



## Management Approach: Innovation

Innovation is an essential element of our past and future success and our innovation strategy combines proven ideas with curiosity, creativity, and digital-forward approaches to find new ways to meet client challenges, increase efficiency, and improve profitability.

To promote innovation and facilitate collaboration, Stantec annually invests approximately \$3 million into grants and research.

### **Project Grants**

Stantec employs great people, and our people have great ideas. Our Greenlight Program provides project grants to support innovative ideas and research proposed by employees and project teams that improve our Company and help our clients and communities.

### **Innovation Fund**

We identify hundreds of potential opportunities each year, from our people, our clients, and through partnerships with post-secondary institutions. From those, we choose 50 ideas for incubation and business acceleration. Five to ten of those are chosen for funding, and our goal is to commercialize more than three ideas per year.

### **Innovation Forum**

Our Company accesses talent from around the world and understands that great achievements come from collaboration. We foster and support a high-performing culture and a stimulating work environment where we can learn from each other. Each year, we sponsor an Innovation Forum that brings employees from around the world to recognize and celebrate our most innovative projects and the people behind them, share best practices, and promote cross geography and business line collaboration.

### **Research**

Stantec employees frequently carry out research when directly serving clients or when strengthening capacity in anticipation of client needs. To support such efforts, we provide an R&D Resource eLibrary, pursue collaboration options with academic institutions, and partner with academic researchers to access federal funding for research.