2024 CDP Corporate Questionnaire 2024

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

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

Select from:

☑ CAD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Stantec Inc. is a global professional services company that trades on the TSX and on the NYSE. We help create a more sustainable world through design, architecture, engineering, planning, digital technology, project management, and scientific consulting services. Our 2023 gross revenue was $6.5 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. 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. NOTE: This report contains forward-looking statements within the meaning of applicable US and Canadian securities laws. There is risk that such statements will not prove to be accurate and we caution readers not to place undue reliance on our forward-looking statements.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2023	*Select from:* ☑ Yes	*Select from:* ☑ No

(1.4.1) What is your organization's annual revenue for the reporting period?

$6,479,600,000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

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

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

CA85472NAC35 and CA85472NAD18

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

CA85472N1096

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

85472N

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

STN

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

2854238

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

549300MZ7NGUZDCP2T16

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

24-642-2307

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

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

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ Czechia
☑ Germany
☑ Ireland
☑ Morocco
☑ Barbados
☑ Qatar
☑ Canada
☑ Turkey
☑ Bahamas
☑ Belgium
☑ Ethiopia
☑ Pakistan
☑ Slovakia
☑ Argentina
☑ Australia

☑ Netherlands
☑ New Zealand
☑ Philippines
☑ Puerto Rico
☑ Saudi Arabia
☑ Taiwan, China
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:
☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain
☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:
☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:
☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Stantec completed a detailed value chain mapping exercise as a collaboration between our Corporate Sustainability team and Executive ESG Committee. We started with our supply chain to identify the goods and services that contribute to our ability to provide consulting services. We then looked beyond Stantec's operations, also to customers and impacted communities. For each value chain node, we identified the types of companies we work with. Our upstream supply chain includes real estate, vehicle fleet, vendors enabling us to do our consulting work (office supplies, furniture, computers, travel, etc.), vendors enabling us to carry out lab/field work, and subcontractors/subconsultants/other partners that support project teams. Downstream clients/communities consist of clients for whom we provide engineering, planning, scientific design services and the communities/ecosystems impacted by our projects. For each of the identified groupings, we evaluated our current status of involvement, our ability to influence, the effectiveness of our current programs, and our ability to do more. NOTE: As a professional services firm and pureplay design firm, Stantec is not directly responsible for procurement of materials or the physical construction of the designed systems, buildings, or infrastructure. While we recognize that our designs have an influence on materials and waste, Stantec cannot control material selection or end-of-life of construction materials so these were excluded from our evaluation.

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

Stantec is a professional services company that provides expert advice and design services. We do not produce a product and have identified that plastics are not materially present in our value chain.

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is the timing of our interim emission reduction and carbon neutrality goals first achieved for 2022 and maintained annually.

Medium-term

(2.1.1) From (years)

6

(2.1.3) To (years)

15

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is the timing of our 1.5C, near-term Science-Based Target and our net zero transition.

Long-term

(2.1.1) From (years)

16

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

30

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is the timing of our science-based net zero goals.

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from:	*Select from:*	*Select from:*

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	☑ Yes	☑ Both risks and opportunities	☑ Yes

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific
☑ Local
☑ Sub-national
☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Encore tool

Enterprise Risk Management

☑ Enterprise Risk Management
☑ Internal company methods
☑ ISO 31000 Risk Management Standard

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

Other

☑ Scenario analysis
☑ Desk-based research
☑ Materiality assessment
☑ Internal company methods
☑ Jurisdictional/landscape assessment
☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Cyclones, hurricanes, typhoons

Chronic physical

☑ Heat stress

☑ Increased severity of extreme weather events

Market

☑ Changing customer behavior

Reputation

☑ Impact on human health

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Employees

☑ Investors

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

To identify and assess climate-related risks Stantec follows our Enterprise Risk Management program, based upon ISO 31000 Risk Management and informed by our climate scenario planning and double-materiality assessment. Through multi-disciplinary collaboration (legal counsel, ESG experts, business leaders) we evaluate risks related to climate events in addition 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 program addresses compounding risks since vulnerability in one value chain area (e.g. severe weather) may compound risk in another (e.g. project delivery schedules). Stantec's scenario analysis explored three scenarios – Business as Usual, Progress with Political Inertia, Aggressive Action - and the opportunities and risks they may pose to our business. Stantec's

double-materiality exercise assessed dependencies, impacts, risks and opportunities. Further identification of environmental dependencies and impacts was carried out in 2024, per ENCORE service definitions (encorenature.org), to inform Stantec's Climate Transition Plan. Stantec defines our principal risks as those that may adversely affect our ability to deliver value to our interested parties, grouped into three risk categories: strategic, operational, and compliance and regulatory risks. The potential size and scope of impacts are determined collaboratively with subject matter experts and senior leadership and given an inherent risk and residual risk score on a scale of 1-4 (based on likelihood and consequence, over short- medium- and long-term time horizons), with 4 being the most material. Once identified, significant risks are documented through our risk register and heat map, which are evaluated, updated and reported to Stantec's board Audit & Risk Committee on a quarterly basis and 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, 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 (16-30 years). Our Health and Safety team monitors legislation for protecting worker health (e.g. maximum work temperatures) and has implemented a new global office closures practice. Our enterprise-wide system for tracking the financial impact to our operations of severe climate events helps prioritize actions to mitigate future risk (e.g. assessing field work conditions and locations, relocating offices, and updating health and safety protocols).

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Local

☑ Sub-national

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Encore tool

Enterprise Risk Management

☑ Enterprise Risk Management

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Increased severity of extreme weather events

Policy

☑ Changes to national legislation

Market

☑ Changing customer behavior

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Exposure to litigation

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Local communities

☑ Indigenous peoples

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Climate action and preparing communities / infrastructure for the future are fundamental to our values, risk management, and Strategic Plan. Our downstream value chain comprises clients, communities, and ecosystems impacted by our project delivery. Stantec's opportunity and risk identification as it relates to business development is informed by: project management (PM) ecosystem; climate scenario analysis workshop; double materiality assessment; the market analysis of global trends and their short-, medium- and long-term impact across our value chain undertaken in preparing Stantec's 2024/26 Strategic Plan; annual account management business planning; and multidisciplinary, knowledge-sharing strategy sessions in response to significant market / industry developments such as the

annual UN COP events and the publication of IPCC reports. Identification of climate-related opportunities and assessment of related risks are a key part of our strategic planning process. Stantec leaders forecast 3-5 years ahead and Stantec business managers apply these forecasts to their local goals. Stantec's 2024/26 Strategic Plan includes Strategic Growth Initiatives (SGIs) of Climate Solutions, Communities and Infrastructure of the Future, and Future Technology. Stantec's senior leadership team, along with a project-related climate change task force comprised of legal and technical subject matter experts, have issued guidance across our company requesting that climate information be considered on projects and discussed with clients. Stantec's 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 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. Project risk review is part of the go/no-go process, triggered when a project meets 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). Via a candid and open discussion, the pursuit team and business leaders 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. At the conclusion of the risk review the Risk Review Committee makes recommendations. If the project is a "go", conditions are set, and continued oversight is provided.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Local

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Internal company methods

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Increased severity of extreme weather events

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Availability and/or increased cost of raw materials

Technology

☑ Transition to lower emissions technology and products

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Indigenous peoples

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Stantec's upstream value chain (suppliers) includes real estate, vehicle fleet, vendors, subcontractors, subconsultants, and business partners. As a large global company, we recognize our purchasing decisions as an opportunity to influence positive change. While centralization and standardization of Stantec's global supply chain management programs continue to evolve, we leverage supply chain decisions to encourage sustainable business practices, promote small and diverse businesses, and support local businesses around the globe. Through our Partner Code of Business Conduct, available publicly on our website and shared with suppliers as part of the procurement process, we expect suppliers to meet our ESG expectations in order to work with us. Stantec annually assesses a centrally managed portion of Tier 1 indirect vendors (office supplies, furniture, computers, travel, etc.). We incorporate sustainability considerations into our evaluation process, and as a result, climate-related considerations have a direct impact on our vendor selection and management. We interact with these vendors via our Corporate Procurement Group. The evaluation takes place each time a new, centrally managed vendor is engaged, which occurs multiple times throughout the year. The climate-related vendor engagement strategy covers 90% of Stantec's centrally managed vendors because we are currently only able to effectively engage with vendors in Canada, US, UK, NZ, and AU, which is where 90% of these vendors are located. 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 vendors do not have consistent engagement on climate considerations. In 2023, responding to evolving regulations for human rights- and ESG-related risk management within our supply chain, we advanced deployment of a new enterprise procurement management tool. An enterprise-wide software tool supports consistency, accuracy, and efficiency in collecting supplier GHG emissions data and improving our emissions management.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

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. Our 2024/26 Strategic Plan comprises Strategic Growth Initiatives (SGIs) of Climate Solutions; Communities and Infrastructure of the Future; and Future Technology. Using our expertise in technology-based and nature-based solutions (NbS), strategic consulting, and scientific analysis, consulting

opportunities under each SGI focus on helping clients and communities directly respond to physical climate risks, resource scarcity, biodiversity loss, and societal and economic changes. Among these opportunities, we see significant growth for Stantec in consulting areas critical to climate transition risk management (e.g. energy transition, coastal resilience, nature-based solutions). To understand interconnections between our dependencies and opportunities, we leverage collaboration and knowledge sharing across our broad bench of subject matter experts. For example, in response to the publication of the IPCC AR6, Stantec's climate solutions leaders convened focus groups of subject matter experts in each of our primary operating geographies to literally map out (using interactive digital tools) the risks and opportunities associated with their sector and geographic region, and how they connected to risk and opportunities identified by their colleagues in other sectors / regions. This exercise generated over 1,200 topics that were aggregated, prioritized and summarized by internal experts in foresight planning. The resulting deliverable influenced our 2024/26 Strategic Plan process. A project-based example can be seen in the growth of our NbS consulting services in the UK, accelerated by projects such as the Clifton Integrated Constructed Wetlands project for Yorkshire Water. This project responds directly to the interconnections between nature provisioning and regulating services, the client's regulatory need to decarbonize and Stantec's opportunities for market growth in NbS. At a portfolio scale, Stantec follows the framework of the UN SDGs to track our sustainable revenue. Internal engagement is carried out to help practitioners identify interconnections across the core SDGs that we most directly influence, to scale jump the positive impact our project solutions bring to communities and win a greater scope of work. Workshops on 'cross-selling sustainability for project impact' were held for account managers and focus groups, looking at interconnections across the consulting expertise with Stantec teams. For example, how our industrial facilities team can engage experts from our energy transition, ecosystem restoration, and/or circular economy teams. Additional guidance was published internally in documents such as our Account Managers Guide to sustainability-aligned business development.

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Downstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas important for biodiversity

☑ Areas of high ecosystem integrity

☑ Areas of rapid decline in ecosystem integrity
☑ Areas of limited water availability, flooding, and/or poor quality of water
☑ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities
☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water
☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Stantec's Strategic Plan comprises three Strategic Growth Initiatives (SGIs). Each SGI comprises multiple corresponding strategic growth opportunities, ranging from critical minerals to nature-based solutions, adaptive reuse of assets to AI and digital twins. In each of our primary operating geographies, focus groups comprising Stantec's business, discipline, and sector leaders held workshops to prioritize the strategic growth opportunities based on the risks and opportunities specific to their region over the next three years. As a result, a global, corporate-level Strategic Plan has been translated into shortlists of actions highly specific to each of Stantec's primary geographies, supporting resource allocation aligned with where the greatest needs exist. Additionally, our practitioners are instructed to consider publicly available data about climate conditions that are relevant to projects. Where there are known risks due to reasonably foreseeable climate conditions, clients are encouraged to complete a further climate-related risk assessment.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:
☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply
☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Direct operating costs

(2.4.3) Change to indicator

Select from:

☑ Absolute increase

(2.4.5) Absolute increase/ decrease figure

$40,000,000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Stantec defines "substantive financial impact" of any risk, including climate-related risk, as a cost of more than $40 million. To identify and assess climate-related risks Stantec follows our Enterprise Risk Management program, based upon ISO 31000 Risk Management. Via multidiscipline internal collaboration (e.g. legal counsel, senior leadership, ESG experts, business leaders), we evaluate climate-related risks among other key risks such as those related to health and safety, cybersecurity, talent management, ethics and conduct, regulatory compliance, geopolitical events, organic growth, project delivery, enterprise business continuity, and market risks. Our integrated, enterprise-wide risk management processes and policies enable us to address 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 climate-related 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 through discussions with subject matter experts and leadership, considering likelihood and impact, as a basis for determining how they should be managed. In this system, risks are assigned inherent risk and residual risk scores on a scale of 1-16 (calculated based on the product of the likelihood of the

event occurring (1-4 score) and the consequences of the event occurring (1-4 score)) with 16 being the most material. These risks and opportunities are evaluated and updated on a quarterly basis and consider short- medium- and long-term time horizons. Once identified, risks are monitored in an internal risk register and heat map. Risks and risk scores are reported to Stantec's board Audit & Risk Committee on a quarterly basis and reported to the full board of directors annually. In addition, material risks are reported to our shareholders annually through Stantec's Annual Report, with quarterly updates as required. Significant environmental impacts are 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.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring
☑ Other, please specify :Market growth trends

(2.4.7) Application of definition

Identification of climate-related opportunities is a key part of our strategic planning process. Stantec leaders forecast 3-5 years ahead and Stantec business managers apply these forecasts to their local goals. The process of developing our Strategic Plan for years 2024-2026 involved 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 resulting Strategic Growth Initiatives (SGIs) all have a connection to climate change: Climate Solutions; Communities and Infrastructure of the Future; and Future Technology. This reflects the value Stantec places, financially and culturally, on climate action. Time Horizon: Revenue thresholds for strategic growth opportunities were based on the three-year time horizon, the likelihood of market growth in a specific market area and geographic area, and the frequency of winning work. Likelihood: Identification and evaluation of our SGIs includes an assessment of the likelihood of Stantec winning work in a specific market, consulting field, or client type (win rate). Metrics Review: As Stantec works on a three-year planning cycle, metrics and thresholds at the enterprise-wide strategic growth scale are reviewed and updated every three years. Metrics and thresholds for opportunities at the sector and client/account scale are reviewed and updated annually per our account management planning cycle. Performance metrics for each specific consulting service grouped under each SGI are reviewed monthly per the required revenue reporting cycle overseen by our growth and innovation office in order to track the ROI of funding directed towards SGIs. In addition to our quantitative analysis, Stantec's business development, innovation, and growth leaders also consider qualitative feedback from clients, industry groups, peers, investors, and colleagues when identifying market trends and opportunities that warrant further exploration.

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:
☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Stantec's offices, projects, and staff are located across many regions and exposed to severe weather events. Significant environmental and climate-related impacts are incorporated in our Enterprise Risk Management and ISO 14001-certified Environmental Management systems. We evaluated our physical climate risks and determined that they do not substantively impact our organization. Stantec leases office space, operates under a flexible working strategy, maintains various insurance programs, and upholds a robust business continuity plan. To date, climate-related impacts from severe weather events have not exceeded our "substantive financial impact" threshold of $40 million; we do not anticipate them hitting the threshold in the future. As a professional services company in leased office space, the costs incurred were related to business continuity, not physical asset damage. Health benefits (company/government) are provided, so company costs for medical assistance were nominal. Based on 2022 data, the minimum potential financial effect is calculated as: Leave with pay: 6,500 average hours x $51.39 average hourly rate = $334,035. Employee assistance fund: $2,000 average payout x 3 employees = $6,000. Hurricane response-related tasks: 1,200 average hours x $51.39 average hourly rate = $61,668. Total minimum effect: $401,703. The maximum potential financial effect assumes a 50% increase in climate events, the hours incurred, and employee assistance fund payouts and is calculated as: Leave with pay: 9,750 average hours x $51.39 average hourly rate = $501,053. Employee assistance fund: $2,000 average payout x 4.5 employees = $9,000. Hurricane response-related tasks: 1,800 average hours x $51.39 average hourly rate = $92,502. Total maximum effect: $602,555. NOTE: The answer references operational physical climate-related risks. Upstream, as a professional services company, Stantec's physical climate-related risk is low, with a shallow supply chain comprising multiple purchasing choices. Downstream, our physical climate-related risk is low given our diverse client base, lack of construction work (pureplay design firm), and our services resulting in more resilient communities. For transitional climate-related risks, there is currently no established method for determining costs for our type of business. We will evolve our transitional risk analyses in the time horizons defined as part of our ongoing climate-related risk assessments.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

As a professional services company in leased office space, we do not utilize a significant volume of plastic. We encourage all employees to minimize personal use of single-use plastic and provide alternatives where possible (e.g. ceramic coffee mugs in office kitchens instead of single-use coffee cups).

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

Select from:

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

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ Germany
☑ Ireland
☑ Barbados
☑ Ethiopia
☑ Slovakia
☑ Qatar
☑ Canada
☑ Turkey
☑ Belgium
☑ Czechia
☑ Argentina
☑ Australia
☑ Netherlands
☑ New Zealand
☑ Philippines

☑ Saudi Arabia
☑ Taiwan, China
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

Stantec's consulting services and project outcomes are our greatest impact on the global climate transition. Stantec's 2024/26 Strategic Plan includes the three Strategic Growth Initiatives (SGIs) of Climate Solutions, Communities and Infrastructure of the Future, and Future Technology. Consulting services grouped under these SGIs focus on helping clients and communities directly respond to physical climate risks, resource scarcity, societal and economic changes, using our expertise in technology-based and nature-based solutions, strategic consulting, and scientific analysis. Naming Climate Solutions, and the associated suite of consulting services, as a strategic growth initiative sets Stantec up for long-term success in this critical market - dedicated resourcing is available for business development, upskilling where necessary, and internal engagement. In addition, recognizing the critical need for respecting socio-ecological context when delivering project solutions, business leaders identified regional and national priority consulting topics that best address the climate vulnerabilities and market opportunities prevalent in each of our key operating geographies. Stantec's The Battery Coastal Resiliency project is an example of strengthening coastal resilience and safeguarding cultural heritage, designed to protect New York City from projected sea level rise through 2100 while sensitively maintaining the iconic views, artwork, and character of the park.

(3.6.1.9) Primary financial effect of the opportunity

Select from:
☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply
☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:
☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Climate Solutions is one of three Strategic Growth Initiatives (SGIs) within Stantec's 2024/26 Strategic Plan. Under the three-year Strategic Plan, by the end of 2026 Stantec aims to achieve meaningful increases in the percentage of organic net revenue derived from our SGIs: Climate Solutions, Communities and Infrastructure of the Future, and Future Technology. As shared during our 2023 Investor Day/Strategic Plan launch, by 2026, Stantec aims to achieve net revenue of CAD7.5 billion with an organic net revenue growth target of 7% compounded annual growth rate. Specific to our Climate Solutions SGI, Stantec offers a suite of consulting services aligned directly with high-growth markets. There is an estimated total addressable market of US$8.4 trillion (per McKinsey & Company and International Monetary Fund) and a serviceable addressable market of approximately US$290 billion. Executing the growth plan enables us to increase the percentage of our project portfolio and consulting expertise that supports topics critical to climate transition risk management (e.g. energy transition, coastal resilience, nature-based solutions). In addition, the upskilling of practitioners to expand and grow our climate solutions service offerings will have a positive impact on our other consulting areas. For example, Stantec's FortWhyte Alive Buffalo Crossing Visitor Center achieved the Net Zero Carbon (Design) certification from the Canada Green Buildings Council and will be the first commercial building in Manitoba, Canada to achieve the stringent Passive House Certification. Our integrated team of designers, architects, engineers, and climate specialists used geometry, orientation, and a high-performance building envelope to respond to the extreme Manitoba climate, developing design and buildings science skills that will impact future projects across our Buildings team.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

$2,100,000,000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

$2,310,000,000

(3.6.1.23) Explanation of financial effect figures

Stantec's Climate Solutions opportunity is best represented by our climate action backlog. This is tracked by mapping project coding available in Stantec's financial system against the climate action categories including climate strategy, energy efficiency, renewables, green infrastructure, coastal resilience, nature-based solutions, and water conservation/management. As disclosed in our 2023 Sustainability Report (Appendix C. SASB Standards Index), Stantec's climate action backlog for 2023 was 33.6% of our total year-end backlog of $6.3 billion, or $2.1 billion. We estimated our minimum opportunity as a continuation of our existing backlog. This breaks down as follows: $6.3 billion (Stantec total 2023 backlog) x 0.336 (percentage of climate action backlog) = $2.1 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: $2.1 billion (Stantec climate action backlog) x 1.10 (10% market growth) = $2.31 billion (potential climate action backlog). NOTE: The future growth goal (10%) is an estimate based on our current trajectory. It does not constitute a formal target or commitment.

(3.6.1.24) Cost to realize opportunity

$47,000,000

(3.6.1.25) Explanation of cost calculation

To calculate the cost of response to this opportunity we used the current 2023 climate action backlog ($2.1 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: $2.1 billion (Stantec's existing climate action backlog) x 0.75 (estimated percent of backlog won in a single year) = $1.58 billion (estimated amount of backlog won in a single year); $1.58 billion x 0.03 (estimated percentage cost of business development) = $47 million.

(3.6.1.26) Strategy to realize opportunity

As a Strategic Growth Initiative (SGI), Climate Solutions comprises a suite of consulting services that address high-growth markets across the world, with varying areas of prioritization. We identified 16 specific strategic growth opportunities in the Climate Solutions SGI to focus our consulting services. Subject matter experts have developed detailed strategy plans for each growth opportunity to align our investments, drive collaboration across our organization, and integrate our resources. These areas represent significant opportunities in high growth across the world. Leaders in each geographic area build on this integrated strategic plan to prioritize and customize annual business plan, and associated investments based on local demographic, economic, and climate trends. The collaboration of global strategy with local prioritization strengthens our ability to quickly respond to the specific (and rapidly changing) environmental, social, and economic market forces in each of our primary operating geographies. SGIs are provided with resources to support growth and business development with the aim of winning transformational, competitive pursuits. Internal education and awareness campaigns support practitioners in understanding the consulting opportunities and

bringing relevant information to our clients. The financial performance (e.g. sales growth, win rate) of the Climate Solutions consulting services is closely tracked in our financial systems using dedicated codes.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ Germany
☑ Ireland
☑ Barbados
☑ Qatar
☑ Canada
☑ Turkey
☑ Belgium
☑ Czechia
☑ Argentina
☑ Australia
☑ Netherlands

☑ Ethiopia
☑ Slovakia
☑ Saudi Arabia
☑ Taiwan, China
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ New Zealand
☑ Philippines

(3.6.1.8) Organization specific description

The Energy Transition is a global trend addressed by several of Stantec's strategic growth opportunities; from design and distribution to planning, research, and implementation, we help our clients become active participants in the energy transition through new energy networks, renewable energy, distributed power, battery storage, decarbonization roadmaps, commitments and policies, and stakeholder engagement. Across all of our sectors and geographies, our clients and their assets are impacted by this global shift. In response, energy transition consulting services specifically aimed at supporting the energy transition are key to our Strategic Growth Initiatives, from climate solutions to accelerate decarbonization to supporting the communities and infrastructure solutions of the future, to exploring the role of future technology in transition. A specific example of Stantec's opportunities in the energy transition includes providing engineering support for Coire Glas, the UK's first major pumped storage scheme in over 40 years. At 1500 MW potential capacity, this large-scale generation scheme has the potential to more than double the country's pumped hydro storage capability, a significant step towards decarbonization.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Each of Stantec's business operating units (Buildings, Energy & Resources, Environmental Services, Infrastructure, and Water) offer consulting services that help clients be active players in the energy transition, from decarbonization roadmaps, net zero carbon facilities and nature-based infrastructure solutions, to ESG and nature-based carbon markets advisory services. We see energy and resource scarcity as a climate-related risk of many of our clients and Stantec brings solutions to the table from across our subject matter expertise. As a result, the financial effect cannot be isolated to one category of project pursuits, or revenue streams. To provide some context, we look at the annual growth target stated in Stantec's 2024/26 Strategic Plan for three areas of market opportunities provided by the energy transition: critical minerals and metals: 15% annual growth target through 2026; renewable energy and energy storage: 100% annual growth target through 2026; and grid modernization and expansion: 20% annual growth target through 2026. These growth targets provide an indicator of the magnitude of financial effect anticipated from Stantec dedicating business development resources to consulting services that accelerate the position of our clients and communities in the Energy Transition.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

$254,000,000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

$279,000,000

(3.6.1.23) Explanation of financial effect figures

Stantec supports a more sustainable future for the clients and communities we serve and recognize that energy transition is essential to that future. Energy Transition opportunities are drivers in most of our consulting services and thus difficult to financially isolate. For ease of calculation, we are representing energy transition opportunities by our renewable energy backlog, which is publicly available via Stantec's SASB disclosure. This is tracked by mapping project coding available in Stantec's financial system against the climate action category of renewable energy projects. As disclosed in our 2023 Sustainability Report (Appendix C. SASB Standards Index), Stantec's renewable energy projects backlog for 2023 was 4.1% of our total backlog of $6.3 billion, or $254 million. We estimated our minimum opportunity as a continuation of our existing backlog. This breaks down as follows: $6.3 billion (Stantec's total 2023 backlog) x 0.041 (percentage of renewables backlog) = $254 million (Stantec's renewables 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 renewables backlog. This breaks down as follows: $254 billion (Stantec's renewables backlog) x 1.10 (10% market growth) = $279 million (potential renewables backlog). NOTE: Our renewable energy projects backlog is a part of the 2023 climate action backlog disclosed in Opp1, and not additive. Additionally, the future growth goal (10%) is an estimate based on our current trajectory. It does not constitute a formal target or commitment.

(3.6.1.24) Cost to realize opportunity

$5,700,000

(3.6.1.25) Explanation of cost calculation

To calculate the cost of response to this opportunity, we used the current 2023 renewable energy projects backlog ($254 million) 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: $254 million (Stantec existing renewables backlog) x 0.75 (estimated percent of backlog won in a single year) = $190.5 million (estimated amount of backlog won in a single year); $190.5 million x 0.03 (estimated percentage cost of business development) = $5.7 million.

(3.6.1.26) Strategy to realize opportunity

As noted under C3.6.1.14, many of Stantec's consulting services contribute to supporting our clients and communities in the energy transition. Our suite of strategic growth opportunities responding to Energy Transition are supported by dedicated business development resources and include consulting areas such as: critical minerals and metals (partnering across Stantec's operations globally to be a single source provider to our major global clients; supporting mining clients with renewable energy projects, electric vehicles and sustainable water practices as they move to net zero; and bringing together our ESG, mining and renewable energy services in one sustainable solution); renewable energy and energy storage (maintaining our position as a world leader in utility scale energy storage, such as pumped hydro storage; expanding our team of subject matter experts in emerging energy markets including hydrogen, small modular reactors, carbon capture, usage and storage; and developing digital tools through innovation like Stantec Beacon, which reduces earthworks, decreases construction costs, and speeds the design process); and grid modernization and expansion (project solutions to harden existing transmission systems to be more resistant to extreme weather events; leveraging our long-term client relationships and decades of experience serving clients in power delivery; increasing resource base and staff capabilities through multi-faceted program; and targeted recruiting campaign, in-house cross-training, upskilling, and expansion of high value centers).

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

$3,900,000,000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 61-70%

(3.6.2.4) Explanation of financial figures

Since 2019, Stantec has tracked our revenue associated with the UN Sustainable Development Goals (SDGs). 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 2023, we identified approximately $3.9 billion of our gross revenue (61%) was connected to furthering one or more of our core SDGs, up from $2 billion (43%) of our gross revenue when we first started tracking in 2019. The SDG-aligned revenue of 61% is the number provided in question 3.6.2.3. 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 (e.g. renewable energy [hydropower, wind, solar, geothermal, battery storage, smart grids, energy recovery, etc.], alternative transportation, energy efficiency, 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]). As disclosed in our 2023 Sustainability Report (Appendix C. SASB Standards Index), we additionally noted that, as of year-end, in addition to a renewable energy backlog of $254 million (4.1%), we had $1 billion of backlog (16.7%) coded to climate change mitigation-related project types (including alternative transportation, energy efficiency, and climate strategy). Stantec also had $807 million worth of backlog (12.8%) associated with climate change adaptation (including coastal resilience, green infrastructure, nature-based solutions, and water management [including flood risk reduction, wet weather management, and water reuse]). Combined, climate action (renewable energy, climate change mitigation, and climate change adaptation services) accounted for $2.1 billion (33.6%) of Stantec's year-end backlog. Stantec provides climate action services in each business operating unit and geography.

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Stantec has a merit-based system for senior management and board composition using objective criteria that encourages diversity. We purposely look to include candidates that represent women, Indigenous peoples, persons with disabilities, members of visible minorities, and other historically underrepresented groups. We do this through in-house resources and qualified, independent external advisors.

(4.1.6) Attach the policy (optional)

policy-board-diversity.pdf

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Chief Operating Officer (COO)

☑ Other C-Suite Officer

☑ Board-level committee

☑ Other, please specify :Additional members of Executive ESG Committee include: Chief People and Inclusion Officer, EVP Environmental Services, SVP Corporate Sustainability, SVP Strategy and Corporate Priorities, VP Treasurer, VP Risk Management, Regional Leader Europe

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets
☑ Overseeing and guiding scenario analysis
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Approving corporate policies and/or commitments
☑ Monitoring the implementation of the business strategy
☑ Overseeing reporting, audit, and verification processes
☑ Monitoring the implementation of a climate transition plan
☑ Overseeing and guiding the development of a business strategy
☑ Overseeing and guiding acquisitions, mergers, and divestitures
☑ Monitoring compliance with corporate policies and/or commitments
☑ Overseeing and guiding the development of a climate transition plan
☑ Overseeing and guiding public policy engagement
☑ Overseeing and guiding public policy engagement
☑ Reviewing and guiding innovation/R&D priorities
☑ Approving and/or overseeing employee incentives
☑ Overseeing and guiding major capital expenditures

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

Stantec's 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 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 routinely attends sustainability-related board education sessions. Stantec's CEO attends all board Sustainability Committee meetings and Stantec's chair of the board (an independent, non-executive director) also attends and actively participates. Working with Stantec's board Sustainability Committee, Stantec also has an Executive Sustainability Committee (internally called the Executive ESG Committee) that is accountable for sustainability performance against commitments and best practices. This committee is chaired by our CFO and members include our COO Global Operations, Chief Practice and Project Officer, Chief People and Inclusion Officer, EVP Environmental Services, SVP Corporate Sustainability, SVP Strategy and Corporate Priorities, VP Treasurer, VP Risk Management, and Regional Leader Europe.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Chief Operating Officer (COO)

☑ Other C-Suite Officer

☑ Board-level committee

☑ Other, please specify :Executive Vice President, Environmental Services

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

Stantec is a professional services company working primarily in leased office space so our physical operations have a low 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 - Expertise - Environmental Services). Our board Sustainability Committee (internally called the Sustainability and Safety Committee) and Executive Sustainability Committee (internally called the Executive ESG Committee) provide oversight of Stantec's actions pertaining to biodiversity. Leadership subject matter expertise is provided by our Executive Vice President of our Environmental Services business operating unit (a member of the Executive ESG Committee). When issues arise related to biodiversity, our Executive ESG Committee provides 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 Vice President of Environmental Services who presented the opportunity to the Executive ESG Committee. The Executive ESG Committee reviewed the internal application, evaluated implications of this commitment, and recommended to the C-Suite that we join. Additionally, as needed, Stantec's board Sustainability Committee incorporates biodiversity into governance discussions.

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Academic

☑ Undergraduate education (e.g., BSc/BA in environment and sustainability, climate science, environmental science, water resources management, environmental engineering, forestry, etc.), please specify **:**CEO is a water resource engineer. Two board members are engineers with education specific to environmental and renewable energy.

☑ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify **:**CEO holds a Master of Engineering. One board member has Ph.D. in Infrastructure Systems Engineering; another board member holds a Master of Science in engineering. All three are subject matter experts in climate action.

Additional training

☑ Training in an environmental subject by a certified organization, please specify **:**Climate Leader-certified by the Diligent Institute; Envision- certified by the Institute for Sustainable Infrastructure

Experience

☑ Executive-level experience in a role focused on environmental issues

☑ Management-level experience in a role focused on environmental issues

☑ Experience in an academic role focused on environmental issues

☑ Active member of an environmental committee or organization

Other

☑ Other, please specify :One board member serves on the board of a forest-based bioindustry company based in Finland and delivers seminars at leading academic institutions on topics such as the future of a bio-economy.

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

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

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions
☑ Managing public policy engagement related to environmental issues
☑ Managing supplier compliance with environmental requirements
☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments
☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets
☑ Setting corporate environmental policies and/or commitments
☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan
☑ Implementing a climate transition plan
☑ Conducting environmental scenario analysis
☑ Managing annual budgets related to environmental issues
☑ Implementing the business strategy related to environmental issues
☑ Developing a business strategy which considers environmental issues
☑ Managing environmental reporting, audit, and verification processes
☑ Managing acquisitions, mergers, and divestitures related to environmental issues
☑ Managing major capital and/or operational expenditures relating to environmental issues
☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

Stantec's Executive ESG Committee answers directly to the board through our Chief Practice and Project Officer, with participation at each board Sustainability Committee meeting. Our CEO and independent chair of the board attend and participate at all board Sustainability Committee meetings.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Environmental, Social, Governance committee

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

Items related to biodiversity are governed by Stantec's Executive ESG Committee. The committee looks to subject matter expertise of Stantec's Executive Vice President of Environmental Services (a member of the Executive ESG Committee). Her team includes the company's technical experts in biodiversity and ecosystem preservation/restoration. The Executive Vice President of Environmental Services keeps a close eye on biodiversity topics and reports them to the Executive ESG Committee and CEO, as necessary. This is then reported to the board Sustainability Committee, as needed.

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

Stantec's executive leadership compensation is tied to key performance indicator (KPI) performance as disclosed each year in our Management Information Circular. There are numerous ESG-specific KPIs included. Compensation is tied to success of all KPIs and is not broken down on an individual KPI-basis.

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Reduction in absolute emissions in line with net-zero target

Strategy and financial planning

☑ Board approval of climate transition plan

Emission reduction

☑ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

At the start of each year, Stantec's board identifies key financial and nonfinancial performance measures from our Strategic Plan to form the basis of the short-term incentive plan performance scorecard. The measures set in the scorecard represent target performance. Targets are based on the findings of our comprehensive review of peer performance, industry factors, and our own performance expectations.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Stantec's executive short-term incentive plan scorecard helps keep environmental commitments top-of-mind. We refer back to these throughout the year when determining priorities and speed of action. Because half of our Executive ESG Committee is on the C-Suite and eligible for the incentives, it has expedited Stantec climate action.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify :Performance Share Units

(4.5.1.3) Performance metrics

Strategy and financial planning

☑ Board approval of climate transition plan

☑ Increased proportion of revenue from low environmental impact products or services

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

Stantec awards long-term incentives to its executives in the form of performance share units (PSUs). PSUs are phantom share units that vest at the end of a three-year service period. The value of PSUs depends on Stantec's share price performance and certain performance metrics including relative total shareholder return (TSR).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The value of Stantec's PSUs depends, in large part, on Stantec's performance relative to its peers (a comparative group of companies used to calculate relative TSR). Because Stantec's relative TSR performance depends on Stantec: (i) achieving the goals set forth in its Strategic Plan (including, among other things, realizing its Climate Solutions Strategic Growth Initiative), and (ii) being regarded as a sustainable investment opportunity relative to its peers (all of whom have their own commitments to climate action), Stantec's action relative to the environment ends up having an impact on the company's relative TSR and thus the payout of its long-term incentives (principally through the company's PSUs).

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Stantec's policy includes our operations and everyday practices, consulting practice (downstream), and connects to our Partner Code of Business Conduct (upstream). Stantec's Sustainability Policy is implemented through a series of sustainability management approaches. Our emissions management approach outlines a commitment to achieve net zero, which includes a commitment to maintain 100% renewable electricity use.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to net-zero emissions

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

policy-sustainability.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Stantec is committed to minimizing the environmental impacts of our business operations and complying with legal and other requirements.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with another global environmental treaty or policy goal, please specify **:**ISO 14001-certified Environmental Management System

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

policy-environmental.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Stantec's partners are required to protect the environment and promote positive social impacts.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Social commitments

☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

☑ Description of environmental requirements for procurement

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

policy-partner-code-of-business-conduct.pdf

Row 4

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Stantec maintains business practices that protect human rights.

(4.6.1.5) Environmental policy content

Social commitments

☑ Adoption of the UN International Labour Organization principles

☑ Commitment to promote gender equality and women's empowerment

☑ Commitment to respect and protect the customary rights to land, resources, and territory of Indigenous Peoples and Local Communities

☑ Commitment to respect internationally recognized human rights

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with another global environmental treaty or policy goal, please specify :UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the UN Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

policy-human-rights.pdf

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ UN Global Compact
☑ Pledge to Net Zero
☑ We Mean Business
☑ Race to Zero Campaign
☑ Natural Capital Coalition
☑ Science-Based Targets Initiative (SBTi)
☑ Global Reporting Initiative (GRI) Community Member
☑ Task Force on Climate-related Financial Disclosures (TCFD)

(4.10.3) Describe your organization's role within each framework or initiative

We are participants, adhere to their stated requirements, and disclose required information.

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

Paris-Agreement-Corporate-Knights.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

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

Stantec's Executive ESG Committee is the approving body for all new commitments and significant external engagements. There is a page that explains the process on the company intranet (company internal website) and a form to process approvals. To keep it top-of-mind, this is regularly communicated to leadership.

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ American Water Resources Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec is an active member of this water association, including board participation. This organization recognizes climate change and water scarcity and takes action to address. Stantec's position is consistent.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

US$5,800

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec's funding is membership and donations of time.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply
☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global
☑ Other global trade association, please specify :FIDIC

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec is an active member of the International Federation of Consulting Engineers (FIDIC), which is the primary umbrella organization that guides our industry. We are additionally active in similar country-level organizations that roll up to FIDIC. We have a staff member who is acting president of the organization, someone on the global leadership team, and an individual leading the sustainable development committee. 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.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

US$10,000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec is a thought leader and helping to drive the industry towards climate action. One of Stantec's senior leaders is the FIDIC President, our 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).

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :AIA

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec is an active member of the American Institute of Architects (AIA). 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.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

US$15,000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

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.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Edison Electric Institute (EII)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual'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.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

US$11,000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

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

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 5

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ National Mining Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

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

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec has a number of employees who are active in this organization and we make a small corporate contribution. Stantec's interaction with NMA is aligned with the Paris Agreement because Stantec's NMA interactions are connected to supporting the energy transition. Stantec has a service offering called "Net Zero Mining" and our mining strategy is focused on providing minerals critical to the energy transition. When interacting with the NMA, we follow this philosophy.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

US$10,000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

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 have developed through this organization, we have been able to further develop two climate-action strategic focuses named Sustainable Mining by Design and Net Zero Mining.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 6

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ American Petroleum Institute

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Inconsistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

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

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual'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.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

US$8,000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

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 with a strong focus on providing energy transition and ecosystem restoration services.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is not aligned

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ GRI

☑ TCFD

☑ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Public policy engagement

☑ Content of environmental policies

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

stantec-sustainability-report-2023.pdf

(4.12.1.8) Comment

Stantec publishes an annual sustainability report that is GRI, TCFD, and SASB compliant.

Row 2

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks & Opportunities

☑ Strategy

(4.12.1.6) Page/section reference

Management's Discussion and Analysis, page M-1

(4.12.1.7) Attach the relevant publication

stantec-annual-report-2023.pdf

(4.12.1.8) Comment

Stantec's annual report directly discusses climate action.

Row 3

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

(4.12.1.6) Page/section reference

Incentive plans, starting page 52; and board Sustainability Committee, starting page 43.

(4.12.1.7) Attach the relevant publication

stantec-management-information-circular-2023.pdf

(4.12.1.8) Comment

Stantec's MIC directly discusses climate action as well as ESG connections to ESG-aligned executive compensation.

Row 4

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Emission targets

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

stantec-climate-transition-plan.pdf

(4.12.1.8) Comment

Stantec's Climate Transition Plan reflects our climate action taken since we began our ESG programs in 2006.

Row 5

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Strategy

☑ Emission targets

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

management-approach-emissions.pdf

(4.12.1.8) Comment

Stantec's emissions management approach describes our methodology and commitments related to net zero.

Row 6

(4.12.1.1) Publication

Select from:
☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Content of environmental policies
☑ Governance

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

management-approach-environmental-protection.pdf

(4.12.1.8) Comment

Stantec's environmental protection management approach describes our ISO 14001-certified Environmental Management System, our overall approach to emissions management, and our commitment to climate action/biodiversity protection in our project approaches.

Row 7

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Content of environmental policies

☑ Governance

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

management-approach-resource-conservation.pdf

(4.12.1.8) Comment

Stantec's resource conservation management approach describes our conservation efforts and support of the circular economy.

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Impact of nature footprint on reputation

☑ Sensitivity to inequity of nature impacts

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

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. In this scenario we anticipated: persistent drought; severe natural disasters are commonplace; ecosystems are devastated; increased flooding and desertification with coastline erosion; large geographies become uninhabitable with coastal /island living impossible; disjointed climate action by companies;

insurance companies and programs go bankrupt; the socio-economic gap is irreparable; there ae climate refugees in the millions; food quality is diminished and health issues/famine expand; social polarization grows; social unrest is perpetual; some renewables exist but primary reliance on fossil fuels continues; biomass fuel demand increases; and technology compounds damage from resource extraction.

(5.1.1.11) Rationale for choice of scenario

With the current state of political polarization and overall lack of government action, this is the likely situation the world will face.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☑ Policy
- ☑ Market
- ☑ Liability
- ☑ Reputation
- ☑ Technology
- ☑ Acute physical
- ☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

- ☑ 2030
- ☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☑ Changes to the state of nature
- ☑ Changes in ecosystem services provision
- ☑ Speed of change (to state of nature and/or ecosystem services)
- ☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Impact of nature footprint on reputation

☑ Sensitivity to inequity of nature impacts

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

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. In this scenario we anticipated: intense natural disasters; regions become uninhabitable with coastal/island living possible in some locations, but are 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; there are climate refugees in the hundreds of thousands; back and forth tug-of-war with politics; ineffective and unstable governance; and life indexes improve disproportionately.

(5.1.1.11) Rationale for choice of scenario

With the current state of political polarization, this is a hopeful world outcome if some progress can be made.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Number of ecosystems impacted

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Impact of nature footprint on reputation

☑ Sensitivity to inequity of nature impacts

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

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. In this scenario we anticipated: natural disasters continue for some time and then plateau; water supplies and habitats improve; desalination is adopted; use of renewables explode; fossil fuel extraction/use is halted; emissions reporting is standardized and enforced; autonomous vehicles are the norm; mining is focused on responsible extraction of critical minerals and also depends heavily on recovery/recycling; social justice is prioritized; the middle class grows world-wide; climate refugees are supported; embodied carbon decreases via robust circular economy, the majority of grids are distributed and "smart"; coastal living responds to sea level rise and is insurable; cross-border collaboration is prioritized and global conflicts reduced; ranked voting becomes the norm; supply chains are valued for low-carbon options; productivity grows; and technology (carbon capture) and nature-based solutions explode.

(5.1.1.11) Rationale for choice of scenario

This is the most hopeful scenario, as defined by the Paris Agreement.

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Stantec has been unable to identify any public custom transition scenarios that apply to engineering-based professional services, so we created a series of custom scenarios. We explored the three bespoke 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 provided direct input to Stantec's most recent Strategic Plan (2024/26) and helped us better focus our strategy on climate action, which resulted in strategic investments in: Climate Solutions (helping communities protect, restore, monitor, respond, and adapt to climate change, biodiversity loss, and environmental degradation with a focus on nature -based solutions and the energy transition); Communities of the Future (helping communities address resource security and conservation, wellness, accessibility, mobility, equity, and congestion); and Future Technologies (digital solutions to solve the world's greatest

challenges). In 2023, 33.6% of our backlog was focused on climate-related market opportunities (as disclosed in our 2023 Sustainability Report, Appendix C: SASB Content Index). 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. An additional example result 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. Our scenario analysis also identified climate-related risks. For example, extreme temperatures can cause unsafe conditions for outdoor work (heat-related stress, hypothermia). Due to the extreme temperature risk identified in our scenario analysis, in 2023, we limited the number of field work hours for our staff during extreme temperature conditions. We are proactively updating our practices to keep our staff safe in changing temperature conditions. These scenarios will continue to be assessed on a regular basis.

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

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

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Stantec has traditionally worked with oil and gas clients but our related backlog has been consistently decreasing. Currently, the percentage of our work that contributes to fossil fuel expansion is a very small portion of our global portfolio. As disclosed in our 2023 Sustainability Report (Appendix C. SASB Standards

Index), as of year-end 2023, only 2.7% of our backlog was coded to hydrocarbon-related project types (including pipeline design, regulatory compliance, remediation, and work that provided environmental and social protection but enabled continued hydrocarbon development). As Stantec evolves our strategy, we have made a purposeful decision to not abandon our historical clients, but instead focus our influence on helping them achieve better outcomes. Our hydrocarbon-dependent clients need professional consultants like ours to work side-by-side in exploring strategies and technologies that reduce the environmental impact of their work. Hydrocarbon expansion is a concern for the planet, so having trusted advisors in the room helps the industry progress in an environmentally sensible manner.

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

Select from:

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

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Stantec's Climate Transition Plan was developed by our Corporate Sustainability team accessing the expertise of our in-house Climate Solutions subject matter expertise. It was developed in conjunction with our Executive ESG Committee and continues to evolve as we identify additional opportunities for climate action.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Stantec is making steady progress in the various items outlined in our Climate Transition Plan. Progress against climate transition commitments are reported in our annual Sustainability Report.

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

stantec-climate-transition-plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Investment in R&D

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate action is a significant market opportunity for Stantec because we are subject matter experts in climate change mitigation and adaptation. In fact, we have named Climate Solutions one of our key Strategic Growth Initiatives in our recently released Strategic Plan (2024/26).

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate action is key to our investments in innovation. Stantec is using our innovation funding to develop a suite of new products that support climate action. A few examples include ZEVDecide (a zero-emissions-vehicle fleet decision-making tool); DebrisFlow/Flood Predictor (modeling to help in the event of flooding with extreme weather events); and Flood Alert (real-time data analytics to enable early identification of blockages in sewer networks, often caused by storm surges).

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Acquisitions and divestments

(5.3.2.2) Effect type

Select all that apply

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Climate Solutions is considered a significant growth opportunity for Stantec and the increases in revenue have been factored into our financial planning exercises, acquisition targets, and market expectations.

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: ☑ Yes	*Select all that apply* ☑ A sustainable finance taxonomy	*Select from:* ☑ At the organization level only

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☑ Other, please specify :Stantec maps our revenue using the UN Sustainable Development Goals framework, utilizing the 169 sub targets

(5.4.1.3) Objective under which alignment is being reported

Select from:

☑ Total across climate change mitigation and climate change adaption

(5.4.1.5) Financial metric

Select from:

☑ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

$3,900,000,000

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

61

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

63

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

75

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization’s climate transition

Stantec takes the 169 sub targets of the 17 SDGs as published in the UN Global Compact Guide to Business Reporting on the SDGs and maps our subsector and service type coding to determine the projects and associated revenue aligned to the SDGs. NOTE: The future goals are estimates based on our current trajectory and do not constitute a formal target.

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

As there is not an exact match to Stantec's coding systems and not all geographies are yet included in our central financial tracking systems, Stantec employs a conservative approach to our SDG-aligned revenue associations to minimize the risk of overstatements.

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Select from:

☑ No

(5.4.3.4) Please explain why you will not be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Stantec is working on refining our SDG-aligned revenue tracking systems so that we can provide verification/assurance in future years. We are actively working with our internal audit/controls team to define the necessary roadmap.

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Incentivize consideration of climate-related issues in decision making

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Alignment to scientific guidance

☑ Benchmarking against peers

☑ Price/cost of voluntary carbon offset credits

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Using data from the previous year, Stantec analyzes the emissions associated with our business travel, the total amount spent on carbon offsets and Sustainable Aviation Fuel, and determines a price per ton of carbon dioxide.

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 3, Category 6 - Business travel

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☑ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☑ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

This price will change as Stantec is able to lower our travel related emissions and the price of carbon offsets/Sustainable Aviation Fuel change.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

50

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

50

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☑ Operations

☑ Risk management

☑ Opportunity management

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☑ Yes, for some decision-making processes, please specify :Travel

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

40

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

The shadow price is determined by taking the purchase price of carbon offsets and Sustainable Aviation Fuel (SAF) and applying it to the actual, annual business travel emissions (travel emissions / purchase price = shadow price). Market conditions are regularly monitored to assess significant changes in future purchase price to evaluate the need for potential changes. The biggest influencer of our shadow pricing is the cost of SAF as the price premium is significantly higher than the cost of other carbon offset options. Evaluation of the success of this shadow pricing approach in lowering Stantec's travel emissions is pending as the shadow pricing program is new and has not yet had an impact on our emission reductions.

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 1-25%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Stantec annually assesses the centrally managed portion of our Tier 1 indirect vendors that enable us to do our consulting such as office supplies, furniture, computers, travel, etc. We prioritize vendors based on Stantec-associated spend and their contributions to our reported Scope 3 categories. We expect suppliers to meet our standards in order to work with us.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

☑ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

50

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Procurement spend

(5.11.2.4) Please explain

Stantec annually assesses a centrally managed portion of Tier 1 indirect vendors that enable us to do our consulting work. Of these, we prioritize our highest spend vendors because this is where we have the greatest opportunity to be heard and have an influence on supplier behavior. Also, it is vital that we receive Stantec-specific activity data from these companies so that we can maintain accurate emissions disclosures.

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Stantec makes our Partner Code of Business Conduct available to suppliers. For our biggest suppliers or where we think there is the potential for a significant environmental risk, we ask such suppliers to sign the code. On an as-needed basis, we include specific requirements in our supplier contracts.

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Disclosure of GHG emissions to your organization (Scope 1 and 2)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:
☑ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:
☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:
☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Stantec views sustainable procurement as an expectation that suppliers conduct their operations in an environmentally and socially responsible manner as well 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 activity data from our vendors 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. In the answer to this question, we include the centrally managed group of Tier 1 indirect vendors (a subset of our overall Tier 1 suppliers) that enable us to do our consulting such as office supplies, furniture, computers, travel, etc. These centrally managed vendors represent the bulk of our reported Scope 3 emissions.

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Stantec engages with vendors to collect activity data to enable Scope 3 emissions calculations. We make annual requests for data. If not received or the data received is in question, we reach out directly to the vendor to assess the reasons. As necessary, we then work with the vendor so that they provide the necessary information to enable accurate emissions reporting. We consider our engagement successful if we meet with at least 80% of the vendors that need additional support to meet our activity data requests. In 2023, we met with almost all (90%) of the non-compliant vendors from which we requested data. This engagement results in more accurate data and vendors that actively support in the activity data management process, which helps us progress towards our GHG emissions reduction target.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement **:**Accuracy of activity data for emissions calculations

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization's goals to support customers' targets and ambitions

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stantec has the opportunity to influence our client decisions regarding climate action by providing awareness of climate impacts. Our practitioners are instructed to consider publicly available data about climate conditions that are relevant to projects. Where there are known risks due to reasonably foreseeable climate conditions, clients are encouraged to complete a further climate-related risk assessment. Because Stantec projects are a small portion of customer portfolios, the

impact is small from a corporate client perspective, but really influential from a climate change adaptation and mitigation perspective. For perspective, Stantec's services include infrastructure and building design as well as ecosystem restoration and other scientific services. If we can engage with customers on individual projects, we have the potential to influence their broader portfolios.

(5.11.9.6) Effect of engagement and measures of success

As disclosed in our 2023 Sustainability Report (Appendix C. SASB Standards Index), 33.6% of Stantec's backlog is related to climate action services. We have multi-disciplinary teams delivering sustainable design solutions across the world from every business operating unit and geography. This level of consulting enables 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. one-on-one conversations, team meetings, educational webinars, blog posts, targeted thought leadership, conference presentations, trainings). Our measure of success for engaging with customers is to engage with as many clients as possible to reduce the environmental impacts of their products or services. All (100%) of our clients are eligible and invited to participate using a variety of delivery modes. While not centrally tracked, Stantec's project teams strive to educate as many clients as possible. In 2023, Stantec's engagement impact led to multiple clients incorporating sustainability into their project scopes.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stantec is considered a socially responsible investment option and many of our investors select us due to our corporate sustainability practices, rankings, and reputation. Engaging with our investors on ESG topics is an opportunity for us to gain an understanding of investors' ESG expectations and viewpoints.

(5.11.9.6) Effect of engagement and measures of success

Our investors that care about sustainability welcome engagement on environmental and social topics so that they can better understand associated market drivers. For the investors that aren't as driven by non-financial topics, we have had moderate success in expanding their understanding of the benefits of socially responsible investing. We measure the success of this engagement by assessing the feedback we receive from investors.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization's goals to support customers' targets and ambitions

☑ Collaborate with stakeholders in creation and review of your climate transition plan

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

☑ Engage with stakeholders to advocate for policy or regulatory change

☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

As a professional services company, Stantec's "products" are the technical design services our employees provide to our clients in the fields of project management, digital technology, engineering, architecture, design, and scientific consulting. With a company strategic focus on Climate Solutions and a brand identity associated with sustainability, the only way Stantec can be successful in achieving our goals is through the active involvement of our employees. So, we create awareness campaigns (like our annual, internal Climate Fest), provide education (like Climate Change 101 training), and regularly incorporate sustainability topics into leadership messages (like town halls). We advocate our employees to discuss climate with clients and incorporate ESG considerations into associated projects. To support this effort, we provide regular communications, trainings, collaboration options, market research, specialty resources, and more.

(5.11.9.6) Effect of engagement and measures of success

Stantec tracks our success by the number of employees that are active in applying sustainable principles in their project work, number of employees that participate in our Green@Stantec networks, and positive scores on sustainability topics in our engagement scores. The effect of our employee-facing programs has been incredibly successful. For example, the numbers of Green@Stantec network participation has steadily grown and environmental sustainability is our #2 topic in our recent engagement survey (after inclusion and diversity, another ESG topic).

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify **:**Industry Peers

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Engage with stakeholders to advocate for policy or regulatory change

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stantec actively collaborates with the Corporate Sustainability leaders of our industry peers to drive collective change. We all face similar challenges and opportunities, and by working together we have greater potential to maximize the positive and minimize the negative. Our collaboration has started small with the

top 5 industry players with intentions to expand the collaboration once we have programs in place and associated momentum. Our collaboration includes topics like how to best respond to new regulation, how to maximize our supplier engagement, and how to minimize the emissions of our project designs.

(5.11.9.6) Effect of engagement and measures of success

This is a relatively new initiative so success would be formalizing our collaboration efforts and expanding our membership. The effect has been quite positive in that we have been able to share best practices and have worked together to influence the interpretation of a portion of the GHG Protocol as it relates to our industry (in a way that incentivizes overall emission reductions).

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Industry Associations

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

☑ Engage with stakeholders to advocate for policy or regulatory change

☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stantec is a member of numerous industry associations such as the FIDIC (consulting engineers), AIA (architectural), and GASP (biodiversity), to name a few. We actively work with these associations to drive change within the industry and jointly band together to impact climate action policy. By working together, we have a stronger and more influential voice for change.

(5.11.9.6) Effect of engagement and measures of success

Success is measured when projects undertaken by such associations come to fruition. Such success is only possible through the volunteer efforts of member firms. Stantec is an active participant in numerous associations, including many leadership positions. We have seen a direct impact from our participation on association advocacy success.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Subcontractors, subconsultants, and specialty partners

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 26-50%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

These are the firms that help Stantec deliver our services to clients and are an extension of our commitments and brand. If a subcontractor has an issue, this reflects poorly on Stantec. We engage with these stakeholders to minimize our risks. Most of these subcontractors are specialty in nature and support our peer architectural and engineering companies. When we influence the subcontractor on our project, we are moving the whole industry forward because their new policies and procedures will then apply to the projects with our peers.

(5.11.9.6) Effect of engagement and measures of success

For subcontractors/subconsultants that help us deliver our projects in North America (e.g., 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's environmental expectations—is available publicly and shared with our subcontractors as part of the contracting process. The effects of these programs have been positive but are still a work in progress. Success is measured by a lower number of subcontractors we chose not to work with due to lack of compliance.

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Change to provision of goods and services

☑ Other change to provision of goods and services, please specify :Sustainability benefit improvements on services provided to this client.

(5.12.5) Details of initiative

The Los Angeles Department of Water and Power is a long-time client of Stantec. We have provided extensive services that support water access and conservation as well as energy efficiency. Through this collaborative relationship, we, as a service provider, and the Los Angeles Department of Water and Power, as a client, have mutually benefited from the other party's knowledge and perspective.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

This is a collaborative effort between Stantec and this valued customer.

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement
	Select from: ☑ Yes

(5.13.1) Specify the CDP Supply Chain members that have prompted your implementation of mutually beneficial environmental initiatives and provide information on the initiatives.

Row 1

(5.13.1.1) Requesting member

Select from:

(5.13.1.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.13.1.4) Initiative ID

Select from:
☑ Ini1

(5.13.1.5) Initiative category and type

Relationship sustainability assessment
☑ Align goals to feed into customers targets and ambitions

(5.13.1.6) Details of initiative

Stantec and WSP Corporate Sustainability leads collaborate on emission reduction initiatives that benefit the architectural and engineering consulting industry.

(5.13.1.7) Benefits achieved

Select all that apply

☑ Improved resource use and efficiency

(5.13.1.8) Are you able to provide figures for emissions savings or water savings in the reporting year?

Select from:

☑ No

(5.13.1.11) Please explain how success for this initiative is measured

The success of this initiative is qualitative and based on the number of ad hoc successes based on industry needs.

(5.13.1.12) Would you be happy for CDP Supply Chain members to highlight this work in their external communication?

Select from:

☑ No

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Stantec has tracked and managed our GHG emissions since 2010. We include all facilities in our operational control (which are almost entirely leased office space), our fleet (including owned and leased vehicles), as well as items in our supply chain. We selected operational control because we have access to relevant data for all subsidiaries and new acquisitions.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Other, please specify :Not applicable

(6.1.2) Provide the rationale for the choice of consolidation approach

As a professional services company, plastics is not a material topic for Stantec and there are thus no programs in place to track this topic. As part of our ISO 14001-certified Environmental Management System, require each office to recycle and ask employees to minimize their use of single use plastics.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Stantec is a professional services company working primarily in leased office space, so our physical operations have a low impact on biodiversity. Our ability to protect and restore biodiversity comes through the consulting we provide for clients in areas such as environmental services, community development, and landscape architecture. Stantec recognizes the importance of biodiversity protection and the need for immediate action, so, as a part of our Climate Solutions Strategic Growth Initiative, we put a specific focus on ecosystem restoration services. We have a large team of more than 700 ecosystem restoration experts.

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) 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?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply ☑ Yes, an acquisition	*ESD (United States)*	*Stantec completed the acquisition during June 2023 and they were included within the reporting period for 2023.*

(7.1.2) 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)
	Select all that apply ☑ Yes, a change in boundary	*Our emissions boundary now includes emissions from ride-hailing services into our Scope 3 business travel.*

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ No, because the impact does not meet our significance threshold

(7.1.3.3) Base year emissions recalculation policy, including 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. 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.

(7.1.3.4) Past years’ recalculation

Select from:

☑ No

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

Select all that apply

☑ 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

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*Stantec believes it is important to measure both Market-based and Location-based emissions.*

(7.4) 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?

Select from:
☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

14791

(7.5.3) Methodological details

Scope 1 is defined as emissions from our direct energy sources. This includes emissions from office fuel usage for all offices whether we lease or own; and gasoline and diesel fuel used by fleet vehicles and heavy equipment. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

33,474

(7.5.3) Methodological details

Scope 2 is defined as emissions from our indirect energy sources. This includes emissions from office electricity usage and electricity used by fleet vehicles. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

27,487

(7.5.3) Methodological details

Scope 2 is defined as emissions from our indirect energy sources. This includes emissions from office electricity usage and electricity used by fleet vehicles. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3,809

(7.5.3) Methodological details

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 and furniture is collected from Stantec 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 and Furniture, we use a spend-based method using emission factors from EPA.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

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

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1,480

(7.5.3) Methodological details

Line Loss: Used the country-specific average % electricity lost in the transmission and distribution, based on the output and proportion of unallocated/estimated grid losses. Then extracted the facility emissions from electricity and applied the latest transmission and distribution loss factors for the United States (eGrid v1 2018 summary tables) and Canada (National Inventory Report 1990-2017-Part 3 - Annex 13) in order to calculate the total line loss emissions.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3,073

(7.5.3) Methodological details

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. 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

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

31,061

(7.5.3) Methodological details

Distance travelled data for flights, rental cars, and rail travel are provided by centralized vendors. Spend data for personal car and hotel use is collected from Stantec financial systems. Airline travel is documented and tracked through a consolidated travel booking system (distance travelled, locations--from and to). Travel is classified based on short, medium-or long-range flight. A different CO2e factor per km is applied based on the length of each flight. 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. This is the item not provided by suppliers. For rail, a km/mile travelled per rail using a CO2e factor is calculated. Hotel spend for business travel is tracked through Stantec's internal financial systems and is not provided by vendors.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

7,934

(7.5.3) Methodological details

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

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

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

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

15,136

(7.6.3) Methodological details

Scope 1 is defined as emissions from our direct energy sources. This includes emissions from office fuel usage for all offices whether we lease or own; and gasoline and diesel fuel used by fleet vehicles and heavy equipment. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

22,916

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

1,747

(7.7.4) Methodological details

Scope 2 is defined as emissions from our indirect energy sources. This includes emissions from office electricity usage and electricity used by fleet vehicles. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2,743

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Spend-based method

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

16

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 (all other office locations are leased). 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 emissions profile.

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

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1310

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :Electricity line loss (transmission & distribution) is calculated based off emissions from electricity consumption.

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

0

(7.8.5) 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 2021 summary tables) and Canada (National Inventory Report 1990-2021-Part 3 - Annex 13) in order to calculate the total line loss emissions.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional service company providing project management, digital technology, engineering, architecture, design, and scientific consulting, Stantec has no upstream transportation and distribution, therefore this category is not considered relevant.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3,854

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

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

0

(7.8.5) 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. DEFRA emission factors are used to convert waste amount into emissions.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

23,910

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Spend-based method

☑ Distance-based method

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

74

(7.8.5) Please explain

Distance travelled data for flights, rental cars, and rail travel are provided by centralized vendors. 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. Ride-hailing service emissions are calculated based off distance travelled from vendor invoices, a different CO2e factor per mile/km is applied based on car-type.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

12,216

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Distance-based method

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

0

(7.8.5) Please explain

Employee commuting is calculated using by using a mix of average commute distances by travel mode taken from employee survey data and 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 transport of any goods. 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 service-based business, we do not manufacture or produce goods and thus do not have a sold, physical product.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 service-based business, we do not manufacture or produce goods and thus do not have a sold product.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 service-based business, we do not manufacture or produce goods and thus do not have a sold product.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 service-based business, we do not have downstream leased assets.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Franchises is not a relevant category for us because Stantec is a global professional services company that does not own any franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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 service-based business, we are not capital intensive and do not have any relevant investments.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Stantec has no other categories to report.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Stantec has no other categories to report.

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

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

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

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

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(7.9.1.5) Page/section reference

Pages 1-3

(7.9.1.6) Relevant standard

Select from:

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

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

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

Pages 1-3

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

Pages 1-3

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

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

Row 1

(7.9.3.1) Scope 3 category

Select all that apply
☑ Scope 3: Purchased goods and services
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

Stantec CY2023 ghg-verification-global-2023.pdf

(7.9.3.6) Page/section reference

Pages 1-3

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

91

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

Select from:
☑ Increased

(7.10.1) 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 renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

1,236

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

7.98

(7.10.1.4) Please explain calculation

*Stantec made a big investment in renewable energy in 2022, covering US, Canada, UK, New Zealand, Italy, Belgium, Netherlands, Germany, Czechia and India, which allowed us to achieve 92% renewable use of our electricity consumption. We maintained that quantity of renewable energy purchased in 2023 in those countries (including the additional energy use from new offices due to acquisitions) and were able to expand into Australia, Argentina and Slovakia, bringing our total to 95% of our total electricity consumption. Formula: Change in Scope 1 and 2 emissions attributed to change in renewable energy consumption year Scope 1 and 2 market-based emissions*100 = (1236/15485)*100=7.98%.*

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

2159

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

13.94

(7.10.1.4) Please explain calculation

*Stantec has continued to work on optimizing the way 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 and 2 emissions attributed to other emission reduction activities Scope 1 and 2 market-based emissions*100 = (2159/15485) *100=13.94%.*

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

495

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

3.19

(7.10.1.4) Please explain calculation

*Stantec made one acquisition in 2023, ESD, which is included in our footprint and came with new office space and employees. Formula: Change in Scope 1 and 2 emissions attributed to acquisitions/previous year Scope 1 and 2 market-based emissions*100 = (495/15485)*100 = 3.19%.*

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

4298

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

27.76

(7.10.1.4) Please explain calculation

*This is due to an increase in fleet vehicle fuel usage. Though Stantec continues to transition to more efficient vehicles and an EV fleet, in 2023 we had increased fleet vehicle usage due to client requirements and continued post pandemic bounce-back in travel. Formula: Change in Scope 1 and 2 emissions attributed to changes in output Scope 1 and 2 market-based emissions*100 = (4298/15485) *100 = 27.76%.*

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

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

Select from:
☑ Yes

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

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

15,035

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

14

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

87

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

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

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

17.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1,015

(7.16.2) Scope 2, location-based (metric tons CO2e)

2,824

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Bahamas

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.1

Barbados

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

69.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

69.3

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

18

(7.16.2) Scope 2, location-based (metric tons CO2e)

96.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

4,581

(7.16.2) Scope 2, location-based (metric tons CO2e)

7,383

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

218.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

218.6

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

73.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

73.2

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

3

(7.16.2) Scope 2, location-based (metric tons CO2e)

35.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Ethiopia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.1

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

55.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

802.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

52

(7.16.2) Scope 2, location-based (metric tons CO2e)

29.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

22.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

22.7

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

250

(7.16.2) Scope 2, location-based (metric tons CO2e)

190

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

423

(7.16.2) Scope 2, location-based (metric tons CO2e)

90

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Pakistan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

91.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

91.6

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

125.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

125.8

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

116.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

116.9

Puerto Rico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

16.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

46

(7.16.3) Scope 2, market-based (metric tons CO2e)

46

Saudi Arabia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

90.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

90.4

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

6.5

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

394

(7.16.3) Scope 2, market-based (metric tons CO2e)

394

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

42

(7.16.2) Scope 2, location-based (metric tons CO2e)

143.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

143.7

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

353.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

353.6

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

559

(7.16.2) Scope 2, location-based (metric tons CO2e)

563

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

8193

(7.16.2) Scope 2, location-based (metric tons CO2e)

9,059.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

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

Select all that apply

☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Fleet*	*9,720*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 3	*Natural Gas*	*5,168*
Row 4	*Fuel Oil*	*214*
Row 5	*LPG*	*0*
Row 6	*Propane*	*34*

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

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Electricity*	*22916*	*1747*

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

15,136

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

22,916

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

1,747

(7.22.4) Please explain

Stantec calculates emissions at a parent company level (Stantec Inc.)

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Emissions are not broken down by subsidiaries.

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

Select from:

☑ No

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

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

Stantec is a professional services company that provides project management, digital technology, engineering, architecture, design, and scientific consulting 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 2023, Stantec had more than 45,000 active projects in our central financial system making tracking our emissions at a project level unfeasible. To overcome this challenge, we would need industry-wide (architectural and engineering consulting firms) consensus on a consistent methodology and an industry-wide commitment to track said emissions. It would be extremely helpful if there was a software program capable of providing customized emissions tracking for the volume of active projects we complete each year.

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

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

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

Until an industry-wide consensus on how to track and calculate project-based emissions is in place, Stantec is only able to provide project emissions data using a per revenue unit allocation of emissions for any client that requests this information.

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

Select from:

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

(7.30) 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)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

69,072

(7.30.1.4) Total (renewable and non-renewable) MWh

69,072

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

59,549

(7.30.1.3) MWh from non-renewable sources

3,386

(7.30.1.4) Total (renewable and non-renewable) MWh

62,935

Total energy consumption

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

59,549

(7.30.1.3) MWh from non-renewable sources

72,458

(7.30.1.4) Total (renewable and non-renewable) MWh

132,007

(7.30.6) 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	*Select from:*

	Indicate whether your organization undertakes this fuel application
	☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ No
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

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

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities.

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities.

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities.

Oil

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

664

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Fuel Oil Number 6 used in offices. For MWh total, TCR default emission factors 2023 used for conversion from BTU/square foot to MWh/litre.

Gas

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

27,938

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Natural gas use in our offices. For MWh total, TCR default emission factors 2023 used for conversion from BTU/square foot to MWh/cubic meters.

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

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

40,470

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

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

Total fuel

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

69,072

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

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

(7.30.14) 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 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy provided through the utility company.

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

618

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

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

Select from:

☑ United States of America

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

Select from:

☑ No

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply at a number of our US offices. We consumed 618 MWh of renewable energy over the 2023 reporting period.

Row 2

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Contract is for renewable energy for business tariff, of which 100% of the fuel mix comes from renewable sources.

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

1,012

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

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

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

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

Select from:

☑ No

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply, from solar, wind, tidal, hydroelectric and biomass generating sources, 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 1,012 MWh of renewable energy over the 2023 reporting period.

Row 3

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

51

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

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

Select from:

☑ France

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

Select from:

☑ Yes

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

2013

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply for our offices in Italy. The generation is matched to Guarantees of Origin (GOs) enabling zero emission reporting for the market-based methodology. We consumed 51 MWh of renewable energy over the 2023 reporting period.

Row 4

(7.30.14.1) Country/area

Select from:

☑ Netherlands

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Wind

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

300

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

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

Select from:
☑ Finland

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

Select from:
☑ Yes

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

2022

(7.30.14.10) 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 300 MWh of renewable energy over the 2023 reporting period.

Row 5

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

22

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

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

Select from:
☑ Spain

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

Select from:
☑ Yes

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

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in Spain, which we applied to our operations in Italy, this is reflected in our market-based emissions. We retired 22 MWh of renewable energy over the 2023 reporting period.

Row 6

(7.30.14.1) Country/area

Select from:

☑ Netherlands

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

116

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

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

Select from:

☑ Spain

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

Select from:

☑ Yes

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

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in Spain, which we applied to our operations in the Netherlands, this is reflected in our market-based emissions. We retired 116 MWh of renewable energy over the 2023 reporting period.

Row 7

(7.30.14.1) Country/area

Select from:

☑ Belgium

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

494

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

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

Select from:
☑ Spain

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

Select from:
☑ Yes

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

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in Spain, which we applied to our operations in Belgium, this is reflected in our market-based emissions. We retired 494 MWh of renewable energy over the 2023 reporting period.

Row 8

(7.30.14.1) Country/area

Select from:

☑ Germany

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

116

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

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

Select from:

☑ Spain

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

Select from:

☑ Yes

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

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in Spain, which we applied to our operations in Germany, this is reflected in our market-based emissions. We retired 116 MWh of renewable energy over the 2023 reporting period.

Row 9

(7.30.14.1) Country/area

Select from:

☑ Czechia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

60

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

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

Select from:

☑ Spain

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

Select from:

☑ Yes

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

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in Spain, 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 2023 reporting period.

Row 10

(7.30.14.1) Country/area

Select from:

☑ Slovakia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

32

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

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

Select from:

☑ Spain

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

Select from:

☑ Yes

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

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in Spain, which we applied to our operations in Slovakia, this is reflected in our market-based emissions. We retired 32 MWh of renewable energy over the 2023 reporting period.

Row 11

(7.30.14.1) Country/area

Select from:

☑ Argentina

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Wind

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

46

(7.30.14.6) Tracking instrument used

Select from:
☑ I-REC

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

Select from:
☑ Argentina

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

Select from:
☑ Yes

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

2020

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for wind power in Argentina, which we applied to our operations in Argentina, this is reflected in our market-based emissions. We retired 46 MWh of renewable energy over the 2023 reporting period.

Row 12

(7.30.14.1) Country/area

Select from:

☑ India

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

600

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

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

Select from:

☑ India

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

Select from:

☑ Yes

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

2015

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for wind power in India, which we applied to our operations in India, this is reflected in our market-based emissions. We retired 600 MWh of renewable energy over the 2023 reporting period.

Row 13

(7.30.14.1) Country/area

Select from:

☑ India

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

337

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

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

Select from:

☑ India

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

Select from:

☑ Yes

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

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for solar power in India, which we applied to our operations in India, this is reflected in our market-based emissions. We retired 337 MWh of renewable energy over the 2023 reporting period.

Row 14

(7.30.14.1) Country/area

Select from:

☑ Australia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

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

3992

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

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

Select from:

☑ Australia

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

Select from:

☑ Yes

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

1986

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for hydro power in Australia, which we applied to our operations in Australia, this is reflected in our market-based emissions. We retired 3992 MWh of renewable energy over the 2023 reporting period.

Row 15

(7.30.14.1) Country/area

Select from:

☑ New Zealand

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

1048

(7.30.14.6) Tracking instrument used

Select from:

☑ NZECS

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

Select from:

☑ New Zealand

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

Select from:

☑ Yes

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

2009

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We have purchased unbundled RECs for wind power in New Zealand, which we applied to our operations in New Zealand, this is reflected in our market-based emissions. We retired 1048 MWh of renewable energy over the 2023 reporting period.

Row 16

(7.30.14.1) Country/area

Select from:

☑ Canada

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

24585

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :REC

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

Select from:

☑ Canada

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

Select from:

☑ No

(7.30.14.10) 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 24,585 MWh of renewable energy over the 2023 reporting period.

Row 17

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

24246

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

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

Select from:

☑ United States of America

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

Select from:

☑ Yes

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

2015

(7.30.14.10) 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 24,841 MWh of renewable energy over the 2023 reporting period.

Row 18

(7.30.14.1) Country/area

Select from:

☑ New Zealand

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Large hydropower (>25 MW)

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

168

(7.30.14.6) Tracking instrument used

Select from:
☑ NZECS

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

Select from:
☑ New Zealand

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

Select from:
☑ Yes

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

1965

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply, from hydro assets via our utility provider. The generation is matched to the New Zealand Energy Certificate System (NZECs) enabling zero emission reporting for the market-based methodology. We consumed 168 MWh of renewable energy over the 2023 reporting period.

Row 19

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

855

(7.30.14.6) Tracking instrument used

Select from:

☑ REGO

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

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

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

Select from:

☑ Yes

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

2009

(7.30.14.10) 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 UK, this is reflected in our market-based emissions. We retired 855 MWh of renewable energy over the 2023 reporting period.

Row 20

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

500

(7.30.14.6) Tracking instrument used

Select from:
☑ REGO

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

Select from:
☑ United Kingdom of Great Britain and Northern Ireland

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

Select from:
☑ Yes

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

2017

(7.30.14.10) 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 UK, this is reflected in our market-based emissions. We retired 500 MWh of renewable energy over the 2023 reporting period.

Row 21

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

351

(7.30.14.6) Tracking instrument used

Select from:

☑ REGO

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

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

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

Select from:

☑ No

(7.30.14.10) 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 UK, this is reflected in our market-based emissions. We retired 351 MWh of renewable energy over the 2023 reporting period.

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

45

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

45.00

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

3,992

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3,992.00

Bahamas

(7.30.16.1) Consumption of purchased electricity (MWh)

1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.00

Barbados

(7.30.16.1) Consumption of purchased electricity (MWh)

93

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

93.00

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

494

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

494.00

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

24,585

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

24,585.00

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

496

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

496.00

China

(7.30.16.1) Consumption of purchased electricity (MWh)

96

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

96.00

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

60

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

60.00

Ethiopia

(7.30.16.1) Consumption of purchased electricity (MWh)

20

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

20.00

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

116

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

116.00

India

(7.30.16.1) Consumption of purchased electricity (MWh)

937

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

937.00

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

73.00

Morocco

(7.30.16.1) Consumption of purchased electricity (MWh)

31

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

31.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

416

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

416.00

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

1,216

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1,216.00

Pakistan

(7.30.16.1) Consumption of purchased electricity (MWh)

224

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

224.00

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

424

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

424.00

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

238

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

238.00

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

94.00

Puerto Rico

(7.30.16.1) Consumption of purchased electricity (MWh)

23

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

23.00

Saudi Arabi

(7.30.16.1) Consumption of purchased electricity (MWh)

120

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

120.00

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

32

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

32.00

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

656

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

656.00

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

304

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

304.00

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

589

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

589.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

2,719

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2,719.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

24,841

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

24,841.00

(7.45) 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.

Row 1

(7.45.1) Intensity figure

0.000002606

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

16,883

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

6,479,600,000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

4

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

(7.45.9) Please explain

Overall Stantec's Scope 1 and 2 emissions per unit revenue decreased in the reporting year primarily due to an increase in business revenue and use of renewable energy, despite the increase in absolute Scope 1 and 2 emissions resulting from an acquisition and an increase in fleet vehicle usage.

Row 2

(7.45.1) Intensity figure

0.6

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

16,883

(7.45.3) Metric denominator

Select from:

☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

28,112

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

4

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Acquisitions

☑ Change in output

(7.45.9) Please explain

Overall Stantec's Scope 1 and 2 emissions per employee increased slightly due to an acquisition and an increase in fleet vehicle usage.

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

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi-validation-letter.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

09/30/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

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

14,791

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

27,487

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

0.000

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

42,278.000

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

100

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

100

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

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

47

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

22,407.340

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

15,136

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

1,747

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

16,883.000

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

127.80

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

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

(7.53.1.83) Target objective

Stantec is taking urgent action to decarbonize our operations. Our 47% reduction commitment was made at the highest level of the company with direct participation from the Executive ESG Committee, C-Suite, and the board Sustainability Committee. It has been directly referenced in our most recent 2024/26 Strategic Plan.

(7.53.1.84) 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 lowers our market-based Scope 2. Additionally, we continued making office consolidations throughout the year and purposely selected energy efficient buildings for new locations. Stantec is also improving our fleet tracking, replacing older vehicles with more fuel-efficient models, and 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, Stantec is a company with significant growth plans based on acquisitions. Because we anticipate our company will continue to grow, our challenge will be to maintain our reductions with the addition of new emission sources. For this reason, we have not marked this target as achieved.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi-validation-letter.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

09/30/2021

(7.53.1.6) Target coverage

Select from:

☑ Business activity

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 6 – Business travel

(7.53.1.11) End date of base year

12/31/2019

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

31,061.0

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

31,061.000

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

31,061.000

(7.53.1.40) 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

(7.53.1.52) 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

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

100.0

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

47

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

16,462.330

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

23,910

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

23,910.000

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

23,910.000

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

48.98

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) 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.

(7.53.1.83) Target objective

Stantec is taking urgent action to decarbonize our operations. Our 47% reduction commitment was made at the highest level of the company with direct participation from the Executive ESG Committee, C-Suite, and the board Sustainability Committee. It has been directly referenced in our most recent 2024/26 Strategic Plan.

(7.53.1.84) 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 directives. 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. For two years, we have been actively purchasing Sustainable Aviation Fuel. 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, while at the same time reducing our travel emissions through purposeful action.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

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

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

☑ Net-zero targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

02/11/2021

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

85,304

(7.54.1.9) % share of low-carbon or renewable energy in base year

0.44

(7.54.1.10) End date of target

12/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

94.62

(7.54.1.13) % of target achieved relative to base year

94.60

(7.54.1.14) Target status in reporting year

Select from:

☑ Underway

(7.54.1.16) Is this target part of an emissions target?

Yes - part of our strategy for market-based Scope 2.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ Other, please specify :Internal Initiative

(7.54.1.19) Explain target coverage and identify any exclusions

coverage: 100% of global office electricity consumption.

(7.54.1.20) Target objective

Stantec is taking urgent action to decarbonize. This target is a key part of our strategy to achieve operational net zero. The use of renewable electricity is a key component of our emissions reduction efforts. Stantec will continue to maximize our renewable energy use with a focus on additionality whenever possible.

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

To achieve this target, Stantec has a three-phase plan to get the highest value of renewable energy possible. The first is the purchase of unbundled Energy Attribute Certificates (EACs). The second phase is to transition away from EACs, where possible, by switching our electricity supply from utility companies to a renewable energy (green) tariff. Where we are unable to do so, we will continue to purchase EACs. And the third phase is to explore/implement self-generation of renewable electricity at our offices and invest in renewable additionality through possible power purchase agreements. As of 2023, we have progressed to our second phase and have achieved 95% renewable energy coverage of our electricity consumption through the use of EACs and green tariffs.

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

02/11/2021

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

☑ Abs2

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.54.3.10) Explain target coverage and identify any exclusions

Target covers: full Scope 1, Scope 2 market-based, and full Scope 3, excluding category 10 and 11.

(7.54.3.11) Target objective

Stantec is taking urgent action to decarbonize and has pledged to attain operational net zero. This pledge was made at the highest level of the company with direct participation from the Executive ESG Committee, C-Suite, and the board Sustainability Committee. Stantec's commitment to achieve net zero will be accomplished in four phases. In 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 reduced travel and 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. Stantec calls this balance carbon neutrality and have accomplished this company-wide for the past two years (2022 and 2023 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 are in the process of evaluating and modelling a pathway to confidently achieving the most stringent emission reduction possible. Stantec has signed up to the Canada Net Zero Challenge and is actively working with this government organization to define our long-term reduction numbers.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ Yes, and we have already acted on this in the reporting year

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we are currently purchasing and cancelling carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

Stantec has been "carbon neutral" for the past two years. We do this by purchasing an equal amount of high value carbon offsets to balance our residual emissions. Our focus continues to be emissions reductions. We deem carbon neutrality as an interim milestone and gesture of good will. Stantec will continue this balancing effort until we achieve net zero operational emissions.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

Stantec is currently investing in high value nature-based solutions with a purposeful focus on supporting Indigenous communities as original stewards of the lands. We are currently in the process of investigating other options where Stantec takes a more active role in providing additionality using our in-house expertise.

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

Throughout the year, we regularly model how to lower our emissions in future years to assess the lowest possible 2050 emissions for Stantec.

(7.55) 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.

Select from:

☑ Yes

(7.55.1) 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*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*4*	*22,856*
Not to be implemented	*0*	*`Numeric input*

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

20,041

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

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

394,000

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Stantec has made a big play in utilizing renewable energy to lower our market-based Scope 2 emissions. 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 2023.

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Other, please specify :Purchase of Sustainable Aviation Fuel

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

656

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

Select all that apply

☑ Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

273,000

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

In 2023, we continued to implement our plan to purchase Sustainable Aviation Fuel. 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. Purchases have been made from our airline partners Delta, Air Canada and Southwest. There are no cost-savings from this initiative. The investment is based on actual costs in 2023.

Row 3

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Company fleet vehicle replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

143

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

Select all that apply

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) 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. Vehicles are already on a replacement schedule, so there are no additional costs or cost savings to implementing this initiative.

Row 4

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Site consolidation/closure

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2,016

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

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

14,000,000

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

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 3-5 years

(7.55.2.9) Comment

In 2023, Stantec concluded our three-year real estate initiative to consolidate our office space. Through our flexible workplace model (home/hybrid/office), we reduced our office footprint and associated operational emissions. We reduced our real estate footprint by over 30% in 2023, from a 2019 baseline. Stantec's total cost savings was approximately $43 million by the end of 2023 (or roughly $14 million per year). 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 approximate savings were publicly disclosed in our 2023 Annual Report (see page M-6). In our 2024/26 Strategic Plan, we expect to reduce our real estate footprint by an additional 10% by 2026.

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

As a professional services company, Stantec's "products" are the technical services our employees provide 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 2023, Stantec invested millions at a centralized, corporate level to promote innovation and facilitate collaboration (with additional innovation funding invested locally). An example of our R&D investment can be seen through our development of a tool called Stantec ZEVDecide, 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. 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.

Row 3

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

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.

Row 4

(7.55.3.1) Method

Select from:

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

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. 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. Our C-Suite is also incentivized to reduce emissions. In 2023, our executive incentive program included a KPI related to meeting emissions reduction targets.

Row 5

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Employees are encouraged to participate in programs that reduce our company emissions and resource use. We have an environmental point of contact in most offices 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.

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

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

Select from:

☑ Yes

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

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

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

Select from:

☑ Other, please specify :We utilize the UN Sustainable Development Goals (SDGs) framework to guide our in-house taxonomy (using the 169 sub-targets)

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Professional Services

(7.74.1.4) 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.

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

Select from:

☑ No

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

61

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

Select from:

☑ Yes

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

Row 1

(7.79.1.1) Project type

Select from:

☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

Great Bear (Haida Gwaii) Forest Carbon Project, British Columbia, Canada: This is an Improved Forest Management project that includes 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.

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

49,309

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Other private carbon crediting program, please specify :BC Carbon Registry

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

Select all that apply

☑ Investment analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

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

Select all that apply

☑ Activity-shifting

☑ Ecological leakage

(7.79.1.13) 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). Stantec Retired 49,309 credits as follows: 5,000 credits –

vintage 2019 13,500 credits – vintage 2021 13,500 credits – vintage 2018 1,250 credits – vintage 2021 1,250 credits – vintage 2018 2,308 credits – vintage 2021 7,500 credits – vintage 2018 5,001 credits – vintage 2018.

(7.79.1.14) Please explain

Great bear: average price ($20) 5000 credits – vintage 2019. Serial No.: BCO-BCO-CA-104000000012798-01012019-31122019-13505912-13510911-MER-0-P Retirement date: 07 June 2024. 13,500 credits – vintage 2021. Serial No.: BCO-BCO-CA-104000000011319-01012021-31122021-18426042-18439541-MER-0-P Retirement date: 03 Jan 2024. 13,500 credits – vintage 2018. Serial No.: BCO-BCO-CA-104000000011559-01012018-31122018-14454117-14467616-MER-0-P Retirement date: 03 Jan 2024. 1,250 credits – vintage 2021. Serial No.: BCO-BCO-CA-104000000011319-01012021-31122021-18439542-18440791-MER-0-P Retirement date: 01 Feb 2024. 1,250 credits – vintage 2018. Serial No.: BCO-BCO-CA-104000000011559-01012018-31122018-14103164-14104413-MER-0-P Retirement date: 01 Feb 2024. 5,001 credits – vintage 2018. Serial No.: BCO-BCO-CA-104000000011559-01012018-31122018-14862856-14867856-MER-0-P Retirement date: 07 Jun 2024. 2,308 credits – vintage 2021. Serial No.: BCO-BCO-CA-104000000011319-01012021-31122021-18413042-18420541-MER-0-P Retirement date: 03 Dec 2023. 7,500 credits – vintage 2018. Serial No.: BCO-BCO-CA-104000000011559-01012018-31122018-14446607-14454106-MER-0-P Retirement date: 03 Dec 2023. Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 4

(7.79.1.1) Project type

Select from:

☑ Wind

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Bundled Wind Power Project, Maharashtra, India: This is an investment in design of a new renewable energy project in India.

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

11,239

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ VCS (Verified Carbon Standard)

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

Select all that apply

☑ Other, please specify :Renewable Energy added to the grid.

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

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

Select all that apply

☑ 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.

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

This project is focused solely on producing renewable energy.

(7.79.1.14) Please explain

Bundled Wind Power Project, Maharashtra, India Average price $6. 8350-10225020-10255019-VCS-VCU-1491-VER-IN-1-489-01042018-31102018-0 Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 5

(7.79.1.1) Project type

Select from:

☑ Cement

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

CarbonCure, United States: This technology 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.

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

360

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2023

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ VCS (Verified Carbon Standard)

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

Select all that apply

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

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

Select all that apply

☑ Other, please specify :No sources of leakage have been identified for the project activity.

(7.79.1.13) 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.

(7.79.1.14) Please explain

Carbon cure average price: $160 14960-635031605-635031964-VCS-VCU-466-VER-US-6-3207-01012020-31122020-0 Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 6

(7.79.1.1) Project type

Select from:

☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

Siviri-Usaraga-Pizarro-Piliza REDD, Colombia: This is a nature-based project that helps mitigate climate change by reducing deforestation, contributes to biodiversity conservation, and fosters development of local communities.

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

10

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2013

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ VCS (Verified Carbon Standard)

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

Select all that apply

☑ Investment analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

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

Select all that apply

☑ Activity-shifting

(7.79.1.13) 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.

(7.79.1.14) Please explain

Siviri REDD, average price: $15 7222-378091999-378092008-VCU-024-MER-CO-14-1391-01012014-31122014-1 Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

	Targets in place	Please explain
	Select from: ☑ No, and we do not plan to within the next two years	*Stantec is a professional services company and plastics is not a material environmental issue.*

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

We are a professional services company.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company.

Other activities not specified

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

We are a professional services company

C11. Environmental performance - Biodiversity

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

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Other, please specify :Advising clients and supporting the UN Decade of Ecosystem Restoration

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

Stantec is a leader in biodiversity services for our clients. We have a team of over 700 ecosystem restoration experts located around the world and have restored and assessed hundreds of thousands of acres, rivers, and streams. Stantec provides expert advice, but operational control of any project remains with our clients. Each project has a unique scope of services and we do not centrally track the details associated with each project site.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Our GHG emission are independently verified yearly and Stantec discloses the verification statement.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

ghg-verification-global-2023.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Governance

☑ Environmental policies

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ Other climate change verification standard, please specify :ISO 14001

(13.1.1.4) Further details of the third-party verification/assurance process

Stantec's Environmental Management System is independently verified and certified by BSI.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

stantec-ISO-14001.pdf

Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

In addition to our verification of enterprise-wide GHG emissions to a limited level (noted above), Stantec also does an additional verification of a subset of that data specific to our UK operations. We verify those emissions to a reasonable level.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Verification-GHG UK only.pdf

(13.2) 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.

(13.2.1) Additional information

We manage, monitor, and improve our environmental performance with a formal ISO 14001:2015-certified Environmental Management System (EMS). Stantec's EMS sets environmental objectives and monitors, and measures environmental targets, regulatory compliance, orders and citations, and improvement plans. Stantec tracks environmental compliance as part of our ISO-certified EMS. We conduct internal practice audits annually that cover all regions and business lines.

(13.2.2) Attachment (optional)

stantec-ISO-14001.pdf

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial Officer

(13.3.2) Corresponding job category

Select from:

☑ Chief Financial Officer (CFO)