



## INDEPENDENT LIMITED ASSURANCE STATEMENT

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

### Introduction and objectives of work

Apex Companies, LLC (Apex) has been engaged by Stantec Inc. (Stantec) to provide limited assurance of selected environmental, workforce and health and safety metrics included in Appendices A, B and C of its 2024 Sustainability Report and to provide assurance of specific indicators reported for conformance to their respective standards. This Assurance Statement applies to the Subject Matter included within the scope of work described below.

This information and its presentation in the 2024 Sustainability Report ('the Report') are the sole responsibility of the management of Stantec. Apex was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter. This is the third data year in which we have provided assurance over select indicators in Stantec's Sustainability Report, and the first data year in which we have provided assurance over Stantec's workforce and health and safety data.

### Scope of work

The scope of our work was limited to assurance over the following information included within the Report for the period January 1, 2024 to December 31, 2024 (the 'Subject Matter'):

- 2024 Workforce Metrics
  - Number and percentage of employees by employment contract and type, broken down by region and gender
  - Percentage of employees by employment category, broken down by region and gender
  - Percentage of employees by employment category and age
  - In US and Canada, percentage of employees by self-identified minority status, as well as share of management
  - Rate of voluntary and total turnover, broken down by region, age, gender, and self-identified minority status
  - Percentage of new employee hires and people who left, broken down by region and gender
  - Average hours of training per year per employee, broken down by employment category and gender
  - Percentage of employees receiving regular performance and career development reviews, broken down by employment category and gender
  - Base salary and base salary plus bonus ratio of females to males in each country of significant operations, broken down by employment category
  - Annual total compensation and percentage increase for highest-paid employee to the median in each country of significant operations
  - Annual base compensation ratio and percentage increase for our highest-paid employee to the median, broken down by countries of significant operations
- 2024 Health and Safety Metrics
  - Total number of recordable injuries
  - Total recordable incident rate (TRIR)
  - Total number of lost time cases
  - Lost time incident rate (LTIR)
  - Near miss (close call) incidents
  - Fatalities
  - Hours worked

- Review of the conformance of the GRI and SASB indicators reported in Stantec's 2024 Sustainability Report - select disclosures related to the material issues of economic performance; procurement practices; anti-corruption and anti-competitive behaviors; materials; energy; water and effluents; biodiversity; waste; supplier environmental assessments; employment; labor/management relations; occupational health and safety; training and education; diversity and equal opportunity; freedom of association and collective bargaining; child, compulsory and forced labor; security personnel trained in human rights, customer health and safety; marketing and labeling; customer privacy; market presence; indirect economic impacts; tax; non-discrimination; forced or compulsory labor; rights of indigenous peoples; local communities; supplier social assessments; public policy; additional topics of energy and Greenhouse Gas (GHG) emissions (Scope 1 and 2); and general disclosures for Global Reporting Initiative (GRI 2 General Disclosure) in Stantec's 2024 Sustainability Report;
- Select disclosure related to Sustainability Accounting Standards Board (SASB) Standards for the Engineering & Construction Services industry (version 2023-12);
- Evaluation of the Subject Matter against the principle of Completeness as defined in the related GRI Sustainability Reporting Standards (version 2022-06); and
- Evaluation of nature and extent of Stantec's adherence to the SASB Standards Application Guidance

Our assurance does not extend to any other quantitative data included in the Report.

### Reporting Boundaries

The following are the boundaries used by Stantec for reporting sustainability data:

- Operational Control
- Worldwide

### Reporting Criteria

The Subject Matter needs to be read and understood together with the following as described in the Report:

- GRI Standards
- SASB Standards

### Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Activities outside of Stantec Inc.;
- Positional statements (expressions of opinion, belief, aim or future intention by Stantec and statements of future commitment;
- Individuals classified as contract labor (excluded from workforce data);
- Individuals whose data is not managed in Stantec's human resources system, including new acquisitions (excluded from percentages in responses to GRI 2-7 and GRI 2-8).

This limited assurance engagement relies on a risk-based selected sample of sustainability, workforce and health and safety data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

### Responsibilities

This preparation and presentation of the Subject Matter in the Report are the sole responsibility of the management of Stantec.

Apex was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria;

- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Interested Parties of Stantec.

### **Assessment Standards**

- We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of  $\pm 5$ -percent was set for the assurance process.

### **Summary of Work Performed**

As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
2. Conducting interviews with relevant personnel of Stantec;
3. Reviewing the data collection and consolidation processes used to compile Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
4. Reviewing documentary evidence provided by Stantec;
5. Agreeing a selection of the Subject Matter to the corresponding source documentation;
6. Reviewing Stantec's systems for quantitative data aggregation and analysis;
7. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information;
8. Reperforming a selection of aggregation calculations of the Subject Matter;
9. Reperforming greenhouse gas emissions conversions calculations; and
10. Evaluating the design of internal systems, processes and controls to collect and report the Subject Matter.

### **Conclusion**

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Subject Matter has not been properly prepared, in all material respects, in accordance with the Reporting Criteria; and
- It is our opinion that Stantec has established appropriate systems for the collection, aggregation and analysis of quantitative data included in the scope of work.
- A summary of the Subject Matter for 2024 is attached.

### **Statement of Independence, Integrity 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.

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

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.

The assurance 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, 2025

*This independent limited assurance statement, 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.*

**Stantec Inc. 2024 Workforce and Safety Metrics**  
**Reporting Period January 1 - December 31, 2024**

**Employee Numbers and Demographics**

	Employees	%	Female	%	Male	%
Total Company	31,135	100.0	11,569	37.2	19,566	62.8
Full Time	28,088	90.2	10,038	35.7	18,050	64.3
Part Time	3,047	9.8	1,531	50.2	1,516	49.8
Permanent	29,139	93.6	10,886	37.4	18,253	62.6
Temporary	1,996	6.4	683	34.2	1,313	65.8
Canada	9,270	29.8	3,501	37.8	5,769	62.2
United States	12,011	38.2	4,652	38.7	7,359	61.3
United Kingdom & Ireland	2,743	8.8	1,000	36.5	1,743	63.5
Continental Europe	1,525	4.9	580	38.0	945	62.0
Australia & New Zealand	2,812	9.0	923	32.8	1,889	67.2
India & Philippines	1,357	4.4	487	35.9	870	64.1
Remaining Geographies	1,417	4.6	426	30.1	991	69.9

*Does not include individuals classified as contract labor*

**Percentage of employees by employment category, broken down by age**

	Age: Under 30	Age: 30-50	Age: Over 50
Total	20%	54%	26%
Executives	0%	23%	77%
Senior Management	0%	32%	68%
Mid-Level Managers	0%	57%	43%
Professionals	17%	65%	18%
Entry Level	58%	33%	9%

*Percentages exclude individuals whose data is not managed in Stantec's human resources system, including new acquisitions and contracted labor.*

**Diversity of employees by employment category, broken down by region and gender**

	Total		Canada		United States		United Kingdom & Ireland		Continental Europe		Australia & New Zealand		India & Philippines		Remaining Geographies	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total Company	37%	63%	38%	62%	39%	61%	36%	64%	45%	55%	33%	67%	36%	64%	30%	70%
Executives	20%	80%	18%	82%	22%	78%	33%	67%	0%	100%	0%	100%	n/a	n/a	0%	100%
Senior Managers	22%	78%	25%	75%	23%	77%	17%	83%	25%	75%	19%	81%	67%	33%	23%	77%
Mid-Level Managers	28%	72%	28%	72%	29%	71%	29%	71%	36%	64%	22%	78%	17%	83%	18%	82%
Professionals	41%	59%	40%	60%	44%	56%	44%	56%	50%	50%	40%	60%	27%	73%	26%	74%
Entry-Level	48%	52%	49%	51%	50%	50%	44%	56%	45%	55%	44%	56%	43%	57%	45%	55%

*Percentages exclude individuals whose data is not managed in Stantec's human resources system, including new acquisitions and contracted labor.*

**Self-identified Minority Status as a Percent of Workforce**

*United States*

Race/ethnicity	Share of Workforce	Share of Management
Asian/Pacific Islander	9.5%	7.2%
Black	2.9%	1.5%
Latino	9.4%	6.8%
Indigenous	0.3%	0.3%
Two or more	2.1%	1.6%
White	65.3%	73.2%
Choose Not to Answer	10.5%	9.4%

**Self-identified Minority Status as a Percent of Workforce**

*Canada*

Self-Identified Response (Aboriginal)	Share of Workforce	Share of Management
Indigenous	1.5%	1.4%
Not Indigenous	67.5%	77.2%
Choose Not to Answer	31.0%	21.4%

**Employee Turnover, By Percentage**

	Region	Total Employees	Female Employees	Male Employees	Age: Under 30	Age: 30-50	Age: Over 50	Self-identified Minority
Voluntary Turnover	Total Company	10.4%	9.8%	10.8%	15.2%	9.8%	8.1%	9.0%
Total Turnover	Total Company	13.4%	12.3%	14.1%	18.5%	12.4%	11.9%	11.9%
Voluntary Turnover	Canada	9.3%	8.3%	10.0%	15.1%	8.9%	7.1%	6.6%
Total Turnover	Canada	12.5%	11.1%	13.4%	19.3%	11.6%	10.9%	13.2%
Voluntary Turnover	United States	9.0%	9.0%	9.0%	12.7%	8.4%	8.0%	9.2%
Total Turnover	United States	11.2%	10.6%	11.5%	14.7%	10.1%	10.9%	11.8%
Voluntary Turnover	United Kingdom & Ireland	11.7%	11.3%	12.0%	14.7%	11.6%	8.0%	Not reported
Total Turnover	United Kingdom & Ireland	13.1%	12.4%	13.4%	16.9%	12.4%	9.5%	
Voluntary Turnover	Continental Europe	18.2%	20.4%	16.4%	28.6%	11.6%	17.0%	Not reported
Total Turnover	Continental Europe	23.4%	25.0%	22.2%	38.6%	14.0%	21.5%	
Voluntary Turnover	Australia & New Zealand	16.9%	15.1%	17.7%	23.0%	16.0%	12.9%	Not reported
Total Turnover	Australia & New Zealand	22.2%	19.9%	23.3%	28.3%	20.6%	20.7%	
Voluntary Turnover	India & Philippines	8.8%	7.9%	9.3%	11.0%	7.5%	0.0%	Not reported
Total Turnover	India & Philippines	9.4%	8.4%	10.0%	11.4%	8.2%	0.0%	
Voluntary Turnover	Remaining Geographies	10.2%	8.9%	10.7%	12.9%	11.1%	4.5%	Not reported
Total Turnover	Remaining Geographies	18.7%	15.4%	20.0%	22.0%	18.5%	16.6%	

**Stantec Inc. 2024 Workforce and Safety Metrics**  
**Reporting Period January 1 - December 31, 2024**

**New Hires and People Who Left**

	Region	Total Employees	Female Employees	Male Employees
New Hires	Total Company	100.0%	37.6%	62.4%
People Who Left	Total Company	100.0%	34.0%	66.0%
New Hires	Canada	26.4%	36.9%	63.1%
People Who Left	Canada	27.5%	34.0%	66.0%
New Hires	United States	30.8%	38.8%	61.2%
People Who Left	United States	33.0%	37.0%	63.0%
New Hires	United Kingdom & Ireland	12.5%	37.9%	62.1%
People Who Left	United Kingdom & Ireland	9.0%	35.0%	65.0%
New Hires	Continental Europe	2.4%	55.4%	44.6%
People Who Left	Continental Europe	4.0%	47.0%	53.0%
New Hires	Australia & New Zealand	10.0%	38.0%	62.0%
People Who Left	Australia & New Zealand	17.0%	30.0%	70.0%
New Hires	India & Philippines	9.0%	37.0%	63.0%
People Who Left	India & Philippines	3.0%	32.0%	68.0%
New Hires	Remaining Geographies	9.0%	30.0%	70.0%
People Who Left	Remaining Geographies	6.0%	24.0%	76.0%

**Work-Related Injuries**

*Numbers and rates of recordable and lost time work-related injuries, as well as near miss (close call) incidents. Does not include individuals classified as contract labor.*

Total number of recordable injuries	98
Total recordable incident rate (TRIR)	0.40
Total number of lost time cases	26
Lost time incident rate (LTIR)	0.11
Near miss (close call) incidents	1,163
Fatalities	0
Hours worked	49,377,900

**Training**

Employment Category	Average Hours of Training per Year per Employee		
	Total	Female	Male
Total Company	30.4	29.4	31.0
Executive Level	0.7	0.3	0.8
Senior Level	6.5	6.9	6.4
Middle Level	20.7	22.5	20.0
Professional Level	29.5	28.5	30.2
Entry Level	47.0	37.4	55.1

**Reviews**

Employment Category	Percentage of Employees Receiving Regular Performance and Career Development Reviews		
	Total	Female	Male
Total Company	90%	91%	89%
Executive Level	84%	88%	83%
Senior Level	85%	89%	83%
Middle Level	88%	90%	88%
Professional Level	91%	91%	90%
Entry Level	92%	93%	91%

**Ratios of Salary and Remuneration (Female:Male)**

Employment Category	Total		Canada		United States		United Kingdom		Australia		New Zealand		India	
	Base F:M - Total	Base + Bonus F:M - Total	Base F:M - Total	Base + Bonus F:M - Total	Base F:M - Total	Base + Bonus F:M - Total	Base F:M - Total	Base + Bonus F:M - Total	Base F:M - Total	Base + Bonus F:M - Total	Base F:M - Total	Base + Bonus F:M - Total	Base F:M - Total	Base + Bonus F:M - Total
	Total		Total		Total		Total		Total		Total		Total	
Total Company	0.84	0.83	0.83	0.82	0.82	0.82	0.84	0.84	0.80	0.80	0.78	0.77	0.66	0.66
Executives	1.04	1.05	0.85	0.79	1.04	1.04	1.74	2.43	N/A	N/A	N/A	N/A	N/A	N/A
Senior Managers	0.95	0.96	0.93	0.94	0.93	0.94	1.03	1.03	0.97	1.04	0.85	0.83	N/A	N/A
Mid-Level Managers	0.92	0.91	0.90	0.90	0.90	0.89	0.94	0.94	0.91	0.92	0.96	0.96	0.64	0.63
Professionals	0.99	0.99	0.94	0.94	0.96	0.96	0.96	0.96	0.92	0.92	0.88	0.88	0.93	0.93
Entry-Level	1.01	1.00	0.98	0.98	0.96	0.94	1.02	1.02	0.98	0.98	0.98	0.98	0.74	0.74

**Annual Base Compensation Ratio and Net Increase (ratio and percent increase for annual base compensation for highest-paid employee to the median)**

Country	Ratio	Percent Increase
Total Company	15.4	-14.60%
Canada	17.4	3.10%
United States	5.0	-5.90%
United Kingdom	8.9	3.60%
Australia	4.1	-0.29%
New Zealand	2.9	2.15%
India	17.0	9.00%

**Annual Total Compensation Ratio and Increase (ratio and percent increase for annual total compensation for highest-paid employee to the median)**

Country	Ratio	Percent Increase
Total Company	41.3	20.3%
Canada	47.0	4.7%
United States	9.5	3.3%
United Kingdom	17.6	2.6%
Australia	5.0	3.3%
New Zealand	3.5	1.6%
India	17.0	4.7%