



INDEPENDENT REVIEW LETTER

To: The Stakeholders of Stantec

Objectives and Responsibilities

Apex Companies, LLC (Apex) has been engaged by Stantec Inc. to provide a third-party review of specific indicators reported in Stantec's 2022 Sustainability Report (the Report) and their general conformance to their respective standards. This review letter applies to the related information included within the scope of work described below.

This information and its presentation in 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 review of its content.

Scope of work

The scope of work included third-party review of the following ("Subject Matter"):

- General disclosures related to the Bloomberg Gender-Equality Index (GEI) in Stantec's 2022 Sustainability Report; and
- Evaluation of nature and extent of Stantec's adherence to the GEI Key Performance Indicators (KPI).

Reporting Criteria

The Subject Matter needs to be read and understood together with the Bloomberg GEI KPI as described in the Report.

Limitations and Exclusions

Excluded from the scope of our work is any review or assurance of information relating to:

- Activities outside the defined reporting period;
- Accuracy of the reported data;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported; and
- Positional statements (expressions of opinion, belief, aim or future intention by Stantec) and statements of future commitment.

This third-party review engagement was focused on the conformance of the Bloomberg GEI KPI reported in Stantec's 2022 Sustainability Report and a determination of whether Bloomberg GEI indicators were prepared in accordance with the requirements of the Bloomberg GEI standard. Our review of the Bloomberg GEI indicators did not include any evaluation of the accuracy of the reported data, nor did it include any evaluation of the underlying reporting systems and processes in place for the collection of that data.

Summary of Work Performed

As part of its independent review, Apex undertook the following activities:

1. Conduct interviews with relevant personnel of Stantec;
1. Review of documentary evidence produced by Stantec;
2. Review of disclosures against Reporting Criteria;

3. Matching a selection of values of the Subject Matter to their corresponding source documentation;
4. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
5. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with reviewed information.

Our work was conducted against Apex's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

Conclusions

On the basis of our scope of work, methodology and the activities described above, it is our opinion that:

- Nothing has come to our attention to indicate that the Subject Matter has not addressed the required aspects of the Reporting Criteria.

Statement of independence, impartiality and competence

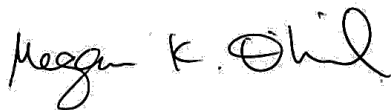
Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Stantec, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge 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 assurance of sustainability reporting.

Attestation

A handwritten signature in black ink, appearing to read 'Megan K. O'Neil'.

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

October 27, 2023

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

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