



**VERIFICATION OPINION DECLARATION  
GREENHOUSE GAS EMISSIONS**

**To: The Interested Parties of Stantec Inc.**

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Stantec Inc. (Stantec) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Stantec. Stantec is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex’s sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion of the GHG statement based on the verification.

**Boundaries of the reporting company GHG emissions covered by the verification:**

- Operational Control
- Stantec United Kingdom Consulting Services
- Exclusions: emissions associated with refrigerant losses

**Types of GHGs:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O

**GHG Emissions Statement:**

Scope	Emissions Source	Emissions Quantity by Source <sup>1</sup>	Verified Total Emissions by Scope <sup>1</sup>
Scope 1	Natural Gas	211	354
	Company Cars	118	
	All Other Energy	25	
Scope 2 (Location-Based)	Scope 2 (Location-Based)	541	541
Scope 2 (Market-Based)	Scope 2 (Market-Based)	2.7	2.7
Scope 3, Category 1: Purchased Goods and Services	Purchased Goods & Services <sup>2</sup>	697	697
Scope 3, Category 2: Capital Goods	Capital Goods	Included in Purchased Goods and Services	Included in Purchased Goods and Services
Scope 3, Category 3: Fuel- and Energy-Related Activities (Market-Based)	Transmission and Distribution Losses from Electricity and District Heating Only	147	147

<sup>1</sup> Units are metric tons of CO<sub>2</sub> equivalent unless otherwise indicated

<sup>2</sup> Includes acquisition of vehicles, computers, furniture, mobile devices, miscellaneous equipment and paper

Scope	Emissions Source	Emissions Quantity by Source <sup>1</sup>	Verified Total Emissions by Scope <sup>1</sup>
Scope 3, Category 4: Upstream Transportation and Distribution	Upstream Transportation and Distribution <sup>3</sup>	Not material	Not material
Scope 3, Category 5: Waste Generated in Operations	Waste Generated in Operations	268	268
Scope 3, Category 6: Business Travel	Personal Cars	524	1,232
	Rental Cars	180	
	Air Travel	342	
	Rail Travel	100	
	Hotel Stays	84	
	Ride Hailing Services	1.8	
Scope 3, Category 7: Employee Commuting	Employee Commuting	2,054	2,054
Scope 3, Category 8: Upstream Leased Assets	Upstream Leased Assets <sup>4</sup>	Not material	Not material
Scope 3	Scope 3 Total Emissions <sup>5</sup>	4,398	4,398
All Scopes	Residual Emissions (sum of Scope 1 + Scope 2 (Market-based) + Scope 3 Emissions)	4,755	4,755
N/A	Carbon Offsets Purchased <sup>6</sup>	4,755	N/A

<sup>3</sup> Stantec considers Upstream Transportation and Distribution as not material and does not calculate nor report associated GHG emissions

<sup>4</sup> Due to their Operational Control reporting boundary, Stantec reports emissions associated with their leased assets in Scope 1 and Scope 2

<sup>5</sup> Verified Scope 3 emissions refer to emissions from Scope 3 categories 1, 2, 3, 4, 5, 6, 7 and 8

<sup>6</sup> Carbon offsets purchases were reviewed by Apex for confirmation of proper certification and retirement against stated registries. Carbon offsets are a balance of residual emissions and do not factor into emission reductions

Scope	Emissions Source	Emissions Quantity by Source <sup>1</sup>	Verified Total Emissions by Scope <sup>1</sup>
N/A	Gross Scope 1+2 (Location-Based) Emissions per UK Employee <sup>7</sup>	0.24 metric tons CO <sub>2</sub> equivalent per employee	N/A
N/A	Gross Scope 1+2 (Market-Based) Emissions per UK Employee <sup>8</sup>	0.10 metric tons CO <sub>2</sub> equivalent per employee	N/A

Data and information supporting the Scope 1 and Scope 2 emissions statement were primarily historical in nature and in some cases estimated.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

**Period covered by GHG emissions verification:**

- January 1, 2025 to December 31, 2025

**Global Warming Potential (GWP) and emission factor datasets:**

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

**Reference Standard:**

- ISO 14064-3: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas statements

**Level of Assurance and Qualifications:**

- Reasonable (Scope 1, Scope 2 and Gross Emissions per Employee)
- Limited (Scope 3 and Carbon Offsets)
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators

**GHG Verification Methodology:**

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Stantec;
- Review of documentary evidence produced by Stantec;
- Review of Stantec’s data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Stantec to determine GHG emissions.

<sup>7</sup> Gross Scope 1+2 (Location-Based) Emissions per UK employee are calculated by dividing the sum of Stantec’s UK Scope 1 and Scope 2 (Location-Based) emissions by the total number of Stantec’s UK employees

<sup>8</sup> Gross Scope 1+2 (Market-Based) Emissions per UK employee are calculated by dividing the sum of Stantec’s UK Scope 1 and Scope 2 (Market-Based) emissions by the total number of Stantec’s UK employees

**Verification Opinion:**

Based on the process and procedures conducted, we conclude that the Scope 1 and 2 GHG emissions statement shown above:

- is materially correct and is a fair representation of the GHG emissions data and information; and
- is prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

Based on the process and procedures conducted, there is no evidence that the Scope 3 GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Stantec has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

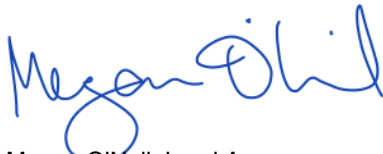
**Statement of independence, impartiality and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the assurance team has a business relationship with Stantec, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

**Attestation:**A handwritten signature in blue ink, appearing to read 'Megan O'Neil'.

Megan O'Neil, Lead Assuror  
ESG Program Manager  
Apex Companies, LLC  
Atlanta, Georgia

A handwritten signature in blue ink, appearing to read 'Trevor Donaghu'.

Trevor Donaghu, Technical Reviewer  
ESG Director  
Apex Companies, LLC  
Pleasant Hill, California

April 16, 2026

*This verification opinion declaration, including the opinion expressed herein, is provided to Stantec and is solely for the benefit of Stantec in accordance with the terms of our agreement. We consent to the release of this statement to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.*



**APPENDIX A:  
GLOBAL WARMING POTENTIAL (GWP) AND EMISSION FACTOR DATASETS**

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency, Emission Factor Hub, 2025
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, June 10, 2025 (emissions factors from DEFRA 2021 and DEFRA 2024 are also used in Scope 3 Business Travel)
- Association of Issuing Bodies (AIB) European Residual Mixes, August 26, 2025
- CDP Supply Chain Scope 3 Report (2024 release)
- Open Comprehensive Environmental Data Archive (CEDA), 2025
- Scope 3 methodologies and emission factors in the Watershed platform