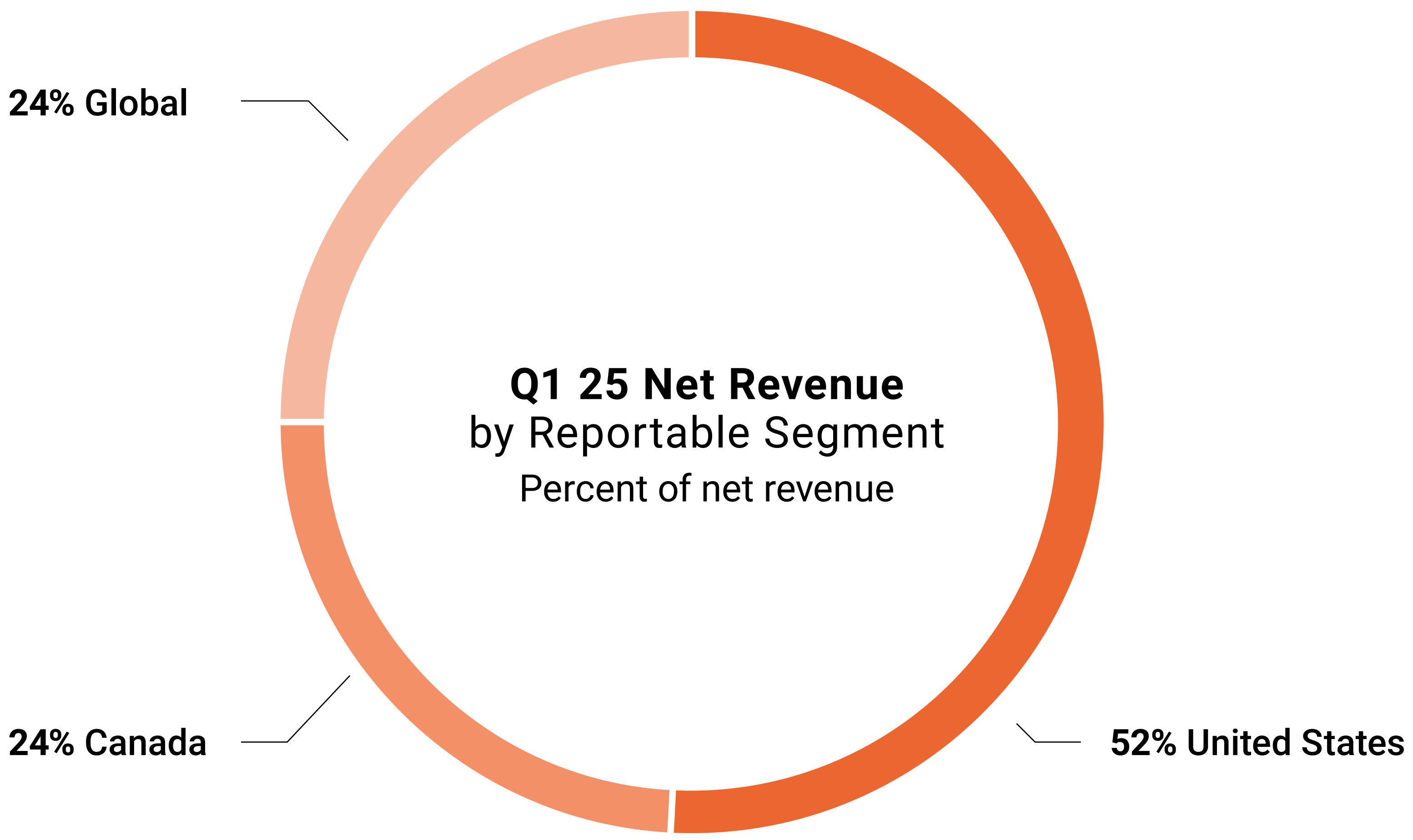
Stantec

STN TSX NYSE

Q1 2025

Investor Fact Sheet

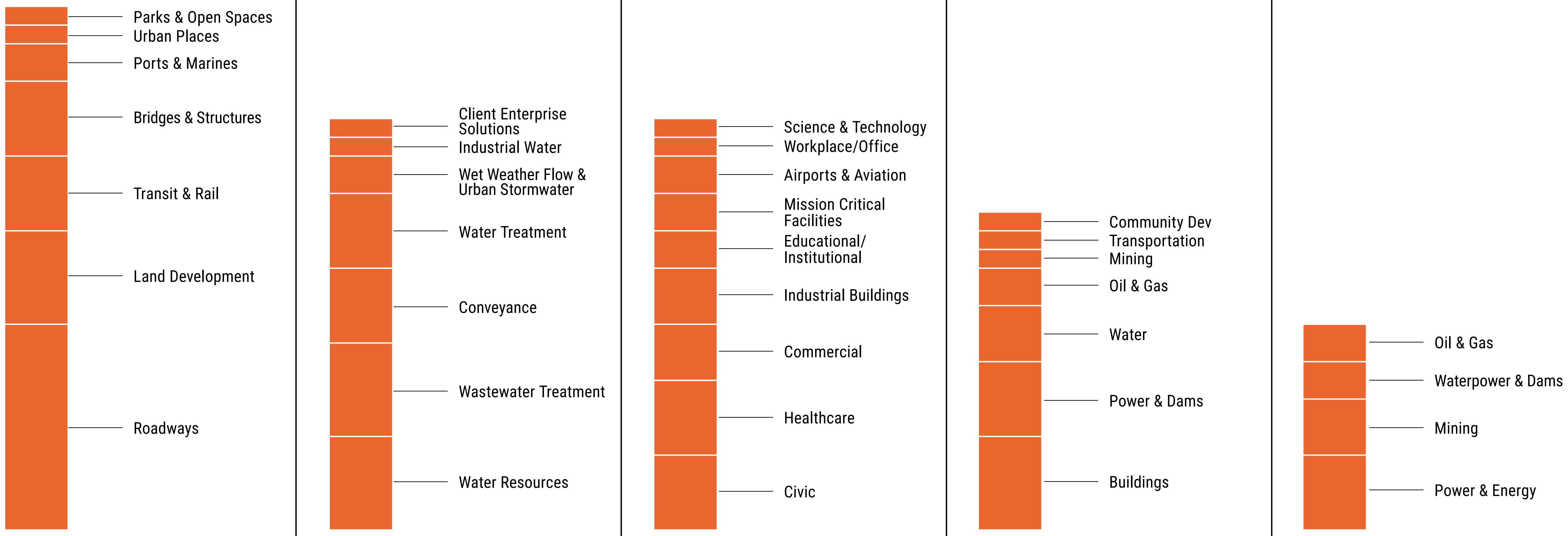


Q1 25 Organic Net Revenue Growth by Reportable Segment

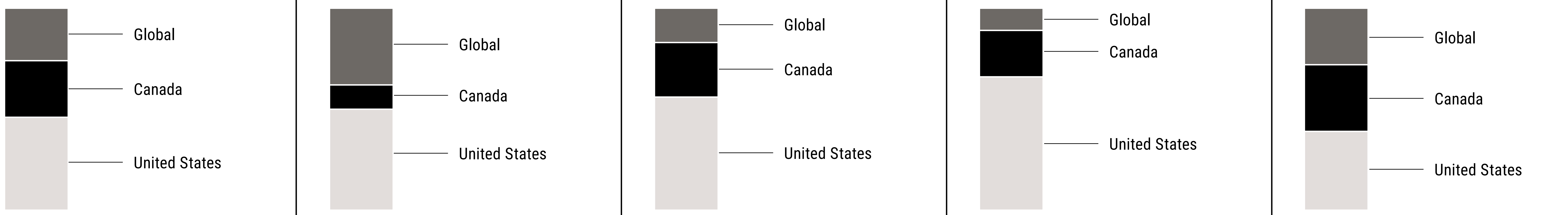
OVERALL		
Q1 25 5.9%		
CANADA	**UNITED STATES**	**GLOBAL**
Q1 25 12.2%	Q1 25 2.4%	Q1 25 7.5%

Q1 25 Net Revenue by Business Operating Unit, Sector, and Geography*

Infrastructure	Water	Buildings	Environmental Services	Energy & Resources
28%	22%	22%	17%	11%



*As an approximate percentage of Q1 25 net revenue

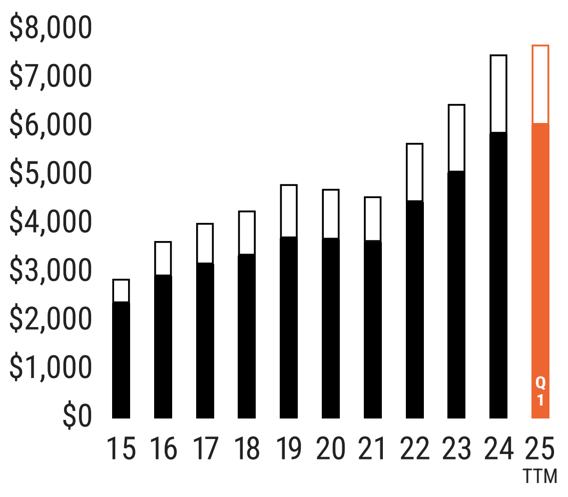


Q1 25 NET REVENUE ORGANIC GROWTH				
6.5%	7.4%	5.7%	1.8%	8.3%

Q1 25 NET REVENUE ACQUISITION GROWTH				
2.6%	0.1%	10.0%	0.2%	2.7%

Committed to excellence

Gross Revenue and Net Revenue millions (C$)



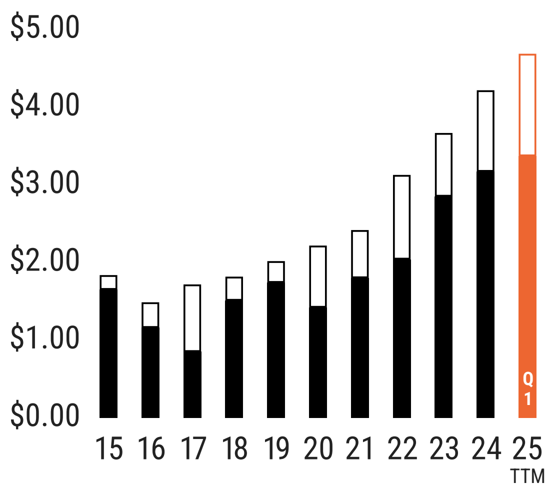
10.7%

10-YEAR NET REVENUE CAGR*

$7.9 billion in backlog

Gross revenue
Net revenue

Diluted EPS (C$)

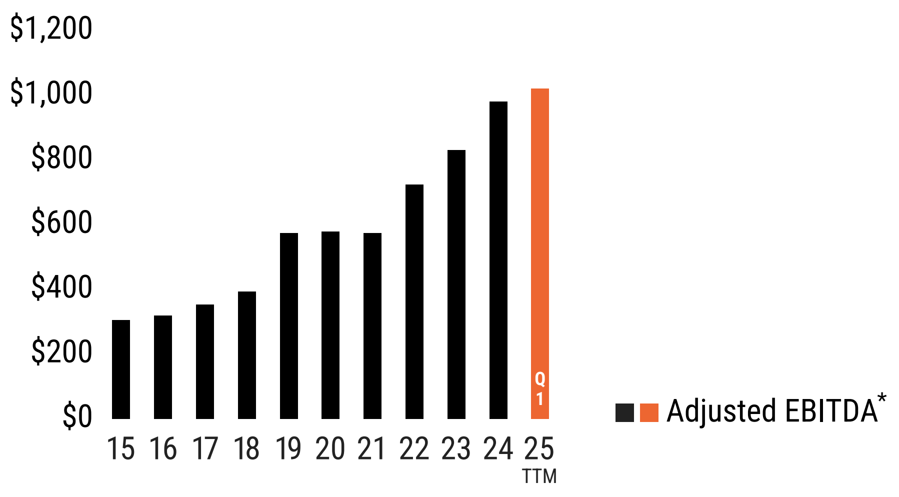


9.2%

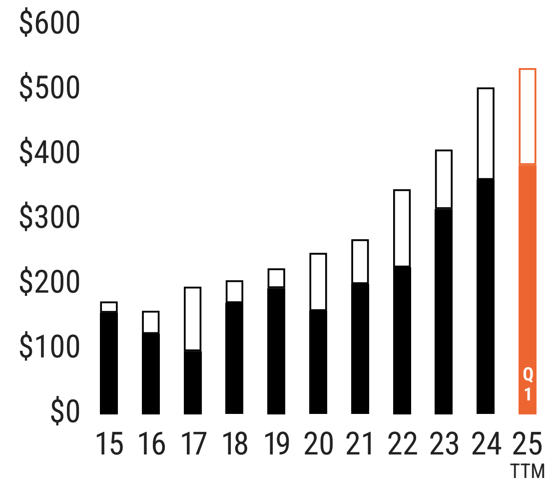
10-YEAR ADJUSTED EPS CAGR*

Adjusted EPS*
Diluted EPS*

Adjusted EBITDA* millions (C$)



Net Income millions (C$)

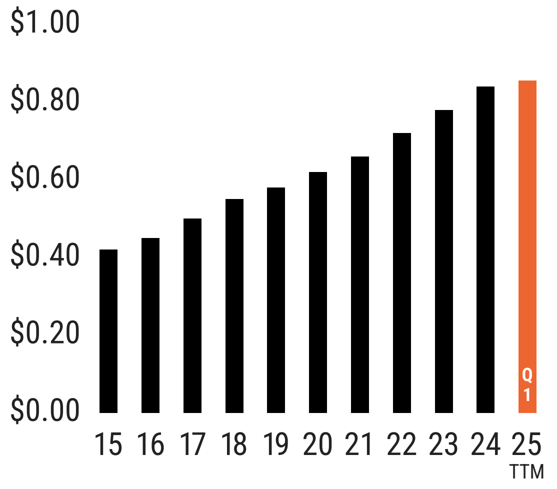


11.3%

10-YEAR ADJUSTED NET INCOME CAGR*

Adjusted Net Income*
Net Income*

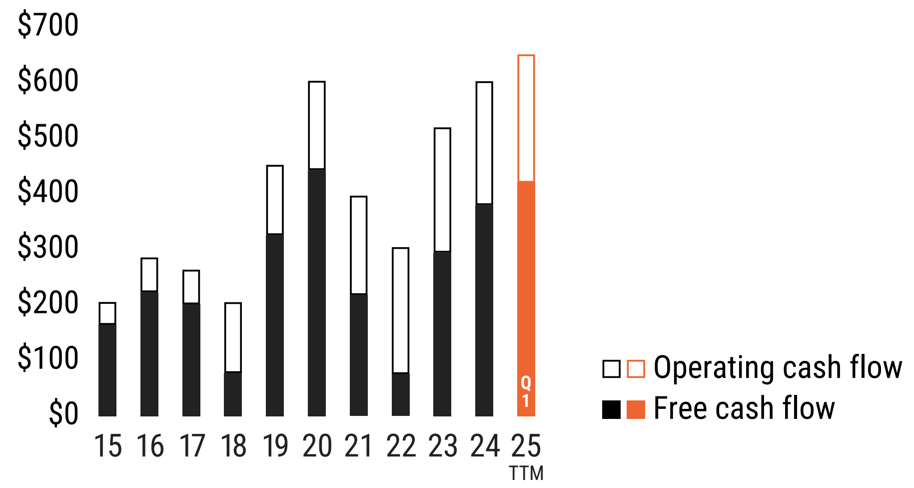
Dividend Growth (C$)



8.4%

10-YEAR DIVIDEND CAGR*

Cash Flow* millions (C$)



The financial results reflect the continuing operations of the company, except for cash flow which is on a consolidated basis. Diluted EPS and net income for 2023 and 2022 and operating cash flow and free cash flow for 2023 have been retrospectively revised for the change in accounting policy related to the treatment of deferred payments from our historical acquisitions. For further details, refer to the Critical Accounting Developments, Estimates, and Measurements section of the Q1 2025 Management's Discussion and Analysis (MD&A) and note 3. c) of the Q1 2025 consolidated financial statements. 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 2025 MD&A available on SEDAR+, EDGAR, and stantec.com.

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 2025 Management's Discussion and Analysis.

To learn more, please visit **stantec.com/investors**

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