

## ATKINS LONG TERM INCENTIVE PLAN (THE "A-LTIP") AWARDS GRANTED IN 2007

18 May 2017

This schedule sets out the impact of the Acquisition on the nil-cost option granted to you under the terms of the A-LTIP (your "A-LTIP Award").

### 1. What needs to happen for the Acquisition to go ahead?

The Acquisition will be carried out through a scheme of arrangement (the "Scheme"). In order for the Acquisition to go ahead, the Scheme will first need to be approved by shareholders at the Atkins Shareholder meetings to be held on 26 June 2017.

Once approved by Atkins Shareholders, the Scheme will only become effective if approved by the Court (the "Court Sanction"). It is expected that the Court Sanction will take place on 29 June 2017 and the Scheme will become effective on 3 July 2017.

### 2. Can I vote on the Acquisition?

Your A-LTIP Award does not give you a right to vote on the Acquisition; only Atkins Shareholders can vote.

If you own Atkins Shares, either through the Atkins Share Incentive Plan or otherwise, then you will be able to vote on the Acquisition. You will be sent a separate communication if this is the case.

### 3. What will happen to my A-LTIP Awards if the Acquisition goes ahead?

If the Acquisition goes ahead, your A-LTIP Award will automatically be exercised on the date of Court Sanction.

### 4. Will I also receive the outstanding Benefit of Dividends accrued on my A-LTIP Award if the Acquisition goes ahead?

Any outstanding Benefit of Dividends accrued on your A-LTIP Award will be paid at the same time as you receive the payment for your A-LTIP Award.

### 5. How and when will I be paid if the Acquisition goes ahead?

If the Acquisition goes ahead, your A-LTIP Awards will be automatically exercised on the date of Court Sanction. The shares received from the exercise of your A-LTIP Awards will be sold at the cash offer price of £20.80 per share when the Scheme becomes effective.

This amount will be paid through your local payroll as soon as is reasonably practicable along with your accrued Benefit of Dividend entitlement. If the Scheme becomes effective on 3 July 2017 as expected, then we would expect that you would receive these payments in July's payroll.

The amount of cash you receive will be paid after the deduction of any applicable withholding for tax and social security contributions.

### 6. What is the tax treatment of the A-LTIP Award?

Please refer to the Tax Appendix to this schedule.

### 7. Can I exercise my A-LTIP Award now?

Subject to being allowed to deal under the Company's Securities Dealing Code (the "Code"), a copy of which can be found on AXIS, you can exercise your vested A-LTIP Awards. You will have been advised separately if the Code applies to you.

If you sell any shares from the exercise of your A-LTIP Award before the Acquisition completes, then you will receive the price at which Atkins Shares are trading at the time of sale and would also incur dealing costs.

**8. What will happen if the Acquisition does not go ahead?**

If the Acquisition does not go ahead, the A-LTIP will continue as normal and your A-LTIP Award may be exercised as normal.

**9. What happens to my A-LTIP Award if I leave the Company before the Acquisition is completed?**

Your A-LTIP Award will be dealt with as normal, subject to the A-LTIP rules.

**10. I have some more questions on this. Who should I contact?**

If you have any questions that relate to your A-LTIP Award, please contact [cosec@atkinsglobal.com](mailto:cosec@atkinsglobal.com). Please note that no legal, tax or financial advice on the merits of the Acquisition or its impact on your A-LTIP Award can be provided.

**This document is important and requires your immediate attention.**

If you are in any doubt as to the action you should take, you are recommended to seek your own independent financial advice immediately from a stockbroker, bank manager, solicitor, accountant or other independent financial or legal adviser authorised under the Financial Services and Markets Act 2000, if you are in the United Kingdom, or from another appropriately authorised independent financial adviser if you are in a territory outside the United Kingdom.

Nothing in this schedule and appendices constitutes financial advice to any holder of shares, share awards or share options in Atkins.

If there is a conflict between the information in this schedule and appendices and the rules of the A-LTIP or any relevant legislation, the rules and the legislation will prevail.

## Tax Appendix

This information is for guidance only and may differ according to personal circumstances. This does not constitute personal tax advice and therefore it is recommended that independent advice is sought if required.

### Tax Treatment of your A-LTIP Award in the United Kingdom

The guidance is based on the following assumptions:

- you are a domiciliary of, and fully resident for tax purposes in, the United Kingdom and have been/will be at all material times since the date of grant of your A-LTIP Award;
- you perform services only in the United Kingdom for the entire duration of your A-LTIP Award; and
- you are subject to the social security system of the United Kingdom.

If there are any doubts or concerns about your personal tax position, you should obtain tax advice from a professional personal tax adviser.

This information is understood to be correct as at 18 May 2017. Any future changes in legislation or changes to tax rates and prevailing practice may affect the information provided.

### Exercise of your A-LTIP Awards on Court Sanction

If the Acquisition goes ahead the number of Atkins Shares under your A-LTIP Award will be automatically exercised on the date of Court Sanction, expected to be 29 June 2017. A liability to income tax and National Insurance contributions will arise on the market value of those Atkins Shares on the date of exercise.

Your employer will withhold from your sale proceeds any income tax and National Insurance contributions due and pay this directly to HMRC.

### Disposal of your Atkins shares released on the exercise of your A-LTIP Award

The Atkins Shares received on the exercise of your A-LTIP Award will be sold for the £20.80 offer price when the Scheme becomes effective, expected to be 3 July 2017.

When your shares are transferred to SNC-Lavalin, a Capital Gains Tax ("CGT") charge may arise depending on your personal circumstances. You are required to account for any CGT liabilities arising through your tax return under the self-assessment system. Since for CGT purposes, the base cost of these shares will be the market value of Atkins Shares on exercise, any capital gain or loss will be based on the difference between this and the £20.80 offer price.

**Any tax advice included in this written communication is not intended or written to be used, and it cannot be used by you, for the purpose of avoiding any penalties that may be imposed by any governmental taxing authority or agency.**

## Glossary

### A brief explanation of some definitions

"**A-LTIP**" means the Atkins Long Term Incentive Plan;

"**A-LTIP Award**" means the nil-cost option over Atkins Shares granted to an employee or former employee of Atkins and its subsidiaries under the A-LTIP;

"**Atkins**" means WS Atkins plc;

"**Atkins Board**" means the board of directors of Atkins;

"**Atkins Group**" means Atkins and its subsidiaries and subsidiary undertakings from time to time;

"**Atkins Shareholders**" means holders of Atkins Shares;

"**Atkins Shares**" means ordinary shares of 0.5 pence each in the capital of Atkins;

"**Court**" means the High Court of Justice in England and Wales;

"**Court Sanction**" means the date on which the Court sanctions the Scheme under section 899 of the Companies Act 2006;

"**Effective Date**" means the date on which the Scheme becomes effective in accordance with its terms;

"**HMRC**" means HM Revenue & Customs;

"**Scheme**" means the procedure by which SNC-Lavalin will become the holder of the entire issued and to be issued ordinary share capital of Atkins;

"**Scheme Document**" means the document setting out the terms of the Scheme dated 18 May 2017 sent to Atkins Shareholders;

"**SNC-Lavalin**" means SNC-Lavalin Group Inc.; and

"**SNC-Lavalin Group**" means SNC-Lavalin and its subsidiaries and subsidiary undertakings from time to time.