



SCOPE

Stantec regards this publication as complying with the duty required in accordance with Paragraph 19(2) and 22(2) of Schedule 19 to Finance Act 2016. Stantec is publishing its tax strategy for the year . We confirm that this strategy will apply to all UK subsidiaries of Stantec Inc and will be periodically reviewed and updated accordingly.

GOVERNANCE IN RELATION TO TAX

The strategy is set by the leadership as applicable to each of the UK subsidiaries in consultation with the UK and global tax teams and functional support teams. In particular, the Risk & Legal team, HR, Procurement / Real Estate, M&A, financial and external reporting teams are closely involved in tax matters.

Day to day management of the UK tax affairs resides with the UK finance team including the UK Senior Tax Manager, Head of Commercial Finance, Head of Financial Accounting and UK Finance Director.

The UK Senior Tax Manager, who reports to the UK Finance Director and Global Vice President Tax in Canada, is responsible by delegation for tax matters within established corporate guidelines and policies.

Specialist external advice (for example, on significant matters such as M&A or corporate reorganisations) is taken when significant business decisions.

RISK MANAGEMENT

legislation;

Maintain a tax risk register and perform regular tests of the tax controls in place. The key risks are monitored for business, economic and legislative changes, with changes to controls being made as req reT0.00000912 0 612 92 reW*100

