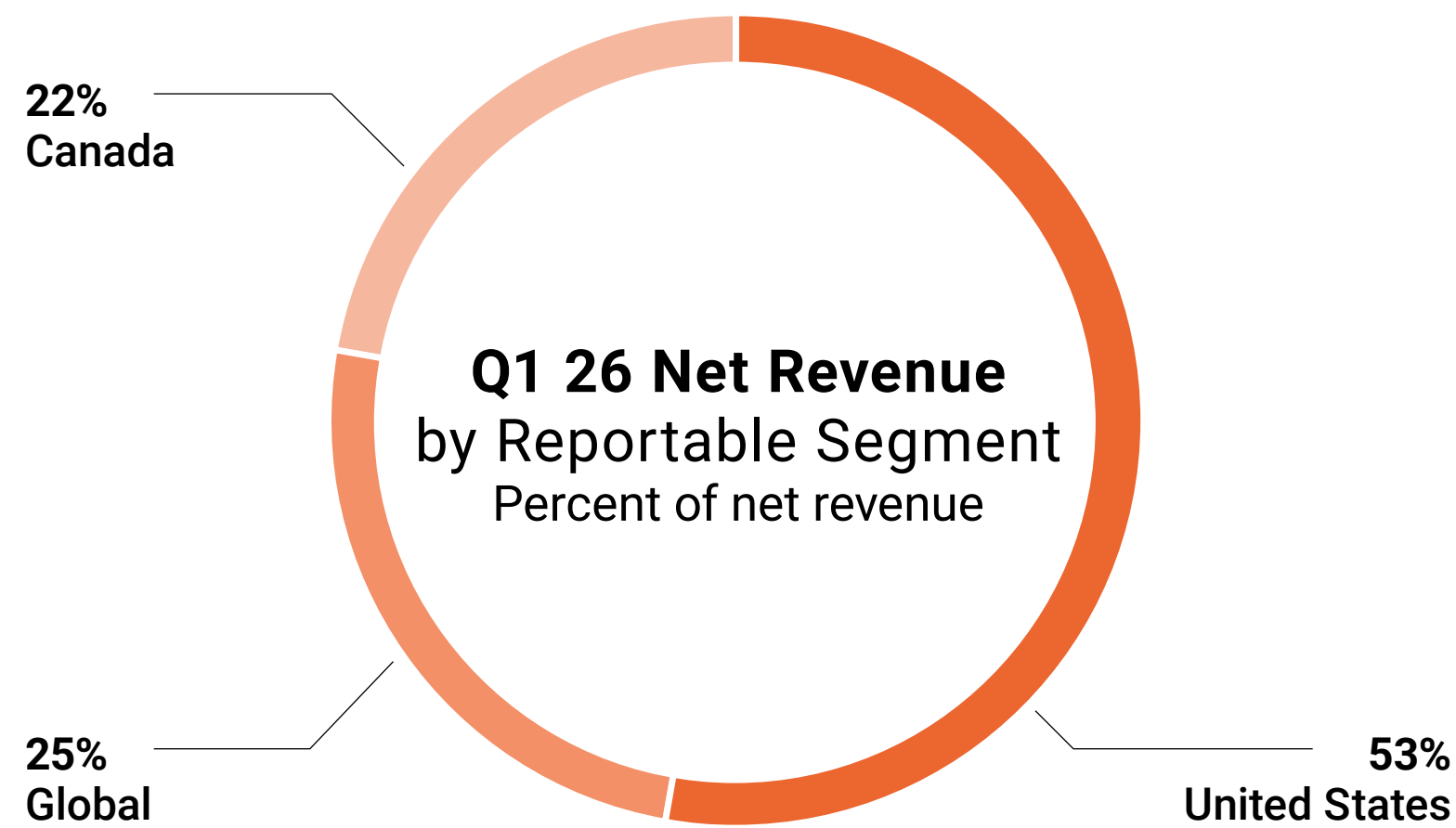
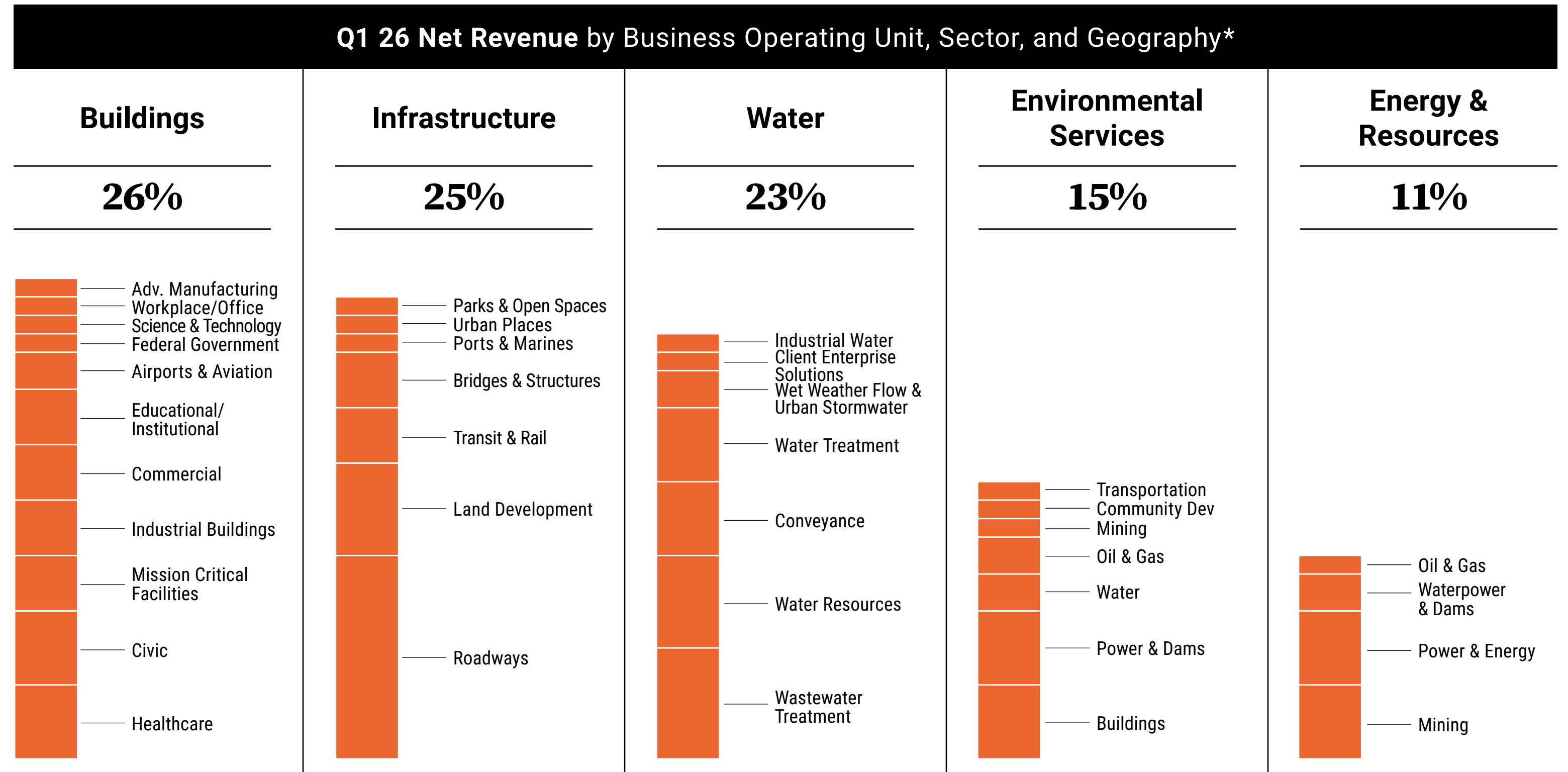


# Q1 2026 Investor Fact Sheet

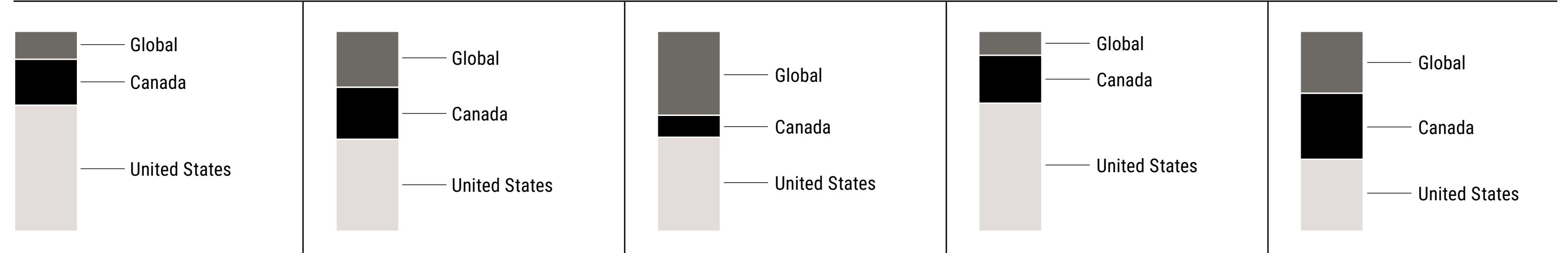


## Q1 26 Organic Net Revenue Growth by Reportable Segment

OVERALL		
Q1 26 <b>3.6%</b>		
CANADA	UNITED STATES	GLOBAL
Q1 26 <b>1.1%</b>	Q1 26 <b>2.8%</b>	Q1 26 <b>7.9%</b>



\*As an approximate percentage of Q1 26 net revenue



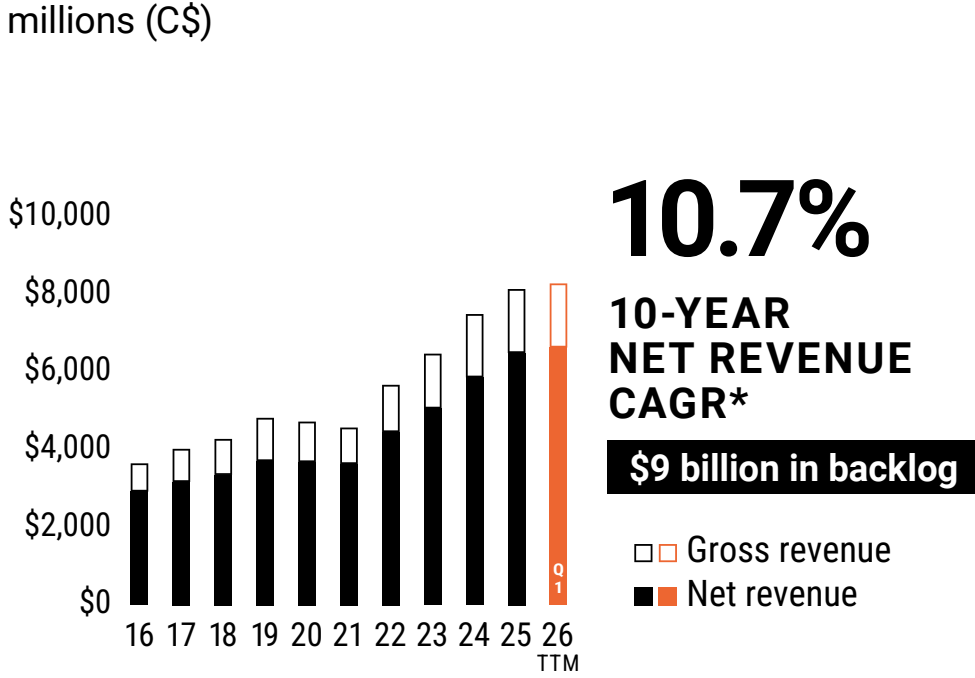
### Q1 26 NET REVENUE ORGANIC GROWTH

<b>(2.0%)</b>	<b>(0.7%)</b>	<b>14.3%</b>	<b>1.2%</b>	<b>8.6%</b>
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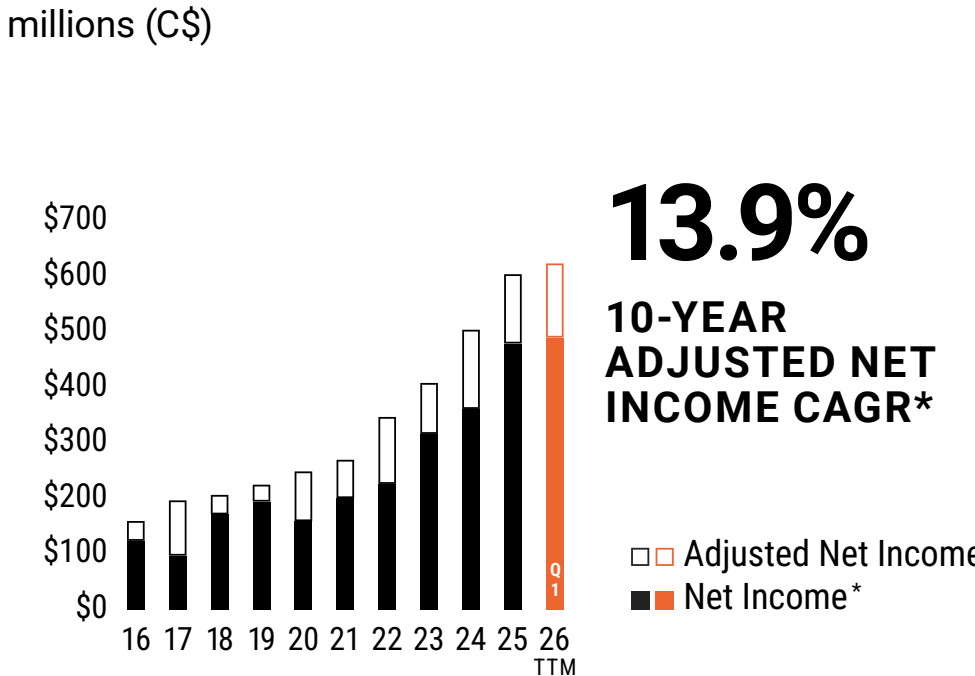
### Q1 26 NET REVENUE ACQUISITION GROWTH

<b>30.4%</b>	<b>0.0%</b>	<b>1.7%</b>	<b>0.0%</b>	<b>0.0%</b>
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**Gross Revenue and Net Revenue**

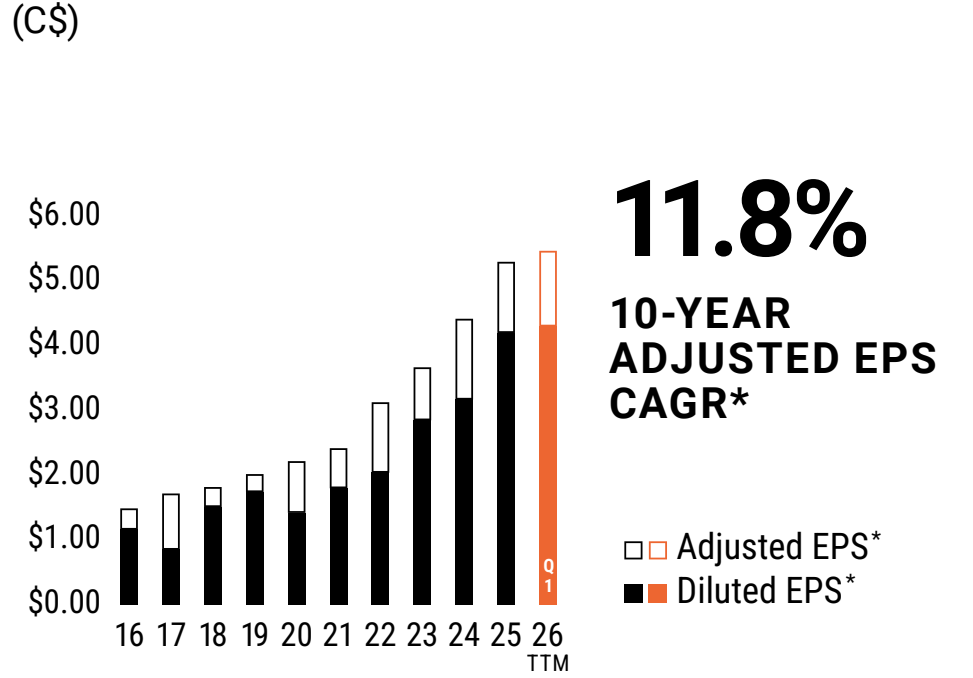


**Net Income**

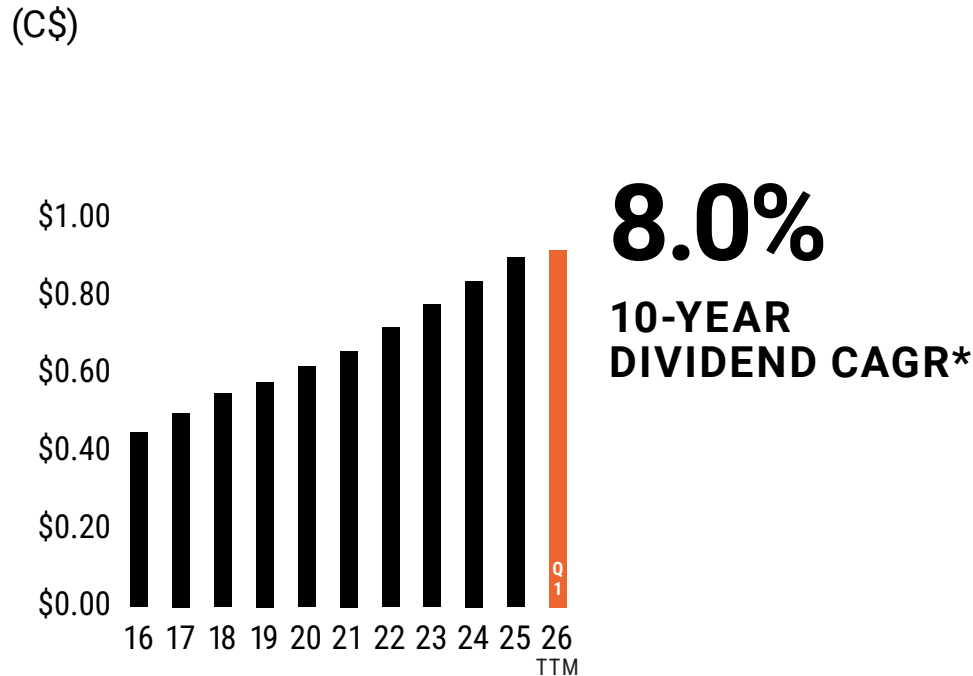


\* The financial results reflect the continuing operations of the company, except for cash flow which is on a consolidated basis. Adjusted EPS, adjusted EBITDA, adjusted net income, free cash flow, and compound annual growth rate (CAGR), when applied to adjusted measures, are non-IFRS measures and compound annual growth rate (CAGR), organic growth, and acquisition growth are other financial measures. Additional disclosure for these non-IFRS and other financial measures is included in the Definitions of Non-IFRS and Other Financial Measures section of the Q1 2026 MD&A available on SEDAR+, EDGAR, and stantec.com.

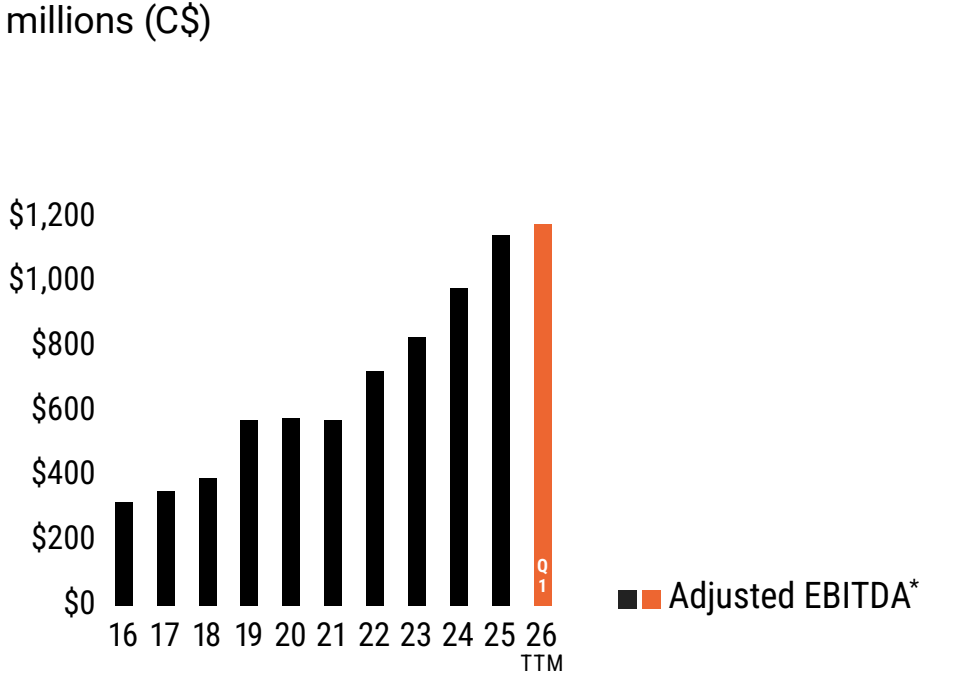
**Diluted EPS**



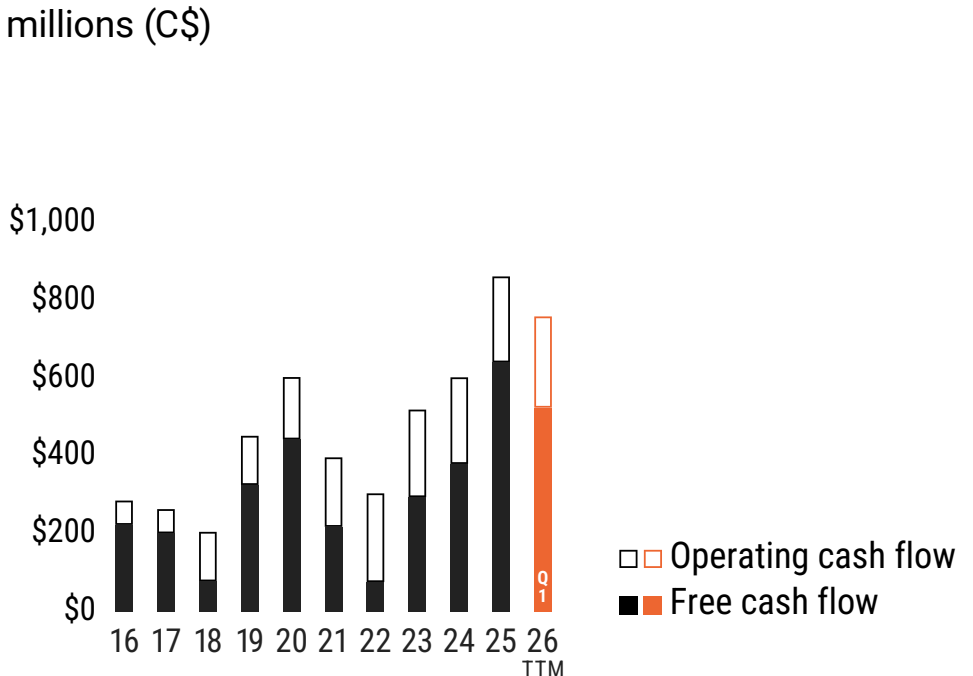
**Dividend Growth**



**Adjusted EBITDA\***



**Cash Flow\***



**Cautionary Statements**

Our public communications contain non-IFRS measures and other financial measures and often include written or verbal forward-looking statements. Non-IFRS measures and other financial measures do not have a standardized meaning under IFRS, and therefore, may not be comparable to similar measures presented by other issuers. Forward-looking statements include disclosures regarding anticipated financial performance, possible events, conditions, or results of operations that are based on assumptions about future economic conditions or courses of action and include future-oriented financial information. By their nature, forward-looking statements require us to make assumptions and are subject to inherent risks and uncertainties. For full details of risk factors, forward-looking statements, and non-IFRS measures see our Q1 2026 Management's Discussion and Analysis.

To learn more, please visit [stantec.com/investors](https://stantec.com/investors)

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