relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

Investment Tax Credits

Investment tax credits, arising from qualifying scientific research and experimental development efforts pursuant to existing tax legislation, are recorded as a reduction of the corresponding expense when there is reasonable assurance of their ultimate realization.

Revenue Recognition

Revenue is recognized upon transfer of control of the promised goods or services to customers in an amount that reflects the consideration to which the Company expects to receive in exchange for those goods or services. Performance obligations are satisfied and revenue is recognized either over time or at a point in time.

Payment terms vary by contract type; however, terms are typically 30 to 60 days.

Unbilled revenue on customer contracts, contract assets under IFRS 15, *Revenue from Contracts with Customers*, relates to conditional rights to consideration for satisfied performance obligations of contracts with customers. Trade receivables are recognized when the right to consideration becomes unconditional. Customer deposits and contract liabilities included in trade payables and other relate to payments received or due in advance of performance under contracts with customers. Contract liabilities are recognized as revenue as (or when) the Company satisfies its performance obligations under the contracts.

3. Summary of Material Accounting Policies, cont'd

Costs to obtain customer contracts represent commissions incurred and would not otherwise have been incurred if the contracts had not been obtained. These costs are incremental and capitalized when the Company expects to recover these costs under each respective customer contract. The asset is amortized over the term of the specific contract it relates to, consistent with the associated pattern of revenue recognition, and is recorded in employee compensation expenses. As a practical expedient, incremental costs of obtaining a contract have been expensed when incurred if the related term is one year or less.

Services

The Company provides services on a time and materials basis, fixed fee basis or contingency basis. Services are offered by all segments of the Company.

Performance obligations for services on a time and materials or fixed fee basis are typically satisfied over time as services are rendered. In contracts where the Company is not entitled to payment until specific performance obligations are satisfied, revenue is recognized at the time the services are delivered. At contract inception, the Company expects that the period between when the Company transfers control of a promised service to a customer and when the customer pays for that service will be one year or less. As such, the Company applies the practical expedient of not adjusting the consideration for such services for the effects of a significant financing component.

Revenue is recognized based on the extent of progress towards completion of performance obligations, on a project-by-project basis. The method used to measure progress depends on the nature of the services. Revenue is recognized on the basis of time and materials incurred to date relative to the total budgeted inputs. The output method on the basis of milestones is used when the contractual terms align the Company's performance with measurements of value to the customer. Revenue is recognized for services performed to date based on contracted rates and/or milestones that correspond to the consideration that the Company is entitled to invoice.

Performance obligations for contingency arrangements are satisfied at a point in time upon completion of the services. The consideration for such arrangements is performance-based and variable. The estimated variable consideration included in the transaction price considers the extent that it is highly probable that a significant reversal of revenue will not occur when the uncertainty is resolved. This is reassessed at the end of each reporting period.

Service contracts are generally billed subsequent to revenue recognition and result in contract assets. In some contracts, customer deposits render contract liabilities to the extent that they exceed the contract assets, on a project-by-project basis.

3. Summary of Material Accounting Policies, cont'd

Software and data products

The Company's Analytics business offers subscription licenses and customers licenses for on-premise software that provide the customer with a right to use the software as it exists when the license is granted to the customer. Subscription and on-premise licenses differ mainly in the duration over which the customer benefits from the software. Contracts related to licenses sold on a subscription basis and support services will vary depending on the contractual terms. Revenue from contracts related to on-premise licenses is recognized upfront at the point in time when the software is delivered to the customer. Revenue allocated to ongoing maintenance or support services is recognized ratably over the term of the contract. The standard warranty period is 30 days and it is not considered to be a distinct performance obligation.

Access to hosted and cloud software and data products over a specified contract term is provided on a subscription basis. Revenue for software and data products provided on a subscription basis is recognized ratably over the contract term, and contracts are billed upfront and prior to revenue recognition, which generally results in contract liabilities.

Financial Assets and Liabilities

Financial assets

The Company classifies its financial assets as amortized cost, fair value through other comprehensive income ("FVOCI") or fair value through profit or loss ("FVPL").

The Company classifies cash and cash equivalents, and trade receivables at amortized cost as the contractual cash flows are solely payments of principal and interest and the asset is held within a business model with the objective of holding and collecting the contractual cash flows.

The Company classifies its equity investments that are not held for trading at FVOCI as the Company has made an irrevocable election at initial recognition to recognize changes in FVOCI rather than FVPL as these are strategic investments. Upon disposal of these equity investments, any balance within the other comprehensive income reserve for these equity investments is reclassified to retained earnings (deficit) and is not reclassified to profit or loss.

The Company classifies its debt investments at FVOCI where the contractual cash flows are solely principal and interest and the objective of the Company's business model is achieved both by collecting contractual cash flows and selling financial assets.

The Company classifies its investments in partnerships and derivative financial instruments at FVPL.

Financial liabilities

The Company classifies its financial liabilities as subsequently measured at amortized cost except for those at FVPL, such as derivative financial instruments and contingent consideration payables. Financial liabilities measured at FVPL recognize changes in fair value attributable to the Company's own credit risk in other comprehensive income instead of profit or loss, unless this would create an accounting mismatch.

3. Summary of Material Accounting Policies, cont'd

Impairment

The Company assesses financial assets for impairment on a forward-looking basis, with the expected credit losses associated with its debt instruments carried at amortized cost and FVOCI. Expected credit losses are based on the difference between the contractual cash flows due in accordance with the contract and all cash flows that the Company expects to receive, discounted at an approximation of the original effective interest rate. For trade receivables and contract assets, the Company applies the simplified approach permitted by IFRS 9, *Financial Instruments*, which requires lifetime expected credit losses to be recognized from initial recognition of the financial assets, and re-assesses at each reporting period. The Company utilizes a provision matrix based on its historical credit loss experience, adjusted for forward-looking factors specific to customers and the economic environment.

The Company includes the effect of losses and recoveries due to expected credit losses in other operating expenses.

Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is reported if there is a currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, bank balances and short-term, highly liquid investments, which generally have original maturities of three months or less at the time of acquisition, and that are subject to an insignificant risk of changes in value. Deposits are repayable on demand and interest, if any, is paid at a fixed or floating market rate.

Derivative Financial Instruments

The Company enters into equity derivatives to manage its exposure to changes in the fair value of its restricted share units ("RSUs") and deferred share units ("DSUs") issued under their respective plans due to changes in the fair value of the Company's common shares. The Company also periodically enters into interest rate swap agreements for the purposes of managing interest rate exposure and into currency forward contracts to manage its foreign exchange exposures. Derivatives are not for trading or speculative purposes.

Derivatives are initially recognized at fair value when a derivative contract is entered into and are subsequently remeasured at their fair value. Depending on the nature of the derivative, changes in fair value are recognized within finance costs (income), net – other, other operating expenses, or employee compensation expense.

3. Summary of Material Accounting Policies, cont'd

Property, Plant and Equipment

All property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses, if any. Historical cost includes expenditures that are directly attributable to the acquisition of the assets. Costs incurred with respect to a specific asset are included in the asset's carrying amount or recognized as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. The carrying amount of any replaced part is written off. All other repairs and maintenance are charged to profit or loss during the period in which they are incurred.

Property, plant and equipment are depreciated over the useful life of the assets using the diminishing balance method as follows:

Furniture, fixtures and equipment	20%
Computer equipment	30%

Leasehold improvements are depreciated on a straight-line basis over the shorter of the respective lease term and useful life.

The residual values and useful lives of property, plant and equipment are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals of property, plant and equipment are determined by comparing the net proceeds with the carrying amount and recognized in other operating expenses.

Intangibles

Intangible assets consist of: software, non-compete agreements, and certain identifiable intangible assets acquired through the Company's business acquisitions such as brands, customer backlog, customer lists, databases and data agreements.

The Altus Group, ARGUS and Finance Active brands are intangibles with an indefinite life and are not amortized. Intangibles acquired as part of a business combination are recognized at fair value at the acquisition date and carried at cost less accumulated amortization subsequent to acquisition. Software is recorded at cost less accumulated amortization and accumulated impairment losses, if any.

3. Summary of Material Accounting Policies, cont'd

Intangibles with a finite life are amortized over the useful life of the assets using the straight-line or diminishing balance method as follows:

Brands of acquired businesses	1 – 5 years straight-line
Computer application software	30% diminishing balance
Custom software applications	2 – 8 years straight-line
Internally generated software	2 – 10 years straight-line
Customer backlog	straight-line over remaining life of contracts
Customer lists	5 – 10 years straight-line
Databases	2 – 4 years straight-line
Data agreements	12 years straight-line
Non-compete agreements	straight-line over life of agreements

Costs associated with maintaining computer software applications or incurred during the research phase are recognized as an expense as incurred. Development costs that are directly attributable to the design, build and testing of identifiable and unique software applications controlled by the Company are recognized as intangibles when the following criteria are met:

- it is technically feasible to complete the software application so that it will be available for use or sale;
- management intends to complete the software application and either use or sell it;
- there is an ability to use or sell the software application;
- it can be demonstrated how the software application will generate probable future economic benefits;
- adequate technical, financial and other resources to complete the development and to use or sell the software application are available; and
- the expenditure attributable to the software application during its development can be reliably measured.

Development costs that do not meet these criteria are recognized as an expense as incurred.

3. Summary of Material Accounting Policies, cont'd

Impairment of Non-financial Assets

Goodwill and intangibles that have an indefinite useful life are tested annually for impairment and whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Non-financial assets that are subject to amortization are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognized for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of fair value less costs to sell and value in use. For the purposes of assessing impairment, non-financial assets are grouped at the lowest levels for which there are separately identifiable independent cash inflows. Non-financial assets other than goodwill are reviewed for possible reversal of impairment at each reporting date.

Goodwill is allocated to cash-generating units ("CGUs") for the purpose of impairment testing. The allocation is made to those CGUs or groups of CGUs that are expected to benefit from synergies of the business combination in which the goodwill arose. Goodwill is tested for impairment in the CGUs for which it is monitored by the Company. Impairment losses on goodwill are not reversed. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the disposed entity.

Borrowings

Borrowings are recognized initially at fair value, net of transaction costs incurred. Borrowings are subsequently carried at amortized cost with any difference between the proceeds, net of transaction costs, and the redemption value recognized in finance costs (income), net – other over the term of the borrowings using the effective interest method.

Borrowings are classified as current liabilities if the payment is due within one year or less. If the Company has an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period, or any payments are due after more than one year, these are classified as non-current liabilities.

Provisions

Provisions represent liabilities of the Company for which the amount or timing is uncertain. Provisions are recognized when the Company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount can be reliably estimated. Provisions are not recognized for future operating losses.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a discount rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The difference between the nominal amount of the provision and the discounted amount is amortized as a finance cost and correspondingly increases the carrying amount of the provision over the period to settlement.

Assets Held for Sale

Non-current assets, or disposal groups, are classified as held-for-sale if it is probable that they will be recovered primarily through sale rather than through continuing use.

Such assets, or disposal groups, are generally measured at the lower of their carrying value and fair value less costs to sell. Any impairment loss on a disposal group is allocated first to goodwill, and then to the remaining assets and liabilities on a pro rata basis, except that no loss is allocated to inventories, financial assets, deferred tax assets, employee benefit assets, investment property or biological assets, which continue to be measured in accordance with the Company's other accounting policies. Impairment losses on initial classification as held-for-sale and subsequent gains and losses on remeasurement are recognized in profit or loss.

Once classified as held-for-sale, non-current assets are no longer amortized or depreciated, and any equity-accounted investee is no longer equity accounted.

Discontinued Operations

A discontinued operation is a component of the Company's business, with operations and cash flows that are distinguishable from those of the rest of the Company and which represents a separate major line of business or geographical area of operations, is part of a single coordinated plan to dispose of a separate major line of business or geographical area of operations, or is a subsidiary acquired exclusively for resale.

Classification as a discontinued operation occurs at the earlier of disposal or when the major line of business or geographical operation meets the criteria to be classified as assets held for sale or distribution. When an operation is classified as a discontinued operation, IFRS 5, *Non-current Assets Held for Sale and Discontinued Operations*, requires that the comparative statements of comprehensive income (loss) are re-presented as if the operation was discontinued from the start of the comparative year. As a result, the Company's discontinued operations are excluded from the profit (loss) from continuing operations and are presented as an amount, net of tax, as profit (loss) from discontinued operations in the statements of comprehensive income (loss). Furthermore, the Company has made the accounting policy choice to present net cash flows related to its discontinued operations in the notes to the consolidated financial statements.

Employee Benefits

Termination benefits

Termination benefits are payable when employment is terminated by the Company before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Company recognizes termination benefits at the earlier of the date at which the Company can no longer withdraw the offer of these benefits, and, in the case of restructuring, the date at which the Company has recognized costs for a restructuring within the scope of IAS 37, *Provisions, Contingent Liabilities and Contingent Assets*, which involves the payment of termination benefits. Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

Profit-sharing and bonus plans

The Company recognizes the expense and related liability for bonuses and profit-sharing awards over the service period where contractually obliged or when there is a past practice that has created a constructive obligation, which can be reliably measured.

3. Summary of Material Accounting Policies, cont'd

Employee Share Purchase Plan

The Company has an Employee Share Purchase Plan ("ESPP"), under which employees may contribute up to 8% of their base salary or base hourly wages towards the purchase of the Company's shares. For each eligible contribution, the Company contributes an additional 33% of the employees' contribution towards their purchase of the Company's shares, up to an annual limit per employee each year. These shares will be purchased from the open market at the prevailing market price on the date of purchase. The Company's contributions are recorded as employee compensation expense in the period incurred.

Share-based Compensation

The Company operates a number of share-based compensation plans as follows:

(i) Executive Compensation Plan and Long-Term Equity Incentive Plan

The Company's Executive Compensation Plan comprises two elements: a common share option plan ("Share Option Plan") and an equity compensation plan ("Equity Compensation Plan"). These are both equity-settled compensation arrangements.

In March 2017, a long-term equity incentive plan ("Long-Term Equity Incentive Plan") was established to simplify and replace the Executive Compensation Plan as a means of compensating designated employees of the Company for services provided and promoting share ownership and alignment with the shareholders' interests. This plan contains comprehensive and consistent provisions to govern subsequent awards, including share options, Performance Share Units ("PSUs") and share-based equity awards.

Options granted under the Executive Compensation Plan and Long-Term Equity Incentive Plan

Share options issued under both plans have a maximum term of 72 months to expiry, generally vest annually over a three-to-four-year period from the date of grant, and are exercisable at the designated common share price, which is calculated as the volume weighted average closing price of the Company's common shares on the TSX for the five business days immediately preceding the grant date. For options issued to certain non-Canadian employees, the designated common share price for which they are exercisable is calculated as the higher of: (a) the mean of the high and low trading prices of the Company's common shares on the TSX on the trading day immediately preceding the grant date, or (b) the volume weighted average closing price of the Company's common shares on the TSX for the five business days immediately preceding the grant date. Except in specific defined circumstances, options and all rights to purchase common shares are forfeited by an employee upon ceasing to be an employee of the Company.

The Company recognizes the fair value of options on the grant date using the Black-Scholes option pricing model as employee compensation expense with a corresponding credit to contributed surplus over the vesting period, which is the period over which all of the specified vesting conditions are satisfied. For awards with graded vesting, the fair value of each tranche is recognized over its respective vesting period. On the exercise of options to purchase common shares, the consideration paid by the employee and the associated amount of contributed surplus are credited to share capital within shareholders' equity.

At the end of each reporting period, the Company re-assesses its estimate of the number of options that are expected to vest and recognizes the impact of any revisions within employee compensation expense.

3. Summary of Material Accounting Policies, cont'd

Other awards granted under the Equity Compensation Plan and Long-Term Equity Incentive Plan

Under the Equity Compensation Plan, the Company was entitled at its sole discretion to issue each participant a portion of his or her annual discretionary bonus in common shares and/or PSUs. Under the Long-Term Equity Incentive Plan, the Company is entitled at its sole discretion to issue each participant a portion of his or her annual discretionary bonus in common shares and/or PSUs. Common shares and PSUs granted under both plans are subject to certain vesting conditions and generally vest over a three-or-four-year period from the date of grant. The number of such common shares granted is initially determined as an amount equal to the amount of annual discretionary bonus allocated divided by the volume weighted average closing price of the Company's common shares on the TSX for the five business days ending on the day prior to issuance. The PSUs granted under both plans can be settled at the Company's discretion in cash, common shares, or a combination of both. Except in specific defined circumstances, common shares and PSUs are forfeited by an employee upon ceasing to be an employee of the Company. All PSUs granted under the Equity Compensation Plan have been vested and settled.

The number of PSUs that vest under the Long-Term Equity Incentive Plan may range from 0% to 200% based on the Company's total shareholder return ("TSR") relative to a set peer group's average TSR, according to the percentages below, subject to the recipient fulfilling the service condition:

- 20% on December 31 of each year for a period of three years; and
- 40% at the end of the three-year period.

As the Company typically settles these awards in common shares, the Company recognizes the fair value of the award when granted using the Monte Carlo valuation method as employee compensation expense with a corresponding credit to contributed surplus over the vesting period, which is the period over which all of the specified vesting conditions are satisfied. When common shares are issued to settle the obligation, the amount previously recorded in contributed surplus is transferred to share capital within shareholders' equity.

At the end of each reporting period, the Company re-assesses its estimate of the number of awards that are expected to vest and recognizes the impact of any revisions within employee compensation expense.

(ii) Long-Term Incentive Restricted Share Plan and Long-Term Incentive Restricted Share Unit Plan

In March 2021, the Board of Directors approved two new long-term incentive plans, the Long-Term Incentive Restricted Share Plan ("LTIRS Plan") and Long-Term Incentive Restricted Share Unit Plan ("LTIRSU Plan"), to complement the existing Long-Term Equity Incentive Plan.

Restricted shares ("RSs") and RSUs granted under these plans will not be available to the employee until three years following the grant date. After three years from the date of grant, the RSs and RSUs will be released, provided, subject to certain exceptions such as retirement, disability or death, and that the individual is employed with the Company at the time of the release. Participants are entitled to receive cash dividends or notional distributions that are paid on common shares, respectively. If an employee resigned from the Company or is terminated for cause, all RSs and RSUs that have not yet been released from the three-year restriction period will be forfeited.

3. Summary of Material Accounting Policies, cont'd

With respect to RSs that are equity-settled, the Company contributes funds to purchase common shares in the open market, which are held by the Company as treasury shares until they vest. This amount is shown as a reduction in the carrying value of the Company's common shares. The Company recognizes the fair value of the award when granted as employee compensation expense with a corresponding credit to contributed surplus over a three-year period from the date of grant. As RSs are released, the portion of the contributed surplus relating to the RSs is credited to share capital within shareholders' equity.

With respect to RSUs that are cash-settled, the Company recognizes the fair value of the award when granted as employee compensation expense with a corresponding credit to trade payables and other over a three-year period from the date of grant. Changes in the liability subsequent to the grant date and prior to settlement due to changes in fair value of the Company's common shares are recorded as employee compensation expense in the period incurred.

(iii) Deferred Compensation Plans

The Company has Deferred Compensation Plans that are structured as a restricted share plan ("RS Plan") in Canada and as a restricted share unit plan ("RSU Plan") outside of Canada. Annual grants of RSs or RSUs form part of the total annual discretionary bonus awarded based on the Company exceeding certain annual performance targets, which typically consists of an annual cash bonus of 60%-80% and a RS or RSU award of 20%-40%. On occasion, RSs or RSUs may be granted to certain employees upon acceptance of employment, subject to certain restrictions similar to those applicable for annual grants.

If annual performance targets are met, RSs and RSUs are awarded within three months of the performance year and will not be available to the employee until three years following the grant date. After three years from the date of grant, the RSs and RSUs will be released, provided, subject to certain exceptions such as retirement, disability or death, and that the individual is employed with the Company at the time of release.

Participants are entitled to receive cash dividends or notional distributions that are paid on common shares, respectively. If an employee resigns from the Company or is terminated for cause, all RSs and RSUs that have not yet been released from the three-year restriction period will be forfeited.

With respect to RSs that are equity-settled, the Company contributes funds to purchase common shares in the open market, which are held by the Company as treasury shares until they vest. This amount is shown as a reduction in the carrying value of the Company's common shares. The Company recognizes the fair value of the award when granted as employee compensation expense with a corresponding credit to contributed surplus over a 17-quarter period beginning in the year in which performance commences and ending on the vesting date. As RSs are released, the portion of the contributed surplus relating to the RSs is credited to share capital within shareholders' equity.

With respect to RSUs that are cash-settled, the Company recognizes the fair value of the award when granted as employee compensation expense with a corresponding credit to trade payables and other over a 17-quarter period beginning in the year in which performance commences and ending on the vesting date. Changes in the liability subsequent to the grant date and prior to settlement due to changes in fair value of the Company's common shares are recorded as employee compensation expense in the period incurred.

3. Summary of Material Accounting Policies, cont'd

(iv) Deferred Share Unit Plans

Directors' Deferred Share Unit Plan
The Company has a Directors' Deferred Share Unit Plan ("DSU Plan") under which members of the Company's non-executive Board of Directors elect annually to receive all or a portion of their annual retainers and fees in the form of deferred share units ("Directors' DSUs"). The Directors' DSUs vest on the grant date and are settled in cash upon termination of Board service. Participants are also entitled to receive notional distributions in additional Directors' DSUs equal to dividends that are paid on common shares.

For each Directors' DSU granted, the Company recognizes the market value of the Company's common shares on the grant date as employee compensation expense with a corresponding credit to trade payables and other. Changes in the liability subsequently due to changes in fair value of the Company's common shares are recorded as employee compensation expense in the period incurred.

Share Capital

Common shares issued by the Company are classified as equity.

Incremental costs directly attributable to the issuance of common shares are shown in equity as a deduction, net of tax, from the proceeds.

When the Company purchases its own share capital (treasury shares), the consideration paid, including any directly attributable incremental costs, net of tax, is deducted from equity attributable to the Company's shareholders until the shares are cancelled or reissued. Where such common shares are subsequently reissued, any consideration received, net of any directly attributable incremental transaction costs and the related income tax effects, is included in equity attributable to the Company's shareholders.

Dividends

Dividends to the Company's shareholders are recognized as a liability in the Company's consolidated financial statements in the period in which the dividends are declared by the Company's Board of Directors.

4. Changes in Material Accounting Policies and Estimates

Adoption of Recent Accounting Pronouncements

Amendments to IAS 1: Classification of Liabilities as Current or Non-Current
In January 2020, the IASB issued amendments to IAS 1, *Presentation of Financial Statements*, to provide a more general approach to the presentation of liabilities as current or non-current based on contractual arrangements in place at the reporting date. These amendments:

- specify that the rights and conditions existing at the end of the reporting period are relevant in determining whether the Company has a right to defer settlement of a liability by at least 12 months;
- require disclosures around the relevant information about the covenants to be complied with in order to have the right to defer settlement of a liability by at least 12 months;
- provide that management's expectations are not a relevant consideration as to whether the Company will exercise its rights to defer settlement of a liability; and
- clarify when a liability is considered settled.

4. Changes in Material Accounting Policies and Estimates, cont'd

The new guidance to annual periods beginning on or after January 1, 2024 is to be applied retrospectively. These amendments did not have a material impact on the consolidated financial statements.

Future Accounting Pronouncements

Amendments to IFRS 9 and IFRS 7: Classification and Measurement of Financial Instruments
In May 2024, the IASB issued amendments to IFRS 9, *Financial Instruments*, and IFRS 7, *Financial Instruments: Disclosures*, relating to the classification and measurement requirements of financial instruments recognized within those standards. These amendments:

- clarify that a financial liability is to be derecognized on the "settlement date" and introduces an accounting policy to derecognize financial liabilities settled through an electronic payment system before settlement date if certain conditions are met;
- clarify how to assess the contractual cash flow characteristics of financial assets that include "environmental, social and governance" - linked features and other similar contingent features;
- clarify the treatment of non-recourse assets and contractually linked instruments; and
- require additional disclosures for financial assets and liabilities with contractual terms that reference a contingent event and equity instruments classified at fair value through other comprehensive income.

These amendments will be effective for annual periods beginning on or after January 1, 2026 and will be applied retrospectively with an adjustment to opening retained earnings. Prior periods will not be required to be restated and can only be restated without using hindsight. Entities can early adopt the amendments that relate to the classification of financial assets plus the related disclosures, and can apply other amendments subsequently. The Company does not expect material impacts from these amendments on its consolidated financial statements.

Issuance of IFRS 18: Presentation and Disclosure in Financial Statements
In April 2024, the IASB issued IFRS 18, *Presentation and Disclosure in Financial Statements*, which will replace IAS 1, *Presentation of Financial Statements*. The issuance introduces new categories and subtotals in the statements of comprehensive income (loss), requires disclosure of management-defined performance measures, and includes new requirements for the location, aggregation and disaggregation of financial information. The new standard will:

- require the classification of all income and expenses within the statements of comprehensive income (loss) into one of five categories: operating, investing, financing, income taxes, and discontinued operations. In addition, entities will be required to present subtotals and totals for "operating profit or loss", "profit or loss before financing and incomes taxes" and "profit or loss";
- introduce the concept of a management-defined performance measure ("MPM") which it defines as a subtotal of income and expenses that an entity uses in public communications outside financial statements, to communicate management's view of an aspect of the financial performance of the entity. The standard will require the disclosure of information about all of an entity's MPMs, including how the measure is calculated and reconciled to the most comparable subtotal specified by IFRS; and
- introduce a principle for determining the location of information based on identified "roles" of the primary financial statements and the notes as well as require aggregation and disaggregation of information with reference to similar and dissimilar characteristics.

4. Changes in Material Accounting Policies and Estimates, cont'd

IFRS 18 will be effective for annual periods beginning on or after January 1, 2027 and will apply retrospectively. Early adoption is permitted and must be disclosed. The Company is in the process of evaluating the impact of this standard on its consolidated financial statements.

5. Critical Accounting Estimates and Judgments

The preparation of consolidated financial statements in conformity with IFRS requires management to make estimates and assumptions concerning the future. It also requires management to exercise judgment in applying the Company's accounting policies and the reported amounts of assets and liabilities, revenues and expenses, and related disclosures. Estimates and judgments are continually evaluated and are based on current facts, historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Accounting estimates will, by definition, seldom equal the actual results.

The following discussion sets forth management's most significant estimates and assumptions in determining the value of assets and liabilities and the most significant judgments in applying its accounting policies.

Revenue Recognition and Determination and Allocation of the Transaction Price

The Company estimates variable consideration for contingency arrangements on a project-by-project basis. Variable consideration is constrained to the extent that it is highly probable that the amount will not be subject to significant reversal when the uncertainty is resolved, which is when savings are realized by the customer, unless the contractual terms provide for an enforceable right to payment for performance completed.

The transaction price is allocated on the basis of the relative standalone selling prices for contracts with more than one performance obligation. Estimation of the standalone selling price involves reasonably available data points, market conditions, entity-specific factors and information about the customer or class of customer and to similar customers as evidence of the standalone selling price for each performance obligation; however, when one is not available, the standalone selling price is estimated. Where the observable price is not available, based on the specific facts and circumstances, either the adjusted market assessment or the expected cost plus a margin approach is applied. The determination of the standalone selling prices requires significant judgment.

Impairment of Trade Receivables and Contract Assets

The impairment provisions for trade receivables and contract assets disclosed in Notes 13 and 27 determined under IFRS 9 are based on assumptions about the risk of default and expected loss rates. The Company uses judgment in making these assumptions and selecting the inputs to the impairment calculation based on the Company's past history, existing market conditions, and forward-looking estimates at the end of each reporting period. Such estimates and judgments could impact trade receivables, contract assets for unbilled revenue on customer contracts and other operating expenses.

Estimated Impairment of Goodwill

The Company tests at least annually whether goodwill is subject to any impairment in accordance with the accounting policy stated in Note 3. The recoverable amount for any CGU is determined based on the higher of fair value less costs to sell and value in use. Both of the valuation approaches require the use of estimates. Refer to Note 20 for the results of the impairment assessment.

5. Critical Accounting Estimates and Judgments, cont'd

Determination of Purchase Price Allocations and Contingent Consideration

Estimates are made in determining the fair value of assets and liabilities, including the valuation of separately identifiable intangibles acquired as part of an acquisition. Judgments are also made in determining whether any consideration transferred for an acquisition relates to future compensation arrangements and is excluded from the purchase price allocation. Furthermore, estimates are made in determining the value of contingent consideration payments that should be recorded as part of the consideration on the date of acquisition and changes in contingent consideration payable in subsequent reporting periods. Contingent consideration payments are generally based on acquired businesses achieving certain performance targets. The estimates are based on management's best assessment of the related inputs used in the valuation models, such as future cash flows and discount rates. Future performance results that differ from management's estimates could result in changes to liabilities recorded, which are recorded as they arise through profit or loss. Refer to Note 6 for acquisitions and associated purchase price allocations as well as Notes 21 and 27 for the carrying value of contingent consideration payables.

Income Taxes

The Company is subject to income taxes in numerous jurisdictions. Significant judgment is required in determining the provision for income taxes. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the current and deferred income taxes in the period in which such determination is made. Refer to Note 10 for the income tax movements.

Determination of Assets Held for Sale

Classifying assets, or disposal groups, as held for sale can require significant judgment in determining if the sale is highly probable, especially for larger assets or disposal groups. This requires an assessment of, among other things, whether management is committed to the sale and if it is unlikely that significant changes to the disposal plan will be made.

6. Acquisitions

Acquisition in 2023

Acquisition of Forbury Property Valuation Solutions Limited

On December 1, 2023, the Company acquired the business of Forbury Property Valuation Solutions Limited ("Forbury"), a CRE valuation software provider in the Asia Pacific region for NZD30,101 (approximately $25,151), subject to adjustments. On closing, the Company paid a total of NZD30,101, net of working capital adjustments, funded by a combination of drawing on its credit facilities and cash on hand. As part of the acquisition, the Company entered into non-competition and non-solicitation agreements with the selling shareholders. Forbury's cloud-based solutions provide valuation tools tailored for the APAC market to help users make informed decisions on when best to refinance, refurbish, reposition or divest their CRE assets. With operations in New Zealand, Australia and the U.K., Forbury's team of 34 professionals has integrated into the Company's Analytics reportable segment.

6. Acquisitions, cont'd

The purchase price allocation was based on management's best estimate of fair value and at the acquisition date was as follows:

		Forbury
Acquisition-related costs (included in acquisition and related transition costs (income) in the consolidated statements of comprehensive income (loss))	$	956
Consideration:		
Cash (including working capital payable)	$	25,151
Total consideration		25,151
Consideration transferred for acquired business		25,151
Recognized amounts of identifiable assets acquired and liabilities assumed:		
Cash and cash equivalents		61
Trade receivables and other		370
Property, plant and equipment		90
Right-of-use assets		260
Intangibles		12,642
Trade payables and other		(1,937)
Lease liabilities		(260)
Deferred taxes, net		(1,594)
Total identifiable net assets of acquired business		9,632
Goodwill	$	15,519
Goodwill and intangibles expected to be deductible for tax purposes	$	8,063

Goodwill arising from the acquisition relates to expected synergies with the existing businesses and the opportunities to strengthen and complement offerings with greater breadth and depth to both existing and acquired clients.

Intangibles acquired were as follows:

		Forbury
Finite-life assets		
Brands of acquired business	$	92
Customer lists		3,518
Internally generated software		8,063
Non-compete agreements		969
Total acquired intangibles	$	12,642

7. Segmented Information

The Company's segmentation reflects the way the CEO allocates resources and assesses the performance of operating segments, as well as when making decisions about the ongoing operations of the business and the Company's ability to generate cash flows based on the measures of revenue and Adjusted EBITDA. The CEO considers the business from a core services perspective, which are Analytics and CRE Consulting, which consists of Appraisals and Development Advisory. Accordingly, the Company reports the results of its operations through reportable segments: (1) Analytics, and (2) Appraisals and Development Advisory. These reportable segment results include directly attributable items as well as those that can be allocated on a reasonable basis. Corporate and eliminations include the Company's interests in investments and other businesses that are not reportable operating segments, corporate administrative functions, and eliminations of inter-segment revenue and costs.

Adjusted EBITDA represents profit (loss) adjusted for the effects of: profit (loss) from discontinued operations, net of tax; occupancy costs calculated on a similar basis prior to the adoption of IFRS 16; depreciation of right-of-use assets; depreciation of property, plant and equipment and amortization of intangibles; acquisition and related transition costs (income); unrealized foreign exchange (gains) losses; (gains) losses on disposal of right-of-use assets; property, plant and equipment and intangibles; share of (profit) loss of joint venture; non-cash share-based compensation costs; (gains) losses on equity derivatives net of mark-to-market adjustments on related RSUs and DSUs; (gains) losses on derivatives; restructuring costs (recovery); impairment charges; (gains) losses on investments; other costs or income of a non-operating and/or non-recurring nature; finance costs (income), net – leases; finance costs (income), net – other; and income tax expense (recovery).

7. Segmented Information, cont'd

The following table provides a reconciliation between Adjusted EBITDA and profit (loss):

	Year ended December 31, 2024	Year ended December 31, 2023 [1]
Profit (loss) for the year	**$ 13,423**	$ 10,232
(Profit) loss from discontinued operations, net of tax	**(14,216)**	(43,725)
Occupancy costs calculated on a similar basis prior to the adoption of IFRS 16 [2]	**(9,157)**	(8,431)
Depreciation of right-of-use assets	**8,271**	8,047
Depreciation of property, plant and equipment and amortization of intangibles	**35,745**	37,382
Acquisition and related transition costs (income)	**8,914**	3,950
Unrealized foreign exchange (gain) loss [3]	**760**	3,622
(Gain) loss on disposal of right-of-use assets, property, plant and equipment and intangibles [3]	**(2,496)**	16
Share of (profit) loss of joint venture	**(2,950)**	(3,146)
Non-cash share-based compensation costs [4]	**13,285**	11,178
(Gain) loss on equity derivatives net of mark-to-market adjustments on related RSUs and DSUs [4]	**(2,891)**	5,531
Restructuring costs (recovery)	**12,052**	313
(Gain) loss on investments [5]	**(446)**	301
Impairment charge	**7,000**	-
Other non-operating and/or non-recurring (income) costs [6]	**5,856**	14,074
Finance costs (income), net – leases	**938**	771
Finance costs (income), net – other	**18,457**	23,836
Income tax expense (recovery)	**(9,650)**	1,812
Adjusted EBITDA	**$ 82,895**	$ 65,763

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).
(2) Management uses the non-GAAP occupancy costs calculated on a similar basis prior to the adoption of IFRS 16 when analyzing financial and operating performance.
(3) Included in other operating expenses in the consolidated statements of comprehensive income (loss).
(4) Included in employee compensation expenses in the consolidated statements of comprehensive income (loss).
(5) (Gain) loss on investments relates to changes in the fair value of investments in partnerships.
(6) Other non-operating and/or non-recurring (income) costs for the years ended December 31, 2024 and 2023 relate to legal, advisory, consulting, and other professional fees related to organizational and strategic initiatives. These are included in other operating expenses in the consolidated statements of comprehensive income (loss).

7. Segmented Information, cont'd

The following summary presents certain financial information regarding the Company's segments:

Segment Revenues and Expenditures

					Year ended December 31, 2024
	Analytics	Appraisals and Development Advisory	Corporate [1]	Eliminations	**Total**
Revenues from external customers	$ 410,519	$ 109,208	$ -	$ -	**$ 519,727**
Inter-segment revenues	763	-	-	(763)	**-**
Total segment revenues	411,282	109,208	-	(763)	**519,727**
Adjusted EBITDA	117,162	9,909	(44,176)	-	**82,895**
Depreciation of right-of-use assets	5,277	2,395	599	-	**8,271**
Depreciation of property, plant and equipment and amortization of intangibles	30,333	1,342	4,070	-	**35,745**
Impairment charge	-	7,000	-	-	**7,000**
Finance costs (income), net – leases	434	426	78	-	**938**
Finance costs (income), net – other	-	-	18,457	-	**18,457**
Income tax expense (recovery)	-	-	(9,650)	-	**(9,650)**

[1] Corporate includes global corporate office costs, finance costs (income), net – other, and income tax expense (recovery).

Unsatisfied performance obligations on fixed long-term customer contracts, mainly within Analytics and the Development Advisory practice, are $117,196 as of December 31, 2024 (December 31, 2023 – $101,047). It is expected that approximately 50% of the fixed customer contract value will be recognized as revenue over the next 12 months, approximately 30% in the year following, and the balance thereafter. This amount excludes contract values that have variable or contingency-based arrangements, which account for a significant portion of the revenue recognized in the current year. The Company applies the practical expedient to not disclose the unsatisfied portions of performance obligations related to contracts with a duration of one year or less, or the unsatisfied portions of performance obligations where the revenue recognized corresponds with the amounts invoiced to customers.

7. Segmented Information, cont'd

					Year ended December 31, 2023 [1]
	Analytics	Appraisals and Development Advisory	Corporate [2]	Eliminations	**Total**
Revenues from external customers	$ 392,316	$ 117,416	$ -	$ -	$ 509,732
Inter-segment revenues	597	161	-	(758)	-
Total segment revenues	392,913	117,577	-	(758)	509,732
Adjusted EBITDA	95,469	11,540	(41,246)	-	65,763
Depreciation of right-of-use assets	4,608	2,244	1,195	-	8,047
Depreciation of property, plant and equipment and amortization of intangibles	29,160	1,517	6,705	-	37,382
Finance costs (income), net – leases	330	293	148	-	771
Finance costs (income), net – other	-	-	23,836	-	23,836
Income tax expense (recovery)	-	-	1,812	-	1,812

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).
(2) Corporate includes global corporate office costs, finance costs (income), net – other, and income tax expense (recovery).

Geographic Information – Revenue from External Customers

	Year ended December 31, 2024	**Year ended December 31, 2023 [1]**
Canada	**$ 106,019**	$ 116,709
U.S.	**293,675**	279,675
U.K.	**21,161**	20,517
France	**34,123**	33,490
Rest of EMEA	**27,148**	26,667
Australia	**27,963**	26,854
Rest of Asia Pacific	**9,638**	5,820
Total	**$ 519,727**	$ 509,732

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).

8. Employee Compensation

	Year ended December 31, 2024	Year ended December 31, 2023 (1)
Salaries and benefits	**$ 320,361**	$ 327,004
Share-based compensation (Note 24)	**15,966**	13,521
Employee compensation	**$ 336,327**	$ 340,525

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).

During the year ended December 31, 2024, the Company's contributions to the Employee Share Purchase Plan were $783 (December 31, 2023 – $844) and are recorded in employee compensation expense.

During the year ended December 31, 2024, the Company incurred $262 (2023 – $nil) of additional share-based compensation related to its 2024 global restructuring program which are recorded in restructuring costs.

9. Finance Costs (Income), Net

	Year ended December 31, 2024	Year ended December 31, 2023 (1)
Interest on bank credit facilities	**$ 18,443**	$ 20,793
Interest on lease liabilities	**938**	771
Interest – other	**231**	167
Change in fair value of interest rate swaps	**202**	3,057
Finance costs	**19,814**	24,788
Finance income	**(419)**	(181)
Finance costs (income), net	**$ 19,395**	$ 24,607

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).

10. Income Taxes

	Year ended December 31, 2024	Year ended December 31, 2023 (1)
Current income taxes		
Current income tax on profits for the year	**$ 18,602**	$ 9,619
Adjustments in respect of prior years	**(1,106)**	(495)
Total current income taxes	**17,496**	9,124
Deferred income taxes		
Origination and reversal of temporary differences	**(28,152)**	(7,680)
Adjustments in respect of prior years	**1,006**	368
Total deferred income taxes	**(27,146)**	(7,312)
Income tax expense (recovery)	**$ (9,650)**	$ 1,812

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).

10. Income Taxes, cont'd

The reconciliation between income tax expense and the tax applicable to profits in Canada is as follows:

	Year ended December 31, 2024		Year ended December 31, 2023 [1]	
Profit (loss) before income taxes from continuing operations	**$**	**(10,443)**	$	(31,681)
Profit (loss) before income taxes from discontinued operations		**19,200**		54,011
Profit (loss) before income taxes	**$**	**8,757**	$	22,330
Tax calculated at domestic income tax rate applicable to profits in Canada (26.5%)		**2,321**		5,917
Tax effects of:				
Impact of countries with different income tax rates		**972**		(494)
Impairment charge		**1,855**		-
Recognition of previously unrecognized losses and deductible temporary differences		**(10,815)**		6,414
Recognition of outside basis difference on foreign subsidiary		**(3,070)**		-
Expenses not deductible for income tax purposes		**2,373**		80
Other		**1,698**		181
Income tax expense (recovery)	**$**	**(4,666)**	$	12,098
Effective tax rate		**(53.3%)**		54.2%
Income tax expense reported in the statement of profit or loss	**$**	**(9,650)**	$	1,812
Income tax attributable to discontinued operations	**$**	**4,984**	$	10,286

[1] Comparative figures have been restated to reflect discontinued operations (Note 11).

The movement in deferred income tax assets and liabilities during the year, without taking into consideration the offsetting of balances within the same tax jurisdiction, is as follows:

		Non-capital Income Tax Losses		Outside Basis Difference on Foreign Subsidiary		Tax Deductible Goodwill		Other		Total
Deferred income tax assets										
Balance as at January 1, 2023	$	30,048	$	-	$	18,905	$	15,737	$	64,690
(Charged) credited to profit or loss		(7,360)		-		9,106		(3,811)		(2,065)
(Charged) credited to other comprehensive income (loss)		-		-		-		1,919		1,919
Exchange differences and others		(535)		-		(487)		341		(681)
Balance as at December 31, 2023		22,153		-		27,524		14,186		63,863
(Charged) credited to profit or loss		14,836		3,070		8,355		(2,010)		24,251
(Charged) credited to other comprehensive income (loss)		-		-		-		(484)		(484)
Exchange differences and others		1,488		-		2,781		1,612		5,881
Balance as at December 31, 2024	**$**	**38,477**	**$**	**3,070**	**$**	**38,660**	**$**	**13,304**	**$**	**93,511**

10. Income Taxes, cont'd

	Accelerated Tax Depreciation		Unbilled Revenue on Customer Contracts		Intangibles		Other		Total
Deferred income tax liabilities									
Balance as at January 1, 2023	$	(49)	$	(94)	$	(69,242)	$	(54)	$ (69,439)
(Charged) credited to profit or loss		(42)		94		7,558		(1,107)	6,503
(Charged) credited to other comprehensive income (loss)		-		-		-		789	789
(Charged) credited to share capital or goodwill		-		-		(1,606)		-	(1,606)
Exchange differences and others		(3)		-		405		(6)	396
Balance as at December 31, 2023		(94)		-		(62,885)		(378)	(63,357)
(Charged) credited to profit or loss		437		(198)		6,701		(1,598)	5,342
(Charged) credited to other comprehensive income (loss)		-		-		-		873	873
Exchange differences and others		(4)		-		(3,280)		(4)	(3,288)
Balance as at December 31, 2024	**$**	**339**	**$**	**(198)**	**$**	**(59,464)**	**$**	**(1,107)**	**$ (60,430)**

Deferred income tax assets and liabilities are reflected in the statement of financial position as follows:

	Year ended December 31, 2024	Year ended December 31, 2023 [(1)]
Deferred tax assets		
Continuing operations	**$ 56,797**	$ 30,650
Included in assets held for sale	**171**	-
Deferred tax liabilities		
Continuing operations	**(17,179)**	(30,144)
Included in liabilities directly associated with the assets held for sale	**(6,708)**	-
Deferred tax assets, net	**$ 33,081**	$ 506

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).

Deferred income tax assets are recognized for tax loss carryforwards to the extent that the realization of the related tax benefit through future taxable profits is probable based on future estimated profits in excess of the profits arising on the reversal of existing taxable temporary differences. Evidence supporting recognition of these deferred income tax assets includes earnings forecasts and the utilization of tax losses in the current year.

As at December 31, 2024, there are recognized non-capital loss carryforwards of approximately $57,903 from U.S. acquisitions, which may be carried forward indefinitely and applied against taxable income of future years.

The unrecognized net operating loss carryforwards in the U.S. are approximately $1,205 and are available to reduce taxable income of a foreign subsidiary; $668 of losses expire in 2037 and $537 of losses may be carried forward indefinitely.

10. Income Taxes, cont'd

In EMEA, there are unrecognized loss carryforwards of approximately $13,730 that may be carried forward indefinitely. Net operating losses of approximately $595 are recognized and may be carried forward indefinitely to be applied against reversal of existing taxable temporary differences and taxable income of future years.

The Company has unrecognized net operating loss carryforwards in Asia Pacific of approximately $5,274 that are available to reduce taxable income of certain foreign subsidiaries; $1,084 of losses expire between 2025 and 2029, and $4,190 of losses may be carried forward indefinitely.

The Company has net operating losses of approximately $82,065 in Canada that are recognized and expire between 2040 and 2044. It has unrecognized net operating losses of approximately $10,272 that are available to reduce taxable income, and expire between 2041 and 2043.

11. Discontinued Operations

On July 8, 2024, the Company entered into a definitive agreement to sell its Property Tax business for total cash consideration of $700,000, subject to adjustments, following a strategic decision to place greater focus on its CRE software, data and analytics platform within the Analytics business unit. The Property Tax business was sold on January 1, 2025.

As the Company's Property Tax business was highly probable to be sold within one year of the agreement and represented a separate major line of business, the Property Tax business was classified as a disposal group held for sale and as a discontinued operation on the date of the definitive agreement. Accordingly, the comparative consolidated statements of comprehensive income (loss) were re-presented separately between continuing and discontinued operations. The Company also made an accounting policy choice to present summarized details of cash flows from discontinued operations in this note to the consolidated financial statements (Note 31).

The Property Tax business represented the entirety of the Company's Property Tax operating segment until July 8, 2024. With the Property Tax business being classified as discontinued operations, the Property Tax business is no longer presented in the segment note.

The results of the Property Tax discontinued operations for the year are presented below:

	Year ended December 31, 2024	Year ended December 31, 2023
Revenues	**$ 271,622**	$ 263,111
Expenses	**252,422**	209,100
Profit (loss) before income taxes from discontinued operations	**19,200**	54,011
Income tax expense (recovery)	**4,984**	10,286
Profit (loss) from discontinued operations, net of tax	**$ 14,216**	$ 43,725

11. Discontinued Operations, cont'd

The assets and liabilities of the Property Tax business classified as held for sale as at December 31, 2024 are as follows:

		December 31, 2024
Assets		
Current assets		
Cash and cash equivalents	$	8,716
Trade receivables and other		104,887
Income taxes recoverable		2,984
Total current assets		116,587
Non-current assets		
Trade receivables and other		36
Deferred tax assets		171
Right-of-use assets		7,254
Property, plant and equipment		4,022
Intangibles		34,102
Goodwill		120,061
Total non-current assets		165,646
Total assets	$	282,233
Liabilities		
Current liabilities		
Trade payables and other	$	43,231
Income taxes payable		255
Lease liabilities		2,184
Total current liabilities		45,670
Non-current liabilities		
Trade payables and other		238
Lease liabilities		5,064
Deferred tax liabilities		6,708
Total non-current liabilities		12,010
Total liabilities	$	57,680
Net assets directly associated with discontinued operations	$	224,553

The cumulative foreign currency translation differences within other comprehensive income related to discontinued operations were $17,431 and have been separately presented as reserves of assets held for sale within shareholders' equity on the consolidated balance sheet.

11. Discontinued Operations, cont'd

The net cash flows provided by (used in) the discontinued operations are as follows:

	Year ended December 31, 2024		Year ended December 31, 2023	
Net cash provided by (used in) operating activities	**$**	**14,289**	$	6,955
Net cash provided by (used in) financing activities		**(5,485)**		(4,760)
Net cash provided by (used in) investing activities		**(6,826)**		(8,285)
Effect of foreign currency translation		**422**		38
Cash flows from discontinued operations	**$**	**2,400**	$	(6,052)

12. Disposal Group Sold

On December 1, 2024, the Company sold certain assets and liabilities related to the Finance Active Fairways Guarantees business within the Analytics operating segment. On closing, the Company received a total cash consideration of EUR7,442 (approximately $11,016). The assets and liabilities presented as a disposal group held for sale were consequently derecognized from the consolidated balance sheet as at December 1, 2024.

The details of the sale and the carrying amounts of the disposal group as at the date of sale were:

	December 31, 2024	
Consideration:		
Cash	$	11,016
Consideration received for disposal group		11,016
Disposal group:		
Intangibles		4,814
Goodwill		3,289
Trade payables and other		(1,301)
Total carrying amount of net assets sold		6,802
Gain on sale of disposal group	$	4,214

The gain on sale of disposal group of $4,214 is included in other operating expenses in the consolidated statements of comprehensive income (loss).

13. Trade Receivables and Other

	December 31, 2024	December 31, 2023
Trade receivables	**$ 86,088**	$ 172,342
Less: loss allowance provision	**(7,053)**	(18,120)
Trade receivables, net	**79,035**	154,222
Contract assets: unbilled revenue on customer contracts [1]	**33,095**	63,413
Deferred costs to obtain customer contracts	**5,866**	4,934
Prepayments	**25,744**	27,839
Net investment in sub-leases	**9,284**	9,764
Other receivables	**1,408**	801
Total trade receivables and other	**154,432**	260,973
Less: non-current portion	**(9,620)**	(10,511)
Trade receivables and other – current	**$ 144,812**	$ 250,462

[1] As at December 31, 2024, contract assets are stated net of expected credit losses of $237 (December 31, 2023 – $1,117).

For the year ended December 31, 2024, amortization associated with deferred costs to obtain customer contracts of $7,318 was expensed to the consolidated statements of comprehensive income (loss) (2023 – $5,369). For the years ended December 31, 2024 and 2023, no impairment losses on deferred costs were recognized.

14. Derivative Financial Instruments

	December 31, 2024	December 31, 2023
Assets		
Equity derivative contracts	**$ 14,132**	$ 4,190
Interest rate swaps	**4,780**	4,621
Total derivative financial instruments	**18,912**	8,811
Less: non-current portion	**(9,984)**	(8,134)
Derivative financial instruments – current	**$ 8,928**	$ 677

At the time of issuance of various share-based compensation instruments, the Company entered into equity derivative contracts with counterparties to manage the exposure to the change in fair value of the share-based compensation in relation to the change in fair value of the Company's common shares.

14. Derivative Financial Instruments, cont'd

The following table summarizes the equity derivative contracts outstanding as at December 31, 2024 and 2023, and number of RSUs, DSUs and LTIRSUs for which they relate:

			December 31, 2024		December 31, 2023	
Effective Date	Description	Contract Expiry	Notional Amount	Fair Value [1]	Notional Amount	Fair Value [1]
March 29, 2021	Nil (2023 – 52,988) RSUs relating to 2020 performance year	April 2, 2024	**$ -**	**$ -**	$ 1,564	$ 677
March 28, 2024	100,386 (2023 – 106,544) RSUs relating to 2021 performance year	April 1, 2025	**2,343**	**3,294**	2,487	2,019
March 28, 2024	113,467 (2023 – 120,856) RSUs relating to 2022 performance year	March 20, 2026	**4,888**	**1,483**	5,206	(95)
April 11, 2024	247,881 (2023 – 220,811) DSUs	April 1, 2025	**8,285**	**5,634**	7,111	2,227
April 11, 2024	305,431 (2023 – 161,339) LTIRSUs	March 25, 2026	**15,049**	**2,101**	7,461	(638)
April 11, 2024	112,949 (2023 – nil) RSUs relating to 2023 performance year	April 1, 2027	**4,722**	**1,620**	-	-
Total			**$ 35,287**	**$ 14,132**	$ 23,829	$ 4,190

[1] The fair values indicated are the amounts in excess of/(deficit from) the notional amounts for each equity derivative. Changes in fair value are recognized as gain (loss) on equity derivatives and included in employee compensation expenses in the consolidated statements of comprehensive income (loss).

The following interest rate swaps were outstanding in aggregate as at December 31, 2024 and 2023:

			December 31, 2024		December 31, 2023	
Effective Date	Fixed Interest Rate (per annum)	Contract Expiry	Notional Amount	Fair Value	Notional Amount	Fair Value
April 29, 2022	2.07%	April 13, 2027	**$ 102,682 [1]**	**$ 4,780**	$ 96,121 [1]	$ 4,621

[1] Notional amount equivalent to GBP57,000.

15. Investments

	December 31, 2024	December 31, 2023
Investments in equity instruments	**$ 4,810**	$ 6,675
Investments in partnerships	**9,770**	7,834
Investments	**$ 14,580**	$ 14,509

During the year ended December 31, 2024, the Company contributed $882 towards capital in various partnerships (2023 – $841).

During the year ended December 31, 2024, fair value adjustments related to the Company's investments in partnerships and equity instruments of $446 and $(2,254) have been recorded through profit (loss) and other comprehensive income (loss), respectively (2023 – $(301) and $(1,567), respectively).

15. Investments, cont'd

During the year ended December 31, 2024, the Company disposed of an investment in equity instruments as the underlying investment was no longer aligned with the Company's long-term investment strategy. Investments disposed had a fair value of $nil (2023 – $3,471) at the date of disposal.

16. Investment in Joint Venture

The Company holds a 48.9% interest (that provides joint control through an equal 50% of the voting rights) in GeoVerra Inc. ("GeoVerra"), a joint venture offering a broad variety of geomatics services across Canada.

The activity in the Company's investment in GeoVerra during the year is as follows:

		Amount
Balance as at January 1, 2023	$	19,509
Share of profit (loss)		3,146
Balance as at December 31, 2023		22,655
Share of profit (loss)		2,950
Balance as at December 31, 2024	**$**	**25,605**

A summary of GeoVerra's financial information is as follows:

		December 31, 2024		December 31, 2023
Current assets, including cash and cash equivalents of $14,564 (2023 – $5,430)	**$**	**55,528**	$	50,191
Non-current assets		**23,091**		23,575
Current liabilities, including financial liabilities of $2,570 (2023 – $3,092)		**(14,818)**		(16,763)
Non-current liabilities, including financial liabilities of $8,386 (2023 – $10,760)		**(11,471)**		(10,760)
Equity	**$**	**52,330**	$	46,243
Company's share of equity – 48.9% (2023 – 48.8%)	**$**	**25,605**	$	22,567

		December 31, 2024		December 31, 2023
Revenues	**$**	**100,637**	$	114,087
Expenses, including depreciation and amortization of $5,909 (2023 – $5,700); finance costs of $107 (2023 – $91); income tax expense of $1,782 (2023 – $1,865)		**94,608**		107,665
Profit (loss) and total comprehensive income (loss)	**$**	**6,029**	$	6,422

As at December 31, 2024, GeoVerra has commitments of $14,231 (December 31, 2023 – $15,198).

17. Leases

The following are continuities of the cost and accumulated depreciation of right-of-use assets for the years ended December 31, 2024 and 2023:

						Year ended December 31, 2024
						Right-of-Use Assets
		Property		Equipment		Total
Cost						
Balance, beginning of year	$	83,127	$	1,148	$	84,275
Additions		9,791		136		9,927
Transfer to assets held for sale (Note 11)		(16,853)		(291)		(17,144)
Disposals		(12,697)		(71)		(12,768)
Exchange differences		3,202		17		3,219
Balance, end of year		66,570		939		67,509
Accumulated depreciation and impairment						
Balance, beginning of year		(58,515)		(478)		(58,993)
Depreciation charge (1)		(9,647)		(298)		(9,945)
Impairment (2)		37		-		37
Transfer to assets held for sale (Note 11)		10,495		131		10,626
Disposals		12,697		53		12,750
Exchange differences		(2,537)		(27)		(2,564)
Balance, end of year		(47,470)		(619)		(48,089)
Net book value as at December 31, 2024	**$**	**19,100**	**$**	**320**	**$**	**19,420**

(1) Of the amounts presented, $1,674 was charged to discontinued operations (Note 11).
(2) Included in restructuring costs (recovery) in the consolidated statements of comprehensive income (loss).

17. Leases, cont'd

	Year ended December 31, 2023		
			Right-of-Use Assets
	Property	Equipment	Total
Cost			
Balance, beginning of year	$ 87,367	$ 3,571	$ 90,938
Additions	2,324	190	2,514
Acquisition (Note 6)	260	-	260
Disposals	(6,467)	(2,602)	(9,069)
Exchange differences	(357)	(11)	(368)
Balance, end of year	83,127	1,148	84,275
Accumulated depreciation and impairment			
Balance, beginning of year	(49,244)	(2,821)	(52,065)
Depreciation charge [1]	(10,855)	(266)	(11,121)
Impairment [2]	(891)	-	(891)
Disposals	2,331	2,602	4,933
Exchange differences	144	7	151
Balance, end of year	(58,515)	(478)	(58,993)
Net book value as at December 31, 2023	$ 24,612	$ 670	$ 25,282

[1] Of the amounts presented, $3,074 was charged to discontinued operations (Note 11).
[2] Included in restructuring costs (recovery) in the consolidated statements of comprehensive income (loss).

The following is a continuity of the movements of lease liabilities for the years ended December 31, 2024 and 2023:

	Lease Liabilities
As at January 1, 2023	$ 60,315
Additions	3,144
Acquisition (Note 6)	260
Interest expense [1]	1,674
Payments	(16,768)
Exchange differences	(524)
As at December 31, 2023	48,101
Additions	10,252
Transfer to assets held for sale (Note 11)	(7,996)
Interest expense [1]	1,683
Payments	(15,965)
Exchange differences	1,685
As at December 31, 2024	37,760
Less: non-current portion	(26,751)
Current portion as at December 31, 2024	**$ 11,009**

[1] Of the amounts presented, $745 and $903 were charged to discontinued operations (Note 11) in 2024 and 2023, respectively.

17. Leases, cont'd

For the year ended December 31, 2024, the Company recognized rent expense from short-term leases of $770 (2023 – $745), leases of low-value assets of $49 (2023 – $30) and variable lease payments of $4,197 in occupancy expense (2023 – $4,080). The weighted average incremental borrowing rate on lease liabilities as at December 31, 2024 is 3.63% (December 31, 2023 – 2.80%).

The Company's sub-leases of its right-of-use of office space are classified as finance leases. The right-of-use asset relating to the head lease with sub-lease is derecognized and the net investment of the sub-lease is recognized under "Trade receivables and other". As at December 31, 2024, the Company's net investment in sub-leases is $9,284 (December 31, 2023 – $9,764).

18. Property, Plant and Equipment

The following are continuities of the cost and accumulated depreciation of property, plant and equipment for the years ended December 31, 2024 and 2023:

	Year ended December 31, 2024			
	Leasehold Improvements	Furniture, Fixtures and Equipment	Computer Equipment	Total
Cost				
Balance, beginning of year	$ 27,033	$ 14,509	$ 24,173	$ 65,715
Additions	1,484	410	1,731	3,625
Transfer to assets held for sale (Note 11)	(4,686)	(2,016)	(5,978)	(12,680)
Disposals	(6,655)	(4,164)	(1,356)	(12,175)
Exchange differences	406	388	785	1,579
Balance, end of year	17,582	9,127	19,355	46,064
Accumulated depreciation				
Balance, beginning of year	(18,964)	(10,955)	(16,028)	(45,947)
Depreciation charge [1]	(1,740)	(544)	(2,270)	(4,554)
Transfer to assets held for sale (Note 11)	3,352	1,540	3,944	8,836
Disposals	5,438	3,247	1,230	9,915
Exchange differences	(263)	(267)	(567)	(1,097)
Balance, end of year	(12,177)	(6,979)	(13,691)	(32,847)
Net book value as at December 31, 2024	**$ 5,405**	**$ 2,148**	**$ 5,664**	**$ 13,217**

[1] Of the amounts presented, $848 was charged to discontinued operations (Note 11).

18. Property, Plant and Equipment, cont'd

	Leasehold Improvements	Furniture, Fixtures and Equipment	Computer Equipment	Total
				Year ended December 31, 2023
Cost				
Balance, beginning of year	$ 25,783	$ 14,233	$ 21,935	$ 61,951
Additions	1,409	448	2,448	4,305
Acquisition (Note 6)	-	90	-	90
Disposals	(19)	(185)	(158)	(362)
Exchange differences	(140)	(77)	(52)	(269)
Balance, end of year	27,033	14,509	24,173	65,715
Accumulated depreciation				
Balance, beginning of year	(16,712)	(10,287)	(13,370)	(40,369)
Depreciation charge [1]	(2,354)	(902)	(2,846)	(6,102)
Disposals	11	176	136	323
Exchange differences	91	58	52	201
Balance, end of year	(18,964)	(10,955)	(16,028)	(45,947)
Net book value as at December 31, 2023	**$ 8,069**	**$ 3,554**	**$ 8,145**	**$ 19,768**

[1] Of the amounts presented, $1,473 was charged to discontinued operations (Note 11).

19. Intangibles

The following are continuities of the cost and accumulated amortization of intangible assets for the years ended December 31, 2024 and 2023:

	Brands of Acquired Businesses	Computer Application Software	Custom Software Applications	Internally Generated Software	Data Agreements	Customer Backlog	Customer Lists	Databases	Non-compete Agreements	Indefinite-Life Brands	Total
											Year ended December 31, 2024
Cost											
Balance, beginning of year	$ 23,926	$ 35,180	$ 32,703	$ 156,745	$ 27,859	$ 45,971	$ 299,101	$ 6,171	$ 45,374	$ 41,107	$ 714,137
Additions	-	5,411	-	-	-	-	-	14	-	-	5,425
Transfer to assets held for sale (Note 11)	(12,705)	(22,120)	(1,608)	(17,305)	-	(37,052)	(72,998)	-	(25,532)	-	(189,320)
Disposals	-	(72)	-	(3,388)	-	-	(4,081)	-	-	-	(7,541)
Exchange differences	312	595	671	8,465	2,365	1,077	11,488	-	1,419	2,145	28,537
Balance, end of year	11,533	18,994	31,766	144,517	30,224	9,996	233,510	6,185	21,261	43,252	551,238
Accumulated amortization and impairment											
Balance, beginning of year	(23,115)	(13,556)	(27,935)	(57,250)	(4,952)	(44,586)	(222,823)	(6,135)	(43,144)	-	(443,496)
Amortization charge [1]	(387)	(4,585)	(919)	(14,191)	(2,397)	(775)	(11,287)	(15)	(1,360)	-	(35,916)
Transfer to assets held for sale (Note 11)	12,344	6,574	1,608	5,790	-	36,404	68,602	-	25,349	-	156,671
Disposals	-	71	-	1,186	-	-	1,428	-	-	-	2,685
Exchange differences	(311)	(230)	(314)	(3,927)	(542)	(1,039)	(8,797)	-	(1,408)	-	(16,568)
Balance, end of year	(11,469)	(11,726)	(27,560)	(68,392)	(7,891)	(9,996)	(172,877)	(6,150)	(20,563)	-	(336,624)
Net book value as at December 31, 2024	**$ 64**	**$ 7,268**	**$ 4,206**	**$ 76,125**	**$ 22,333**	**$ -**	**$ 60,633**	**$ 35**	**$ 698**	**$ 43,252**	**$ 214,614**

[1] Of the amounts presented, $3,877 was charged to discontinued operations (Note 11).

19. Intangibles, cont'd

	Year ended December 31, 2023										
	Brands of Acquired Businesses	Computer Application Software	Custom Software Applications	Internally Generated Software	Data Agreements	Customer Backlog	Customer Lists	Databases	Non-compete Agreements	Indefinite-Life Brands	Total
Cost											
Balance, beginning of year	$ 23,540	$ 27,660	$ 33,510	$ 150,287	$ 28,477	$ 45,649	$ 297,242	$ 6,921	$ 44,333	$ 41,482	$ 699,101
Additions	-	8,091	-	-	-	-	-	-	-	-	8,091
Acquisition (Note 6)	92	-	-	8,063	-	-	3,518	-	969	-	12,642
Disposals	-	(832)	(297)	(389)	-	-	-	(750)	-	-	(2,268)
Exchange differences	294	261	(510)	(1,216)	(618)	322	(1,659)	-	72	(375)	(3,429)
Balance, end of year	23,926	35,180	32,703	156,745	27,859	45,971	299,101	6,171	45,374	41,107	714,137
Accumulated amortization and impairment											
Balance, beginning of year	(22,222)	(6,593)	(27,728)	(44,563)	(2,689)	(42,603)	(212,831)	(6,876)	(40,190)	-	(406,295)
Amortization charge [(1)]	(597)	(7,406)	(917)	(13,340)	(2,374)	(1,629)	(11,581)	(9)	(2,864)	-	(40,717)
Disposals	-	405	297	389	-	-	-	750	-	-	1,841
Exchange differences	(296)	38	413	264	111	(354)	1,589	-	(90)	-	1,675
Balance, end of year	(23,115)	(13,556)	(27,935)	(57,250)	(4,952)	(44,586)	(222,823)	(6,135)	(43,144)	-	(443,496)
Net book value as at December 31, 2023	$ 811	$ 21,624	$ 4,768	$ 99,495	$ 22,907	$ 1,385	$ 76,278	$ 36	$ 2,230	$ 41,107	$ 270,641

(1) Of the amounts presented, $7,964 was charged to discontinued operations (Note 11).

Indefinite-life intangibles, consisting of the Altus Group, ARGUS and Finance Active brands, have been assessed for impairment along with goodwill as outlined in Note 20. These assets are considered to have indefinite lives as management believes that there is an indefinite period over which the assets are expected to generate net cash flows.

The finite-life intangibles will be amortized over the remaining useful life as follows:

	December 31, 2024
	Remaining Useful Life
Brands of acquired businesses	23 months
Custom software applications	52 months
Internally generated software	6 months – 82 months
Data agreements	106 months
Customer backlog	-
Customer lists	42 months – 82 months
Databases	14 months – 36 months
Non-compete agreements	3 months – 11 months

20. Goodwill

The following are continuities of the cost and accumulated impairment losses of goodwill for the years ended December 31, 2024 and 2023:

	Year ended December 31, 2024	Year ended December 31, 2023
Cost		
Balance, beginning of year	**$ 560,738**	$ 548,401
Acquisitions (Note 6)	**-**	15,519
Disposals (Note 12)	**(3,289)**	-
Transfer to assets held for sale (Note 11)	**(117,187)**	-
Exchange differences	**24,280**	(3,182)
Balance, end of year	**464,542**	560,738
Accumulated impairment losses		
Balance, beginning of year	**(50,758)**	(50,819)
Impairment charge	**(7,000)**	-
Exchange differences	**(2,608)**	61
Balance, end of year	**(60,366)**	(50,758)
Net book value as at December 31, 2024	**$ 404,176**	$ 509,980

The carrying value of the Altus Group brand, an indefinite-life intangible asset, was tested for impairment at the Company level and no impairment was necessary. The carrying values of goodwill and the ARGUS brand and Finance Active brand, indefinite-life intangible assets, were allocated to the Company's CGUs, or groups of CGUs, as follows:

	December 31, 2024		December 31, 2023	
	Goodwill	ARGUS Brand and Finance Active Brand	Goodwill	ARGUS Brand and Finance Active Brand
Analytics	**$ 364,613**	**$ 36,987**	$ 347,601	$ 35,166
North America Property Tax	**-**	**-**	68,192	-
U.K. Property Tax	**-**	**-**	47,624	-
North America Development Advisory	**28,412**	**-**	28,411	-
Appraisals	**11,009**	**-**	18,009	-
Asia Pacific Development Advisory	**142**	**-**	143	-
Total	**$ 404,176**	**$ 36,987**	$ 509,980	$ 35,166

On July 8, 2024, the Company entered into a definitive agreement to sell its Property Tax business which includes the entirety of the Company's North America Property Tax and U.K. Property Tax CGUs. Due to the classification of the Property Tax business as discontinued operations, the goodwill allocated to the Property Tax business and related CGUs was transferred to assets and liabilities classified as held for sale.

20. Goodwill, cont'd

On September 24, 2024, the Company entered into a definitive agreement to sell certain assets related to the Finance Active Fairways Guarantees business within the Analytics CGU. Following the classification of the associated assets and liabilities as held for sale, goodwill was allocated to the disposal group from the Analytics CGU based on relative fair values. The disposal group was subsequently sold on December 1, 2024, and the associated assets and liabilities held for sale were derecognized.

The recoverable amounts of the CGUs, or groups of CGUs, were determined using a discounted cash flow analysis to estimate fair value less costs to sell (Level 3). This analysis incorporated assumptions used by market participants. The key assumptions used were as follows:

	December 31, 2024		December 31, 2023	
	Perpetual Growth Rate	Discount Rate (after-tax)	Perpetual Growth Rate	Discount Rate (after-tax)
Analytics	**3.0%**	**14.0%**	3.0%	14.8%
North America Property Tax	**-**	**-**	3.0%	13.0%
U.K. Property Tax	**-**	**-**	3.0%	14.3%
North America Development Advisory	**3.0%**	**13.5%**	3.0%	13.5%
Appraisals	**3.0%**	**13.8%**	3.0%	13.8%
Asia Pacific Development Advisory	**3.0%**	**15.0%**	3.0%	14.9%

The discounted cash flow analysis uses after-tax cash flow projections based on five-year financial budgets. Cash flows beyond the five-year period were extrapolated using the estimated perpetual growth rates stated above. The growth rates do not exceed the long-term average growth rate for the business in which the CGU, or group of CGUs, operates. The discount rates used are on an after-tax basis and reflect risks related to the respective CGU, or group of CGUs.

Impairment

Management performed its annual impairment analysis as at October 1, 2024 and determined that the carrying amount of the Appraisals CGU exceeded its estimated recoverable amount based on its fair value less costs of disposal.

During 2024, the Appraisals business, within the Company's Appraisals and Development Advisory reportable segment, experienced reduced transaction volumes in relation to valuation appraisal services of real estate portfolios due to muted market activity. As a result, in the fourth quarter of 2024, an impairment charge of $7,000 (2023 – $nil) was recognized. The impairment charge was fully allocated to goodwill and is disclosed as a separate line item in the consolidated statements of comprehensive income (loss).

21. Trade Payables and Other

	December 31, 2024	December 31, 2023
Trade payables	**$ 14,960**	$ 17,541
Accrued expenses	**107,219**	112,475
Contract liabilities: deferred revenue	**71,925**	72,574
Deferred consideration payables	**-**	1,674
Contingent consideration payables	**-**	200
Share repurchase commitment (Note 23)	**30,000**	2,000
Dividends payable (Note 26)	**6,931**	6,881
Provisions	**5,183**	8,405
Total trade payables and other	**236,218**	221,750
Less non-current portion:		
Accrued expenses	**(19,355)**	(20,895)
Provisions	**(473)**	(1,635)
Trade payables and other – non-current	**(19,828)**	(22,530)
Trade payables and other – current	**$ 216,390**	$ 199,220

Contract Liabilities: Deferred Revenue

	Year ended December 31, 2024	Year ended December 31, 2023
Balance, beginning of year	**$ 72,574**	$ 90,565
Revenue deferred in previous years and recognized as revenue in current year	**(71,964)**	(83,112)
Net additions from acquisitions	**-**	1,478
Transfer to assets held for sale (Note 11)	**(7,268)**	-
Net additions from contracts with customers	**71,690**	64,411
Exchange differences	**6,893**	(768)
Balance, end of year	**$ 71,925**	$ 72,574

Revenue recognized from performance obligations partially satisfied in previous years was $207 (2023 – $360).

21. Trade Payables and Other, cont'd

Provisions

		Restructuring		Other		Total
Balance as at January 1, 2023	$	21,235	$	206	$	21,441
Additional provisions, net of releases		953		2		955
Unwinding of discount		-		4		4
Used during the year		(13,996)		(11)		(14,007)
Exchange differences		17		(5)		12
Balance as at December 31, 2023		8,209		196		8,405
Reclassified as liabilities directly associated with assets held for sale		(1,314)		-		(1,314)
Additional provisions, net of releases		12,984		2		12,986
Used during the year		(14,429)		-		(14,429)
Exchange differences		(463)		(2)		(465)
Balance as at December 31, 2024		4,987		196		5,183
Less: non-current portion		(277)		(196)		(473)
Provisions – current	**$**	**4,710**	**$**	**-**	**$**	**4,710**

Beginning the first quarter of 2024, the Company initiated a global restructuring program which resulted in restructuring costs of $12,444 for the year ended December 31, 2024, primarily related to employee severance costs. During the year ended December 31, 2024, in connection with previously completed global restructuring programs, the Company incurred adjustments to existing estimated restructuring costs of $(392), related to gains on sub-leases.

22. Borrowings

		December 31, 2024		December 31, 2023
Bank credit facilities	**$**	**282,855**	$	308,628
Less: deferred financing fees		**(968)**		(1,177)
Net borrowings	**$**	**281,887**	$	307,451

Amendments to Bank Credit Facilities

On June 17, 2024, the Company further amended its bank credit facilities to, among other things, facilitate changes to the members of the syndicate of lenders providing its credit facilities, as well as adopt the Canadian Overnight Repo Rate Average ("CORRA") as the new base reference rate for Canadian dollar loans, given the discontinuation of the Canadian Dollar Offered Rate ("CDOR"). The Company's borrowing capacity remains at $550,000 with certain provisions that allow the Company to further increase the limit to $650,000, and maintain the existing maximum Funded debt to EBITDA financial covenant ratio of 4.5 with provisions that allow for a short-term increase up to 5.0 following certain business acquisitions. The bank credit facilities mature on March 24, 2027, with an additional two-year extension available at the Company's option.

22. Borrowings, cont'd

Loans bear interest at a floating rate, based on the Canadian prime rates, Canadian bankers' acceptance rates, U.S. base rates, SONIA, SOFR or €STR rates plus, in each case, an applicable margin to those rates. The applicable margin for Canadian bankers' acceptance, SONIA, SOFR and €STR borrowings depends on a trailing four-quarter calculation of the Funded debt to EBITDA ratio. The weighted average effective interest rate for the bank credit facilities for the year ended December 31, 2024 was 5.74% (2023 – 6.09%).

As at December 31, 2024, the Company was in compliance with the financial covenants of the amended bank credit facilities, which are summarized below:

	December 31, 2024
Funded debt to EBITDA (maximum of 4.50:1)	**2.01:1**
Interest coverage (minimum of 3.00:1)	**6.90:1**

In addition, the Company and certain of its subsidiaries, collectively the guarantors, must account for at least 80% of consolidated revenues on a trailing 12-month basis. The bank credit facilities require repayment of the principal at such time as the Company receives proceeds of insurance, equity or debt issuances, or sale of assets in excess of certain thresholds, unless otherwise exempted. Letters of credit are also available on customary terms for bank credit facilities of this nature.

Contractual Payments Schedule

Contractual principal repayments on borrowings are as follows:

	December 31, 2024	December 31, 2023
1 to 3 years	**$ 282,855**	$ 308,628

Reconciliation of Liabilities arising from Financing Activities, other than Leases

	Bank Credit Facilities	Deferred Financing Fees	Total
Balance as at January 1, 2023	$ 319,584	$ (1,756)	$ 317,828
Net cash flows	(11,445)	(8)	(11,453)
Non-cash movements:			
Amortization	-	587	587
Exchange differences	489	-	489
Balance as at December 31, 2023	308,628	(1,177)	307,451
Net cash flows	(37,934)	(170)	(38,104)
Non-cash movements:			
Amortization	-	379	379
Exchange differences	12,161	-	12,161
Balance as at December 31, 2024	**$ 282,855**	**$ (968)**	**$ 281,887**

23. Share Capital

The Company is authorized to issue an unlimited number of common shares and an unlimited number of preference shares, issuable in series. The common shares have no par value and rank equally with regard to the Company's residual assets. Holders of these shares are entitled to participate equally in dividends. Common shares issued and outstanding are as follows:

	Common Shares		
	Number of Shares		Amount
Balance as at January 1, 2023	44,869,676	$	747,668
Issued on exercise of options (Note 24)	312,316		12,283
Issued under the Dividend Reinvestment Plan	17,668		885
Issued for share-based compensation (Note 24)	206,206		4,931
Treasury shares reserved for share-based compensation (Note 24)	(61,473)		(6,010)
Release of treasury shares (Note 24)	214,516		14,319
Cancellation of shares	(108,252)		(4,780)
Balance as at December 31, 2023	45,450,657		769,296
Issued on exercise of options (Note 24)	434,698		20,925
Issued under the Dividend Reinvestment Plan	60,298		2,913
Issued for share-based compensation (Note 24)	59,970		4,667
Treasury shares reserved for share-based compensation (Note 24)	(45,464)		(3,896)
Release of treasury shares (Note 24)	248,186		15,225
Cancellation of shares	(203,400)		(11,043)
Balance as at December 31, 2024	**46,004,945**	**$**	**798,087**

As at December 31, 2024, the 46,004,945 common shares (December 31, 2023 – 45,450,657) are net of 214,438 treasury shares (December 31, 2023 – 417,160) with a carrying value of $14,926 (December 31, 2023 – $26,255) that are held in escrow until vesting conditions are met (Note 24).

On January 26, 2024, the TSX approved the renewal of the Company's Normal Course Issuer Bid ("NCIB"). Pursuant to the NCIB, the Company may purchase for cancellation up to 1,376,034 of its outstanding common shares during the period from February 8, 2024 to February 7, 2025, representing approximately 3% of the Company's issued and outstanding common shares as at January 24, 2024. The total number of common shares that the Company is permitted to purchase is subject to a daily purchase limit of 20,969 common shares, representing 25% of the average daily trading volume as of the 26-week period ended December 31, 2023, other than block purchase exemptions.

On March 5, 2024, the Company entered into an automatic share purchase plan ("ASPP") with a designated broker for the purpose of permitting the Company to purchase its common shares under the NCIB during self-imposed blackout periods. The volume of purchases is determined by the broker in its sole discretion based on maximum purchase price and volume parameters established by the Company under the ASPP. All purchases made under the ASPP will be included in computing the number of common shares purchased under the NCIB. As at December 31, 2024, an obligation to purchase common shares up to a maximum of $30,000 has been recognized under the ASPP in trade payables and other, with an offset to contributed surplus.

23. Share Capital, cont'd

During the year ended December 31, 2024, the Company purchased 203,400 common shares (December 31, 2023 – 105,400 common shares) for total cash consideration of $11,043 (December 31, 2023 – $4,593) under the renewed NCIB.

The Company has a Dividend Reinvestment Plan ("DRIP") for shareholders of the Company who are resident in Canada. Under the DRIP, participants may elect to automatically reinvest quarterly dividends into additional common shares of the Company.

Pursuant to the DRIP, and in the case where common shares are issued from treasury, cash dividends are reinvested into additional shares of the Company at the weighted average market price of common shares for the five trading days immediately preceding the relevant dividend payment date, less a discount of 4%. In the case where common shares are purchased on the open market, cash dividends are reinvested into additional shares of the Company at the relevant average market price paid in respect of satisfying this reinvestment plan.

24. Share-based Compensation

The Company's share-based compensation expense, which includes the Executive Compensation Plan (Share Option Plan and Equity Compensation Plan), Long-Term Equity Incentive Plan, Deferred Compensation Plans (RS Plan and RSU Plan), DSU Plan and other share-based awards, was $31,339 (2023 – $17,078). The activity in the Company's share-based compensation plans during the year is as follows:

(i) Executive Compensation Plan and Long-Term Equity Incentive Plan

The following is a summary of the Company's share option activity:

Movements in the number of options outstanding and the weighted average exercise price are as follows:

	Number of Options Outstanding	Weighted Average Exercise Price
Balance as at January 1, 2023	2,330,062	$45.42
Granted	266,260	$58.26
Exercised	(312,316)	$33.35
Forfeited	(67,184)	$47.13
Balance as at December 31, 2023	2,216,822	$48.61
Granted	442,483	$51.39
Exercised	(434,698)	$40.67
Forfeited/Expired	(10,437)	$41.07
Balance as at December 31, 2024	**2,214,170**	**$50.76**

24. Share-based Compensation, cont'd

Information about the Company's share options outstanding and exercisable as at December 31, 2024 is as follows:

Exercise Price	Number of Options Outstanding	Weighted Average Remaining Contractual Life	Number of Options Exercisable
$36.91 - $39.60	19,138	3.89 years	4,786
$43.38 - $49.59	930,296	1.78 years	531,526
$50.19 - $57.88	939,180	3.05 years	276,594
$59.15 - $65.67	325,556	2.59 years	122,508
$50.76	**2,214,170**	**2.46 years**	**935,414**

The options granted vest over a period of up to 48 months. The fair value of the options granted was estimated on the date of grant using the Black-Scholes option pricing model with the following assumptions:

	2024	2023
Risk-free interest rate	2.93% – 3.48%	3.62% – 3.83%
Expected dividend yield	1.1% – 1.2%	1.0% – 1.5%
Expected volatility	31.58% – 35.10%	30.38% – 36.20%
Expected option life	3.00 – 4.50 years	3.00 – 4.50 years
Exercise price	$50.55 – $53.21	$39.60 – $59.70
Weighted average grant-date fair value per option	$12.25 – $15.99	$10.25 – $16.80

Expected volatility has been based on an evaluation of the historical volatility of the Company's share price, particularly over the historical period commensurate with the expected term. The expected term of the instruments has been based on historical experience and general option holder behaviour.

The following is a summary of the activity related to common shares held in escrow under the Long-Term Equity Incentive Plan:

	Number of common shares
Balance as at January 1, 2023	3,091
Settled	(3,091)
Balance as at December 31, 2023	-
Settled	-
Balance as at December 31, 2024	**-**

24. **Share-based Compensation**, cont'd

The Company settled vested PSUs under the Long-Term Equity Incentive Plan through the issuance of common shares:

	Number of common shares
Settled in March 2023	206,206
Settled in March 2024	59,970

The Company granted the following PSUs under the Long-Term Equity Incentive Plan:

	Number of PSUs
Granted in 2023	127,963
Granted in 2024	211,285

(ii) Long-Term Incentive Restricted Share Plan and Long-Term Incentive Restricted Share Unit Plan

The following is a summary of the Company's LTIRS Plan activity:

	Number of LTIRSs
Balance as at January 1, 2023 (all unvested)	26,782
Granted	24,170
Settled	(4,401)
Forfeited	(2,268)
Balance as at December 31, 2023 (all unvested)	44,283
Granted	45,464
Settled	(15,447)
Forfeited	(4,325)
Balance as at December 31, 2024 (all unvested)	**69,975**

In 2024, the Company granted a total value of $3,896 under the LTIRS Plan and purchased 45,464 common shares in the open market.

24. Share-based Compensation, cont'd

The following is a summary of the Company's LTIRSU Plan activity:

	Number of LTIRSUs
Balance as at January 1, 2023 (all unvested)	126,846
Granted	114,293
Settled	(19,407)
Forfeited	(8,657)
Balance as at December 31, 2023 (all unvested)	213,075
Granted	257,893
Settled	(59,972)
Forfeited	(14,022)
Balance as at December 31, 2024 (all unvested)	**396,974**

(iii) Deferred Compensation Plans

The following is a summary of the Company's RS Plan activity:

	Number of RSs
Balance as at January 1, 2023 (all unvested)	110,881
Granted	37,303
Settled	(54,774)
Forfeited	(11,908)
Balance as at December 31, 2023 (all unvested)	81,502
Settled	(25,142)
Forfeited	(3,266)
Balance as at December 31, 2024 (all unvested)	**53,094**

In connection with the 2023 performance year, the Company granted a total value of $nil under the RS Plan.

In connection with the 2022 performance year, the Company granted a total value of $3,717 under the RS Plan. In March 2023, the Company purchased 37,303 common shares in the open market.

24. Share-based Compensation, cont'd

The following is a summary of the Company's RSU Plan activity:

	Number of RSUs
Balance as at January 1, 2023 (all unvested)	236,942
Granted	126,960
Settled	(66,454)
Forfeited	(28,072)
Balance as at December 31, 2023 (all unvested)	269,376
Settled	(57,216)
Forfeited	(6,502)
Balance as at December 31, 2024 (all unvested)	**205,658**

(iv) Deferred Share Unit Plans

The following is a summary of the Company's DSU Plan activity:

	Number of DSUs
Balance as at January 1, 2023	196,860
Granted	36,837
Balance as at December 31, 2023	233,697
Granted	45,681
Settled	(15,000)
Balance as at December 31, 2024	**264,378**

(v) Other Share-Based Awards

The following is a summary of the activity related to common shares held in escrow and subject to continued employment related to the Company's acquisition of Property Tax Assistance Company Inc., Finance Active SAS, StratoDem Analytics, LLC, ArGil Property Tax Services Paralegal Professional Corporation, and Rethink Solutions Inc.:

	Number of common shares
Balance as at January 1, 2023	429,448
Settled	(135,222)
Forfeited	(2,852)
Balance as at December 31, 2023	291,374
Settled	(200,428)
Balance as at December 31, 2024	**90,946**

24. Share-based Compensation, cont'd

(vi) Compensation Expense by Plan

	Year ended December 31, 2024	Year ended December 31, 2023 (1)
Long-Term Equity Incentive Plan	**$ 12,925**	$ 9,047
LTIRS Plan	**2,028**	869
LTIRSU Plan (2)	**6,451**	1,963
RS Plan	**915**	1,474
RSU Plan (3)	**3,113**	2,036
DSU Plan (4)	**5,547**	(441)
Other share-based awards	**360**	2,131

(1) Comparative figures have been restated to reflect discontinued operations (Note 11).
(2) For the years ended December 31, 2024 and 2023, the Company recorded mark-to-market adjustments of $979 and $(775), respectively.
(3) For the years ended December 31, 2024 and 2023, the Company recorded mark-to-market adjustments of $1,229 and $(1,069), respectively.
(4) For the years ended December 31, 2024 and 2023, the Company recorded mark-to-market adjustments of $3,402 and $(2,315), respectively.

For the year ended December 31, 2024, share-based compensation expense included in profit (loss) from discontinued operations was $18,118 (2023 – $11,191).

(vii) Liabilities for Cash-settled Plans (1)

	December 31, 2024	December 31, 2023
LTIRSU Plan	**$ 8,453**	$ 4,199
RSU Plan	**5,806**	9,144
DSU Plan	**14,818**	10,093

(1) The carrying value of the liabilities related to these plans is recorded in accrued expenses within trade payables and other.

25. Earnings (Loss) per Share

Basic earnings (loss) per share is calculated by dividing profit (loss) by the weighted average number of common shares outstanding during the year.

The dilutive effect of share options, equity awards, PSUs and restricted shares is determined using the treasury stock method. For the purposes of the weighted average number of common shares outstanding, common shares are determined to be outstanding from the date they are issued.

For the year ended December 31, 2024, 973,854 share options, 29,985 RSs (including common shares issued in escrow as part of the LTIRS Plan) and nil PSUs were excluded from the diluted earnings (loss) per share calculations as the impact would have been anti-dilutive.

For the year ended December 31, 2023, 2,216,822 share options, 24,007 RSs (including common shares issued in escrow as part of the LTIRS Plan) and 1,205 PSUs were excluded from the diluted earnings (loss) per share calculations as the impact would have been anti-dilutive.

The following table summarizes the basic and diluted earnings (loss) per share and the basic and diluted weighted average number of common shares outstanding:

	Year ended December 31, 2024	Year ended December 31, 2023
Profit (loss) for the year from continuing operations, net of tax – basic and diluted	**$ (793)**	$ (33,493)
Profit (loss) for the year from discontinued operations, net of tax – basic and diluted	**14,216**	43,725
Profit (loss) for the year attributable to shareholders of the Company – basic and diluted	**$ 13,423**	$ 10,232
Weighted average number of common shares outstanding – basic	**45,787,374**	45,302,194
Dilutive effect of share options	**87,122**	98,626
Dilutive effect of equity awards and PSUs	**646,828**	135,409
Dilutive effect of RSs	**240,458**	371,978
Weighted average number of common shares outstanding – diluted	**46,761,782**	45,908,207
Earnings (loss) per share:		
Basic		
Continuing operations	**$(0.02)**	$(0.74)
Discontinued operations	**$0.31**	$0.97
Diluted		
Continuing operations	**$(0.02)**	$(0.74)
Discontinued operations	**$0.30**	$0.95

26. Dividends Payable

The Company declared a $0.15 dividend per common share to shareholders of record on the last business day of each quarter, and dividends were paid on the 15th day of the month following quarter-end. Dividends are declared and paid in Canadian dollars.

A reconciliation of dividends payable is as follows:

		Dividends Payable
Balance as at January 1, 2023	$	6,816
Dividends paid		(26,579)
Non-cash movements:		
DRIP (Note 23)		(885)
Dividends declared		27,529
Balance as at December 31, 2023		6,881
Dividends paid		(24,726)
Non-cash movements:		
DRIP (Note 23)		(2,913)
Dividends declared		27,689
Balance as at December 31, 2024	**$**	**6,931**

27. Financial Instruments and Fair Values

The Company's financial instruments consist of cash and cash equivalents, trade receivables and other (excluding deferred costs to obtain customer contracts, and prepayments), investments in equity instruments, investments in partnerships, derivative financial instruments, trade payables and other (excluding contract liabilities, LTIRSU Plan, RSU Plan and DSU Plan payables, deferred consideration payables, and contingent consideration payables), deferred consideration payables, contingent consideration payables, and borrowings.

Financial Instruments by Category

The Company classifies its financial assets as FVPL, FVOCI, or amortized cost. The tables below indicate the carrying values of financial assets and liabilities for each of the following categories:

	December 31, 2024			December 31, 2023		
	FVPL	FVOCI	Amortized Cost	FVPL	FVOCI	Amortized Cost
Assets as per Consolidated Balance Sheets:						
Cash and cash equivalents	**$ -**	**$ -**	**$ 41,876**	$ -	$ -	$ 41,892
Trade receivables and other (excluding deferred costs to obtain customer contracts, and prepayments)	**-**	**-**	**122,822**	-	-	228,200
Investments in equity instruments	**-**	**4,810**	**-**	-	6,675	-
Investments in partnerships	**9,770**	**-**	**-**	7,834	-	-
Derivative financial instruments	**18,912**	**-**	**-**	8,811	-	-
Total	**$ 28,682**	**$ 4,810**	**$ 164,698**	$ 16,645	$ 6,675	$ 270,092

	December 31, 2024		December 31, 2023	
	FVPL	Amortized Cost	FVPL	Amortized Cost
Liabilities as per Consolidated Balance Sheets:				
Trade payables and other (excluding contract liabilities, LTIRSU Plan, RSU Plan and DSU Plan payables, deferred consideration payables, contingent consideration payables, and share repurchase commitment)	**$ -**	**$ 105,216**	$ -	$ 123,866
Lease liabilities	**-**	**37,760**	-	48,101
Deferred consideration payables	**-**	**-**	1,674	-
Contingent consideration payables	**-**	**-**	200	-
Share repurchase commitment (Note 23)	**-**	**30,000**	-	-
Borrowings	**-**	**281,887**	-	307,451
Total	**$ -**	**$ 454,863**	$ 1,874	$ 479,418

27. Financial Instruments and Fair Values, cont'd

Fair Values

The tables below present financial instruments that are measured at fair value. The different levels in the hierarchy have been defined as follows:

- Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3: Inputs for the asset or liability that are not based on observable market data.

The fair value of financial instruments traded in active markets is based on quoted market prices as at each consolidated balance sheet date. A market is regarded as active if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing service, or regulatory agency, and those prices represent actual and regularly occurring market transactions on an arm's length basis.

The fair value of financial instruments that are not traded in an active market is determined by using valuation techniques. These valuation techniques maximize the use of observable market data where it is available and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in Level 2.

If one or more of the significant inputs are not based on observable market data, the instrument is included in Level 3.

The following tables present the fair value hierarchy under which the Company's financial instruments are valued:

				December 31, 2024
	Level 1	Level 2	Level 3	**Total**
Assets:				
Investments in equity instruments	$ -	$ -	$ 4,810	**$ 4,810**
Investments in partnerships	-	-	9,770	**9,770**
Derivative financial instruments	-	18,912	-	**18,912**
Liabilities:				
Borrowings	-	282,855	-	**282,855**

27. Financial Instruments and Fair Values, cont'd

				December 31, 2023
	Level 1	Level 2	Level 3	Total
Assets:				
Investments in equity instruments	$ -	$ -	$ 6,675	$ 6,675
Investments in partnerships	-	-	7,834	7,834
Derivative financial instruments	-	8,811	-	8,811
Liabilities:				
Borrowings	-	308,628	-	308,628
Deferred consideration payables	-	-	1,674	1,674
Contingent consideration payables	-	-	200	200

For the years ended December 31, 2024 and 2023, there were no transfers between the levels in the hierarchy.

On April 29, 2022, the Company entered into interest rate swap agreements for a total notional amount of GBP57,000. The Company is obligated to pay the counterparty to the swap agreements an amount based upon a fixed interest rate of 2.07% per annum, and the counterparty is obligated to pay the Company an amount equal to the GBP – SONIA. These agreements expire on April 13, 2027. These interest rate swaps are not designated as cash flow hedges.

Cash and cash equivalents, trade receivables and other (excluding deferred costs to obtain customer contracts, and prepayments) due within one year, and trade payables and other (excluding contract liabilities, LTIRSU Plan, RSU Plan and DSU Plan payables, deferred consideration payables, and contingent consideration payables) due within one year, are all short-term in nature and, and as such, their carrying values approximate their fair values. The fair values of non-current trade receivables and other and trade payables and other are estimated by discounting the future contractual cash flows at the cost of borrowing to the Company, which approximate their carrying values.

Derivative financial instruments are recorded in Level 2. The fair value of interest rate swaps is calculated as the present value of the estimated future cash flows based on observable yield curves. The fair value of equity derivatives is calculated based on the movement in the Company's common share price between the initial common share price on the effective date and the reporting date, which are observable inputs. The fair value of currency forward contracts is calculated based on the spread between the currency forward rate and the rate on the reporting date, which are observable inputs, and applied to the notional amount.

The fair value of the bank credit facilities approximates their carrying value, as the instruments bear interest at rates comparable to current market rates. The fair value of deferred consideration payables approximates their carrying value, as the valuation techniques and discount rates applied are comparable to those based on observable market data, where available.

The investments in equity instruments, investments in partnerships and contingent consideration payables are recorded in Level 3 as the amounts are not based on observable inputs, with the exception of instruments with quoted sales or market prices. Contingent consideration payables are measured using a discounted cash flow analysis of expected cash flows in future periods. The investments in equity instruments are measured based on valuations of the entity. Investments in partnerships are measured in relation to the fair value of assets reported in the respective partnerships.

27. Financial Instruments and Fair Values, cont'd

The following table summarizes the movement in the Company's contingent consideration payables:

	Contingent Consideration Payables (Discounted)	
Balance as at January 1, 2023	$	3,189
Payments made during the year		(3,000)
Unwinding of discount		11
Balance as at December 31, 2023		200
Reversed during the year		(200)
Balance as at December 31, 2024	**$**	**-**

A 1% increase or decrease in the discount rate could decrease or increase the Company's determination of fair value by approximately $nil as at December 31, 2024 (December 31, 2023 – $nil). The estimated contractual amount of contingent consideration payables as at December 31, 2024 was $nil (December 31, 2023 – $200).

Financial Risk Management Objectives and Policies

The Company's activities expose it to a variety of financial risks: market risk (including interest rate risk, currency risk and price risk), credit risk and liquidity risk. The Company's overall risk management program seeks to minimize potential adverse effects on the Company's financial performance.

The Company does not enter into derivative financial instruments for speculative purposes.

(a) Market Risk

Interest rate risk

The Company is exposed to interest rate risk in the event of fluctuations in the Canadian prime rates, Canadian bankers' acceptance rates, U.S. base rates, SONIA, SOFR, or STR rates as the interest rates on the revolving term facility fluctuate with changes in these rates.

The Company monitors its interest rate exposure and its hedging strategy on an ongoing basis.

Fluctuations in interest rates will impact profit or loss. For the year ended December 31, 2024, every 1% increase in the revolving term facility interest rate would result in a corresponding $7 decrease, net of the Company's interest rate swaps, in the Company's profit (loss) (2023 – $398 increase). Excluding the gains or losses from the changes in fair value of the Company's interest rate swaps, every 1% increase in the revolving term facility interest rate would result in a corresponding $2,119 decrease in the Company's profit (loss) (2023 – $2,323 decrease).

27. Financial Instruments and Fair Values, cont'd

Currency risk

The Company has operations in Canada, the U.S., EMEA and Asia Pacific and, therefore, has exposure to currency risk. There is exposure to foreign exchange fluctuations on transactions between the Company's entities and upon the consolidation of the Company's foreign subsidiaries. Assets and liabilities of foreign subsidiaries are translated at the period-end exchange rate and, therefore, have varying values from exchange rate fluctuations.

The statements of comprehensive income (loss) of the foreign subsidiaries are translated into Canadian dollars using the period's average exchange rate and, accordingly, exchange rate fluctuations impact the Company's revenues and profit (loss), denominated in Canadian dollars.

In order to limit some of its foreign exchange exposure, the Company periodically enters into currency forward contracts.

The Company monitors its foreign exchange exposure and its hedging strategy on an ongoing basis.

The following table summarizes the effect of a 10% strengthening of the Canadian dollar on the Company's profit (loss) as a result of translating the statements of comprehensive income (loss) of foreign subsidiaries, assuming all other variables remain unchanged:

	Year ended December 31, 2024	Year ended December 31, 2023
U.S.	**$ (3,199)**	$ (1,248)
EMEA	**935**	(861)
Asia Pacific	**106**	(92)

A 10% weakening of the Canadian dollar would have an equal but opposite effect, assuming all other variables remain unchanged.

Price risk

The Company is exposed to price risk because the liabilities for cash-settled RSU and DSU plans are classified as FVPL, and linked to the price of the Company's common shares. If the market price of the Company's common shares increases by 5% with all other variables held constant, the impact on profit (loss) would be a decrease of $2,134 (2023 – $1,154). A 5% decrease in the market price of the Company's common shares would have an equal but opposite effect on profit (loss), assuming all other variables remain unchanged.

In order to limit price risk exposure, the Company entered into equity derivatives. Changes in the fair value of these equity derivatives offset the impact of mark-to-market adjustments that are accrued. The notional amount outstanding on these equity derivatives as at December 31, 2024 was $35,287 (December 31, 2023 – $23,829) (Note 14).

27. Financial Instruments and Fair Values, cont'd

(b) Credit Risk

The Company is exposed to credit risk with respect to its cash and cash equivalents, trade receivables and other and derivative financial instruments. Credit risk is not concentrated with any particular customer. In certain parts of the Company's business, it is often common business practice to pay invoices over an extended period of time and/or at the completion of the project or on receipt of funds. The Company applies the simplified approach to providing for expected credit losses prescribed by IFRS 9, which permits the use of the lifetime expected loss provision for all trade receivables and contract assets for unbilled revenue on customer contracts. To measure the expected credit losses, trade receivables and contract assets for unbilled revenue on customer contracts have been grouped based on shared credit risk characteristics and the days past due, and incorporate forward-looking information. The loss allowance provision as at December 31, 2024 is determined as follows:

								December 31, 2024
		0 to 120 days past due		121 to 365 days past due		More than 365 days past due		**Total**
Expected loss rate		0.62%		24.42%		96.86%		**6.10%**
Gross carrying amount	$	105,600	$	9,323	$	4,497	**$**	**119,420**
Loss allowance provision	$	(657)	$	(2,277)	$	(4,356)	**$**	**(7,290)**

Changes in the gross carrying amount of trade receivables and contract assets for unbilled revenue on customer contracts contributed to the changes in the loss allowance provision. The gross carrying amount was impacted by revenue recognized and amounts invoiced, offset by cash collections and amounts written off as not recoverable or uncollectible. Expected loss rates are determined on a portfolio basis. The expected loss rate for the Company will differ based on the contribution of balances by portfolio and age of those balances. For the year ended December 31, 2024, no significant changes were made to the expected loss rates on a portfolio basis.

The loss allowance provision for trade receivables and contract assets for unbilled revenue on customer contracts as at December 31, 2024 reconciles to the opening loss allowance provision as follows:

		December 31, 2024
As at January 1, 2023	$	20,191
Net charges during the year		7,953
Amounts written off during the year as not recoverable or uncollectible		(9,065)
Exchange differences		158
As at December 31, 2023		19,237
Transfer to assets held for sale (Note 11)		(12,811)
Net charges during the year		3,043
Amounts written off during the year as not recoverable or uncollectible		(2,690)
Exchange differences		511
As at December 31, 2024	**$**	**7,290**

27. Financial Instruments and Fair Values, cont'd

The movement of the loss allowance provision has been included in other operating expenses in the consolidated statements of comprehensive income (loss). In the event that the collectability of future trade receivables is in question, an adjustment is made to the corresponding contract assets for unbilled revenue on customer contracts. In addition, contract assets for unbilled revenue on customer contracts are assessed for impairment under IFRS 9. Amounts charged to the provision are generally written off when there are no expectations of recovering additional cash. The Company's maximum exposure to credit risk at the reporting date, assuming no mitigating factors, is the carrying value of its cash and cash equivalents, trade receivables and other and derivative financial instruments. The Company does not hold any collateral as security.

(c) Liquidity Risk

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they become due. The Company manages liquidity risk through the management of its capital structure and financial leverage. It also manages liquidity risk by continuously monitoring actual and projected cash flows, taking into account the seasonality of the Company's revenues and cash receipts, and the maturity profile of its financial assets and liabilities. The Board of Directors reviews and approves the Company's operating and capital budgets, as well as any material transactions outside the ordinary course of business, including proposals on mergers, acquisitions or other major investments.

Management believes that funds generated by operating activities and available through its amended bank credit facilities will allow the Company to satisfy its requirements for the purposes of working capital, investments and debt repayments.

The table below summarizes the contractual undiscounted cash flows related to the Company's financial liabilities into relevant maturity groupings based on the remaining period as at the consolidated balance sheet date to the contractual maturity date.

							December 31, 2024
	Carrying amount	Contractual cash flows	Less than 1 year	1 to 3 years	4 to 5 years	Over 5 years	**Total**
Trade payables and other (excluding contract liabilities, RSU Plan, LTIRSU Plan and DSU Plan payables, deferred consideration payables, contingent consideration payables, and share repurchase commitment)	$ 105,216	$ 105,216	$ 103,932	$ 1,284	$ -	$ -	$ 105,216
RSU Plan, LTIRSU Plan and DSU Plan payables	29,077	29,077	10,532	7,249	863	10,433	29,077
Share repurchase commitment	30,000	30,000	30,000	-	-	-	30,000
Borrowings	281,887	282,855	-	282,855	-	-	282,855
Lease liabilities	37,760	48,503	14,694	20,794	9,240	3,775	48,503
Total	**$ 483,940**	**$ 495,651**	**$ 159,158**	**$ 312,182**	**$ 10,103**	**$ 14,208**	**$ 495,651**

28. Capital Management

The Company's objective in managing capital is to ensure that adequate resources are available to fund organic growth and to enable it to undertake strategic acquisitions while continuing as a going concern. The Company's capital is composed of borrowings and shareholders' equity.

Operating cash flows are used to provide sustainable cash dividends to shareholders and fund capital expenditures in support of organic growth. In addition, operating cash flows, supplemented throughout the year with the revolving term facility, are used to fund working capital requirements.

The revolving term facility and equity are used to finance strategic acquisitions. Additionally, vendors of acquired businesses typically receive a portion of the consideration in the form of the Company's common shares.

The Company's capitalization is summarized in the following chart:

	December 31, 2024	December 31, 2023
Borrowings (Note 22)	**$ 281,887**	$ 307,451
Less: cash on hand [(1)]	**(50,592)**	(41,892)
Net debt	**231,295**	265,559
Shareholders' equity	**617,220**	602,537
Capitalization	**$ 848,515**	$ 868,096

(1) Included in cash on hand as at December 31, 2024 is $8,716 related to discontinued operations (Note 11).

The Company monitors certain financial covenants on a trailing 12-month basis in line with its amended bank credit facilities (Note 22).

As at December 31, 2024, the Company is in compliance with the financial covenants of its bank credit facilities.

29. Commitments and Contingencies

The Company has the following commitments relating to future minimum payments for contractual obligations that are not recognized as liabilities as at December 31, 2024:

	December 31, 2024	December 31, 2023
No later than 1 year	**$ 24,679**	$ 26,067
Later than 1 year and no later than 5 years	**37,638**	38,180
Later than 5 years	**1,660**	5,168
Total	**$ 63,977**	$ 69,415

As at December 31, 2024, the Company provided letters of credit of approximately $1,547 to its lessors (December 31, 2023 – $1,044).

As at December 31, 2024, the Company has committed to aggregate capital contributions of $2,642 (Note 15) to certain partnerships (December 31, 2023 – $3,357).

29. Commitments and Contingencies, cont'd

From time to time, the Company or its subsidiaries are involved in legal proceedings, claims, and litigation in the ordinary course of business with customers, former employees, and other parties. Although it is not possible to determine the final outcome of such matters, based on all currently available information, management believes that liabilities, if any, arising from such matters will not have a material adverse effect on the Company's financial position or results of operations and have been adequately provided for in these consolidated financial statements.

In the ordinary course of business, the Company is subject to tax audits from various government agencies relating to income and commodity taxes. As a result, from time to time, the tax authorities may disagree with the positions and conclusions made by the Company in its tax filings, which could lead to assessments and reassessments. These assessments and reassessments may have a material adverse effect on the Company's financial position or results of operations.

30. Related Party Transactions

Key Management Compensation

Key management includes the Board of Directors and the Company's most senior officers, who are primarily responsible for planning, directing, and controlling business activities. The compensation paid or payable to key management for services is shown below:

	Year ended December 31, 2024	Year ended December 31, 2023
Salaries and other short-term benefits	**$ 8,424**	$ 8,531
Share-based payments [(1)]	**17,126**	8,470
Key management compensation	**$ 25,550**	$ 17,001

(1) Includes mark-to-market adjustments on share-based payments.

GeoVerra Joint Venture

The Company incurs costs associated to a shared office space that is sub-leased from GeoVerra, its joint venture (Note 16). During the year ended December 31, 2024, the Company recorded a cost of $58 (2023 – $54) relating to this. All related party transactions with GeoVerra were in the normal course of business and measured at the exchange amount.

30. Related Party Transactions, cont'd

Controlled Entities

Altus Group Limited is the ultimate parent company. In certain circumstances, the Company has control over entities in which it does not own more than 50% voting interest. In making this determination, the Company considers all relevant facts and circumstances in assessing whether it has power over the entity including rights arising from contractual arrangements that allow the Company to direct the relevant activities and be exposed to variable returns of the entity, among other considerations. The consolidated financial statements consolidate the Company and the subsidiaries listed in the following table:

Entity's Name	December 31, 2024
Altus Group Asia Pacific Limited	100%
Altus Group U.S. Inc.	100%
Circle Software Acquisition Limited	100%
Argus Software (UK) Ltd.	100%
Voyanta Limited (UK)	100%
Argus Software (Canada), Inc.	100%
Argus Software (Oceanic) Pty Ltd.	100%
Altus Group (UK) Limited	100%
Altus Group Property Tax Legal Services Inc.	49%
2262070 Ontario Limited	100%
Altus Group Data Solutions Inc.	100%
Altus Group S.à.r.l.	100%
Altus Group (Vietnam) Limited	100%
Altus Group (India) Private Limited	100%
Altus Egypt LLC [(1)]	85%
Altus Group (Hong Kong) Limited	100%
Altus Group Consulting (Thailand) Company Limited	100%
Altus Group Management Holdings (Thailand) Company Limited	100%
Altus Group Services (Thailand) Company Limited	100%
Altus Group Construction Professionals (Thailand) Company Limited	100%
Altus Group Australia Pty Limited	100%
Altus Group (ACT) Pty Limited	100%
Altus Group Consulting Pty Limited	100%
Altus Group Queensland Pty Limited	100%
Altus Group Cost Management Pty Limited	100%
Altus Group Bay Partnership Pty Limited	100%

30. Related Party Transactions, cont'd

Entity's Name	December 31, 2024
Estate Master Group Holdings Pty Limited	100%
Estate Master Pty Limited	100%
Estate Master UK Limited	100%
Estate Master FZ LLC	100%
Altus Group II LLC	100%
Argus Software Inc.	100%
Argus Software (Asia) Pte. Ltd.	100%
One11 Advisors, LLC	100%
Altus UK LLP	100%
Altus Group (UK2) Limited	100%
CVS (Commercial Valuers & Surveyors) Limited	100%
Taliance Group SAS	100%
Taliance, Inc.	100%
Taliance Limited	100%
Taliance Solutions Canada Inc.	100%
Altus Group (France) Holdings SAS	100%
Finance Active SAS	100%
Finance Active SPRL	100%
Finance Active UK Limited	100%
Finance Active SRL	100%
Finance Active SàRL	100%
Finance Active GmbH	100%
Verifino GmbH & Co. KG	100%
Verifino Verwaltungs GmbH	100%
Finance Active SARL	100%
Scryer, Inc. d/b/a Reonomy	100%
Rethink Solutions Inc.	100%
Altus Group New Zealand Limited	100%
Forbury Property Valuation Solutions (AUS) Pty. Limited	100%
Forbury Property Valuation Solutions (UK) Ltd.	100%

(1) An Egyptian national owns 15% of the remaining shares.

Altus Group Tax Consulting Paralegal Professional Corporation is an entity under control of the Company and has been consolidated in the Company's consolidated financial statements. The Company also has joint control, and 48.9% equity interest, in GeoVerra, which has been accounted for as a joint venture under the equity method.

31. Events After the Reporting Period

Sale of Global Property Tax Business

On January 1, 2025, after receiving all required regulatory approvals, the Company completed the sale of its Property Tax business to Ryan, LLC for total cash consideration of $700,000, subject to customary post-closing adjustments.

Amendment to Bank Credit Facilities

On January 1, 2025, the Company amended its bank credit facilities to, among other things, replace certain subsidiaries identified as guarantors under the credit agreement following the completion of the sale of the global Property Tax business. The Company's borrowing capacity remains at $550,000 with certain provisions that allow the Company to further increase the limit to $650,000, and maintain the existing maximum Funded debt to EBITDA financial covenant ratio of 4.5 with provisions that allow for a short-term increase up to 5.0 following certain business acquisitions. The bank credit facilities mature on March 24, 2027, with an additional two-year extension available at the Company's option.

Share Repurchase

Subsequent to the reporting period and pursuant to the Company's ASPP (Note 23), the Company purchased 115,300 common shares for total cash consideration of $6,282.

LISTINGS

Toronto Stock Exchange

Stock trading symbol: AIF

AUDITORS

ERNST & YOUNG LLP

TRANSFER AGENT

TSX Trust Company

301 - 100 Adelaide Street West, Toronto, ON M5H 4H1

Toronto: (416) 682-3860

Toll-free throughout North America: 1 (800) 387-0825

Facsimile: 1-888-249-6189

Website: www.tsxtrust.com

Email: shareholderinquiries@tmx.com

HEADQUARTERS

33 Yonge Street, Suite 500, Toronto, Ontario, Canada M5E 1G4

Telephone: (416) 641-9500

Toll-free Telephone: 1 (877) 953-9948

Facsimile: (416) 641-9501

Website: www.altusgroup.com

Email: info@altusgroup.com