



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 2025 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 2025 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.

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, 2025 to December 31, 2025 (the 'Subject Matter'):

- 2025 Workforce Metrics
 - Number and percentage of employees by employment type and contract, 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, gender, age, 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 base compensation ratio and percentage increase for our highest-paid employee to the median, broken down by countries of significant operations
 - Annual total compensation and percentage increase for highest-paid employee to the median in each country of significant operations
- 2025 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
 - Fatality Rate
 - Hours worked

- 2025 Sustainability Report
 - Select disclosures related to the GRI Standards – 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 labor; 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 2025 Sustainability Report;
 - Select disclosures 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 ± 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 2025 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, 2026

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. 2025 Workforce and Safety Metrics Reporting Period January 1 - December 31, 2025

Employee Numbers and Demographics

	Employees		Female		Male	
		%		%		%
Total Company	33,791	100.0%	12,742	37.7%	21,049	62.3%
Full Time	30,548	90.4%	11,052	36.2%	19,496	63.8%
Part Time	3,243	9.6%	1,690	52.1%	1,553	47.9%
Permanent	31,913	94.4%	12,112	38.0%	19,801	62.0%
Temporary	1,878	5.6%	630	33.5%	1,248	66.5%
United States	13,098	38.8%	5,232	39.9%	7,866	60.1%
Canada	9,390	27.8%	3,625	38.6%	5,765	61.4%
United Kingdom	3,678	10.9%	1,339	36.4%	2,339	63.6%
Australia & New Zealand	2,660	7.9%	893	33.6%	1,767	66.4%
European Union	1,596	4.7%	593	37.2%	1,003	62.8%
India	1,540	4.6%	497	32.3%	1,043	67.7%
Latin America	956	2.8%	312	32.6%	644	67.4%
Middle East	603	1.8%	139	23.1%	464	76.9%
East Asia	270	0.8%	112	41.5%	158	58.5%

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	21.4%	54.0%
Executives	0.0%	26.8%	73.2%
Senior Management	0.0%	33.6%	66.4%
Mid-Level Managers	0.5%	58.3%	41.2%
Professionals	19.3%	63.8%	16.8%
Entry Level	62.0%	29.9%	8.1%

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		European Union		Australia & New Zealand		India		Remaining Geographies	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total Company	38%	62%	39%	61%	40%	60%	36%	64%	37%	63%	34%	66%	32%	68%	31%	69%
Executives	24%	76%	19%	81%	29%	71%	29%	71%	0%	100%	0%	100%	100%	0%	0%	100%
Senior Managers	24%	76%	30%	70%	25%	75%	17%	83%	40%	60%	22%	78%	0%	100%	23%	77%
Mid-Level Managers	29%	71%	29%	71%	31%	69%	27%	73%	35%	65%	23%	77%	19%	81%	19%	81%
Professionals	41%	59%	41%	59%	45%	55%	44%	56%	45%	55%	42%	58%	23%	77%	27%	73%
Entry-Level	48%	52%	50%	50%	52%	48%	46%	54%	52%	48%	46%	54%	40%	60%	43%	57%

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	8.99%	6.95%
Black	2.60%	1.46%
Latino	8.50%	6.18%
Indigenous	0.27%	0.20%
Two or more	1.96%	1.54%
White	58.52%	65.92%
Choose Not to Answer	18.83%	17.75%

Self-identified Minority Status as a Percent of Workforce

Canada

Self-Identified Response (Aboriginal)	Share of Workforce	Share of Management
Indigenous	1.9%	1.7%
Not Indigenous	77.1%	85.1%
Choose Not to Answer	21.0%	13.2%

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	11.0%	10.1%	11.5%	16.4%	10.7%	8.3%	9.3%			
Total Turnover		14.3%	12.9%	15.1%	19.8%	13.6%	12.9%	12.8%			
Voluntary Turnover	Canada	9.0%	8.3%	9.5%	13.4%	8.3%	8.1%	9.2%			
Total Turnover		12.0%	10.7%	12.8%	16.4%	10.8%	12.3%	9.8%			
Voluntary Turnover	United States	9.1%	7.8%	9.9%	13.0%	9.1%	6.8%	9.1%			
Total Turnover		12.0%	10.5%	13.0%	15.4%	11.7%	10.6%	12.7%			
Voluntary Turnover	United Kingdom	17.2%	16.5%	17.6%	19.4%	16.7%	15.1%	Not reported			
Total Turnover		19.1%	18.2%	19.7%	21.3%	18.2%	18.4%				
Voluntary Turnover	European Union	18.0%	19.5%	16.9%	31.6%	13.4%	10.9%	Not reported			
Total Turnover		25.7%	28.6%	24.0%	46.2%	17.6%	19.3%				
Voluntary Turnover	Australia & New Zealand	15.6%	15.6%	15.6%	23.8%	15.1%	8.9%	Not reported			
Total Turnover		21.9%	19.9%	22.9%	31.2%	20.5%	16.8%				
Voluntary Turnover	India	11.0%	12.0%	10.5%	16.3%	7.7%	9.6%	Not reported			
Total Turnover		12.9%	14.9%	11.7%	17.4%	9.7%	14.4%				
Voluntary Turnover	Remaining Geographies	11.3%	10.1%	11.7%	14.5%	11.7%	6.7%	Not reported			
Total Turnover		17.5%	14.7%	18.7%	21.5%	16.7%	16.6%				

Stantec Inc. 2025 Workforce and Safety Metrics Reporting Period January 1 - December 31, 2025

New Hires

	Region	Total Employees	Female Employees	Male Employees
New Hires	Total Company	100.0%	36.9%	63.0%
People Who Left	Total Company	100.0%	34.1%	65.9%
New Hires	Canada	24.0%	39.8%	60.2%
People Who Left	Canada	24.6%	34.8%	65.2%
New Hires	United States	23.7%	39.8%	60.2%
People Who Left	United States	31.9%	34.6%	65.4%
New Hires	United Kingdom	15.0%	38.0%	62.0%
People Who Left	United Kingdom	15.8%	34.6%	65.4%
New Hires	European Union	2.9%	51.0%	48.0%
People Who Left	European Union	3.6%	48.0%	52.0%
New Hires	Australia & New Zealand	8.5%	37.3%	63.0%
People Who Left	Australia & New Zealand	13.4%	30.8%	69.2%
New Hires	India	11.4%	30.0%	70.0%
People Who Left	India	4.1%	38.1%	61.9%
New Hires	Remaining Geographies	14.5%	28.2%	71.8%
People Who Left	Remaining Geographies	6.6%	26.0%	74.0%

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	87
Total recordable incident rate (TRIR)	0.33
Total number of lost time cases	32
Lost time incident rate (LTIR)	0.12
Near miss (close call) incidents	1,308
Fatalities	0
Hours worked	52,716,360

Training

Employment Category	Average Hours of Training per Year per Employee		
	Total	Female	Male
Total Company	29.4%	27.9%	30.2%
Executive Level	1.5%	3.8%	0.8%
Senior Level	6.4%	8.9%	5.7%
Middle Level	19.0%	20.4%	18.5%
Professional Level	28.4%	27.2%	29.2%
Entry Level	49.1%	36.9%	60.2%

Reviews

Employment Category	Percentage of Employees Receiving Regular Performance and Career Development Reviews		
	Total	Female	Male
Total Company	89%	90%	89%
Executive Level	92%	95%	91%
Senior Level	86%	87%	85%
Middle Level	89%	90%	89%
Professional Level	90%	91%	89%
Entry Level	90%	91%	90%

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 Company	0.85	0.84	0.84	0.83	0.83	0.82	0.80	0.80	0.79	0.78	0.81	0.80	0.69	0.69
Executives	1.05	1.03	0.85	0.78	1.07	1.04	1.82	2.61	N/A	N/A	N/A	N/A	N/A	N/A
Senior Managers	0.93	0.94	0.95	0.97	0.93	0.93	0.93	0.93	0.97	1.00	0.88	0.87	N/A	N/A
Mid-Level Managers	0.92	0.92	0.91	0.91	0.90	0.90	0.87	0.88	0.89	0.89	0.96	0.97	0.76	0.75
Professionals	1.00	1.00	0.94	0.94	0.95	0.95	0.93	0.93	0.92	0.92	0.90	0.90	0.92	0.92
Entry-Level	1.04	1.03	0.97	0.96	0.96	0.95	0.99	0.99	1.00	1.00	1.01	1.01	0.79	0.79

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	15.3	0.88%
Canada	17.5	1.26%
United States	5.8	5.44%
United Kingdom	9.7	-0.80%
Australia	4.1	1.03%
New Zealand	3.0	2.79%
India	15.1	0.29%

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	42.6	1.98%
Canada	49.1	2.89%
United States	9.7	1.36%
United Kingdom	19.3	-1.06%
Australia	4.9	0.81%
New Zealand	3.3	-0.35%
India	17.8	1.33%