

Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Stantec Inc. is a global professional services company that trades on the TSX and on the NYSE. We offer sustainable design, architecture, engineering, planning, digital technology, project management and scientific consulting services to create a more sustainable world. Our 2022 gross revenue was \$5.7 billion. Our ability to design and deliver sustainable solutions for our clients is critical to our long-term competitiveness and key to us maintaining a position as a top-rated global design firm.

At Stantec, we recognize that managing our business with a triple-bottom-line focus benefits our people, clients, communities, investors, and the planet. Environmental, social, and governance (ESG) initiatives position our Company for the future and support our economic performance by providing a foundation for effective decision-making, risk management, and transparency; driving innovation; supporting our brand; and improving recruitment and retention. We take responsibility for the environmental impacts of our internal operations by choosing approaches that provide the least possible harm and highest possible benefits; providing an inclusive and equitable workplace for our employees; actively volunteering in and engaging with our communities; and demonstrating ethical business behavior.

In addition to our commitment to sustainable operations, Stantec recognizes our most positive impact on the world comes from the services we deliver to clients. At Stantec, we support a more sustainable future for the clients and communities we serve. We walk the path with them, identifying and capturing ways to make their projects more sustainable, balancing their social, environmental, and economic needs, all while providing the best design solutions for communities. We see the big picture; in the context of a changing climate, shifting demographic and geopolitical trends, and evolving economic realities, we anticipate and address the long-term impacts of our design decisions. Sustainability runs deep at Stantec and is woven directly into the fabric of our leadership—each geography and business operating unit actively engage in creating a sustainable world.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1, 2022

End date

December 31, 2022

Indicate if you are providing emissions data for past reporting years

No

C0.3

(C0.3) Select the countries/areas in which you operate.

Argentina
Australia
Bahrain
Barbados
Belgium
Canada
Chile
China
Czechia
Ethiopia
Germany
India
Ireland
Italy
Netherlands
New Zealand
Peru
Philippines
Qatar
Saudi Arabia
Slovakia
Taiwan, China
Turkey
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

CAD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	STN
Yes, a CUSIP number	85472N
Yes, an ISIN code	CA85472N1096
Yes, another unique identifier, please specify DUNS Number	24-642-2307

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	Stantec's board-level Sustainability Committee (internally called the Sustainability and Safety Committee) was established by the Board of Directors and has board-level direction in managing climate-related issues. This committee was created to

	<p>provide oversight and direction on Stantec's climate change response as well as environmental, social, and health and safety performance. ESG topics are discussed by the full board at each meeting and emissions management is a standing Sustainability Committee agenda item. The Sustainability Committee ensures that sustainability and stakeholder priorities align, that sustainability is integrated into our Strategic Plan and operations, and that sustainability-related impacts, risks, and opportunities are addressed.</p> <p>An example of a climate-related decision made by the Sustainability Committee in 2022 was the committee's review and determination that our commitment under the science-based target initiative, and associated emissions reduction targets, served as a positive employee retention and attraction mechanism, and thus sustainability initiatives were made more prominent in our recruitment and retention strategy.</p>
<p>Chief Financial Officer (CFO)</p>	<p>Stantec's CFO interacts regularly with investors on climate-related topics and overall ESG performance. She is an ESG advocate within the organization, chairs our executive-level Sustainability Committee (internally called the Executive ESG Committee, which is accountable for our sustainability performance), and is responsible for communicating critical ESG knowledge and concerns to the CEO, her C-Suite colleagues, and the board-level Sustainability Committee.</p> <p>The executive-level Sustainability Committee is responsible for overseeing Stantec's overall climate-related framework, including materiality, scenario planning, and climate-related risks and opportunities. The Committee reviews, assesses, and makes recommendations regarding Stantec's performance on an on-going basis and provides leadership, focus, and guidance to management.</p> <p>An example of a climate-related decision made by the CFO in 2022 includes establishment of two internal task forces to assess Stantec risks associated with climate change. One task force addresses Stantec operational climate risks (including options for incorporation of climate risks and opportunities into regulated financial disclosures) and the other evaluates how to best address such risks in our project work.</p>

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – all meetings	Overseeing major capital expenditures	The board Sustainability Committee (internally called the Sustainability and Safety Committee) is responsible for overseeing Stantec's overall climate-related framework, including risks and opportunities. The

	<p>Overseeing acquisitions, mergers, and divestitures</p> <p>Reviewing innovation/R&D priorities</p> <p>Reviewing and guiding strategy</p> <p>Overseeing the setting of corporate targets</p> <p>Monitoring progress towards corporate targets</p> <p>Reviewing and guiding the risk management process</p>	<p>committee reviews, assesses, and makes recommendations regarding Stantec’s performance on an on-going basis and provides leadership, focus, and guidance to management. The board committee regularly reaches out to subject matter experts (internal to Stantec and in the broader industry) to better understand climate risks and opportunities and has a standing sustainability board education session at the start of each meeting.</p> <p>An example of a way in which climate-related issues are integrated into the board's oversight via this committee is the board review of climate references in the risk management process and, specifically, the incorporation of climate change references into the annual report and sustainability report.</p>
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C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues
Row 1	Yes	<p>For all board Sustainability Committee members, we do an annual review to confirm we have the appropriate competencies to carry out the business (as reflected in the annual Management Information Circular). Multiple board members have competence in climate-related issues including two engineers with industry-recognized subject matter expertise in climate action and renewable energy design.</p> <p>We encourage board members to further develop their climate change knowledge through continuing education. For example, one board Committee member recently completed the Diligent Climate Leadership certification program (an in-depth program for executives overseeing climate risk and sustainable growth strategies).</p> <p>When adding new board members, Stantec is purposeful about evaluating members for their climate competencies. This evaluation is performed by company executive leadership who are climate change subject matter experts (Stantec provides climate action services and has in-house expertise) and reflects industry performance.</p>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Other C-Suite Officer, please specify
Chief Practice and Project Officer

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Providing climate-related employee incentives
Developing a climate transition plan
Implementing a climate transition plan
Integrating climate-related issues into the strategy
Conducting climate-related scenario analysis
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing public policy engagement that may impact the climate
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

Please explain

This is the reporting line manager of Stantec's Corporate Sustainability Program and the operational coordinator of the board Sustainability Committee (internally known as the Sustainability and Safety Committee). He is in regular communication with the board Committee chair providing strategy, details, and direction on all climate related Stantec initiatives, and in weekly contact with the vice president of Corporate Sustainability.

Position or committee

Chief Financial Officer (CFO)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Managing climate-related acquisitions, mergers, and divestitures
Developing a climate transition plan
Integrating climate-related issues into the strategy
Conducting climate-related scenario analysis
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

As Executive Sponsor of the Executive Sustainability Committee (internally called the Executive ESG Committee), our CFO regularly communicates climate-related topics to the board. As sustainability performance is directly connected to investor interests, revenue generation, and branding, she also reports climate-related topics to the board in relation to Stantec's financial performance.

Position or committee

Chief Executive Officer (CEO)

Climate-related responsibilities of this position

Managing climate-related acquisitions, mergers, and divestitures
Integrating climate-related issues into the strategy
Monitoring progress against climate-related corporate targets

Coverage of responsibilities

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

Our CEO attends all board and associated Committee meetings. As such, he attends and actively participates in the quarterly meetings of the board Sustainability Committee (internally known as the Sustainability and Safety Committee) where he regularly shares information regarding Stantec strategy and progress on climate-related targets.

Position or committee

Environment/ Sustainability manager

Climate-related responsibilities of this position

- Managing annual budgets for climate mitigation activities
- Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
- Developing a climate transition plan
- Implementing a climate transition plan
- Integrating climate-related issues into the strategy
- Conducting climate-related scenario analysis
- Setting climate-related corporate targets
- Monitoring progress against climate-related corporate targets
- Managing public policy engagement that may impact the climate
- Managing value chain engagement on climate-related issues
- Assessing climate-related risks and opportunities
- Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Other, please specify
Chief Practice and Project Officer

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

The vice president of Corporate Sustainability reports to the Chief Practice and Project Officer but provides a quarterly report to the board on ESG-related topics (including climate change) and is invited to speak at each quarterly board Sustainability Committee (internally called the Sustainability and Safety Committee) meeting.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

Provide incentives for the management	Comment

	of climate-related issues	
Row 1	Yes	As seen in Stantec's most recent Management Information Circular and Sustainability Report, management are held accountable for the attainment of climate related goals including achievement of our 1.5C Science Based Targets (SBT), carbon neutral and net zero pledges. At a company-wide level, Stantec has aligned our financing with a sustainability linked loan, with a key performance indicator (KPI) being attainment of our SBTs (in addition to maintaining our position on the Bloomberg Gender Equality Index).

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Chief Executive Officer (CEO)

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Progress towards a climate-related target
 Achievement of a climate-related target
 Reduction in absolute emissions

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

Stantec implemented a series of ESG and financial performance indicators that form the basis of the Executive Scorecard. This scorecard is used to assess the Company's achievement of its near-term business goals and to determine the short-term incentive plan (STIP) award. A climate-related assessment criterion is a part of this STIP scorecard with the key performance indicator (KPI) being Stantec meeting our 1.5C near-term SBT as well as our carbon neutral and net zero pledges.

ESG performance indicators have an indirect impact on Stantec's Long-Term Incentive Plan (LTIP) in that failure to meet our targets could have a negative impact on our share price. Investors are increasingly focused on ESG matters, assigning higher market valuations to companies with a strong record of ESG performance. As Total Shareholder Return is a key metric in Stantec's LTIP, Stantec's leadership is highly incentivized to maintain its position as a leader in sustainability.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The inclusion of this incentive, directly in Stantec's STIP and indirectly in Stantec's LTIP, keeps climate action and emissions management top of mind and a priority for continual progress. The performance indicator is in line with our SBT, which forms part of our climate transition plan.

Entitled to incentive

Chief Financial Officer (CFO)

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Progress towards a climate-related target
Achievement of a climate-related target
Reduction in absolute emissions

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

Stantec implemented a series of ESG and financial performance indicators that form the basis of the Executive Scorecard. This scorecard is used to assess the Company's achievement of its near-term business goals and to determine the STIP award. A climate-related assessment criterion is a part of this STIP scorecard with the KPI being Stantec meeting our 1.5C SBT as well as our carbon neutral and net zero pledges.

ESG performance indicators have an indirect impact on Stantec's LTIP in that failure to meet our targets could have a negative impact on our share price. Investors are increasingly focused on ESG matters, assigning higher market valuations to companies with a strong record of ESG performance. As Total Shareholder Return is a key metric in Stantec's LTIP, Stantec's leadership is highly incentivized to maintain its position as a leader in sustainability.

Stantec's CFO is the chair of Stantec's executive Sustainability Committee (internally called the Executive ESG Committee) and is expected to further Stantec's ESG performance. This individual is also charged with managing investor relations. Investors are increasingly focused on evaluating investments through the lens of sustainability, ascribing greater market value to companies with a clear focus on, and methodology for, ESG. One item of investor concern is Stantec's progression towards meeting emission reduction targets. Our CFO is directly involved with our real estate optimization strategy, which is a key component of how we are reducing our emissions. Additionally, our CFO is responsible for meeting the conditions of our sustainability linked loan (with a KPI of

achieving our SBT), which is one of the ways we hold ourselves accountable for achieving our emission reduction targets.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The inclusion of this incentive, directly in Stantec's STIP and indirectly in Stantec's LTIP, keeps climate action and emissions management top of mind and a priority for continual progress. The performance indicator is in line with our SBT, which forms part of our climate transition plan.

Entitled to incentive

Other C-Suite Officer

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Board approval of climate transition plan
Achievement of climate transition plan KPI
Progress towards a climate-related target
Achievement of a climate-related target
Implementation of an emissions reduction initiative
Reduction in absolute emissions

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

Stantec implemented a series of ESG and financial performance indicators that form the basis of the Executive Scorecard. This scorecard is used to assess the Company's achievement of its near-term business goals and to determine the STIP award. A climate-related assessment criterion is a part of this STIP scorecard with the KPI being Stantec meeting our 1.5C SBT as well as our carbon neutral and net zero pledges.

ESG performance indicators have an indirect impact on Stantec's LTIP in that failure to meet our targets could have a negative impact on our share price. Investors are increasingly focused on ESG matters, assigning higher market valuations to companies with a strong record of ESG performance. As Total Shareholder Return is a key metric in Stantec's LTIP, Stantec's leadership is highly incentivized to maintain its position as a leader in sustainability.

Stantec's Chief Practice and Project Officer is responsible for the overall success of our Corporate Sustainability Program.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The inclusion of this incentive, directly in Stantec's STIP and indirectly in Stantec's LTIP, keeps climate action and emissions management top of mind and a priority for continual progress. The performance indicator is in line with our SBT, which forms part of our climate transition plan.

Entitled to incentive

Environment/Sustainability manager

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary
Salary increase

Performance indicator(s)

Progress towards a climate-related target
Achievement of a climate-related target
Implementation of an emissions reduction initiative
Reduction in absolute emissions
Increased share of renewable energy in total energy consumption
Reduction in total energy consumption
Increased share of revenue from low-carbon products or services in product or service portfolio
Increased engagement with suppliers on climate-related issues
Company performance against a climate-related sustainability index (e.g., DJSI, CDP Climate Change score etc.)
Implementation of employee awareness campaign or training program on climate-related issues

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Success of the Stantec Environment/Sustainability VP is largely based on continual reductions to our emissions. Though a specific dollar amount has not been set for achieving a determined KPI, positive and negative results have a direct impact on this individual's annual raise and short-term incentive plan (STIP) award.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The inclusion of this incentive accelerates Stantec's climate action by rewarding performance under a consistently increasing and extremely visible workload.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	1	5	This is the timing of our interim emission reduction and carbon neutrality goals (achieved in 2022, maintained annually).
Medium-term	5	15	This is the timing of our 1.5C, near-term Science-Based Target and our net zero transition.
Long-term	15	30	This is the timing of our science-based net zero goals

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Stantec defines “substantive financial impact” of any risk, including climate-related risk, as a cost of more than \$40M. This is consistent with our materiality threshold for external audit purposes and reflects what Stantec considers to be a material risk.

We align the identification of our principal risks, including climate-related risk, with the strategic planning process, such that key initiatives of our company are considered against our stated risk appetite and are appropriately managed to ensure we can deliver value to our stakeholders. Risks are ranked according to a series of financial and strategic business consequences, including impact to the ‘Operations’ and ‘Downstream’ nodes of our value chain: our people and operational processes, our reputation and market standing, our ability to achieve compliance, our clients and the communities impacts by our projects.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations

Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

RISKS:

To identify and assess climate-related risks Stantec follows our Enterprise Risk Management program, based upon ISO 31000 Risk Management – Principles and Guidelines which describes risk management as the logical and systematic method of identifying, analyzing, evaluating, treating, monitoring, and communicating risks associated with any activity, function or process in a way that enables Stantec to minimize losses and maximize opportunities. Through a multi-disciplinary collaboration (e.g. legal counsel, ESG experts, business and discipline leaders), we evaluate risks related to climate events among other key risks related to health and safety, ethics and conduct, regulatory compliance, geopolitical events, organic growth, project delivery, information security, and market conditions. Our integrated, enterprise-wide risk management enables addressing compounding risks since vulnerability in one value chain area (e.g. severe weather) may compound risk in another (e.g. project delivery schedules).

Stantec identifies potential events that, if they occur, will adversely affect our ability to successfully implement our strategy. We define our principal risks, both physical and transitional, as those that may adversely affect our ability to deliver value to our stakeholders, grouped into three risk categories: strategic, operational, and compliance and regulatory risks. Risks are analyzed, considering likelihood and impact, as a basis for determining how they should be managed. The potential size and scope of the impact are determined through discussions with subject matter experts and senior leadership. In this system, risks are given an inherent risk and residual risk score on a scale of 1-4 (compiled score based on likelihood and consequence) with 4 being the most material. These risks and opportunities are evaluated and updated on a quarterly basis and consider risks in the short- medium- and long-term time horizons. Once identified, risks are analyzed considering likelihood and impact through our risk register and heat map, which are evaluated, updated and reported to Stantec's Audit & Risk Committee on a quarterly basis; reported to our board of directors and shareholders annually through Stantec's Annual Report.

Significant environmental impacts are also incorporated into Stantec's ISO 14001-certified Environmental Management System. Environmental risks, including those

pertaining to climate, are considered within the management system's aspects and impact registers. For example, through this assessment, we identified risk of decreased revenues and business opportunity from governmental (public) clients if Stantec does not maintain carbon neutral operations and does not continue progress towards net zero operations globally, especially in the UK, Europe, and New Zealand. We assessed this to be a strategic and operational risk - if we are unable to deliver on our commitments aligned with current and emerging net zero regulations, we may lose business opportunities. The likelihood was determined to be 'Likely' and the impact 'Medium' as the time horizon for this risk is long-term (15-30 years). We also identified the strategic, operational and reputational risk of continuing to provide services that enable the hydrocarbon industry e.g. loss of revenue from clients applying stringent ESG criteria within their supply chain, and the loss of staff who do not want to work on hydrocarbon-related projects. The likelihood was determined to be 'Likely' and the impact 'Medium' as the time horizon for this risk exceeding the 'substantial financial impact' threshold is 5-10 years.

OPPORTUNITIES:

Identification of climate-related opportunities is a key part of our strategic planning progress. Stantec leaders forecast 3-5 years ahead and Stantec business managers apply these forecasts to their local goals. Our next strategic planning cycle for years 2024-2026 is underway and involves a deep dive review into megatrends, market conditions, and Stantec competitive advantages under the categories of: climate change and resource security; demographic, social, and urbanization changes; economic power, market shifts, and geopolitics; incremental and breakthrough technology. The strategic growth initiatives resulting from our last planning cycle (in 2019), all connect to climate action: Coastal Resilience, Ecosystem Restoration, Smart Cities/Urban Places, and Energy Transition. It is anticipated that the new strategic planning outcomes will also reflect the value Stantec places, financially and culturally, on climate action.

Examples of opportunities include Stantec's Coastal Resilience and Ecosystem Restoration teams working together to address the chronic physical risk of sea level rise using both natural and built solutions for ecosystem restoration, land management, and physical defences.

-Specific to Coastal Resilience services, Stantec is lead designer of a reconstructed wharf at the southern tip of Manhattan that will raise the waterfront esplanade approximately 5 feet (1.5 m) above its current elevation—11 feet (3.4 m) above Mean Sea Level—to protect the park and nearby community, as the 20-acre (8-hectare) Battery Park currently sits at an elevation that will be submerged as sea levels rise.

-Specific to Energy Transition services, Stantec is providing architecture, building and site civil engineering, fire protection, environmental, water, and wastewater services for the new Qcells (a subsidiary of Hanwha Solutions) solar power manufacturing facility which, upon completion, will be the largest in the US. The new facility will house the entire solar panel manufacturing process (ingot production, wafer processing, cell processing, and module production), minimizing the embodied carbon of transporting components from different manufacturing locations. Demonstrating leadership of water conservation in industrial processes, the plant will include a full wastewater treatment

facility to process 5.5 million gallons per day (21 million liters per day) for reuse in the production facilities.

Value chain stage(s) covered

Downstream

Risk management process

A specific climate-related risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term

Medium-term

Long-term

Description of process

Through our project work, Stantec helps our clients identify and manage their climate risks. Each project has unique conditions that are addressed accordingly, but our overall project management process helps keep this top-of-mind for our project teams. Our integrated teams of professionals bring a consistent approach to sustainability across our various business operating units.

Stantec's Project Management (PM) Ecosystem specifies Stantec's expectations of project managers, conveyed via a scalable PM Framework guiding a pragmatic and disciplined approach to project delivery. It includes the critical tasks for managing risks, including climate risks, and achieving quality delivery on typical projects.

At a project level, Stantec's PM Framework considers sustainability topics such as emissions management, air and water quality, energy and resource use, human rights, ethics, stakeholder engagement, and Indigenous relations. Impacts are evaluated during the proposal and the health, safety, security, and environmental planning stages and then reviewed through project audits.

For projects with risks that have the potential for significant financial and/or reputational impacts, including impacts related to climate change, we have a formal project risk review practice. The Project Risk Review Committee consists of senior Stantec leaders as well as relevant Stantec subject matter experts.

The project risk review happens as part of the go/no-go process. It is a forum to enable a candid and open discussion among the pursuit team and business leaders to evaluate risks, identify the probability/potential impact of such risks, establish mitigation measures, apply lessons learned from past projects, provide technical review and guidance, and consider the impact to Stantec's total risk portfolio. The process is triggered when a project meets a set of pre-established criteria. Project teams provide detailed information on the project (via consultation with internal advisors/experts in

areas such as safety, legal, tax), that is then reviewed by a Business Operating Unit Risk Committee, Executive Leadership Risk Committee, or both (calling in subject matter expertise as needed). At the conclusion of the risk review the Committee makes recommendations. If the project is a "go", conditions are set, and continued oversight is provided.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	<p>Stantec has staff dedicated to tracking current climate-related regulations that impact the geographies where we work (to manage our potential impacts), as well as regulations that impact jurisdictions where our clients are located (so that we can be prepared to support our clients in managing their potential impacts). These range from global frameworks such as the UN Paris Agreement to federal and local regulations in our major markets (e.g. the rise of municipalities banning fossil fuel connections and equipment in new construction) that directly impact our consulting and design work.</p> <p>Current regulatory risks include the following:</p> <ul style="list-style-type: none"> - Potential decreased revenues and business opportunity from governmental (public) clients if Stantec does not maintain our current status of carbon neutral operations globally and progress in our phased approach to net zero. Our ability to deliver on this commitment is important to our clients because many of them have made similar commitments, and it allows us to sign up to external pledges such as The Association for Consultancy and Engineering's Net Zero pledge in the UK. Note Stantec achieved carbon neutral status for our global operations in 2022, in accordance with our roadmap to net zero. - Streamlined Energy & Carbon Reporting regulations in the UK created local-level reporting requirements for Stantec (traditionally our emissions disclosures have been focused on the global corporate company). This created additional tracking, measuring, verification, and reporting requirements, resulting in increased effort and costs. <p>Stantec staff closely track environmental regulations and the potential implications on our business. At a corporate level, our legal and sustainability teams, executive Sustainability Committee (Executive ESG Committee), and business operating unit leadership closely watch for potential regulation changes so we can respond quickly to both positive and negative impacts. Quarterly, an ESG legal and regulatory update (jointly prepared by the corporate legal and sustainability teams) is provided to the board Sustainability Committee. Stantec's Market</p>

		<p>Research & Intelligence team publishes regular internal bulletins alerting practitioners to current and emerging regulations. Locally we leverage subject matter experts and internal tracking systems to stay apprised of relevant regulatory changes.</p>
Emerging regulation	Relevant, always included	<p>We pay close attention to the evolving legal risks that Stantec and our clients are facing related to climate change, and their impact on our market reputation and professional liability. Relaxation or repeal of laws and regulations could impact the demand for our services.</p> <p>Examples include:</p> <ul style="list-style-type: none"> - New and pending reporting requirements, such as those from the ISSB, SEC, and CSA, will impact Stantec's reporting resources. The rapid increase in clients requesting ESG services in response to new regulations could quickly strain Stantec's staff resources unless hiring and acquisitions can keep pace. Conversely, clients may decide to hire in-house expertise in lieu of hiring 3rd party consultants (e.g. Stantec), if the effort of tracking and complying with regulations increases significantly. - New environmental regulations, laws, and policies could result in increased costs and litigation exposure for ourselves and our clients, possibly preventing a project from going forward and thus reducing the potential for our services. - Increasingly stringent building and infrastructure codes in reaction to climate change impacts and emissions reporting will require practitioners to quickly update their design standards, and stay current with updated codes of ethics from their relevant professional bodies (e.g. AIA, ASHRAE). Both Stantec and our clients may face increased claims liability (and resulting increased indirect expenditures) if we commence implementation of a project without being aware of these new requirements. - As ESG regulations become more widespread and stringent, Stantec may see an increase in the investment of resources needed to keep practitioners informed of the impacts of regulations (from both AE and non-AE sectors) on their clients and project delivery. - Specific to Stantec operational risks and leased office space, landlords implementing facility upgrades or installation of on-site solar in response to emerging regulations may pass that cost on to Stantec as tenants or implement energy budgets/net zero lease structures that impact our utility costs.
Technology	Relevant, always included	<p>As clients rapidly adopt emerging technologies in order to accelerate their emissions reductions goals, there is a risk of these technologies having either real or perceived unintended negative consequences.</p> <p>Examples include the following:</p> <ul style="list-style-type: none"> -Renewable installations can cause unintended effects on wildlife e.g. pollinator habitat destruction from large-scale solar fields or bat

		<p>mortality from wind farms. In response, Stantec has invested in programs that minimize such impacts. For example, the PHASE - Pollinator Habitat Aligned with Solar Energy - project in partnership with the University of Chicago and the US DoE Solar Energy Technologies Office.</p> <ul style="list-style-type: none"> -Large-scale geoengineering projects create unintended consequences for Indigenous communities/developing economies. -Increased deployment of IoT sensors to optimize energy usage can have unintended consequences in emergency conditions if systems fail and cannot be quickly repaired by local parts or labor. Sensor deployment also increases demand for microchips/devices in an already constrained supply chain focused on electrification across all sectors. <p>In addition, new technologies may not have been tested in the extreme climate conditions we are likely to experience in the future and may fail or underperform compared to the level they did within their testing environment.</p> <p>Examples include:</p> <ul style="list-style-type: none"> - HVAC technologies unable to maintain their stated efficiencies in the face of future increased cooling demand. - Direct air capture technologies failing to maintain initial performance levels as GHG concentrations increase. - An increase in the power demand of technologies installed in projects. This may result in client-controlled energy loads (e.g. process equipment) exceeding the initial assumptions made during the design phases of a facility, and the facility exceeding the desired operational carbon emissions.
<p>Legal</p>	<p>Not relevant, included</p>	<p>Stantec pays close attention to legal risks related to climate change. Our evaluations pertain to legal liability to both Stantec and our clients. For example, if Stantec provides ecosystem restoration consulting services to an industrial client who is cited for not managing their environmental impacts and/or contribution to climate change, that could impact Stantec in the form of project delays or reputational damage.</p> <p>We are actively monitoring the impact of climate change on design (including how resultant professional standards apply), collaborating with clients and industry associations on resilient design solutions, and mitigating our legal risk for claims by staying informed of legal and regulatory developments that apply to design professionals. We maintain an open dialogue with our clients, balancing their needs and economic realities with design solutions that reflect and address a rapidly evolving climate. In this way we are collaboratively managing our legal risk against unprecedented design conditions brought upon by climate change.</p>

		<p>Our project risk evaluation process considers potential client legal implications as part of our “go-no go” process for potential project pursuits. This is a risk factor we also monitor as projects progress.</p>
<p>Market</p>	<p>Relevant, always included</p>	<p>Market risks impacting Stantec operations include:</p> <ul style="list-style-type: none"> - Variable pricing of energy attribute certificates and carbon offsets impacts budget forecasts, adds cost to maintaining our interim step of carbon neutral across global operations (balancing our emissions impact through offsets) and takes focus from our long-term emissions reduction programs and efforts to drive additionality options (balancing our emissions impact through insets as we work towards reducing emissions enough to achieve net zero). - To meet evolving client needs, we recognize innovative solutions require our thinking and technical approach to continually evolve. We therefore must regularly review and re-focus our technical training to keep pace (such as the extensive training we recently conducted with our UK Water Teams on the PAS2080 Carbon Management in Infrastructure specifications). <p>Market risks impacting Stantec's project delivery include:</p> <ul style="list-style-type: none"> - Climate-related disruptions to construction materials supply chains may prolong project schedules and impact our ability to efficiently plan staffing resources. - Volatile energy prices may invalidate life-cycle cost analyses and associated design decisions proposed by Stantec. - Lack of global action regarding climate financing/compensation limits the ability of vulnerable countries to adequately finance climate adaptation projects. Public agencies and private clients in countries suffering economically may not have the capital to initiate projects or maintain the contracting vehicles Stantec holds. - Widening social inequities due to climate change aggravate geopolitical instability. This may result in cancellation of public projects, disruptions to material supply chains, and non-compliance with sanctions, impacting Stantec's revenue stream by varying degrees across our global locations and client types. - Unequal pace of adoption by countries of climate adaptation/mitigation projects could lead to friction between Stantec employees as different office locations see more or less opportunities to work on innovative, resilient projects. - Travel restrictions due to natural disasters (and pandemics) cause resource shortages and exacerbates localism, impacting quality of life for Stantec employees. - Climate migration (regional or global) and migration from countries lagging in clean energy industries, may impact Stantec's global distribution of staff for consulting that cannot be carried out virtually.

<p>Reputation</p>	<p>Relevant, always included</p>	<p>Our brand is built on “designing with community in mind”, meaning we consider the social, environmental, and economic health of communities impacted by projects. If we are perceived as not addressing climate change and future extreme climate conditions in our design, we risk being seen as not protecting communities, damaging our brand and market differentiator. For example, our Energy Transition consulting has supported oil and gas clients in using renewable energy in oil sands extraction. Though our work is specific to renewable energy, providing any services that enable fossil fuel extraction could, by association, be implicated in the negative impact on climate change.</p> <p>This risk also applies to working for clients who do not follow our mitigation /adaptation recommendations. We are in a position to offer advice and recommendations but not in a position to control how our clients use our advice. In one such example, a client did not follow our recommendations regarding migration patterns of marine species. A local non-profit protested, and, through association, the situation caused us reputational damage.</p> <p>Other examples include:</p> <ul style="list-style-type: none"> - Growing public opposition to controversial projects (e.g. nuclear, oil/natural gas pipelines) or clients failing to address climate action, pose a threat to Stantec (reputational), our employees (safety), and project schedules (project financials). - If Stantec presents a client with infrastructure solutions designed to withstand future climate scenarios, but the client instructs Stantec to only design to present day design conditions resulting in failure at a future date, Stantec could suffer reputational damage by association with the project. - Stantec is a company that grows through acquisition. Though we purposely acquire companies that further our sustainable brand, acquisitions need time to integrate and have the potential to negatively impact our ESG scores, and market positioning, in the short-term. - As the impacts of climate change intensify in communities across the world, friction is increasing between companies taking action and those who are not. This poses a risk if a partner engages in greenwashing or climate inaction. <p>Stantec’s Marketing and Communications team closely assess our market perceptions and we closely monitor for these potential scenarios during our go/no-go process. Per our ISO 9001-certified Quality Management System, we regularly survey our top clients, media, and engage external evaluators.</p>
<p>Acute physical</p>	<p>Relevant, always included</p>	<p>Extreme weather events create physical health risks to Stantec employees as follows:</p> <ul style="list-style-type: none"> - Extreme heat causes unsafe conditions for site work and risks heat-

		<p>related illnesses unless the hours of outdoor work are significantly curtailed and conditions are monitored. Curtailing site hours due to extreme weather conditions of any type impacts our ability to meet project schedules and maintain our billability targets.</p> <ul style="list-style-type: none"> - Unhealthy air quality from wildfires increases vulnerabilities to respiratory illness in facilities with inadequate air filtration and ventilation systems. This creates a health risk for Stantec staff in leased spaces with inadequate HVAC systems. <p>Events increasing the risk of operational disruption include:</p> <ul style="list-style-type: none"> - Utility/transport system failure as a result of extreme weather may result in closed offices and difficulty for staff coming to work or accessing virtual work resources (e.g. due to server damage/disruption). - Stantec operates primarily out of leased space so we are typically not responsible for the cost of physical damage to the buildings where our offices are located. However, breaking a lease because a building has been damaged, carrying out interior renovations as a result of weather damage, or the inability to access an office while repairs are being made, can all have cost implications. Relocating office space on short notice disrupts staff schedules and commute routines, potentially leading to staff retention issues. <p>Stantec risks claims if we do not design projects for an increased severity and frequency of extreme weather events. Building to current local/regional code is not a guarantee of maintaining safety in the face of future extreme weather conditions, particularly in jurisdictions where codes are not up to date.</p> <p>Examples include:</p> <ul style="list-style-type: none"> - Liability claims if we do not design building air filtration and ventilation systems to adequately maintain indoor air quality in locations impacted by wildfires. - Extreme temperatures exert physical stress on construction materials and assemblies, strain the capacity of power systems, and make it harder for building HVAC systems to maintain safe indoor conditions. <p>Stantec risks claims if we do not design structures, building systems, and infrastructure components (e.g., bridges, roads) for future extreme conditions versus current/historic design conditions.</p>
<p>Chronic physical</p>	<p>Relevant, always included</p>	<p>Chronic physical risks that impact the availability and behavior of natural resources (e.g. water) and energy sources (e.g. electricity), long-term shifts in climate patterns causing sea level rise, unpredictable precipitation, and chronic heat waves can all impact Stantec operations and our project work. For example, changes in water supply (too much / too little water) can impact the flow of rivers and change the feasibility of hydropower as a renewable energy option. Faced with unpredictable</p>

		<p>water resources, clients could decide to pursue other power options, thus reducing our hydropower market potential; or reconsider the initiation and planning of projects entirely, resulting in lost work.</p> <p>Stantec operates primarily out of leased space, so we are typically not responsible for the cost of physical damage to the buildings in which our offices are located due to extreme weather events. However, chronic physical impacts of climate change do pose risks to our employees both in our direct operations and our ability to deliver projects. For example, repeated operational disruption and chronic health and safety issues resulting from climate change (e.g. respiratory issues from poor air quality) may result in reduced staff morale, increased staff turnover, increased absenteeism, additional use of health insurance benefits, project delays, and client dissatisfaction/claims.</p> <p>Continued business operation instability (pandemic, rapidly repeating harsh weather conditions, natural disasters, political strife) places a significant mental health strain on employees as they are repeatedly in crisis mode.</p> <p>These physical risks are taken into consideration by our corporate Real Estate, Health and Safety teams, and location leadership teams when determining the location of new office space; and our Risk Management and Project Management teams when making go/no-go decisions for new projects.</p>
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C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	<p>Stantec has identified a risk in business interruption due to the increased prevalence of extreme weather events. As our offices, projects and staff are located across many geographic regions, we are exposed to many severe weather events. Significant environmental impacts, including climate-related impacts, are incorporated into Stantec's ISO 14001-certified Environmental Management System.</p> <p>To date, climate-related impacts from severe weather events have</p>

	<p>not had a material impact on our business. In 2022, the world saw many communities affected by climate events. Specific to Stantec, our operational emergency management planning, robust IT infrastructure and virtual work environment resulted in minimal operational impacts from these events. In addition, Stantec’s crisis-related resources for both mental health and financial hardship supported impacted staff. As a sample data point, when we analyzed the financial impact of Hurricane’s Fiona and Ian to our operations, the estimated financial cost (comprising leave without pay, lost work hours, employee assistance fund payouts, and response-related tasks) was under \$500,000 (significantly lower than our "substantive financial impact" risk threshold of \$40M). Because we are a professional services company in leased office space, the costs incurred were related to business continuity and not physical asset damage.</p> <p>As climate events increase in frequency and intensity, Stantec continues to evaluate climate-related risks relevant downstream in our value chain, in our role as consultants in the built and natural environment and the clients and communities we impact. We recognize there is currently no standardized way of making cost determinations of climate-related risks for our type of professional services business, so we will evolve our analysis approach per the time horizons defined as part of our climate-related risk assessments.</p> <p>Climate-related risks create business opportunities for Stantec as our clients adapt to new technologies, address increased energy costs and navigate emerging regulations. Stantec offers the necessary expertise to assist, purposely maintaining a balanced client portfolio - if climate risk minimizes demand for one service, we have a range of other mitigation/adaptation services to fill in. For example, we are supporting oil and gas companies in their transition to a low carbon economy through renewable energy, remediation, and ecosystem restoration services.</p>
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C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Markets

Primary climate-related opportunity driver

Access to new markets

Primary potential financial impact

Increased revenues through access to new and emerging markets

Company-specific description

Removal of carbon dioxide from the atmosphere via both technology-based and nature-based solutions (NbS) is a component of climate action. NbS include restoration of marine and upland systems such as shorelines, coastal environments, marshes, wetlands, prairies, woodland systems, and rangelands. They provide a multiplicity of benefits that can include carbon sequestration as well as conservation, biodiversity protection, expanded migratory corridors, enhanced water and air quality, soil health, heightened resilience, recreational access, and sustainable development opportunities for local communities. NbS are also paired with infrastructure development, providing blended solutions that lower carbon and enhance resilience. Stantec sees considerable new market opportunities in NbS, leveraging our subject matter expertise in services such as ecosystem restoration and coastal resilience, green infrastructure, GHG emissions accounting, and carbon offsets certification/verification. Our 6,000-plus specialists in NbS-aligned consulting services represents over 20% of our workforce, located globally across a wide range of ecosystems. Specifically, our NbS leadership team located in the US Gulf Coast regions are leveraging opportunities for large scale NbS due to the ecosystem restoration potential of significant areas of land owned by our existing clients. Our continued growth in the NbS market is estimated to increase our revenue by between \$90 - \$210 million over the next 3 years.

Examples of our commitment to NbS opportunities in 2022 include:

- Stantec became the first architectural and engineering consultant accepted as a partner in the US Army Corps of Engineers/University of Georgia Network for Engineering with Nature

- Stantec took on ownership of a native plant nursery, through our Cardno acquisition, promoting resilient native landscapes, producing seed mixes and deep-rooted native plants critical to shoreline stabilization and erosion control

The NbS examples given above are categorized under the Ecosystem Restoration growth initiative portfolio. To service this emerging market, Stantec has experts in 10 discipline groups focused on ecosystem restoration. To date we have restored 40,000+ acres and 1,000+ miles of streams and rivers.

Time horizon

Short-term

Likelihood

Likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

90,000,000

Potential financial impact figure – maximum (currency)

210,000,000

Explanation of financial impact figure

As climate change impacts intensify, a broader range of clients need our services. Stantec sees market reaction to the Paris Agreement, the UN Sustainable Development Goals (SDGs), and new and emerging frameworks (e.g. ISSB) as a business opportunity. Clients now look for solutions with both environmental and social benefits (e.g. resource conservation, carbon management, social value creation). This is especially true for our Environmental Services teams who have specialized expertise in NbS such as biodiversity protection, ecosystem management, native habitat preservation and water conservation.

To estimate our minimum financial impact, we anticipate completing a similar number of projects as contained in our current backlog projections.

This breaks down as follows.

-1500 (estimated number of projects in Stantec's 2022 current NbS backlog) x \$60,000 (average value of a NbS project) = \$90 million (estimated minimum financial impact)

To estimate our maximum financial impact figure, we looked to the United Nations. According to a 2021 UN report called "Ecosystem Restoration for People, Nature and Climate", by 2030, investments will need to be over US\$350 billion per year for land-based ecosystem restoration. Another study looks at the cost of the NbS on land needed to meet climate, biodiversity and land degradation targets; it states that by 2030 investments will need to be over US\$350 billion per annum (UNEP, WEF, ELD forthcoming). This does not include the cost of restoring marine ecosystems.

Using the \$350 billion figure, Stantec estimates that approximately 10% of that market is addressable to Stantec (due to factors such as geography and service limitations), or \$35 billion. Assuming that 20% of that amount will go to design services, the total applicable market size is \$7 billion. Our maximum estimate is based on Stantec capturing 3% of the applicable market.

This breaks down as follows.

-\$350 billion (UN estimates of total market size) x 0.10 (estimated % of the market addressable to Stantec) = \$35 billion (estimated addressable market)

-\$35 billion (estimated addressable market) x 0.20 (estimated % of the market applicable to Stantec) = \$7 billion (estimated portion of the market focused on design services)

-\$7 billion (estimated portion of the market focused on design services) x 0.03 (estimated % of the market Stantec could capture) = \$210 million (estimated maximum financial impact)

Cost to realize opportunity

2,025,000

Strategy to realize opportunity and explanation of cost calculation

To expand our industry leadership and market share of NbS, Stantec partners with industry groups to establish frameworks that drive progress and accountability in NbS. In 2022 Stantec was formally named an Actor Partner in the UN Decade on Ecosystem Restoration, advising, supporting and facilitating restoration activities per the principles set out by the UN. Stantec is the first architectural and engineering firm to be granted this designation, demonstrating our commitment to leadership in preventing and reversing ecosystem degradation around the world.

As a project example, in Clifton, Stantec delivered the first integrated constructed wetland scheme in the UK designed to treat all flows, demonstrating NbS as a viable long-term sustainable approach to sanitary wastewater treatment in rural/isolated locations. Stantec's scope spanned from concept to design to construction administration, included a new Wetlands Asset Standard for the client and guidance on integrating NbS into business-as-usual activities. The project added 24,000 native species to the site, slowed the flow of water entering the river catchment helping to reduce flood risk and lessening the vulnerability of local communities to climate change. Compared to a conventional solution the project was completed at 35% lower capital cost; assessed to achieve approximately 40% lower operational costs, 79% operational carbon savings, 50% embodied carbon savings; and is one of the UK's first Biodiversity Net Gain positive wastewater plants.

Stantec plans to continue demonstrating NbS as a viable long-term sustainable approach to a variety of project types through our NbS backlog which is evaluated at \$90 million. This current backlog is estimated to provide work on NbS projects for the next 3 years, and then will continue to replenish with additional backlog for the foreseeable future.

To calculate the cost of response to this opportunity we estimated a 75%-win rate of our NbS minimum financial impact (\$90 million) in a given year and applied our current marketing model of business development costs representing an average 3% of projected revenue, as follows:

-1500 (estimated number of projects in Stantec's 2022 NbS backlog) x \$60,000

(average value of a NbS project) = \$90 million (estimated minimum financial impact)
-\$90 million x 0.75 (estimated % of backlog won in a single year) = \$67.5 million
-\$67.5 million x 0.03 (estimated % of cost to develop a business opportunity) = \$2.025 million

Comment

Identifier

Opp2

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development of climate adaptation, resilience and insurance risk solutions

Primary potential financial impact

Increased revenues through access to new and emerging markets

Company-specific description

At a time when communities around the world are being negatively impacted by failure to act on climate, Stantec sees the urgent need from a socio-ecological perspective, and the immense market potential from a business perspective, in helping clients take immediate climate action. Stantec has been providing services related to climate change mitigation, adaptation and ESG consulting for decades. While we have seen considerable success in this space, our current subject matter expertise (strategic consulting and technical design work) is distributed across each of Stantec's business operating units and geographies. With the market for addressing climate change evolving rapidly and impacting every aspect of our professional sphere of influence, we saw an opportunity to accelerate our market share in climate mitigation and adaptation by enhancing creative cross-discipline, cross-business line collaboration. In 2022 Stantec's climate action strategy was actively implemented by collaboration between our Climate Solutions Leadership team of subject matter experts in climate action, climate science and the UN SDGs, the Stantec Institute for Water Technology & Policy (which explores the real-world impacts of a changing climate on the sustainability of water and the role of emerging technologies in water science and policy) and teams working on our strategic growth initiatives (Coastal Resilience, Ecosystem Restoration, Smart Cities/Urban Places, and Energy Transition). Additionally, recognizing client demand for guidance navigating emerging ESG-related regulations, Stantec hired a VP of ESG advisory services to oversee the growth of our ESG consulting services. These actions place Stantec as a leader in the intersection of technology-based, nature-based, governance and policy-based solutions that address the greatest climate-related challenges communities and clients face in the market of today and tomorrow.

Example projects include Stantec's climate risk assessments and mitigation consulting for four international bridges between Canada and the United States, tsunami inundation modelling, hazard mapping, and exposure assessments for sites along the coastline of New South Wales, Australia and our work with the African Climate Technology Finance Center and Network Mitigation Framework Agreement to address barriers related to technology transfer and support countries in adopting pro-climate policies.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

1,830,000,000

Potential financial impact figure – maximum (currency)

2,010,000,000

Explanation of financial impact figure

Stantec's climate action backlog is tracked by mapping project coding available in Stantec's financial system against the climate action categories of climate strategy, energy efficiency, renewables, alternative transport, green infrastructure, coastal resilience, nature-based solutions, and water conservation/management. As disclosed in our 2022 Sustainability Report (Appendix C. SASB Standards Index), Stantec's climate action backlog for 2022 was 31% of our total backlog of \$5.9 billion, or \$1.83 billion. We estimated our minimum opportunity as a continuation of our existing backlog.

This breaks down as follows.

$-\$5.9 \text{ billion (Stantec total 2022 backlog)} \times 0.31 \text{ (percentage of climate action backlog)} = \$1.83 \text{ billion (Stantec climate action backlog)}$

To estimate our maximum potential financial impact figure, Stantec is estimating we can grow this business by 10% in coming years. So, our maximum opportunity assumes a 10% growth in climate action backlog.

This breaks down as follows:

$-\$1.83 \text{ billion (Stantec climate action backlog)} \times 1.10 \text{ (10\% market growth)} = \$2.01 \text{ billion (potential climate action backlog)}$.

Cost to realize opportunity

41,100,000

Strategy to realize opportunity and explanation of cost calculation

Stantec’s global Climate Solutions Leadership and ESG Advisory Services teams are focused on growing our market presence in innovative, integrated strategies for climate mitigation, adaptation and financing solutions. The team comprises a Climate Solutions Leader in each of our major geographic regions (Australia/New Zealand, Canada, Continental Europe, UK, and US), SDG Impact Leader, Climate Science Director with direct access to the world renown climate scientists that are part of our Environmental Services business operating unit, and VP of ESG advisory services (overseeing the expansion and growth of our ESG consulting services).

Working as a global team, these leaders in climate action and ESG consulting have influenced Stantec’s ability to respond to the full spectrum of climate action-related market opportunities, from strategy and governance to implementation, inventory, management and disclosure by connecting people across business lines, supporting global and regional key client accounts, and driving regional engagement of climate-related service offerings.

To calculate the cost of response to this opportunity we used the current 2022 climate action backlog (\$1.83 billion) as calculated in the financial impact section above; estimated we would win 75% of that total in a given year; then applied our current marketing model of business development costs representing an average of 3% of projected revenue.

This breaks down as follows:

-\$1.83 billion (Stantec existing climate action backlog) x 0.75 (estimated percent of backlog won in a single year) = \$1.37 billion (estimated amount of backlog won in a single year)

-\$1.37 billion x 0.03 (estimated percentage cost of business development) = \$41.1 million

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

Yes, we have a climate transition plan which aligns with a 1.5°C world

Publicly available climate transition plan

No

Mechanism by which feedback is collected from shareholders on your climate transition plan

We do not have a feedback mechanism in place, but we plan to introduce one within the next two years

Attach any relevant documents which detail your climate transition plan (optional)

<https://www.stantec.com/content/dam/stantec/files/PDFAssets/management-approaches/emissions-management.pdf>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

Use of climate-related scenario analysis to inform strategy	
Row 1	Yes, qualitative and quantitative

C3.2a

(C3.2a) Provide details of your organization’s use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios Bespoke physical scenario	Company-wide	4.1°C and above	<p>We called this the "Business as Usual" scenario and considered this the likely outcome if society does not make concerted efforts to cut greenhouse gas emissions.</p> <p>In this scenario we anticipated:</p> <ul style="list-style-type: none"> -Persistent drought -Severe natural disasters are commonplace -Ecosystems devastated -Increased flooding and desertification with coastline erosion -Large geographies uninhabitable with coastal /island living impossible -Disjointed climate action by companies -Insurance companies and programs go bankrupt -Socio-economic gap is irreparable -Climate refugees in the millions -Food quality diminished and health issues/famine expand -Social polarization grows

			<ul style="list-style-type: none"> -Social unrest is perpetual -Some renewables but primary reliance on fossil fuels continues -Biomass fuel demand increases -Technology compounds damage from resource extraction
Physical climate scenarios Bespoke physical scenario	Company-wide	1.6°C – 2°C	<p>We called this the "Progress with Political Inertia" scenario and considered this the likely outcome if society makes some progress on concerted efforts to cut greenhouse gas emissions.</p> <p>In this scenario we anticipated:</p> <ul style="list-style-type: none"> -Intense natural disasters -Regions uninhabitable with coastal /island living possible in some locations, but not insurable -Ecosystem degradation with slow growing habitat degradation -Ineffective legislative action -Hybrid use of renewables and fossil fuels -Socio-economic gap grows -Health impacts from poor air/water and higher death rates -Climate refugees in the hundreds of thousands -Back and forth tug-of-war with politics -Ineffective and unstable governance -Life indexes improve disproportionately
Physical climate scenarios Bespoke physical scenario	Company-wide	1.5°C	<p>We called this the "Aggressive Action" scenario and considered this the likely outcome if society makes a great deal of progress on concerted efforts to cut greenhouse gas emissions.</p> <p>In this scenario we anticipated:</p> <ul style="list-style-type: none"> -Natural disasters continue for some time and then plateau -Water supplies and habitats improve -Desalination adopted -Renewables explode -Fossil fuel extraction/use halted -Emissions reporting standardized and enforced -Zero emission vehicles are the norm -Responsible mining also depends heavily on recovery/recycling -Social justice prioritized -Middle class grows world-wide -Climate refugees supported -Embodied carbon decreases via robust circular

			<p>economy</p> <ul style="list-style-type: none"> -Smart grids a majority -Coastal living insurable -Cross-border collaboration prioritized and global conflicts reduced -Ranked voting becomes the norm -Supply chains valued for low-carbon -Productivity grows -Technology (carbon capture) and nature-based solutions explode
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C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

Focal Questions:

1. What are the opportunities for growth and operational changes that might be necessary to address changing climate conditions, while we serve communities?
2. How do current or potential trajectories result in risks we need to plan for and mitigate?
3. What are the opportunities for growth and to change how we do things, while we serve communities?

Results of the climate-related scenario analysis with respect to the focal questions

We explored the three scenarios and what opportunities and risks these future scenarios may pose to our business. The outcome of the workshop was a list of potential opportunities and risks that apply to Stantec due to climate change. We discussed commonalities and items that might be missing from our current risk management and strategy planning.

The results informed where Stantec is best suited to focus our business development efforts towards identifying opportunities for growth and operational changes that might be necessary to address changing climate conditions, while we serve communities.

Our analysis helped us better focus our strategy on climate action, which resulted in investments in:

- Coastal Resilience (helping communities adapt to rising sea levels and extreme weather through management, infrastructure, and nature-based solutions)
- Ecosystem Restoration (helping communities protect, restore, monitor, and respond to biodiversity loss, climate change, and environmental degradation)
- Smart Cities/Urban Places (helping communities address resource security and



- conservation, wellness, accessibility, mobility, equity, and congestion)
- Energy Transition (designing new energy networks, renewable energy, distributed power, battery storage, policies, and stakeholder engagement)
- Climate Solutions (sharing knowledge, expertise, and innovative solutions to climate risks and challenges)
- Institute for Water Technology & Policy (developing water solutions through research, technology, and by informing policy frameworks)

As a result, 31% of our work backlog is now focused on climate-related market opportunities. Due to the increasing, chronic physical risks of drought in the Western United States, Stantec expects to see additional market opportunities related to resilient water infrastructure and 'One Water' (water reuse and conservation) services.

Our scenario analysis also identified climate-related risks. For example, extreme temperatures can cause unsafe conditions for outdoor work (heat-related stress, hypothermia) limiting the number of field work hours for our staff. We are proactively changing our practices to keep our staff safe in changing temperature conditions. An additional example can be seen through our flexible workplace strategy that allows employees the choice of where they work (from home, from the office, or hybrid). This has enabled us to re-think our office spaces and right-size into more efficient buildings. It also provides us more flexibility in the event of office closures due to severe weather in that our employees are already set up to work-from-home effectively.

Stantec is currently in the midst of our next strategic planning process (covering three years ahead) and the scenario analysis is directly informing our future decisions, with a purposeful focus on climate action. These scenarios will continue to be assessed on a regular basis.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Stantec's strategic planning process tracks and evaluates megatrends and other forces that are reshaping the world we operate in and the ways we conduct business. With strong expertise across the buildings, energy and resources, environmental services, infrastructure, and water sectors, Stantec is well positioned to address new opportunities that are emerging as a result of climate change, urbanization, market shifts, and technology.

		<p>A substantive strategic decision was Stantec’s acquisition of Cardno, a US/Australia environmental engineering firm, adding approximately 2,700 environmental scientists, engineers, ecological restoration specialists, and sustainability experts to our global family. Cardno most directly grew our environmental services capabilities (increasing our US presence in this space by 60%) with a specific focus on ESG advisory services</p> <p>Over the next decade, market research indicates an incremental US\$2 trillion in climate-related engineering and design opportunities worldwide. The potential to increase Stantec revenues by addressing the climate-related risks and opportunities has directly influenced our company’s strategic growth. We identified climate change services as a key company focus and formalized our Climate Solutions strategy.</p> <p>During our previous strategic planning process, we named and funded four climate action-related growth areas that present the greatest revenue opportunity (Coastal Resilience, Ecosystem Restoration, Smart Cities/Urban Places, and Energy Transition). In 2022, we laid the groundwork for our next strategic planning cycle. This year, 2023, our leadership is developing the next three-year plan, with a continued focus on climate action.</p> <p>The growth potential of all initiatives started immediately, producing a benefit in the short-term (1-5 years) with the large implications for our business coming at the medium-(5-15 years) and long-term (15-30 years), which is consistent with the time horizons defined as part of our climate-related risk assessments.</p>
<p>Supply chain and/or value chain</p>	<p>Yes</p>	<p>Climate change has impacted Stantec's value chain strategy by influencing what we purchase and how we interact with our clients. A substantive strategic decision is our commitment to achieve a 30% reduction (~1.3 million square feet) of our existing worldwide real estate footprint by the end of 2023 (against a 2019 baseline). Stantec is currently on track to meet this commitment. We also continue to actively incorporate sustainability and energy efficiency into our request for proposal process for selection of vendors and office locations.</p> <p>Stantec's value chain includes: Upstream (real estate suppliers, vendors, subcontractors,</p>

		<p>subconsultants, business partners): We recognize the items we choose can influence responsible behaviors. We participate in the circular economy through programs such as furniture refurbishment and computer take-back, factor sustainability considerations into vendor selection, and require our supply chain to provide activity data for emissions reporting. We see impact in both the medium- and long-term as it can take time for new products to prove climate-related benefits to Stantec.</p> <p>Stantec Operations: Stantec works to positively manage our operational performance. We recognize the potential impact of climate on leased office space locations, actively select buildings based on energy efficiency and wellness criteria, and track emissions. Our employees passionately care about the impact of climate change and are extremely engaged in encouraging Stantec leadership to take action. We see the impact in the short- and medium-term because Stantec has the ability to directly control interactions with vendors and landlords.</p> <p>Downstream (clients and communities): Our most strategic area of positive influence in addressing climate change comes from our project work. Clients are recognizing climate risk and seeking our technical advice on how to respond. To be intentional and coordinated in our response, we have established Stantec’s Climate Solutions Leadership team (regional Climate Solutions Leaders, Climate Science Director, SDG Impact Leader). We see immediate growth potential with the strategic change to our business coming at the medium- and long-term.</p> <p>All references of short- (1-5 years), medium- (5-15 years), and long-term (15-30 years) are consistent with the time horizons defined as part of our climate-related risk assessments.</p>
Investment in R&D	Yes	<p>Innovation is an essential element of our past and future success. Our innovation strategy combines proven ideas with curiosity, creativity, and technology-forward approaches to find new ways to meet client challenges, increase efficiency, and improve profitability. Our innovation strategy directly addresses climate risks and opportunities.</p> <p>To promote innovation, facilitate collaboration, and advance environmental and social thought leadership, Stantec invests millions of dollars annually to fund grants and</p>

		<p>research pursuing industry-leading ideas through a formal Creativity & Innovation Program. In 2022, our Creativity & Innovation program invested approximately \$6 million to support new technologies, including CataVAULT, a catastrophic operational risk readiness index that helps insurers evaluate their ability to adequately respond to catastrophic climate events.</p> <p>While many innovation investments provide a return in the short-term (1-5 years), overall, this is an investment in the future that is anticipated to produce the most benefit in the medium- (5-15 years) and long-term (15-30 years), which is consistent with the time horizons defined as part of our climate-related risk assessments.</p> <p>Stantec's Innovation Office centrally drives the development of products and services by mobilizing an incubator which underwrites hundreds of company-funded grants for employee practitioners to develop client-facing, creative project solutions. Annually, the organization selects a targeted number of staff innovations for deeper investment and companywide deployment. A substantive strategic decision is an investment Stantec made in BlueSky Resources to further the development and use of remote sensing to produce near real-time emission and air pollutant data tracking.</p> <p>Another strategic R&D investment example is connected to Stantec's net zero commitment. We are using our Innovation Office to develop new ideas and opportunities to transition Stantec's purchase of carbon offsets to creation of insets (providing "additionality" as it relates to carbon capture and sequestration). We are funding/piloting a series of innovative ideas within Stantec with the future intent of sharing them with clients to help clients meet their net zero aspirations.</p>
Operations	Yes	<p>Stantec recognizes the impact of climate change on how we operate. This is a key employee engagement item (employees want Stantec to take a leadership position), an element of our business development efforts (sustainable behavior is good for our brand), and important to our investors (we are considered a socially responsible investment choice).</p> <p>To address this impact, we have a Corporate Sustainability team dedicated to influencing sustainable behavior</p>

		<p>throughout our operations and projects, our risk teams incorporate climate change into our business contingency planning, and our strategy teams incorporate climate change in our business planning, The opportunity to increase profitability (through lower costs) has influenced our operational strategy, making sustainability a key element of business management decisions. For example, reduced travel and a smaller real estate footprint lowers both our emissions and costs.</p> <p>Across the business we have thousands of employees with technical expertise to address and adapt to the impacts of climate change (with expertise including hazard-resistant design, hydro-climate variability, energy conservation, environmental health, food security, water supply planning, circular economy, capacity building, climate change vulnerability, shoreline protection, and ecosystem protection). Stantec's Climate Solutions team, a cross-business operating unit working group focused on addressing client-facing climate change service opportunities, helps us to be purposeful and operationally efficient in engaging our experts, capacity building, and responding to project opportunities.</p> <p>As an example of a substantive strategic decision, in 2022 Stantec acquired two companies and integrated acquisitions from the previous year that expand our sustainability service capabilities. These firms help with the portfolio expansion of the four key growth areas identified through our climate-related risk assessment (Coastal Resilience, Ecosystem Restoration, Smart Cities/Urban Places, and Energy Transition).</p> <p>Stantec has seen growth in all initiatives, with benefit in the short-term (1-5 years), medium- (5-15 years) and long-term (15-30 years), which is consistent with the time horizons defined as part of our climate-related risk assessments.</p>
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C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

Financial planning elements that	Description of influence
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	have been influenced	
Row 1	Revenues Indirect costs Acquisitions and divestments Access to capital	<p>REVENUES: Because climate change presents an opportunity for Stantec to sell additional sustainability services, Stantec plans for increased revenues as part of our financial planning process. The magnitude of impact of this opportunity is high because sustainability services are a significant part of our business offerings. Stantec offers such services in each of our business operating units and in each of the geographies where we operate. Based on project coding in our financial system, we track our sustainability-related revenue in two ways: SDG-related revenue and, looking in more detail at SDG13 Climate Action, revenue supporting climate change mitigation/adaptation project outcomes. As the percentage of sustainability-related revenue increases year-over-year, it justifies additional investment in our sustainability service offerings. We expect the opportunities presented by sustainability-related revenue to impact Stantec's financial planning process in the short- (1-5 years) and mid-term (5-15 years) horizons. We see addressing climate risks through our consulting services as a key element of the company's growth. As previously noted, our four strategic growth initiatives (Coastal Resilience, Ecosystem Restoration, Smart Cities/Urban Places, and Energy Transition) are all connected to climate change mitigation and adaptation.</p> <p>INDIRECT COSTS: Stantec has budgeted money to support emissions management and reporting. In 2022, we continued emissions reduction efforts according to our 1.5C near-term Science Based Target (funded emissions reduction activities, purchased renewable energy and sustainable aviation fuel), achieved carbon neutrality (by purchasing of carbon offsets to balancing residual emissions), and progressed our net-zero plan (investments towards additionality). Our company's largest non-personnel related operational costs are leased real estate. Our greatest impact at reducing operational emissions comes from consolidating office space to reduce our office square feet per employee (a cost savings) and selecting energy-efficient buildings (sometimes at a price premium). We continue our flexible working plan where some employees work from home full-time, some work from the office full-time, and some take a hybrid approach. This gives our employees choice to work in the way that best suits their needs and is allowing us to reduce our leased real estate by approximately 30% (against a 2019 baseline). By using a standard, modular interior design, our offices are configured to more cost-effectively accommodate fluctuations in employee count. Overall, office consolidation efforts save the company millions of dollars of operating costs annually. We expect the emission reducing opportunities presented by office consolidation to impact Stantec's financial planning process in the short-term (1-5 years).</p>

		<p>ACQUISITIONS: Stantec has an aggressive growth strategy that is based on acquisitions. When we look for firms to acquire, we look for companies that align with our business culture, grow our geographic presence, and strengthen our service areas. The impact of this opportunity is medium-high because the acquisitions we make tend to improve our standing as sustainability subject matter experts. For example, our 2022 acquisitions of Barton Willmore (United Kingdom) and L2P (United States) expanded our sustainable planning and design service capabilities. Additionally, our acquisition strategy has played a key factor in reducing our per person emissions as many of the companies we acquire operate in geographies with more efficient energy sources, occupy energy-efficient buildings, and have lower per person square foot ratios of office space. Stantec has a growth strategy based on acquisitions and expects the impact to Stantec’s financial planning to be in the short- (1-5 years), medium- (5-15 years), and long-term (15-30 years).</p> <p>ACCESS TO CAPITAL: Stantec is considered a socially responsible investment option and we routinely find that ESG investing is a predominant decision factor for many of our top investors. As Stantec improves our corporate successes in responding to climate change (ratings, recognition, awards) and increases the percentage of our revenue related to sustainable project outcomes, we positively impact our ability to attract environmentally and socially responsible investors. For example, as we improve our position on sustainability-related investor indices, we have seen increased interest from existing and new investors that have a focus on ESG. As a demonstration of our commitment to long-term sustainable action, in 2022, we met the terms of our sustainability linked loan, where one of our key performance indicators is reducing emissions against our SBT. Actions such as this have a significant positive impact on Stantec's business and culture. The magnitude of impact is considered high. We have seen the investor and financial institution interest in ESG grow exponentially, though as these entities are still figuring out their needs, we expect the impact to Stantec’s financial planning to be in the medium (5-15 years) and long-term (15-30 years).</p> <p>All time horizons referenced are consistent with the time horizons defined as part of our climate-related risk assessments.</p>
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C3.5

(C3.5) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

<p>Identification of spending/revenue that is aligned with your organization’s climate transition</p>	<p>Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy</p>
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Row 1	Yes, we identify alignment with a sustainable finance taxonomy	At the company level only
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C3.5a

(C3.5a) Quantify the percentage share of your spending/revenue that is aligned with your organization’s climate transition.

Financial Metric

Revenue/Turnover

Type of alignment being reported for this financial metric

Alignment with a sustainable finance taxonomy

Taxonomy under which information is being reported

Other, please specify

UN Sustainable Development Goals

Objective under which alignment is being reported

Total across all objectives

Amount of selected financial metric that is aligned in the reporting year (unit currency as selected in C0.4)

1,580,000,000

Percentage share of selected financial metric aligned in the reporting year (%)

28

Percentage share of selected financial metric planned to align in 2025 (%)

28

Percentage share of selected financial metric planned to align in 2030 (%)

28

Describe the methodology used to identify spending/revenue that is aligned

Since 2019, Stantec has tracked our revenue associated with the UN Sustainable Development Goals. To identify our SDG-aligned revenue, we map the project-level coding in our financial system against the 169 targets of the 17 SDGs as published in the UN Global Compact Guide to Business Reporting on the SDGs. In 2022, we identified that approximately \$3.4 billion (60%) of our revenue was connected to furthering one or more of our core SDGs. This is a 17% increase since we began tracking in 2019.

We then took that revenue classification a step further to analyze the subset of revenue and backlog associated with our climate transition strategy (internally known as Climate Solutions) to include climate mitigation and adaptation (including but not limited to renewable energy [hydropower, wind, solar, geothermal], battery storage, smart grids, energy efficiency, energy recovery, alternative transportation, climate action and climate

resilience strategy, coastal resilience, green infrastructure, nature-based solutions, and water management [flood risk reduction, wet weather management, and water reuse]). Based on this analysis, of the \$3.4 billion total SDG-aligned revenue, \$1.58 billion (or 28% of our revenue) is the subset aligned specifically with our climate transition strategy.

In addition to revenue generated, we also analyze our backlog as an indication of client and market trends that aids our business development. In our 2022 SASB disclosure, we noted that \$1.8 billion (31%) of our backlog is associated with our climate transition.

Each year Stantec is purposeful about building systems, processes, and incentives to grow revenue associated with our climate transition plan. While we plan for year-to-year improvements, we have not yet set future percentage targets.

C3.5c

(C3.5c) Provide any additional contextual and/or verification/assurance information relevant to your organization’s taxonomy alignment.

The revenue numbers provided for this question come from Stantec’s central financial system. They are unaudited and based on mapping the coding available in our financial systems against the relevant categories. As not all geographies are included yet in our central financial system, and there is not an exact match between coding, we employed a conservative approach to minimize the risk of overstatements.

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO₂e)

14,791

Base year Scope 2 emissions covered by target (metric tons CO₂e)

27,487

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO₂e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

42,278

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO₂e)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO₂e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO₂e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO₂e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO₂e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO₂e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO₂e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO₂e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO₂e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO₂e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO₂e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO₂e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO₂e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO₂e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO₂e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO₂e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO₂e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

47

Total emissions in target year covered by target in all selected Scopes (metric tons CO₂e) [auto-calculated]

22,407.34

Scope 1 emissions in reporting year covered by target (metric tons CO₂e)

12,502

Scope 2 emissions in reporting year covered by target (metric tons CO₂e)

2,983

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO₂e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

15,485

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

134.8369908196

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

This target covers our full Scope 1 and Scope 2 market-based emissions.

Plan for achieving target, and progress made to the end of the reporting year

The largest contributing emission reduction initiative to achieve this target is our use of renewable energy through self-generation, purchase of green tariffs, and purchase of energy attribute certificates. This dramatically lowered our market-based Scope 2. We continued making further office consolidations throughout the year and purposely selected energy efficient buildings for new locations. We have also improved our fleet tracking, replaced older vehicles with more fuel-efficient models, and are also in the process of developing a zero emissions vehicle (ZEV) transition plan for our fleet. To meet our target, our intention is to continue our current approach with renewable energy, expand our coverage where feasible, continue our office consolidation approach, and implement our ZEV transition plan.

We do recognize that results show us meeting our 2030 SBT. While we are very proud of the progress made through our emission reduction actions and purchase of renewable energy, we note that a portion of our 2022 emissions reductions is due to office closures as a result of required COVID-19 pandemic lockdowns that remained in place for a portion of the year. For this reason, we have not marked this target as achieved because we believe our drop in 2022 is partially temporary and reflective of not only our emissions management strategies but also the external impacts of pandemic conditions (like many consulting companies, we saw a rebound in emissions once staff returned to the office). Going forward, this increase will be tempered by Stantec's purposeful efforts to right-size our office space, move to energy-efficient buildings, and use renewable energy, keeping us on-track for long-term emissions reductions consistent with our SBT.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Abs 2

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 6: Business travel

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

Base year Scope 2 emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

31,061

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)
31,061

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)
31,061

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO₂e)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO₂e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO₂e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO₂e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO₂e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO₂e)

70.14

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO₂e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO₂e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO₂e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO₂e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO₂e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO₂e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO₂e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO₂e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO₂e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO₂e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO₂e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

70.14

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

47

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

16,462.33

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

22,028

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

22,028

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

22,028

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

61.8754996174

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

This target covers our Scope 3 business travel emissions. This represents over 70% of our 2019 baseline Scope 3 emissions.

Plan for achieving target, and progress made to the end of the reporting year

Stantec is taking ambitious steps to reduce our Scope 3 business travel emissions by reducing our overall travel through management mandates. We are actively working on implementing travel management programs to change behavior and encourage staff to choose more sustainable travel options. Our management approaches include an operational commitment to travel less and a travel approval hierarchy that serves as a quality control in support of that commitment. In 2022 we began to implement our plan to purchase Sustainable Aviation Fuel (SAF). This is part of our drive to purchase 'forward-thinking' carbon credits as investments in solutions which will change the way the world addresses emissions.

Stantec recognizes the numbers we are presenting show that our 2022 emissions reductions already meet our SBT 2030 targets. However, we have not marked this target as achieved because we believe a portion of our 2022 results are temporary due to the impacts of COVID-19 pandemic conditions where business travel was significantly restricted for a portion of the year. Because we recognize this as a temporary situation that is adjusting back in a post-pandemic world, we do not consider our emissions targets to be achieved yet. In 2022, like many consulting companies, we saw that our business travel emissions rebounded due to the post-Covid return of in-person meetings, but we are still on-track to meet our target. We will continue to enforce our management mandates and travel management programs to avoid a return to our pre-pandemic travel frequency and reduce business travel to a level that is consistent with our SBT.

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Net-zero target(s)

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs1

Abs2

Target year for achieving net zero

2050

Is this a science-based target?

Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

Please explain target coverage and identify any exclusions

Stantec's commitment to achieve net zero will be accomplished in four phases.

-Phase 1: We have set two 1.5C near-term Science Based Targets and have an ambitious program in place to reduce emissions.

-Phase 2: We are reducing our market-based Scope 2 emissions to zero through the use of renewable energy (self-generated, green tariffs, and purchase of energy attribute certificates). We are reducing our Scope 3 business travel through the purchase of sustainable aviation fuel. For all residual emissions we have not yet reduced, we are purchasing CDP-approved, certified carbon offsets as a gesture of goodwill to neutralize our impact. We call this phase carbon neutrality and have accomplished this company-wide for our 2022 emissions.

-Phase 3: Stantec will continue to reduce emissions and use renewable energy. For residual emissions, we will progressively transition away from offsets towards insets (actions Stantec takes to balance our residual emissions).

-Phase 4: We intend to move towards Science Based Target Initiative's (SBTi's) Net Zero Standard and are in the process of evaluating and modelling a pathway to confidently achieving the stringent emission reduction requirements.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

Stantec plans to achieve net zero according to SBTi Net Zero Standard requirements. This involves neutralizing a maximum of 10% of our baseline emissions in the net-zero target year. Please see the "explain target" part of this question (above) for an explanation of our phased approach. These net zero neutralizations are anticipated to be nature-based solutions and engineered carbon capture.

Planned actions to mitigate emissions beyond your value chain (optional)

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	6	0
To be implemented*	1	5,000
Implementation commenced*	1	78
Implemented*	3	22,800
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy consumption
 Low-carbon electricity mix

Estimated annual CO2e savings (metric tonnes CO2e)

20,600

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

400,000

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Stantec has made a big play in utilizing renewable energy to lower our market-based Scope 2. This is being done by selecting buildings with on-site renewable energy, working with utility companies to purchase green tariffs, and purchasing unbundled energy attribute certificates through a centralized broker. There are no cost-savings from this initiative. The investment is based on actual costs in 2022.

Initiative category & Initiative type

Company policy or behavioral change
Supplier engagement

Estimated annual CO2e savings (metric tonnes CO2e)

2,000

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Stantec worked with our fleet vendor to improve tracking of our vehicle fleet usage. We replaced some vehicles with more efficient models and began purchasing electric vehicles for our fleet.

Initiative category & Initiative type

Company policy or behavioral change
Site consolidation/closure

Estimated annual CO2e savings (metric tonnes CO2e)

200

Scope(s) or Scope 3 category(ies) where emissions savings occur

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

12,000,000

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

In 2022, Stantec continued to rethink how we use our office space. By allowing some employees to work from home full-time, some to work in a hybrid home/office mix, and some to be in the office full-time, we are reducing our office footprint and associated operational emissions. By implementing this new workplace strategy, we have committed to reduce our existing real estate footprint by 30% by the end of 2023 (from a 2019 baseline).

Stantec targets a total cost savings value of roughly \$38 million to \$45 million, to be fully realized by the end of 2023. While the cost details used to calculate this figure are not available publicly, they are based on IFRS office lease expenses + net office lease expenses + net office space expenses + fit-out and furniture depreciation. The projected savings totals were publicly disclosed in our 2020 Annual Report (see page M11). Discussions note that optimized occupancy costs are expected to drive an initial incremental earning of approximately \$0.10 per share. With further reduction in our occupancy footprint, we expect to increase earnings per share by an additional \$0.25 to \$0.30 by the end of 2023. The annual monetary savings estimate above is based on breaking down the lower figure of \$38 million over a 3-year period (\$38 million/3 years = \$12.67 million per year).

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
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<p>Compliance with regulatory requirements/standards</p>	<p>Stantec manages, monitors, and improves our environmental performance with a formal Environmental Management System (EMS) that is ISO 14001-certified. Our EMS has set reduction goals. Offices are audited annually for performance against those goals.</p>
<p>Dedicated budget for low-carbon product R&D</p>	<p>Stantec's "product" is technical service to our clients in the fields of project management, digital technology, engineering, architecture, design, and scientific consulting. We put a strong focus on research and development (R&D) and innovation to further the industry and give us technical advantages. In 2022, we invested millions at a centralized, corporate level to promote innovation and facilitate collaboration (with additional innovation funding invested locally).</p> <p>An example of our R&D investment can be seen through our development of a tool called Stantec ZEV Decide, a modeling tool that predicts the performance of zero-emission vehicle (ZEV) fleets to help clients (transit agencies, municipalities, schools, airports, utilities, and the like) evaluate the logistics and support facilities needed to transition to the use of ZEVs. This tool projects total fuel demand, determines charging schedules, and accesses fueling/charging station recommendations and power requirements. The tool also supports cost evaluation, determining the ideal ZEV ratio in a fleet.</p> <p>Additionally, our innovation funding directly supports our net zero transition as subject matter experts are given access to resources to pilot new ideas in support of Stantec's transition from offsets to insets that also could potentially be deployed as low-carbon solutions for our clients.</p>
<p>Internal incentives/recognition programs</p>	<p>Managers with responsibility for our ISO 14001-certified Environmental Management System and ISO 9001-certified Quality Management Systems (primarily geographic and regional leaders) typically have one or more key performance indicators (KPIs) within their performance expectations related to improving the cost-efficiency of our organization, which has a direct connection to lowering our emissions. Evaluation of performance relative to KPIs is included in the annual career development performance review process conducted prior to the review and award of performance-based incentives.</p> <p>The procurement team is specifically recognized for their efforts to reduce our emissions. Activities include co-locating offices in more efficient buildings (space and energy), assessing vendors for sustainability criteria, reducing paper consumption, and reducing overhead business travel.</p> <p>Our C-Suite is also incentivized to reduce emissions. In 2022, our executive incentive program included a KPI related to meeting emissions reductions targets.</p>

Employee engagement	<p>Employees are encouraged to participate in programs that reduce our company emissions and resource use. We have an environmental point of contact in each office to gather information and share best practices. We have Green Teams around the company filled with passionate advocates that actively work to reduce emissions. Additionally, Stantec's Developing Professionals Group (a company-wide volunteer-based organization that brings together people who are beginning their careers) are especially engaged in helping Stantec accelerate our efforts to drive change around emissions reductions and climate action.</p>
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C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

Other, please specify

We utilize the UN Sustainable Development Goals (SDGs) framework to guide our in-house taxonomy (using the 169 sub-targets)

Type of product(s) or service(s)

Other

Other, please specify

Professional Services

Description of product(s) or service(s)

Stantec is a professional services company that provides project management, digital technology, engineering, architecture, design, and scientific consulting services. We support our clients in numerous ways that result in avoided emissions. We utilize the SDG framework to guide our in-house taxonomy and have mapped our revenue against seven core SDGs: clean water and sanitation (SDG 6), affordable and clean energy (SDG 7), industry innovation and infrastructure (SDG 9), sustainable cities and communities (SDG 11), climate action (SDG 13), life below water (SDG 14), life on land (SDG 15).

Projects delivered by our comprehensive range of Business Lines and sectors include

innovations such as machine-learning tools for climate risk and community preparedness (e.g. Flood Predictor), air quality and emissions analysis (e.g. AirWATCH), waste-heat to-energy, landfill gas destruction, improved forest management, and transportation demand management. We are also leaders in the implementation of sustainability frameworks (e.g. LEED, BOMA Best, Envision), and ESG disclosures (e.g. TCFD) and regularly implement energy-efficiency best practices into the design of buildings and infrastructure. Our climate adaptation/mitigation programs assist clients in developing climate strategies and inventories for quantifying and addressing emissions sources, transitioning to clean energy sources, and improving process efficiencies.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

60

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

Yes, an acquisition

Name of organization(s) acquired, divested from, or merged with

- Cardno (Australia/United States)
- Barton Willmore (UK)
- L2P (United States)
- Cox-McLain Environmental Consulting (United States)
- Driven by Values (Netherlands)

Details of structural change(s), including completion dates

Of the acquisitions listed above, the following were completed in the last months of 2021 but were excluded from our emissions reporting for that year: Cardno, Cox-McLain Environmental Consulting and Driven by Values. They are included within our emissions reporting for 2022. The Barton Willmore acquisition completed in April 2022 and L2P completed in October 2022.

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary	Stantec is a professional services company, however due to the acquisition of Cardno, our business now includes sold goods from a native plant nursery. Accordingly, we have expanded our operational boundary to include the nursery operations. This includes onsite energy use (captured in our Scope 1 and 2 emissions); nursery inputs such as fertilizer etc. (captured as part of our purchased goods and services); delivery of the grown plants (undertaken by owned vehicles, which are included in our Scope 1 fleet emissions). Additionally, our emissions boundary now also includes emissions from a leased private jet (included in our Scope 3 Business Travel), owned drill rigs (captured as part of our Scope 1 fleet emissions) and waste generated in our operations (both offices and the native plant

	nursery).
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C5.1c

(C5.1c) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Base year emissions recalculation policy, including significance threshold	Past years’ recalculation
Row 1	No, because the impact does not meet our significance threshold	Stantec is a company that grows by acquisition. Each acquisition represents new office locations and additional employees. Occasionally, acquisitions also represent structural and emission boundary changes (as noted in question C5.1b). If the emissions from new acquisitions account for more than 5% of our base year emissions (our significant threshold), that would trigger a recalculation of our baseline.	No

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

14,791

Comment

Scope 2 (location-based)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

33,475

Comment

Scope 2 (market-based)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

27,487

Comment

Scope 3 category 1: Purchased goods and services

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

3,809

Comment

Scope 3 category 2: Capital goods

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

1,480

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 5: Waste generated in operations

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

3,073

Comment

Stantec has calculated waste emissions using an average value for waste produced per square feet. This is then multiplied by our real-estate footprint to give an amount of waste produced. UK DEFRA emission factors are used to convert waste amount into emissions (2022 emission factors were used to calculate the baseline due to them being higher than the 2019 emission factors). This is a new baseline figure calculated as a result of calculating waste emissions for the first time in our 2022 carbon footprint; due to the inclusion of an acquisition from 2021 which meant waste emissions are now relevant.

Scope 3 category 6: Business travel

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

31,061

Comment

Scope 3 category 7: Employee commuting

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

7,934

Comment

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 12: End of life treatment of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Climate Registry: General Reporting Protocol

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

The Greenhouse Gas Protocol: Scope 2 Guidance

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO₂e?

Reporting year

Gross global Scope 1 emissions (metric tons CO₂e)

12,502

Comment

Note, Stantec's use of e-suites and fully sub-let spaces are not included because they are not under our operational control. Fugitive emissions from refrigerant losses are not included because we operate almost entirely out of leased office space and mechanicals are fully under landlord control.

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO₂e?

Reporting year

Scope 2, location-based

25,753

Scope 2, market-based (if applicable)

2,983

Comment

Note, Stantec’s use of e-suites and fully sub-let spaces are not included because they are not under our operational control. Fugitive emissions from refrigerant losses are not included because we operate almost entirely out of leased office space and mechanicals are fully under landlord control.

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2,925

Emissions calculation methodology

Hybrid method
Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

16

Please explain

We have collected information from centralized vendors in order to carry out our calculations. For example, the number of sheets, size and stock of paper purchased; the number, manufacturer and model of mobile phones purchased. Spend data for computers, furniture and nursery inputs is collected from Stantec's financial systems. Paper data is normalized to an 8.5" x 11" equivalent. The value is then multiplied by an emission factor to determine the total tons of CO2e per 500 sheet packages. The emission factor varies based on the recycled content of the paper. Resources: 2018 British Columbia, Best Practices for Quantifying GHG Emissions. Mobile phone

emissions are calculated using life cycle emissions multiplied by the number of devices purchased. For computers, furniture and nursery Inputs, we use a spend-based method using emission factors from EPA.

Capital goods

Evaluation status

Not relevant, explanation provided

Please explain

As a global professional services company that provides services in project management, digital technology, engineering, architecture, design, and scientific consulting, the only capital goods relevant to Stantec is the one office building we own. Total spend for this office equates to less than 0.01% of total supplier spend. As such, Scope 3 emissions associated with capital goods are estimated to be less than significant, and therefore not relevant to Stantec's overall Scope 3 emission profile.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

1,238

Emissions calculation methodology

Other, please specify

Line loss is calculated based on emissions from electricity consumption.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

To calculate line loss we used the country-specific average % electricity lost in the transmission and distribution, based on the output and proportion of unallocated/estimated grid losses. We then extracted the facility emissions from electricity and applied the latest transmission and distribution loss factors for the United States (eGrid v1 2020 summary tables) and Canada (National Inventory Report 1990-2020-Part 3 - Annex 13) in order to calculate the total line loss emissions.

Upstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

As a professional service organization, Stantec's upstream transportation and distribution emissions are primarily from office equipment suppliers. Based on the estimated emissions calculated according to GHG Protocol guidance, this category represents less than 1% of Stantec's carbon footprint and is therefore considered not relevant.

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

3,688

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Stantec has calculated waste emissions using an industry average value for waste produced per square feet. This is then multiplied by our real-estate footprint to give an amount of waste produced. UK DEFRA emission factors are used to convert waste amount into emissions.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

22,028

Emissions calculation methodology

Hybrid method
Spend-based method
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

75

Please explain

Distance travelled data for flights, rental cars, and rail travel are provided by centralized suppliers. Spend data for personal car use is collected from Stantec's financial systems. Airline travel is documented and tracked through a consolidated travel booking system (distance travelled, flight origins and destinations and seat/ticket class). Travel is

classified based on seat class and if the flight is a short, medium-, or long-range flight. A different CO₂e factor per km is applied based on the length of each flight and on the ticket class. Rental car travel is documented and tracked through a consolidated travel booking system (distance travelled, car-type). A different CO₂e factor per mile/km is applied based on car-type. For personal cars for business use, miles/km reimbursed are tracked through our expense management system. A CO₂e factor per mile/km is applied as this data is not provided by suppliers. For rail, a CO₂e factor per km/mile travelled is used. Hotel stays for business travel are tracked through Stantec's internal travel booking system and emissions are based on a CO₂e per night per hotel room factor based on the location. Private jet emissions are calculated based off distance travelled from vendor invoices. A different CO₂e factor per mile/km is applied based on the length of each flight.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

8,337

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Employee commuting is calculated using estimated average commute distances (estimated by country), multiplied by the estimated percentage of staff that drive to work (based on staff surveys), to give an estimated annual mileage. This is then multiplied by the emission factor for an average internal combustion engine car using DEFRA emission factors.

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Stantec leases all but one office building (which makes up less than 1% of total square footage of office space). Therefore, all upstream leased assets (office buildings) have already been reported in the Scope 2 category and are not relevant to Scope 3. This avoids the risk of double counting in our calculations.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

Downstream transportation and distribution is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. We are purposely a design consultant and not responsible for the procurement or purchasing of construction materials. This is typically the responsibility of another party (e.g. the general contractor). Due to the nature of our business, we do not have downstream transportation and distribution requirements.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Processing of sold products is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our business, we do not manufacture or produce goods and thus do not have a sold, physical product.

Use of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Use of sold products is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our business, we do not manufacture or produce goods and thus do not have a sold product.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Please explain

End of life treatment of sold products is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our business, we do not manufacture or

produce goods and thus do not have a sold product.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Downstream leased assets is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our business, we do not have downstream leased assets.

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

Franchises is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our business, we do not own any franchises.

Investments

Evaluation status

Not relevant, explanation provided

Please explain

Investments is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our business, we are not capital intensive and do not have any relevant investments.

Other (upstream)

Evaluation status

Not evaluated

Please explain

Other (downstream)

Evaluation status

Not evaluated

Please explain

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO₂e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.000002728

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO₂e)

15,485

Metric denominator

unit total revenue

Metric denominator: Unit total

5,677,200,000

Scope 2 figure used

Market-based

% change from previous year

27

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Other emissions reduction activities

Please explain

Stantec's emissions decrease in the reporting year is primarily due to the increase in renewable energy procurement, onsite renewable energy generation, office consolidation, and improved vehicle fleet tracking. Onsite generation, purchase of green

tariffs through utilities, and purchase of energy attribute certificates contributed to 20,600 mtCO₂e saved. Additionally, we continued with our approach to optimise our operations by continuing our office consolidation program and improving our vehicle fleet tracking, and were able to reduce emissions by 2,200 mtCO₂e.

Intensity figure

0.58

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO₂e)

15,485

Metric denominator

full time equivalent (FTE) employee

Metric denominator: Unit total

26,770

Scope 2 figure used

Market-based

% change from previous year

25

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Other emissions reduction activities

Please explain

Stantec's emissions decrease in the reporting year is primarily due to the increase in renewable energy procurement, onsite renewable energy generation, office consolidation, and improved vehicle fleet tracking. Onsite generation, purchase of green tariffs through utilities, and purchase of energy attribute certificates contributed to 20,600 mtCO₂e saved. Additionally, we continued with our approach to optimise our operations by continuing our office consolidation program and improving our vehicle fleet tracking, and were able to reduce emissions by 2,200 mtCO₂e.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO ₂ e)	GWP Reference
CO ₂	12,393	IPCC Fifth Assessment Report (AR5 – 100 year)
CH ₄	13	IPCC Fifth Assessment Report (AR5 – 100 year)
N ₂ O	96	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO ₂ e)
Canada	4,553
United States of America	5,215
United Kingdom of Great Britain and Northern Ireland	483
Australia	1,182
New Zealand	453
Other, please specify Smaller countries of operation	616

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO ₂ e)
Fleet	5,757
Natural Gas	6,467
LPG	17
Fuel Oil	251
Propane	10

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO ₂ e)	Scope 2, market-based (metric tons CO ₂ e)
Canada	9,117	0
United States of America	10,622	0
United Kingdom of Great Britain and Northern Ireland	432	0
Australia	2,880	1,280
New Zealand	120	0
Taiwan, China	391	391
Other, please specify Smaller countries of operation	2,191	1,312

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO ₂ e)	Scope 2, market-based (metric tons CO ₂ e)
Electricity	25,753	2,983

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	20,594	Decreased	119.9	Stantec occupies multiple offices with solar panels on the building. We also have multiple utility companies that provide the option of green tariffs. Additionally, through a central vendor, we have been able to purchase a significant number of unbundled energy attribute certificates. These factors have allowed us to reduce our market-based Scope 2 emissions. Formula: Change in Scope 1+2 emissions attributed to change in renewable energy consumption/previous year Scope 1+2 market-based emissions*100 $=(20594/17175)*100=119.90\%$
Other emissions reduction activities	0	No change	0	Stantec office consolidation is accounted for in change in physical operating conditions.
Divestment	0	No change	0	Stantec did not divest of any companies in 2022.
Acquisitions	6,222	Increased	36.23	Stantec made 2 acquisitions in 2022 which are included in our footprint, along with three acquisitions from the end of 2021 which we didn't account for in our 2021 carbon footprint. The acquisitions came with new office space and employees. Formula: Change in Scope 1+2 emissions attributed to acquisitions/previous year Scope 1+2 market-based emissions*100 $=(6222/17175)*100=36.23\%$
Mergers	0	No change	0	Stantec did not merge with any companies in 2022.

Change in output	14,882	Increased	86.65	This figure represents our return to a 'new-normal' post-pandemic, with increased staff use of our offices and fleet. Formula: Change in Scope 1+2 emissions attributed to change in output/previous year Scope 1+2 market-based emissions*100 = $(14882/17175)*100=86.65\%$
Change in methodology	0	No change	0	Stantec had no changes in methodology in 2022 that impacted our Scope 1 and 2 numbers.
Change in boundary	0	No change	0	Stantec had no changes in boundary in 2022 beyond acquisitions.
Change in physical operating conditions	2,200	Decreased	12.81	Stantec has continued to work on optimising the way that we operate. This figure represents our continued efforts in reducing the amount of space we occupy per person/reducing our office footprint and our improved tracking of our vehicle fleet. Formula: Change in Scope 1+2 emissions attributed to change in renewable energy consumption/previous year Scope 1+2 market-based emissions*100 = $(2200/17175)*100=12.81\%$
Unidentified	0	No change	0	
Other	0	No change	0	

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	60,065	60,065
Consumption of purchased or acquired electricity		66,668	5,463	72,131
Total energy consumption		66,668	65,528	132,196

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes

Consumption of fuel for the generation of heat	No
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

Coal

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

Oil

Heating value

HHV

Total fuel MWh consumed by the organization

768

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

Fuel Oil Number 6 used in offices. For MWh total, TCR default emission factors 2022 used for conversion from BTU/square foot to MWh/litre

Gas

Heating value

HHV

Total fuel MWh consumed by the organization

35,442

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

Natural gas use in our offices. For MWh total, TCR default emission factors 2022 used for conversion from BTU/square foot to MWh/cubic meters.

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

HHV

Total fuel MWh consumed by the organization

23,855

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

This represents the sum of propane, LPG, diesel and motor gasoline use.

Total fuel

Heating value

HHV

Total fuel MWh consumed by the organization

60,065

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

This represents the sum of fuel consumed in Stantec's operations (natural gas, propane, fuel oil, LPG, diesel and motor gasoline).

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption

United Kingdom of Great Britain and Northern Ireland

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier

Electricity

Low-carbon technology type

Low-carbon energy mix, please specify

Contract is for renewable energy for business tariff, of which 87% of the fuel mix comes from low carbon or renewable sources

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,423

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Stantec is guaranteed 100% renewable electricity supply, from wind or hydro assets, at a number of our UK offices. The generation is matched to Renewable Energy Guarantees of Origin (REGOs) enabling zero emission reporting for the market-based

methodology. We consumed 1423 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

72

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Netherlands

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

187

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Netherlands

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Stantec is guaranteed 100% renewable electricity supply, from wind assets at our Delft and Arnhem, Netherlands, offices. The generation is matched to Renewable Energy Guarantees of Origin (REGOs) enabling zero emission reporting for the market-based methodology. We consumed 187 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Italy

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Geothermal

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

73

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Iceland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

New Zealand

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

800

Tracking instrument used

NZREC

Country/area of origin (generation) of the low-carbon energy or energy attribute

New Zealand

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1954

Comment

Stantec is committed to the energy transition towards renewable energy. We purchased energy attributes under the New Zealand Energy Certificate System for hydropower,

which can be reflected in our market-based emissions. We retired 800 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

New Zealand

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

141

Tracking instrument used

NZREC

Country/area of origin (generation) of the low-carbon energy or energy attribute

New Zealand

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Comment

Stantec is committed to the energy transition towards renewable energy. We purchased energy attributes under the New Zealand Energy Certificate System for hydropower, which can be reflected in our market-based emissions. We retired 141 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

New Zealand

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

60

Tracking instrument used

NZREC

Country/area of origin (generation) of the low-carbon energy or energy attribute

New Zealand

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1941

Comment

Stantec is committed to the energy transition towards renewable energy. We purchased energy attributes under the New Zealand Energy Certificate System for hydropower, which can be reflected in our market-based emissions. We retired 60 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

United Kingdom of Great Britain and Northern Ireland

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

292

Tracking instrument used

REGO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2007

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the UK, which can be reflected in our market-based emissions. We retired 292 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

United Kingdom of Great Britain and Northern Ireland

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

517

Tracking instrument used

REGO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the UK, which can be reflected in our market-based emissions. We retired 517 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

India

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

400

Tracking instrument used

TIGR

Country/area of origin (generation) of the low-carbon energy or energy attribute

India

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Solar power in India, which can be reflected in our market-based emissions. We retired 400 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

India

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

314

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

India

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Solar power in India, which can be reflected in our market-based emissions. We retired 314 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Netherlands

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

74

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Netherlands

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the Netherlands, which can be reflected in our market-based emissions. We retired 74 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Germany

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

106

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Netherlands

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the Netherlands, which we applied to our operations in Germany, this is reflected in our market-based emissions. We retired 106 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Czechia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

60

Tracking instrument used

REGO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the UK, which we applied to our operations in Czechia, this is reflected in our market-based emissions. We retired 60 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Belgium

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

54

Tracking instrument used

REGO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the UK, which we applied to our operations in Belgium, this is reflected in our market-based emissions. We retired 54 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Australia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2,000

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Australia

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1969

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Hydro power in Australia, which can be reflected in our market-based emissions. We retired 2000 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Italy

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

15

Tracking instrument used

REGO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the UK, which we applied to our operations in Italy, this is reflected in our market-based emissions. We retired 15 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Canada

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

250

Tracking instrument used

Other, please specify

REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Canada

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in Canada, this is reflected in our market-based emissions. We retired 250 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

872

Tracking instrument used

US-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the US, this is reflected in our market-based emissions. We retired 872 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Canada

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8,000

Tracking instrument used

Other, please specify
REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Canada

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in Canada, this is reflected in our market-based emissions. We retired 8000 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

Canada

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

21,658

Tracking instrument used

Other, please specify
REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Canada

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in Canada, this is reflected in our market-based emissions. We retired 21,658 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

20,909

Tracking instrument used

US-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the US, this is reflected in our market-based emissions. We retired 20,909 MWh of renewable energy over the 2022 reporting period.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8,391

Tracking instrument used

US-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for Wind power in the US, this is reflected in our market-based emissions. We retired 8,391 MWh of renewable energy over the 2022 reporting period.

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

Canada

Consumption of purchased electricity (MWh)

29,908

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

29,908

Country/area

United States of America

Consumption of purchased electricity (MWh)

30,245

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

30,245

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

2,232

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2,232

Country/area

Australia

Consumption of purchased electricity (MWh)

4,083

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,083

Country/area

New Zealand

Consumption of purchased electricity (MWh)

1,001

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,001

Country/area

Netherlands

Consumption of purchased electricity (MWh)

261

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

261

Country/area

Italy

Consumption of purchased electricity (MWh)

88

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

88

Country/area

India

Consumption of purchased electricity (MWh)

714

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

714

Country/area

Other, please specify

Smaller geographies where Stantec operates

Consumption of purchased electricity (MWh)

3,599

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

3,599

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Stantec CY2022 - GHG Verification Statement Limited.pdf

Page/ section reference

Pages 1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Stantec CY2022 - GHG Verification Statement Limited.pdf

Page/ section reference

Pages 1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Stantec CY2022 - GHG Verification Statement Limited.pdf

Page/ section reference

Pages 1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

- Scope 3: Purchased goods and services
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Business travel

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Stantec CY2022 - GHG Verification Statement Limited.pdf

Page/section reference

Pages 1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

 Stantec CY2022 - GHG Verification Statement Limited.pdf

Disclosure module	Data verified	Verification standard	Please explain
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verification relates to			
C5. Emissions performance	Year on year change in emissions (Scope 1)	14064-3	Stantec's Scope 1 year-over-year change in GHG emissions from 2021 to 2022 was an 11% decrease.
C5. Emissions performance	Year on year change in emissions (Scope 2)	14064-3	Stantec's Scope 2 year-over-year change in GHG emissions from 2021 to 2022 was a 6% increase for location-based and 6% decrease for market-based.
C5. Emissions performance	Year on year change in emissions (Scope 1 and 2)	14064-3	Stantec's Scope 1 + 2 (market-based) year-over-year change in GHG emissions from 2021 to 2022 was a 10% decrease.
C5. Emissions performance	Year on year change in emissions (Scope 3)	14064-3	Stantec's Scope 3 year-over-year change in GHG emissions from 2021 to 2022 was a 27% increase for category 1, 59% increase for category 3, and 70% increase for category 6.

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Project type

Cement

Type of mitigation activity

Carbon removal

Project description

CarbonCure introduces recycled Carbon Dioxide into fresh concrete. Once injected, the carbon dioxide undergoes a mineralization process and becomes permanently embedded in the concrete. The approach both reduces and removes carbon dioxide from the atmosphere.

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

100

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2022

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify

No sources of leakage have been identified for the project activity.

Provide details of other issues the selected program requires projects to address

One of the key features of a CarbonCure VCU is that it ensures the permanent storage of carbon dioxide in concrete, with the advantages of concrete's global scale, active deployment and massive storage capacity, utilizing carbon dioxide as a value-added product rather than simply burying it underground as waste. Immediately upon injection into concrete by CarbonCure, carbon dioxide chemically converts into a mineral and becomes permanently removed from the atmosphere. Short-lived carbon storage, on the other hand, involves methods that have a higher risk of being reversed over decades. CarbonCure's mineralization of carbon dioxide in concrete also boosts compressive strength, enabling reductions of carbon-intensive cement from each mix and reducing hard-to-abate emissions in the global concrete industry.

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Carbon removal

Project description

Great Bear (Haida Gwaii) Forest Carbon Project, British Columbia, Canada: This is an Improved Forest Management project that include changes in land-use legislation and regulation that result in increased carbon stocks by converting forests that were previously designated, sanctioned, or approved for commercial logging to protected forests. Emissions caused by harvesting, road building and other forestry operations are also prevented.

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

11,000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2017

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other private carbon crediting program, please specify
BC Carbon Registry

Method(s) the program uses to assess additionality for this project

Investment analysis

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting
Ecological leakage

Provide details of other issues the selected program requires projects to address

This is a landmark project for balancing human well-being and ecological integrity through carbon finance and is the first carbon project in North America on traditional territory with unextinguished Aboriginal rights and Title. Without offset funds, the protected areas would not have been established and harvest levels would not have been reduced. The project is unique in that it is the only Improved Forest Management Project of its scale that has equal involvement with the First Nations and the BC Government, strong legal and policy foundations, and robust data to support the quantification of ecosystem services. This is not simply a conservation project; it is a model for sustainable development in an economically valuable but ecologically and culturally vulnerable area. The majority of the funds go towards stewardship jobs for the First Nations (e.g., the monitoring of the carbon program).

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Carbon removal

Project description

Pacajai REDD+ Project, Brazil: The main objective of the Pacajai project is to prevent and avoid unplanned deforestation in native forests. This objective will be achieved by managing the land in the form of a "conservation reserve private sector", developing and implementing a management plan.

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

15,000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2016

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Investment analysis

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

This project includes a rigorous monitoring and inspection plan that includes participation from the local population living within the project boundaries. Participants involved with this monitoring are receiving resources, training in forest management techniques and monitoring technologies.

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Carbon removal

Project description

Madre de Dios Amazon REDD+ Project, Peru: Located in the region that belongs to the Vilcabamba-Amboró Conservation Corridor in the Peruvian Amazon, one of the world biodiversity hotspots, this project dramatically reduces deforestation, protects the habitat of endangered species, and supports the livelihood of local Indigenous communities who rely on the forest for their survival.

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

7,000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2016

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Investment analysis

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

The Project Area consists of two logging concessions with a combined area of 98,932 hectares. In the absence of the project these concessions are subject to frontier deforestation risk from the new Interoceanic Highway that unites Brazil with the Peruvian ports.

Comment

In addition to the carbon removal projects listed, Stantec purchased a variety of smaller quantities of carbon offsets including 581 tonnes of African biogas credits (Gold Standard), 255 tonnes of the Australian Wirra Wirra Reforestation project (Gold Standard), and 400 tonnes of Forest Carbon Group woodland restoration and protection credits, Doddington North, UK (Woodland Carbon Code).

Stantec also partnered with Climate Vault, a third-party non-profit and Carbon Reduction and Science-Based Targets Accredited Solutions Provider for CDP, to offset 500 tonnes. After receiving Stantec's donation, Climate Vault purchased carbon allowances from Compliance Carbon Markets (CCMs), including California's Cap-and-Trade Program (administered by CARB) and the Regional Greenhouse Gas Initiative (RGGI), to offset Stantec's footprint of 500 metric tons of CO₂e. Because the number of allowances in CCMs is finite, removing them from the market reduces the effective cap and provides a quantifiable, verifiable, and enforceable offset/reduction. The value of the allowances will ultimately be used to purchase an equivalent amount of carbon dioxide removal (CDR), converting Stantec's initial offset into permanent carbon removal. These allowances fall under the regulations + provisions for emissions leakage mitigation respective to each program. When California passed AB 32, which included the Cap-and-Trade program, several requirements related to potential adverse economic effects of GHG regulations were accounted for, including minimizing leakage.

Project type

Wind

Type of mitigation activity

Emissions reduction

Project description

Bundled Wind Power Project, Maharashtra, India

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

18,761

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2018

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Other, please specify

Renewable energy added to the grid

Approach(es) by which the selected program requires this project to address reversal risk

No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify

Project activity does not lead to any leakage; hence there is no requirement for a leakage management plan or risk mitigation measures

Provide details of other issues the selected program requires projects to address

This project is focused solely on producing renewable energy.

Comment

In addition to renewable electricity, Stantec also invested in green natural gas (104 mtCO₂). Bullfrog's green natural gas is sourced from a unique methane-capture approach at Canadian landfills and wastewater treatment plants. Through this innovative technology, biogas is captured, cleaned up, and injected onto the national natural gas pipeline. The credits were issued by environmental standards defined by ICF International with a private audit by Deloitte.

C11.3

(C11.3) Does your organization use an internal price on carbon?

Yes

C11.3a

(C11.3a) Provide details of how your organization uses an internal price on carbon.

Type of internal carbon price

Internal fee

How the price is determined

Price/cost of voluntary carbon offset credits

Objective(s) for implementing this internal carbon price

Change internal behavior

Drive low-carbon investment

Scope(s) covered

Scope 3 (upstream)

Pricing approach used – spatial variance

Uniform

Pricing approach used – temporal variance

Static

Indicate how you expect the price to change over time

Actual price(s) used – minimum (currency as specified in C0.4 per metric ton CO₂e)

100

Actual price(s) used – maximum (currency as specified in C0.4 per metric ton CO₂e)

100

Business decision-making processes this internal carbon price is applied to

Operations

Procurement

Mandatory enforcement of this internal carbon price within these business decision-making processes

Yes, for all decision-making processes

Explain how this internal carbon price has contributed to the implementation of your organization's climate commitments and/or climate transition plan

Stantec has approved this internal carbon price of carbon and is in the process of implementation. The program is designed as follows: we have set a carbon price for non-billable airline business travel with the cost associated with the applicable business operating unit. Stantec utilizes Egencia as our centralized travel booking tool, which provides the traveler, at the time of booking, with estimated emissions and the associated carbon tax. To help influence behaviors, suggestions are then made to the traveler, including lower-carbon alternative travel modes and not traveling at all. The focus of the carbon tax is to lower our business travel emissions and further our investment in sustainable aviation fuel.

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

- Yes, our suppliers
- Yes, our customers/clients
- Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect GHG emissions data at least annually from suppliers

% of suppliers by number

90

% total procurement spend (direct and indirect)

90

% of supplier-related Scope 3 emissions as reported in C6.5

95

Rationale for the coverage of your engagement

Stantec views sustainable procurement not only as an expectation that suppliers conduct their operations in an environmentally and socially responsible manner; but also, as a strategy to reduce operational risks through accountability. To continue to be a climate leader in our industry, it is critical we annually collect supplier GHG emissions data to accurately account for our Scope 3 emissions. During the data collection process, we use this as an engagement opportunity to further climate action from our vendors.

This engagement area references our diverse network of suppliers and vendors as centrally managed by our Corporate Procurement team. Stantec's upstream suppliers include vehicle fleet and vendors (IT hardware and software, telecommunications, furniture, office supplies, technical supplies, etc). The climate-related supplier engagement strategy covers 90% of Stantec's centrally managed suppliers because we are currently only able to effectively engage with suppliers in Canada, US, UK, NZ, and AU, which is where 90% of our suppliers are located. These suppliers make up 95% of our supplier-related Scope 3 emissions. Due to unique logistical and cultural considerations, our smaller operations outside of these geographies are not integrated into our centralized, corporate systems. We have estimated that only about 10% of our suppliers and spend do not have consistent engagement on climate considerations.

Stantec is able to use our global supply chain to promote sustainable business practices and support local businesses around the world.

Our supplier climate-related engagement is carried out with a variety of mechanisms.

- Our Partner Code of Business Conduct is available publicly on our website and shared with suppliers as part of the procurement process.

- We require that corporate suppliers provide emissions data and climate impacts for the items we purchase from them, provide recycling support, and work with us to implement behavior changes among our staff that reduces our impact.

- We incorporate sustainability considerations into our supplier evaluation process, and as a result climate-related considerations have a direct impact on our supplier selection and management. These are the suppliers that provide data for essentially all Scope 3 reporting. We interact with these suppliers via our Corporate Procurement Group and our IT Services Group

Impact of engagement, including measures of success

We expect suppliers to meet our standards at a minimum in order to work with us. We request suppliers have environmental certifications, ask them to participate in the circular economy, and ask them to regularly report on emissions so that we can track performance. When a supplier's environmental responsibility program does not meet our criteria, we work with them to make improvements.

Since our engagement was successful and we achieved over 80% of our relevant suppliers reporting their emissions, we can confidently report our supplier-related scope 3 business travel emissions with no major exclusions and make strategic decisions using this information as we work towards meeting our Scope 3 emissions target to reduce our business travel emissions by 47% by 2030.

An example of a new supplier in 2022 that involved exceptional climate-related supplier engagement can be seen through a Stantec partnership with Air Canada to further the use of sustainable aviation fuel (SAF). We were part of their inaugural Leave Less Program and worked with them as they developed their new program. Partly due to our involvement, Air Canada took home the Achievement in Sustainability award at the BTN Group's Business Travel Sustainability Summit Americas.

In the current reporting year, Stantec engaged with 18 relevant suppliers for emissions details related to our Scope 3 business travel. All 18 of the suppliers (100%) complied with our request to report their direct emissions, making this engagement strategy successful.

Beyond requiring emissions data from suppliers for Scope 3 reporting, ongoing examples of our 2022 supplier engagement success include:

- Purchasing computer equipment that is EPEAT and ENERGY STAR-certified
- Requiring our vendors for computers and cell phone devices have a takeback program in place that includes responsible and ethical disposal
- Centralizing our print management system to require paper with post-consumer recycled content and proper disposal of print devices/materials
- Working with our promotional materials vendor to sustainably source promotional items (such as beeswax wraps and water bottles made of recovered ocean plastics)
- Working on landlord initiatives that result in real estate energy saving measures
- Incorporating environmental sustainability program requirements into the proposal process for new suppliers

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Collaboration & innovation

Run a campaign to encourage innovation to reduce climate change impacts

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

0

Please explain the rationale for selecting this group of customers and scope of engagement

Each of Stantec's business operating units and geographies provide services that directly address climate change and 31% of Stantec's backlog is related to climate action services. We have multi-disciplinary teams ranging from marine scientists to coastal hazard and risk mitigation experts to architects, all of whom are delivering sustainable design solutions across the world. We provide stand-alone sustainability services and routinely "sell" sustainability as part of our project approach. This level of consulting and enabling clients to achieve higher outcomes comes in many forms, from exploring clean energy options to revitalizing existing buildings and infrastructure, to

making more informed material choices, for example.

To maintain our status as a climate leader in our industry, it is critical we continuously educate our clients on our sustainability practices and encourage forward thinking, climate-conscious design approaches in our projects. Accordingly, Stantec has programs in place to engage clients on climate change using a variety of delivery modes (e.g. educational webinars, blog posts, targeted thought leadership, on-on-one conversations, conference presentations, trainings). Although we estimate engagement with approximately 60% of our customers, all (100%) of our clients are eligible and invited to participate using a variety of delivery modes. We choose eligibility as 100% to educate as many clients as possible.

In addition, we also have dedicated teams connecting our project work to the UN SDGs. We identify that 60% of our revenue is related to project work that supports the core SDGs (SDGs 6, 7, 9, 11, 13, 14, 15). The climate change and SDG revenue numbers overlap and reinforce each other.

Stantec has formalized roles connected to driving positive SDG impact and furthering climate action. An example of how we include criteria into existing project work can be illustrated through our Buildings business operating unit. Stantec is committed to the American Institute of Architecture's 2030 Commitment requiring that, by 2030, all designs for new buildings, developments, and major renovations will be carbon neutral. As a signatory, Stantec has set up a multi-layered program of sustainability workshops and client education, energy benchmarking, energy modelling, and annual reporting of our portfolio key performance indicators.

Impact of engagement, including measures of success

In 2022, more than 90% of customers surveyed said that they were satisfied with our work, with many noting our positive impact in meeting climate change mitigation goals. By recording a customer satisfaction score of over 80% (as assessed through our ISO 9001-certified Quality Management System), we are confident that our customers will return to our program in the following year, which is important for project retention. This contributes to our reputation and allows us to maintain our position in the top 10 of sustainability-related industry rankings. These benefits are important for our reputation and project retention which then allows us to grow our projects and services that have a sustainability impact. As a result of these, we project that our revenue from sustainability-related projects to increase each year as we attract new clients and maintain existing ones.'

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

Stantec value chain partners include subcontractors, subconsultants, specialty partners, and industry institutions.

For subcontractors/subconsultants that help us deliver our projects (for example, drillers, archaeologists, laboratories, surveyors, etc), we utilize a formal subcontractor management system to evaluate whether they meet our environmental standards. To become prequalified, a subcontractor must complete the Subcontractor Questionnaire, which is reviewed and scored by Stantec subject matter experts. A company not meeting our minimum environmental criteria is either eliminated from consideration or provided support to improve their programs. Our Partner Code of Business Conduct—which outlines Stantec environmental expectations—is available publicly and shared with our subcontractors as part of the contracting process.

For our specialty partners and industry institutions, our climate-related engagement strategy is based on thought leadership, influence and participation in activities that push the whole industry towards accomplishing more.

A few examples:

- Stantec has been a vocal proponent of climate-resilient infrastructure. We were active in developing/evolving the Envision and PIEVC frameworks, which enable the development of sustainable, climate resilient buildings and infrastructure.
- Stantec supports strategic industry initiatives and commitments such as the Pledge to Net Zero in the UK that was initiated by the Institution of Civil Engineers and the Association of Consulting Engineers, both organizations in which we hold leadership roles.
- Stantec sponsored staff members to work with ASHRAE and the International Code Council to create a joint GHG standard.
- Stantec's executive Vice President of Environmental Services serves as a board member on the International Federation of Consulting Engineers and Stantec sponsors staff members to lead the Sustainable Development Committee

Additionally, as part of our R&D investments, in 2022 Stantec continued engaging industry partners through the Stantec Institute for Water Technology & Policy. Water is increasingly becoming a scarce resource in the face of climate change, yet management approaches are often inefficient and wasteful. Stantec embraces the need for a circular, closed-loop water economy but also recognizes that existing systems and regulations make change difficult. Creating the desired future requires collaboration between technical and policy experts. Our Institute for Water Technology & Policy engages scientists, engineers, and technology specialists across the globe to investigate questions at the forefront of transforming the water industry's future. Our mission is to develop technological and policy solutions that preserve water resources amidst the changing climate.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

 2023-Action-Declaration-on-Climate-Policy-Engagement.pdf

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

Stantec has an executive Sustainability Committee in place (internally called the Executive ESG Committee) that is tasked with reviewing commitments before they are made to ensure our engagement activities are consistent with our overall climate change strategy. With the recommendation of this Executive ESG Committee, the C-Suite gives final approval.

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Other, please specify

Federal Institution of Consulting Engineers

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

Yes, and they have changed their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

FIDIC actively supports global action on climate change. Their position is similar to that of Stantec's. It is less a case that we have changed FIDIC's climate change position, but more that we have helped them develop their position.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

4,000

Describe the aim of your organization's funding

Stantec is a thought leader and helping to drive the industry towards climate action. Stantec's Executive Vice President of Environmental Services serves as a FIDIC board member and Stantec sponsors staff members to lead the Sustainable Development Committee. Leadership in the FIDIC organization is one of the ways we are able to successfully influence the industry for positive outcomes downstream in our value chain (project outcomes for the communities in which we deliver projects) and upstream in our value chain (the engineering sub-consultants we partner with).

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Trade association

Other, please specify
American Institute of Architects

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

The AIA is active in promoting design of carbon neutral and net zero buildings. Stantec supports their mission and we are an active participant in their 2030 Commitment.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

57,000

Describe the aim of your organization's funding

Stantec is an active participant in many industry organizations that are working to address climate change in their professional codes of ethics. By supporting AIA and its industry challenges, we have a seat at the table in driving that change. For example,

Stantec's Sustainability Discipline Leader for our Buildings business operating unit served as the co-chair of the AIA Large Firm Roundtable Sustainability Committee, actively shaping conversations, actions and accountability among the largest architecture firms in North America.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Trade association

Edison Electric Institute (EII)

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

This organization states ... "Showcasing the innovative partnerships, clean energy and infrastructure projects, and game-changing technologies that customers want in order to deliver America's energy future today." EEI actively supports the energy transition. Stantec agrees with the climate change position of EEI.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

7,000

Describe the aim of your organization's funding

Stantec supports this organization to further their mission and for marketing opportunities related to the energy transition.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Trade association

National Mining Association

Is your organization's position on climate change policy consistent with theirs?

Mixed

Has your organization attempted to influence their position in the reporting year?

Yes, we attempted to influence them but they did not change their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

This organization states ... "The association supports the responsible production of our abundant domestic coal and mineral resources, recognizing the important benefits these commodities provide ... Mining plays a critical role in providing responsibly produced raw materials that make modern life possible and fuel America's economic growth. These products are vital to society, including its transition to a low-carbon future. Minerals, metals, and metallurgical coal for steel are irreplaceable components of renewable energy, electrification, green and resilient infrastructure and the energy storage integral for meeting global emission reductions. Coal continues to provide a significant portion of reliable and affordable baseload energy in the U.S. and across the globe, ensuring energy access and security in support of global sustainable and economic development goals. The NMA is committed to advancing solutions and reasonable policies, along with other industries across all sectors of the economy, to reduce emissions consistent with the best available science."

Stantec has a number of employees who are active in this organization and we make a small corporate contribution. Stantec is supportive of NMA's position related to energy transition and works with this organization in on a number of ESG-related topics.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

7,000

Describe the aim of your organization's funding

The financial contribution Stantec makes is quite small. We feel it is important to support this organization since a low carbon world depends on sustainable mining for its mineral needs. We support this organization because it creates marketing opportunities and offers professional development for our staff in the areas of net zero mining and remediation, necessary skills capacity building within the industry. With relationships we've developed through this organization, we have been able to further develop our strategic actions named Sustainable Mining by Design and Net Zero Mining.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is not aligned

Trade association

American Petroleum Institute

Is your organization's position on climate change policy consistent with theirs?

Inconsistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

This organization states ... "The U.S. natural gas and oil industry is working to address the risks of climate change and build a lower-carbon future. Learn how we're striving to create a cleaner tomorrow while meeting the world's growing need for affordable, reliable energy." Stantec agrees with their official statement regarding the need for an energy transition. However, we also recognize that this organization promotes the continued extraction/use of fossil fuels.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

3,300

Describe the aim of your organization's funding

Stantec is not actively engaged with this organization beyond basic membership. Participation in this association is considered a marketing access point to Oil & Gas clients for our service areas related to energy transition and ecosystem restoration.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is not aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).


Publication

In voluntary sustainability report

Status

Complete

Attach the document

 stantec-sustainability-report-2022.pdf

Page/Section reference

Full document

Content elements

Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment


Publication

In mainstream reports

Status

Complete

Attach the document

 stn-2022-annual-report.pdf

Page/Section reference

Management's Discussion and Analysis, page M-1

Content elements

Governance
Strategy
Risks & opportunities

Comment


Publication

In mainstream reports

Status

Complete

Attach the document

 stn-2023-management-information-circular.pdf

Page/Section reference

Incentive plans (STIP and LTIP), pages 53-57
 Board sustainability committee, pages 42-46

Content elements

Governance
 Strategy

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization’s role within each framework, initiative and/or commitment
Row 1	Business Ambition for 1.5C Global Reporting Initiative (GRI) Community Member Pledge to Net Zero Race to Zero Campaign Science Based Targets Network (SBTN) Task Force on Climate-related Financial Disclosures (TCFD) UN Global Compact We Mean Business	Stantec has validated our 1.5C near-term Science-Based Target, joined the UK Pledge to Net Zero, and publicly discloses data according to TCFD and GRI. For our participation in these initiatives, we are a part of the other selected items.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity
Row 1	Yes, both board-level oversight and executive	Stantec is a professional services firm working primarily in leased office space, so our physical operations have a low

	<p>management-level responsibility</p>	<p>impact on biodiversity. Our ability to protect and restore biodiversity comes through the environmental services we provide for clients. For more information on our client-facing services, visit Stantec.com > Markets > Coastal & Marine, Environment and Services > Environmental Services.</p> <p>When issues arise related to biodiversity, our Executive Sustainability Committee (internally called the Executive ESG Committee) as well as the board Sustainability Committee (internally called the Sustainability and Safety Committee) provide governance and oversight. For example, when our Ecosystem Restoration team was approached by the UN to join the UN Decade of Ecosystem Restoration partnership, it was the Executive ESG Committee that reviewed the internal application, evaluated implications of this commitment, and recommended to the C-Suite that we join.</p>
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C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have made public commitments and publicly endorsed initiatives related to biodiversity	Other, please specify Stantec is committed to the UN Decade on Ecosystem Restoration Partnership Framework. The UN SDGs are our project-facing ESG framework, our impact on SDG14 Life Below Water and SDG15 Life on Land is documented in our Sustainability Report	Other, please specify USACE/University of Georgia Network for Engineering with Nature

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity-sensitive areas in the reporting year?

No

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity-related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Other, please specify Named ecosystem restoration consulting services a key strategic growth initiative, supported by subject matter expertise and business development resources; became an actor partner in the UN Decade of Ecosystem Restoration.

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications		As part of our GRI Content Index, noted that biodiversity is a monitored material topic for Stantec operations, a

		managed material topic and strategic growth initiative for our consulting. 📎 1
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📎 1stantec-sustainability-report-2022.pdf

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Financial Officer	Chief Financial Officer (CFO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

Please see the introduction listed in the Climate Change questionnaire.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	5,677,200,000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	Stantec is a consulting company that provides project management, digital technology, engineering, architecture, design, and scientific consulting services for clients around the world. Each of our projects solves a unique challenge that would require us to set up customized tracking mechanisms on a project-by-project basis. At year-end 2022, Stantec had more than 45,000 active projects in our central financial system making tracking our emissions at a project level a momentous task. At this moment, we have not identified a software program capable of providing customized emissions tracking for the volume of active projects we complete each year.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

No

SC1.4b

(SC1.4b) Explain why you do not plan to develop capabilities to allocate emissions to your customers.

As noted above, Stantec is a consulting company that provides project management, digital technology, engineering, architecture, design, and scientific consulting services for clients around the world. Each of our projects solves a unique challenge that would require us to set up customized tracking mechanisms on a project-by-project basis. At year-end 2022, Stantec had more than 45,000 active projects in our central financial system making tracking our emissions at a project level a momentous task. The sort of tracking we could provide is related to project-funded travel as that detail is accounted for on a project level. For emissions tracking beyond travel, the level of effort involved to provide such tracking would increase costs for our customers and put our focus on tracking versus action. We have instead decided to put our efforts into improving the environmental and social performance of our project work, whether it be instituting new energy efficiency concepts into a building design, suggesting co-generation options for a water treatment plant design, generating renewable energy, or the use of nature-based solutions that sequester carbon. At an operational level, our goal is to focus on real action versus more tracking. Upon request, when included in the project scope, we are able to

provide information on emissions of the associated project designed by our subject matter experts.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms