Stantec Inc.

2025 CDP Corporate Questionnaire 2025

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

09/12/2025, 10:28 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ CAD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Stantec Inc. is a global professional services company that trades on the TSX and on the NYSE. We help create a more sustainable world through design, architecture, engineering, planning, digital technology, project management, and scientific consulting services. Our 2024 gross revenue was $7.5 billion. Our ability to design and deliver sustainable solutions for our clients is critical to our long-term competitiveness and is key to us maintaining a position as a top-rated global design firm. Environmental, social, and governance (ESG) initiatives position our company for the future and support our economic performance by providing a foundation for effective decision-making, risk management, and transparency; driving innovation; supporting our brand; and improving recruitment and retention. We take responsibility for the environmental impacts of our internal operations by choosing approaches that reduce harm and promote benefits; providing an inclusive and equitable (merit-based) workplace for our employees; actively volunteering in and engaging with our communities; and demonstrating ethical business behavior. In addition to our commitment to sustainable operations, Stantec recognizes our most positive impact on the world comes from the services we deliver to clients. At Stantec, we support a more sustainable future for the clients and communities we serve. We walk the path with them, identifying and capturing ways to make their projects more sustainable, balancing their social, environmental, and economic needs, all while providing the best design solutions for communities. We think about the big picture; in the context of a changing climate, shifting demographic and geopolitical trends, and evolving economic realities, we anticipate and address the long-term impacts of our design decisions. Sustainability runs deep at Stantec and is woven directly into the fabric of our leadership—each geography and business operating unit actively engages in creating a sustainable world. NOTE: This report contains forward-looking statements within the meaning of applicable US and

Canadian securities laws. There is a risk that such statements will not prove to be accurate, and we caution readers not to place undue reliance on our forward-looking statements.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2024	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

7500000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

CA85472NAE90, CA85472NAD18, and CA85472NAC35

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

CA85472N1096

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

85472N

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

STN

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

2854238

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

549300MZ7NGUZDCP2T16

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

24-642-2307

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ Czechia
☑ Germany
☑ Morocco
☑ Barbados
☑ Ethiopia
☑ New Zealand
☑ Philippines
☑ Qatar
☑ Canada
☑ Turkey
☑ Austria
☑ Belgium
☑ Pakistan
☑ Slovakia
☑ Argentina
☑ Australia
☑ Netherlands
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

☑ Saudi Arabia
☑ Taiwan, China
☑ United Arab Emirates

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:
☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain
☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:
☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:
☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Stantec maintains a detailed value chain map. The process started with an evaluation of our supply chain to identify the goods and services that contribute to our ability to provide consulting services. We then looked beyond Stantec's operations, to clients and impacted communities. For each value chain node, we identified the types of companies we work with. Our upstream supply chain includes real estate, vehicle fleet, vendors enabling us to do our consulting work (office supplies, furniture, computers, travel, etc.), vendors enabling us to carry out lab/field work, and subcontractors/subconsultants/other partners that support project teams. Downstream clients/communities consist of clients for whom we provide engineering, planning, scientific design services and the communities/ecosystems impacted by our projects. For each of the identified groupings, we evaluated our current status of involvement, our ability to influence, the effectiveness of our current programs,

and our ability to do more. NOTE: As a professional services firm and pure play design firm, Stantec is not directly responsible for procurement of materials or the physical construction of the designed systems, buildings, or infrastructure. While we recognize that our designs have an influence on materials and waste, Stantec cannot control material selection or end-of-life of construction materials, so these were excluded from our evaluation.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

Stantec is a professional services company that provides expert advice and design services. We do not produce any products and have identified that plastics are not materially present in our value chain.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is the timing of our short-term financial reporting cycle and short-term emissions reduction targets. It is also aligned with the short-term definition in the European Sustainability Reporting Standards (ESRS).

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is the timing of our strategic and financial planning cycle, providing structured milestones. The timing is aligned with the medium-term definition in the ESRS.

Long-term

(2.1.1) From (years)

3

(2.1.2) Is your long-term time horizon open ended?

Select from:
☑ No

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This is the timing of our longer-term engagements. It includes our near-term Science-Based Target and our net zero commitment. The timing is aligned with the long-term definition in the ESRS.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

☑ Sub-national

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

☑ ISO 31000 Risk Management Standard

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

Other

☑ Scenario analysis

☑ Desk-based research

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

☑ Partner and stakeholder consultation/analysis

☑ Other, please specify :**Encore Tool**

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Cyclones, hurricanes, typhoons

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Tornado

☑ Wildfires

Chronic physical

☑ Heat stress

☑ Increased severity of extreme weather events

☑ Temperature variability

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

☑ Lack of mature certification and sustainability standards

☑ Poor coordination between regulatory bodies

Market

☑ Changing customer behavior

☑ Uncertainty in the market signals

Reputation

☑ Impact on human health

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

☑ Data access/availability or monitoring systems

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Employees

☑ Investors

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

To identify and assess climate-related risks, Stantec follows our Enterprise Risk Management (ERM) program (based upon ISO 31000 Risk Management and informed by our climate scenario planning and double-materiality assessment). Through multi-disciplinary collaboration (legal counsel, ESG experts, business leaders) we evaluate risks related to climate events in addition to health and safety, ethics and conduct, regulatory compliance, geopolitical events, organic growth, project delivery, information security, and market conditions. Our integrated ERM addresses compounding risks since vulnerability in one value chain area (e.g. severe weather) may compound risk in another (e.g. project delivery schedules). Stantec defines our principal risks as those that may materially and adversely affect our ability to deliver value to our interested parties, grouped into three risk categories: strategic, operational, and compliance and regulatory risks. Analysis is conducted with subject matter experts and leadership to assess the likelihood and impact, informing management approaches. Risks are scored for inherent risk and residual risk on a scale of 1-16 (calculated based on the likelihood (1-4 score) and the consequences of the event occurring (1-4 score)) with 16 being the most material. Once identified, significant risks are documented through our risk register and heat map, which are evaluated, updated and reported to Stantec's board Audit & Risk Committee on a quarterly basis and reported to our board of directors and shareholders annually through Stantec's Annual Report. Management approaches for significant environmental impacts are also incorporated into Stantec's ISO 14001-certified Environmental Management System. Environmental risks, including those pertaining to climate, are considered within our management systems' aspects and impact registers. For example, we identified risk of decreased revenues and business opportunities from governmental (public) clients if Stantec does not maintain carbon balanced operations and does not continue progress towards net zero operations globally, especially in the UK, Europe, and Australia. We assessed this to be a strategic and operational risk - if we are unable to deliver on our commitments aligned with current and emerging net zero regulations, we may lose business opportunities. The likelihood was determined to be 'Likely' and the impact 'Medium' as the time horizon for this risk is long-term. Our Health and Safety team monitors legislation for protecting workers' health during acute and/or chronic climate events (e.g. unsafe work temperatures during a heatwave) and reviews and updates our global office closures practice accordingly. Our enterprise-wide system for tracking the financial impact to our operations of severe climate events helps prioritize actions to mitigate future risk (e.g. assessing field work conditions and locations, relocating offices, and updating health and safety protocols). Stantec's scenario analysis explored three scenarios - Net Zero 2050, Current Policies 2050, Some Progress 2050 - and the opportunities and risks they may pose to our business. Stantec's double-materiality exercise assessed dependencies, impacts, risks and opportunities. Further identification of environmental dependencies and impacts was carried out, per ENCORE service definitions (encorenature.org), to inform Stantec's Climate Transition Plan.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Local

☑ Sub-national

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

☑ Other, please specify **:Encore Tool**

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☑ Drought
- ☑ Tornado
- ☑ Landslide
- ☑ Wildfires
- ☑ Heat waves
- ☑ Cyclones, hurricanes, typhoons
- ☑ Heavy precipitation (rain, hail, snow/ice)
- ☑ Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

- ☑ Heat stress
- ☑ Soil erosion
- ☑ Solifluction
- ☑ Water stress
- ☑ Sea level rise
- ☑ Water quality at a basin/catchment level
- ☑ Precipitation or hydrological variability
- ☑ Increased severity of extreme weather events
- ☑ Water availability at a basin/catchment level
- ☑ Changing temperature (air, freshwater, marine water)
- ☑ Coastal erosion
- ☑ Soil degradation
- ☑ Permafrost thawing
- ☑ Changing wind patterns
- ☑ Temperature variability
- ☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy

- ☑ Carbon pricing mechanisms
- ☑ Changes to national legislation
- ☑ Poor coordination between regulatory bodies
- ☑ Increased difficulty in obtaining operations permits
- ☑ Changes to international law and bilateral agreements
- ☑ Lack of mature certification and sustainability standards

Market

- ☑ Availability and/or increased cost of certified sustainable material
- ☑ Availability and/or increased cost of raw materials
- ☑ Changing customer behavior
- ☑ Uncertainty in the market signals

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

☑ Stakeholder conflicts concerning water resources at a basin/catchment level

☑ Stigmatization of sector

Technology

☑ Dependency on water-intensive energy sources

☑ Data access/availability or monitoring systems

☑ Transition to lower emissions technology and products

☑ Transition to water intensive, low carbon energy sources

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Local communities

☑ Indigenous peoples

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

Climate action and preparing communities / infrastructure for the future are fundamental to our values, risk management, and Strategic Plan. Our downstream value chain comprises clients, communities, and ecosystems impacted by our project delivery. Stantec's opportunity and risk identification as it relates to business development is informed by: project management (PM) ecosystem; climate scenario analysis workshop; double materiality assessment; the market analysis of global trends and their short-, medium- and long-term impact across our value chain undertaken in preparing Stantec's current Strategic Plan; annual account management business planning; and multidisciplinary, knowledge-sharing strategy sessions in response to significant market / industry developments such as the annual UN COP events and the publication of IPCC reports. Identification of climate-related opportunities and assessment of related risks are a key part of our strategic planning process. Stantec leaders forecast three years ahead and Stantec business managers apply these forecasts to their local goals. Stantec's current Strategic Plan includes Strategic Growth Initiatives (SGIs) of Climate Solutions, Communities and Infrastructure of the Future, and Future Technology. Stantec's senior leadership team, along with a project-related climate change task force comprised of legal and technical subject matter experts, have issued guidance across our company requesting that climate information be considered on projects and discussed with clients. Stantec's PM ecosystem specifies Stantec's expectations of project managers, conveyed via a scalable PM Framework guiding a pragmatic and disciplined approach to project delivery. It includes the critical tasks for managing risks, including climate risks, and achieving quality delivery on typical projects. At a project level, Stantec's PM Framework considers topics such as emissions management, air and water quality, energy and resource use, human rights, ethics, stakeholder engagement, and Indigenous relations. Impacts are evaluated during the proposal and the health, safety, security, and environmental planning stages and then reviewed through project audits. For projects with risks that have the potential for significant financial and/or reputational impacts, including impacts related to climate change, we have a formal project risk review practice. The Project Risk Review Committee consists of senior Stantec leaders as well as relevant Stantec subject matter experts. Project risk review is part of the go/no-go process, triggered when a project meets pre-established criteria. Project teams provide detailed information on the project (via consultation with internal advisors/experts in areas such as safety, legal, tax), that is then reviewed by a Business Operating Unit Risk Committee, Executive Leadership Risk Committee, or both (calling in subject matter expertise as needed). Via a candid and open discussion, the pursuit team and business leaders evaluate risks, identify the probability/potential impact of such risks, establish mitigation measures, apply lessons learned from past projects, provide technical review and guidance, and consider the impact to Stantec's total risk portfolio. At the conclusion of the risk review the Risk Review Committee makes recommendations. If the project is a 'go', conditions are set, and continued oversight is provided.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Local

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Internal company methods

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Increased severity of extreme weather events

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Availability and/or increased cost of raw materials

Technology

☑ Transition to lower emissions technology and products

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Indigenous peoples

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Stantec's upstream value chain (suppliers) includes real estate, vehicle fleet, vendors, subcontractors, subconsultants, and business partners. As a large global company, we recognize our purchasing decisions as an opportunity to influence positive change. While centralization and standardization of Stantec's global supply chain management programs continue to evolve, we leverage supply chain decisions to encourage sustainable business practices, promote small and diverse businesses, and support local businesses around the globe. Through our Partner Code of Business Conduct, available publicly on our website and shared with suppliers as part of the procurement process, we share our ESG expectations with suppliers. Stantec annually assesses a centrally managed portion of Tier 1 indirect vendors (office supplies, furniture, computers, travel, etc.). We incorporate sustainability considerations into our evaluation process, and as a result, climate-related considerations have a direct impact on our vendor selection and management. We interact with these vendors via our Corporate Procurement Group. The evaluation takes place each time a new, centrally managed vendor is engaged, which occurs multiple times throughout the year. The climate-related vendor engagement strategy covers a large portion of Stantec's centrally managed vendors because we are currently able to effectively engage with vendors in Canada, US, UK, NZ, and AU, which is where 90% of these vendors are located. Due to unique logistical and cultural considerations, our smaller operations outside of these geographies are not integrated into our centralized, corporate systems, and therefore, we have estimated that about 10% of our vendors do not have consistent engagement on climate considerations. We are in the process of deploying a new enterprise procurement management tool to increase our consistency, accuracy, and efficiency in collecting supply chain data such as supplier GHG emissions. In 2024, Stantec was a co-founder of the BSR Engineering Services Roundtable. Facilitated by non-profit BSR, the group is focused on collaboratively improving the efficiency and quality of data collection from our shared engineering industry supply chains, with a particular emphasis on alleviating the reporting burden to small businesses and driving social equity in our supplier engagement.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Stantec's strategic planning responds to the megatrends and market drivers reshaping the world we operate in and the ways we conduct business. Our current Strategic Plan comprises Strategic Growth Initiatives (SGIs) of Climate Solutions; Communities and Infrastructure of the Future; and Future Technology. Consulting opportunities under each SGI focus on helping clients and communities directly respond to physical climate risks, resource scarcity, biodiversity loss, and societal and

economic changes using both technology- and nature-based solutions (NbS). Among these opportunities, we see significant growth for Stantec in consulting areas critical to climate transition risk management (e.g. energy transition, coastal resilience, nature-based solutions). To understand interconnections between our dependencies and opportunities, we leverage collaboration and knowledge sharing across our broad bench of subject matter experts. For example, in response to the publication of the IPCC AR6, Stantec convened focus groups of internal subject matter experts in each of our primary operating geographies to map out (using interactive digital tools) the risks and opportunities associated in their sector and geographic region, and how they connected to those facing Stantec globally. Over 1,200 topics were generated, aggregated and prioritized by internal experts in foresight planning, and influenced our Strategic Plan process. Project-based examples of our understanding of interconnections, risks and dependencies can be seen in NbS projects where the project solutions achieve environmental, social and economic benefits. An example project includes the Clayton West Integrated Constructed Wetland project for Yorkshire Water in the UK, which responds directly to the interconnections between nature provisioning and regulating services, the client's regulatory need to decarbonize and Stantec's opportunities for market growth in NbS. Incorporating over 300,000 plants, with a 30% positive biodiversity net change, 60% reduction in embodied carbon and community-focused right of way protections, the project improves water quality, biodiversity and social value. At a portfolio scale, Stantec applies the UN Sustainable Development Goals (SDGs) framework to track our sustainable revenue, help practitioners identify interconnections across the core SDGs that we most directly influence, scale jump the positive impact and win a greater scope of work. For example, seeing a growing interest among clients in nature as a driver of value and revenue, our UK Advisory services leverage the insight of multi-disciplinary working groups to bring NbS solutions to clients across a wide range of sectors. Additional guidance for cross-selling is published internally in documents such as our Account Managers Guide to sustainability-aligned business development.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Downstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas important for biodiversity

☑ Areas of high ecosystem integrity

☑ Areas of rapid decline in ecosystem integrity

☑ Areas of limited water availability, flooding, and/or poor quality of water

☑ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Stantec's Strategic Plan comprises three Strategic Growth Initiatives (SGIs). Each SGI comprises multiple corresponding strategic growth opportunities, ranging from critical minerals to nature-based solutions, adaptive reuse of assets to AI and digital twins. In each of our primary operating geographies, focus groups comprising Stantec's business, discipline, and sector leaders held workshops to prioritize the strategic growth opportunities based on the risks and opportunities specific to their region. As a result, a global, corporate-level Strategic Plan has been translated into shortlists of actions highly specific to each of Stantec's primary geographies, supporting resource allocation aligned with where the greatest needs exist. Additionally, our practitioners are instructed to consider changing climate conditions that are relevant to projects. Where there are known risks due to reasonably foreseeable climate conditions, clients are encouraged to complete a further climate-related risk assessment.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Direct operating costs

(2.4.3) Change to indicator

Select from:

☑ Absolute increase

(2.4.5) Absolute increase/ decrease figure

40000000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Stantec defines "substantive financial impact" of any risk, including climate-related risk, as a cost of more than $40 million. To identify and assess risks, Stantec follows our Enterprise Risk Management (ERM) program, based upon ISO 31000 Risk Management. Via multi-discipline internal collaboration (e.g. legal counsel, senior leadership, ESG experts, business leaders), we evaluate climate-related risks among other key risks such as those related to health and safety, cybersecurity, talent management, ethics and conduct, regulatory compliance, geopolitical events, organic growth, project delivery, enterprise business continuity, and market risks. Our integrated, ERM processes and policies enable us to address compounding risks since vulnerability in one value chain area (e.g. severe weather) may compound risk in another (e.g. project delivery schedules). Stantec identifies potential events that, if they occur, will adversely affect our ability to successfully implement our strategy. Principal climate-related risks, both physical and transitional, are identified. These risks are categorized as strategic, operational, and compliance/regulatory. Analysis is conducted with subject matter experts and leadership to assess the likelihood and impact, informing management approaches. Risks are scored for inherent risk and residual risk on a scale of 1-16 (calculated based on the likelihood (1-4 score) and the consequences of the event occurring (1-4 score)) with 16 being the most material. Stantec is currently in the process of assessing our climate-related risks considering short, medium, and long-term horizons. All Stantec risks, including climate, are monitored in an internal risk register and heat map. Risks and are reported to Stantec's board Audit & Risk Committee on a quarterly basis and reported to the full board of directors annually. In addition, material risks are reported to our shareholders annually through Stantec's Annual Report, with quarterly updates as required. Significant environmental impacts are incorporated into Stantec's ISO 14001-certified Environmental Management System. Environmental risks, including those pertaining to climate, are considered within the management system's aspects and impact registers.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

☑ Other, please specify :Market growth trends

(2.4.7) Application of definition

Identification of climate-related opportunities is a key part of our strategic planning process. Stantec leaders forecast three years ahead and Stantec business managers apply these forecasts to their local goals. The process of developing our current Strategic Plan for involved a deep-dive review into megatrends, market

conditions, and Stantec competitive advantages under the categories of: climate change and resource security; demographic, social, and urbanization changes; economic power, market shifts, and geopolitics; incremental and breakthrough technology. The resulting Strategic Growth Initiatives (SGIs) all have a connection to climate change: Climate Solutions; Communities and Infrastructure of the Future; and Future Technology. This reflects the value Stantec places, financially and culturally, on climate action. Time Horizon: Revenue thresholds for strategic growth opportunities were based on the three-year time horizon, the likelihood of market growth in a specific market area and geographic area, and the frequency of winning work. Likelihood: Identification and evaluation of our SGIs includes an assessment of the likelihood of Stantec winning work in a specific market, consulting field, or client type (win rate). Metrics Review: As Stantec works on a three-year planning cycle, metrics and thresholds at the enterprise-wide strategic growth scale are reviewed and updated every three years. Metrics and thresholds for opportunities at the sector and client/account scale are reviewed and updated annually per our account management planning cycle. Performance metrics for each specific consulting service grouped under each SGI are reviewed monthly per the required revenue reporting cycle, overseen by our growth and innovation office in order to track the ROI of funding directed towards SGIs. In addition to our quantitative analysis, Stantec's business development, innovation, and growth leaders also consider qualitative feedback from clients, industry groups, peers, investors, and colleagues when identifying market trends and opportunities that warrant further exploration.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Stantec's offices, projects, and staff are located across many regions and exposed to severe weather events. Our company size, scope, and diversification – both in terms of geography and service offerings – create a natural buffer (mitigating effect) against environmental risks. An acute weather event in one part of the world is unlikely to impact our company at a global level. While certain client service offerings might be impacted by climate-related events (both physical and transitional), they are mitigated by other services in our company. To assess and monitor overall impacts, significant environmental and climate-related impacts are incorporated in our Enterprise Risk Management and ISO 14001-certified Environmental Management systems. Stantec is in the process of completing a comprehensive analysis of our climate-related risks. We have developed our physical climate-related risk analysis process and are in the midst of our transitional climate risk evaluation. Stantec leases office space, operates under a flexible working strategy, maintains insurance, and upholds a robust business continuity plan. The physical climate impact to Stantec relates to business continuity (employee's ability to work, whether from the office, field, or from home), not physical asset damage. We financially quantified our physical climate risks and determined that financial impacts of climate-related severe weather events have not approached our 'substantive financial impact' threshold, and we do not anticipate that they will reach this threshold in the future. Based on 2024 Stantec data, the minimum potential financial effect is calculated as: Leave with pay: 7,650 average hours per year x $77 average hourly employee rate = $589,050 total minimum effect. The maximum potential financial effect assumes a 50% increase in climate events (2024 base year), causing a 50% increase in leave with pay hours. The maximum potential financial effect is calculated as: Leave with pay: 11,475 average hours per year x $77 average hourly employee rate = $883,575 total maximum effect. NOTE: The answer references operational

physical climate-related risks. For transitional climate-related risks, there is currently no established method for determining costs for our type of business. We will evolve our transitional risk analyses in the time horizons defined as part of our ongoing climate-related risk assessments.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

As a professional services company in leased office space, we do not utilize a significant volume of plastic. As part of our ISO 14001-certified Environmental Management System, we require each office to recycle and ask employees to minimize their use of single-use plastics.
[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ Germany
☑ Ireland
☑ Barbados
☑ Ethiopia
☑ Slovakia
☑ Saudi Arabia
☑ Taiwan, China
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Qatar
☑ Canada
☑ Turkey
☑ Belgium
☑ Czechia
☑ Argentina
☑ Australia
☑ Netherlands
☑ New Zealand
☑ Philippines

(3.6.1.8) Organization specific description

Stantec's consulting services and project outcomes are our greatest impact on the global climate transition. Stantec's current Strategic Plan includes the three Strategic Growth Initiatives (SGIs) of Climate Solutions, Communities and Infrastructure of the Future, and Future Technology. Consulting services grouped under these SGIs focus on helping clients and communities directly respond to physical climate risks, resource scarcity, societal and economic changes (using our expertise in technology-based and nature-based solutions, strategic consulting, and scientific analysis). Naming Climate Solutions, and the associated suite of consulting services, as a strategic growth initiative sets Stantec up for long-term success in this growing market - dedicated resourcing is available for business development, upskilling where necessary, and internal engagement. In addition, recognizing the critical need for respecting socio-ecological context when delivering project solutions, business leaders identified regional and national priority consulting topics that best address the climate vulnerabilities and market opportunities prevalent in each of our key operating geographies. Stantec's The Battery Coastal Resiliency project is an example of strengthening coastal resilience and safeguarding cultural heritage, designed to protect New York City from projected sea level rise through 2100 while sensitively maintaining the iconic views, artwork, and character of the park.

(3.6.1.9) Primary financial effect of the opportunity

Select from:
☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Climate Solutions is one of three Strategic Growth Initiatives (SGIs) within Stantec's current Strategic Plan. Under the three-year Strategic Plan, Stantec aims to achieve meaningful increases in the percentage of organic net revenue derived from our SGIs: Climate Solutions, Communities and Infrastructure of the Future, and Future Technology. Specific to our Climate Solutions SGI, Stantec offers a suite of consulting services aligned directly with high-growth markets. Executing the growth plan enables us to increase the percentage of our project portfolio and consulting expertise that supports topics critical to climate transition risk management (e.g. energy transition, coastal resilience, nature-based solutions). In addition, the upskilling of practitioners to expand and grow our climate solutions service offerings will have a positive impact on our other consulting areas. For example, Stantec's FortWhyte Alive Buffalo Crossing Visitor Center achieved the Net Zero Carbon (Design) certification from the Canada Green Buildings Council and will be the first commercial building in Manitoba, Canada to achieve the stringent Passive House Certification. Our integrated team of designers, architects, engineers, and climate specialists used geometry, orientation, and a high-performance building envelope to respond to the extreme Manitoba climate, developing design and buildings science skills that will impact future projects across our Buildings team.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

2977000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

3270000000

(3.6.1.23) Explanation of financial effect figures

Stantec's Climate Solutions opportunity is best represented by our climate action backlog (the amount of signed/committed work that we have not yet completed). This is tracked by mapping project coding available in Stantec's financial system against the climate action categories including climate strategy, energy efficiency, renewables, green infrastructure, coastal resilience, nature-based solutions, and water conservation/management. As disclosed in our 2024 Sustainability Report (Appendix C. SASB Standards Index), Stantec's climate action backlog for 2024 was 38% of our total year-end backlog of $7.824 billion, or $2.977 billion. We estimated our minimum opportunity as a continuation of our existing backlog. This breaks down as follows: $7.824 billion (Stantec total 2024 backlog) x 0.38 (percentage of climate action backlog) = $2.977 billion (Stantec climate action backlog). To estimate our maximum potential financial impact figure, Stantec is estimating we can grow this business by 10% in coming years. So, our maximum opportunity assumes a 10% growth in climate action backlog. This breaks down as follows: $2.977 billion (Stantec climate action backlog) x 1.10 (10% market growth) = $3.27 billion (potential climate action backlog). NOTE: The future growth goal (10%) is an estimate based on our current trajectory. It does not constitute a formal target or commitment.

(3.6.1.24) Cost to realize opportunity

89310000

(3.6.1.25) Explanation of cost calculation

To calculate the cost of response to this opportunity, we used the current 2024 climate action backlog ($2.977 billion) as calculated in the financial impact section above and applied our current marketing model of business development costs representing an average of 3% of projected revenue. This breaks down as follows: $2.977 billion (Stantec's existing climate action backlog) x 0.03 (estimated percentage cost of business development) = $89.31 million.

(3.6.1.26) Strategy to realize opportunity

As a Strategic Growth Initiative (SGI), Climate Solutions comprises a suite of consulting services that address high-growth markets across the world, with varying areas of prioritization. We identified 16 specific strategic growth opportunities in the Climate Solutions SGI to focus our consulting services. Subject matter experts have developed detailed strategy plans for each growth opportunity to align our investments, drive collaboration across our organization, and integrate our resources. These areas represent significant opportunities in high growth markets across the world. Leaders in each geographic area build on this integrated strategic plan to prioritize and customize annual business plans and associated investments based on local demographic, economic, and climate trends. The collaboration of global strategy with local prioritization strengthens our ability to quickly respond to the specific (and rapidly changing) environmental, social, and economic market forces in each of our primary operating geographies. SGIs are provided with resources to support growth and business development with the aim of winning transformational, competitive pursuits. Internal education and awareness campaigns support practitioners in understanding the consulting opportunities and bringing relevant information to our clients. The financial performance (e.g. sales growth, win rate) of the Climate Solutions consulting services is closely tracked in our financial systems using dedicated codes.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Peru
☑ Chile
☑ China
☑ India
☑ Italy
☑ Germany
☑ Ireland
☑ Barbados
☑ Ethiopia
☑ Slovakia
☑ Saudi Arabia
☑ Taiwan, China
☑ Qatar
☑ Canada
☑ Turkey
☑ Belgium
☑ Czechia
☑ Argentina
☑ Australia
☑ Netherlands
☑ New Zealand
☑ Philippines

☑ United Arab Emirates

☑ United States of America

☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

The energy transition is addressed by several of Stantec's strategic growth opportunities; from design and distribution to planning, research, and implementation. We help our clients become active participants in the energy transition through new energy networks, renewable energy, distributed power, battery storage, decarbonization roadmaps, commitments and policies, and community engagement. Across all of our sectors and geographies, our clients and their assets are impacted by this global shift. In response, energy transition consulting services specifically aimed at supporting the energy transition are key to our SGIs, from climate solutions to accelerate decarbonization, to supporting the communities and infrastructure solutions of the future, to exploring the role of future technology in transition. While renewable energy-related projects are currently facing unpredictable challenges in some geographies, we have not yet seen an impact on our current backlog as opportunities for market growth remain strong around the world. For example, Stantec provided engineering support for Coire Glas, the UK's first major pumped storage scheme in over 40 years and the first pumped storage project in the world to achieve Gold certification under the Hydropower Sustainability Standard. At 1,500 MW potential capacity, this large-scale generation scheme could more than double the country's pumped hydro storage capability, a significant step towards decarbonization.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Each of Stantec's business operating units (Buildings, Energy & Resources, Environmental Services, Infrastructure, and Water) offer consulting services that help clients be active players in the energy transition, from decarbonization roadmaps, net zero carbon facilities and nature-based infrastructure solutions, to ESG and nature-based carbon markets advisory services. We see energy and resource scarcity as a climate-related risk for many of our clients and Stantec brings solutions to the table from across our subject matter expertise. As a result, the financial effect cannot be isolated to one category of project pursuits, or revenue streams. To provide some context, we looked at the annual growth target stated in Stantec's current Strategic Plan for three areas of market opportunities provided by the energy transition: critical minerals and metals; renewable energy and energy storage; and grid modernization and expansion. The associated, confidential growth targets provide an indicator of the magnitude of financial effects anticipated from Stantec dedicating business development resources to consulting services that accelerate the position of our clients and communities in the energy transition.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

291000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

320100000

(3.6.1.23) Explanation of financial effect figures

Stantec supports a more sustainable future for the clients and communities we serve and recognizes the energy transition is essential to that future. Energy transition opportunities are drivers in most of our consulting services and thus difficult to financially isolate. For ease of calculation, we are representing energy transition opportunities through our renewable energy backlog. This is tracked by mapping project coding available in Stantec's financial system against the climate action category of renewable energy projects. As disclosed in our 2024 Sustainability Report (Appendix C. SASB Standards Index), Stantec's renewable energy projects backlog for 2024 was 3.7% of our total backlog of $7.824 billion, or $291 million. We estimated our minimum opportunity as a continuation of our existing backlog. This breaks down as follows: $7.824 billion (Stantec's total 2024 backlog) x 0.0372 (percentage of renewables backlog) = $291 million (Stantec's renewables backlog). To estimate our maximum potential financial impact figure, Stantec is estimating we can grow this business by 10% in coming years. So, our maximum opportunity assumes 10% growth in backlog from renewables. This breaks down as follows: $291 million (Stantec's renewables backlog) x 1.10 (10% market growth) = $320.1 million (potential renewables backlog). NOTE: Our renewable energy projects backlog is a part of the 2024 climate action backlog disclosed in Opp1, and not additive. Additionally, the future growth goal (10%) is an estimate based on our current trajectory. It does not constitute a formal target or commitment.

(3.6.1.24) Cost to realize opportunity

8730000

(3.6.1.25) Explanation of cost calculation

To calculate the cost of response to this opportunity, we used the 2024 renewable energy projects backlog ($291 million) as calculated in the financial impact section above and applied our current marketing model of business development costs representing an average of 3% of projected revenue. This breaks down as follows: $291 million (Stantec existing renewables backlog) x 0.03 (estimated percentage cost of business development) = $8.73 million.

(3.6.1.26) Strategy to realize opportunity

As noted under C3.6.1.14, many of Stantec's consulting services contribute to supporting our clients and communities in the energy transition. Our suite of strategic growth opportunities responding to energy transition are supported by dedicated business development resources and include consulting areas such as: critical minerals and metals (partnering across Stantec's operations globally to be a single source provider to our major global clients; supporting mining clients with renewable energy projects, electric vehicles and sustainable water practices as they move to net zero; and bringing together our ESG, mining and renewable energy services in one sustainable solution); renewable energy and energy storage (maintaining our position as a world leader in utility scale energy storage, such as pumped hydro storage; expanding our team of subject matter experts in emerging energy markets including hydrogen, small modular reactors, carbon capture, usage and storage; and developing digital tools through innovation like Stantec Beacon, which reduces earthworks, decreases construction costs, and speeds the design process); and grid modernization and expansion (project solutions to harden existing transmission systems to be more resistant to extreme weather events; leveraging our long-term client relationships and decades of experience serving clients in power delivery; increasing resource base and staff capabilities through multi-faceted programs; and targeted recruiting campaign, in-house cross-training, upskilling, and expansion of high value centers).
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:
☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

4630000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 61-70%

(3.6.2.4) Explanation of financial figures

In 2024, $4.63 billion of our gross revenue (62%) was connected to furthering one or more of our core SDGs, up from $2 billion (43%) of our gross revenue when we first started tracking in 2019. The SDG-aligned revenue of 62% is the number provided in question 3.6.2.3. This was disclosed in our 2024 Sustainability Report, Sustainable Development Goals section. This financial figure calculated by mapping the coding available in Stantec's current systems against the 169 targets of the 17 SDGs as published in the UN Global Compact Guide to Business Reporting on the SDGs. We then took that revenue classification a step further to analyze the subset of revenue and backlog associated with our climate transition strategy (internally known as Climate Solutions) to include climate mitigation and adaptation, e.g. renewable energy (hydropower, wind, solar, geothermal, battery storage, smart grids, energy recovery, etc.), alternative transportation, energy efficiency, climate action and climate resilience strategy, coastal resilience, green infrastructure, nature-based solutions, and water management (flood risk reduction, wet weather management, and water reuse). As disclosed in our 2024 Sustainability Report (Appendix C. SASB Standards Index), we additionally noted that, as of year-end, in addition to a renewable energy backlog of $291 million (3.7%), we had $1.760 billion in backlog (22.5%) coded to climate change mitigation-related project types (including alternative transportation, energy efficiency, and climate strategy). Stantec also had $925 million worth of backlog (11.8%) associated with climate change adaptation (including coastal resilience, green infrastructure, nature-based solutions, and water management [including flood risk reduction, wet weather management, and water reuse]). Combined, climate action (renewable energy, climate change mitigation, and climate change adaptation services) accounted for $2.977 billion (38.0%) of Stantec's year-end backlog. Stantec provides climate action services in each business operating unit and geography.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Stantec has a merit-based system for board composition using objective criteria that encourages diversity. We purposely look to include candidates that represent women, Indigenous peoples, persons with disabilities, members of visible minorities, and other historically underrepresented groups. We do this through in-house resources and qualified, independent external advisors.

(4.1.6) Attach the policy (optional)

board-executive-composition-policy-05142025.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Director on board
☑ Other C-Suite Officer
☑ Board-level committee
☑ Chief Executive Officer (CEO)
☑ Chief Financial Officer (CFO)
☑ Chief Operating Officer (COO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☑ Overseeing and guiding public policy engagement

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

(4.1.2.7) Please explain

Stantec's board Sustainability Committee (internally called the Sustainability and Safety Committee) is responsible for overseeing Stantec's overall climate-related framework, including risks and opportunities. The committee reviews, assesses, and makes recommendations regarding Stantec's performance on an on-going basis

and provides leadership, focus, and guidance to management. The board committee regularly reaches out to subject matter experts (internal to Stantec and in the broader industry) to better understand climate risks and opportunities and routinely attends sustainability-related board education sessions. Stantec's CEO attends all board Sustainability Committee meetings and Stantec's chair of the board (an independent, non-executive director) also attends and actively participates. Working with Stantec's board Sustainability Committee, Stantec also has an Executive Sustainability Committee (internally called the Executive ESG Committee) that is accountable for sustainability performance against commitments and best practices. This committee is chaired by our CFO and members include our COO Global Operations, COO North America Operations, Chief Human Resources Officer, Chief Corporate Services Officer, Chief Practice Officer, SVP Corporate Sustainability, SVP Risk Management, VP Treasurer, and Regional Leader of our Europe operations.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Chief Operating Officer (COO)

☑ Other C-Suite Officer

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board Terms of Reference

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

Stantec is a professional services company working primarily in leased office space so our physical operations have a low impact on biodiversity. Our ability to protect and restore biodiversity comes through the environmental services we provide for clients (for more information on our client-facing services visit Stantec.com-Expertise-Environmental Services). Our board Sustainability Committee (internally called the Sustainability and Safety Committee) and Executive Sustainability Committee (internally called the Executive ESG Committee) provide oversight of Stantec's actions pertaining to biodiversity. When opportunities or issues arise related to biodiversity, our Executive ESG Committee provides governance and oversight and depends on our Environmental Services business operating unit for subject matter expertise. For example, when our Ecosystem Restoration team was approached by the UN to join the UN Decade of Ecosystem Restoration partnership, the Executive Vice President of Environmental Services presented the opportunity to the Executive ESG Committee with the understanding that Environmental Services would own implementation of commitment requirements. The Executive ESG Committee reviewed the internal application, evaluated the implications of this commitment, and recommended to the C-Suite that we join. Additionally, as needed, Stantec's board Sustainability Committee incorporates biodiversity into governance discussions.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Academic

☑ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify :CEO and a board member hold their Master of Engineering. Both are subject matter experts in climate action.

Additional training

☑ Training in an environmental subject by a certified organization, please specify :Envision-certified by the Institute for Sustainable Infrastructure

Experience

☑ Executive-level experience in a role focused on environmental issues

☑ Management-level experience in a role focused on environmental issues

☑ Experience in an academic role focused on environmental issues

☑ Active member of an environmental committee or organization

Other

☑ Other, please specify :One board member serves on the board of a forest-based bioindustry company based in Finland and delivers seminars at leading academic institutions on topics such as the future of a bio-economy.

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:*

	Management-level responsibility for this environmental issue
	☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Corporate Services Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions

☑ Managing public policy engagement related to environmental issues

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Developing a business strategy which considers environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

Stantec's Executive ESG Committee answers directly to the board through our Chief Corporate Services Officer and Chief Practice Officer, with participation at each board Sustainability Committee meeting. Our CEO and the independent chair of the board attend and participate at all board Sustainability Committee meetings.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Environmental, Social, Governance committee

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

Items related to biodiversity are governed by Stantec's Executive ESG Committee. The committee looks to subject matter expertise of Stantec's Executive Vice President of Environmental Services. His team includes the company's technical experts in biodiversity and ecosystem preservation / restoration. The Executive Vice President of Environmental Services keeps a close eye on biodiversity topics and reports them to the Executive ESG Committee and CEO, as necessary. This is then reported to the board Sustainability Committee, as needed.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

Stantec's executive leadership compensation is tied to key performance indicator (KPI) performance as disclosed each year in our Management Information Circular. There are numerous ESG-specific KPIs included. Compensation is tied to success of all KPIs and is not broken down on an individual KPI-basis.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Reduction in absolute emissions in line with net-zero target

Strategy and financial planning

☑ Board approval of climate transition plan

Emission reduction

☑ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

At the start of each year, Stantec's board identifies key financial and non-financial performance measures from our Strategic Plan to form the basis of the short-term incentive plan performance scorecard. The measures set in the scorecard represent target performance. Targets are based on the findings of our comprehensive review of peer performance, industry factors, and our own performance expectations.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Stantec’s executive short-term incentive plan scorecard actively fosters progress toward our environmental goals. By consistently revisiting these priorities throughout the year, we inspire swift and focused action. With 60% of our Executive ESG Committee represented at the C-Suite level and eligible for incentives, our climate initiatives benefit from strong leadership and a dynamic drive for positive change.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify :Performance Share Units

(4.5.1.3) Performance metrics

Strategy and financial planning

☑ Board approval of climate transition plan

☑ Increased proportion of revenue from low environmental impact products or services

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

Stantec awards long-term incentives to its executives in the form of performance share units (PSUs). PSUs are phantom share units that vest at the end of a three-year service period. The value of PSUs depends on Stantec's share price performance and certain performance metrics including relative total shareholder return (TSR).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The value of Stantec's PSUs depends, in large part, on Stantec's performance relative to its peers (a comparative group of companies used to calculate relative TSR). Because Stantec's relative TSR performance depends on Stantec: (i) achieving the goals set forth in its Strategic Plan (including, among other things, realizing its Climate Solutions Strategic Growth Initiative), and (ii) being regarded as a sustainable investment opportunity relative to its peers (all of whom have their own commitments to climate action), Stantec's action relative to the environment ends up having an impact on the company's relative TSR and thus the payout of its long-term incentives (principally through the company's PSUs).
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Climate change
☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:
☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Sustainability Policy: Stantec's policy includes our operations and everyday practices, consulting practice (downstream), and connects to our Partner Code of Business Conduct (upstream). This policy is implemented through a series of sustainability management approaches. Our emissions management approach outlines a commitment to achieve net zero, which includes a commitment to achieve 100% renewable electricity use (Stantec is currently at 97% renewable electricity use).

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to 100% renewable energy

☑ Commitment to net-zero emissions

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

STN-Sustainability-Policy.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Environmental Policy: Stantec is committed to minimizing the environmental impacts of our business operations and complying with legal and other requirements. This policy is implemented through our ISO 14001-certified Environmental Management System.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

☑ Yes, in line with another global environmental treaty or policy goal, please specify :ISO 14001-certified Environmental Management System

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

STN-environmental-policy-en-20241203.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Partner Code of Business Conduct: Stantec's partners are expected to protect the environment and promote positive social impacts.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Social commitments

☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

☑ Description of environmental requirements for procurement

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

STN-Partner-code-of-business-conduct.pdf

Row 4

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Human Rights Policy: Stantec maintains business practices that protect human rights.

(4.6.1.5) Environmental policy content

Social commitments

☑ Adoption of the UN International Labour Organization principles

☑ Commitment to promote gender equality and women's empowerment

☑ Commitment to respect and protect the customary rights to land, resources, and territory of Indigenous Peoples and Local Communities

☑ Commitment to respect internationally recognized human rights

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with another global environmental treaty or policy goal, please specify :UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the UN Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

STN-human-rights-policy.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ UN Global Compact

☑ Pledge to Net Zero

☑ We Mean Business

☑ Race to Zero Campaign

☑ Natural Capital Coalition

☑ Science-Based Targets Initiative (SBTi)

☑ Global Reporting Initiative (GRI) Community Member

☑ Task Force on Climate-related Financial Disclosures (TCFD)

(4.10.3) Describe your organization's role within each framework or initiative

We are participants, adhere to their stated requirements, and disclose required information.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

stantec-climate-transition-plan.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Stantec's Executive ESG Committee is the evaluating body for all new commitments and significant external engagements with final approval coming from the C-Suite. There is a page that explains the process on the company intranet (company internal website) and a form to process approvals. To keep it top-of-mind, this is regularly communicated to leadership.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ American Water Resources Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec is an active member of this water association, including board participation. This organization recognizes climate change and water scarcity and takes action to address. Stantec's position is consistent.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

14000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec's funding is membership and donations of time.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :FIDIC (International Association of Consulting Engineers)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec is an active member of the International Federation of Consulting Engineers (FIDIC), which is the primary umbrella organization that guides our industry. We are additionally active in similar country-level organizations that roll up to FIDIC. FIDIC actively supports global action on climate change. Stantec's position is consistent.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

8500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec is a thought leader and helping to drive the industry towards climate action. One of Stantec's senior leaders is the FIDIC President, our COO North America serves on FIDIC's Global Leadership Forum Advisory Board, and Stantec sponsors staff members to lead the Sustainable Development Committee. Leadership in

the FIDIC organization is one of the ways we are able to successfully influence the industry for positive outcomes downstream in our value chain (project outcomes for the communities in which we deliver projects) and upstream in our value chain (the engineering sub-consultants we partner with).

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :AIA

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec is an active member of the American Institute of Architects (AIA). The AIA is active in promoting design of carbon neutral and net zero buildings. Stantec supports their mission and we are an active participant in their 2030 Commitment.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

40000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec is an active participant in many industry organizations that are working to address climate change in their professional codes of ethics. By supporting AIA and its industry challenges, we have a seat at the table in driving that change.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ National Mining Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we attempted to influence them but they did not change their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec has a number of employees who are active in this organization and we make a small corporate contribution. Stantec's interaction with NMA is aligned with the Paris Agreement because Stantec's NMA interactions are connected to supporting the energy transition. Stantec has a service offering called "Net Zero Mining" and our mining strategy is focused on providing minerals critical to the energy transition. When interacting with the NMA, we follow this philosophy.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

7500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The financial contribution Stantec makes is quite small. We feel it is important to support this organization since a low carbon world depends on sustainable mining for its mineral needs. We support this organization because it creates marketing opportunities and offers professional development for our staff in the areas of net zero mining and remediation, necessary skills capacity building within the industry. With relationships we have developed through this organization, we have been able to further develop two climate-action strategic focuses named Sustainable Mining by Design and Net Zero Mining.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 5

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ American Petroleum Institute

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Inconsistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we attempted to influence them but they did not change their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

This organization states "The U.S. natural gas and oil industry is working to address the risks of climate change and build a lower-carbon future. Learn how we're striving to create a cleaner tomorrow while meeting the world's growing need for affordable, reliable energy." Stantec agrees with their official statement regarding the need for an energy transition. However, we also recognize that this organization promotes the continued extraction/use of fossil fuels.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

8000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec is not actively engaged with this organization beyond basic membership. Participation in this association is considered a marketing access point to Oil & Gas clients for our service areas with a strong focus on providing energy transition and ecosystem restoration services.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is not aligned

Row 6

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

☑ British Water

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization’s position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual’s position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization’s position is consistent with or differs from the organization or individual’s position, and any actions taken to influence their position

The organization states "Our vision is for the British Water Sector to lead the world in outcome-focused water and wastewater planning, management, implementation and optimisation that maximises biodiversity and positive benefits for people." Stantec's participation is with industry collaboration and sustainable solutions to help address the water supply issues in the UK.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

46000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec is an active participant in many industry organizations that are working to address climate change. We are committed to helping communities, and this includes supporting British Water in addressing UK's water challenges.

(4.11.2.11) Indicate if you have evaluated whether your organization’s engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

☑ Another global environmental treaty or policy goal, please specify :Sustainable Development Goal 6 on Clean Water and Sanitation

Row 7

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ American Clean Power Association (formerly AWEA)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Stantec's expertise aligns with ACP goals and priorities of "meeting America's energy and national security goals and building an economy with fast-growing, low-cost, and reliable domestic power".

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

35000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Membership fees and conferences, marketing purposes for opportunities.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

☑ Another global environmental treaty or policy goal, please specify :SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Row 8

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ American Gas Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The organization states: "America's natural gas utilities are innovative and committed to reducing greenhouse gas emissions through new and modernized infrastructure and advanced technologies that maintain reliable, resilient and affordable energy service choices for consumers." Stantec agrees with the energy requirements, advanced technologies, and environmental aspirations. We recognize the need for natural gas as a transition away from more emissions intensive power sources such as coal. However, we recognize that natural gas is a fossil fuel and this organization promotes the continued extraction/use of fossil fuels.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

12500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec is not actively engaged with this organization beyond basic membership. Participation in this association is considered a marketing access point to natural gas clients for our service areas with a strong focus on providing energy diversification and alternative fuel solutions.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 9

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Business Council of Canada

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The organization states..."Drawing on the experiences and expertise of our members, we provide unique insights, data-driven policy recommendations and in-depth analysis across a broad range of economic and social issues." They advocate for policies that promote economic growth, innovation, and competitiveness. Energy transition and climate change are key areas of focus, which is consistent with Stantec's approach to environmental issues and opportunities. However, the organization is also a promoter of Canadian natural resources, including oil and gas.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

47000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Stantec's President and CEO attends functions to discuss and address the challenges and opportunities affecting Canadian businesses. Topics include federal budgets, policy initiatives, Canada's roadmap for energy transition, and human capital. The non-profit organization also holds a North American Business Summit,

which brings business leaders from Canada, the US, and Mexico to promote economic growth and development through bilateral trading. The organization actively lobbies and engages with the Canadian federal government on climate change policies and establishing national approaches to disclosure, and carbon pricing and energy transition initiatives.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

☑ Another global environmental treaty or policy goal, please specify :Kunming-Montreal Global Biodiversity Framework; SDG 13 - Climate change; SDG 7 - Energy; SDGs 6, 12, 14, and 15 - Natural resources; and SDGs 1-5, 8-11 - Social Progress

Row 11

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Airports Council International

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Airports Council International (ACI) is a trade association that encourages members to invest in their long-term capacity by adopting clean technologies, reducing carbon and greenhouse gas emissions, and exploring new market opportunities.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

13500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Membership and marketing opportunities as our airport services align with ACI standards. ACI is an advocacy and standards-setting organization for airports worldwide, and also a focus on aviation decarbonization and airport climate action around the world.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

☑ Another global environmental treaty or policy goal, please specify :International Civil Aviation Organization; SDG 13: Climate Action

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ GRI

☑ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Public policy engagement

☑ Content of environmental policies

(4.12.1.6) Page/section reference

Please see the complete Sustainability Report.

(4.12.1.7) Attach the relevant publication

stantec-sustainability-report-2024.pdf

(4.12.1.8) Comment

Sustainability Report: Stantec publishes an annual sustainability report that is GRI and SASB compliant.

Row 2

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks & Opportunities

☑ Strategy

(4.12.1.6) Page/section reference

Management's Discussion and Analysis, page M-1

(4.12.1.7) Attach the relevant publication

STN 2024-annual-report.pdf

(4.12.1.8) Comment

Annual Report: Stantec's annual report directly discusses climate action.

Row 3

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

(4.12.1.6) Page/section reference

Incentive plans, starting on page 48; Board Sustainability Committee, starting on page 42; the Sustainability section on page 43. Sustainability performance via the CEO scorecard with metrics that tie to our sustainability goals, starting on page 53.

(4.12.1.7) Attach the relevant publication

stantec-management-information-circularar-03252025.pdf

(4.12.1.8) Comment

Management Information Circular (MIC): Stantec's MIC directly discusses climate action as well as the connections to ESG-aligned executive compensation.

Row 4

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Emission targets

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

stantec-climate-transition-plan.pdf

(4.12.1.8) Comment

Climate Transition Plan: Stantec's Climate Transition Plan reflects our climate action taken since we began our ESG programs in 2006.

Row 5

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Strategy

☑ Emission targets

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

STN-emissions-management.pdf

(4.12.1.8) Comment

Emissions Management Approach: Stantec's emissions management approach describes our methodology and commitments related to net zero.

Row 6

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Content of environmental policies

☑ Governance

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

STN-environmental-protection.pdf

(4.12.1.8) Comment

Environmental Protection Management Approach: Stantec's environmental protection management approach describes our ISO 14001-certified Environmental Management System, our overall approach to emissions management, and our commitment to climate action/biodiversity protection in our project approaches.

Row 7

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Content of environmental policies

☑ Governance

(4.12.1.6) Page/section reference

Please see the complete document.

(4.12.1.7) Attach the relevant publication

STN-resource-conservation.pdf

(4.12.1.8) Comment

Resource Conservation Management Approach: Stantec's resource conservation management approach describes our conservation efforts in our operations and how we support the circular economy.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ Every three years or less frequently

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :We applied a customized version of NGFS scenario Net Zero 2050 (1.5ºC).
Description: Global warming is limited to 1.5°C (with a 50% chance) through stringent climate policies and innovation, reaching global net zero CO2 emissions around 2050.

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision
☑ Speed of change (to state of nature and/or ecosystem services)
☑ Climate change (one of five drivers of nature change)

Finance and insurance
☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact
☑ Impact of nature footprint on reputation

Regulators, legal and policy regimes
☑ Global regulation
☑ Political impact of science (from galvanizing to paralyzing)
☑ Level of action (from local to global)
☑ Methodologies and expectations for science-based targets

Macro and microeconomy
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The Net Zero 2050 scenario assumes governments and society implement and adhere to stringent climate policies, take significant climate action and support cross-sector innovation, reaching global net zero CO2 emissions around 2050. Specific to Stantec's primary operating geographies and markets, this scenario assumes the greatest progress is seen in Canada, US, EU, UK, Australia. [This scenario was chosen to represent a hopeful scenario in which worsening climate impacts during 2025-2030 drive societal awareness of the need to overcome the short-term inertia and obstacles caused by the current geopolitical instability, resulting in long-term progress towards net zero in the 2030-2050 period]. Physical- and transition-related assumptions include: irreversible acute and chronic physical climate impacts (e.g. unpredictable precipitation, storms, drought) continue but then plateau; coastline erosion and sea-level rise continues but coastal /island communities implement successful adaptation strategies; gradual ecosystem restoration and regeneration. Widespread compliance with climate-related regulations and climate action activities are now business as usual practices by companies- emissions reporting is standardized and enforced. Those who do not show visible signs of climate action face significant reputational damage and greenwashing brings significant negative consequences. The insurance sector partners with industries to provide coverage for climate-related risks. The socio-economic gap still exists but shows signs of progress; climate migration / displacement begun in the 2030s continues for the most vulnerable island communities. The industrial food and agriculture sector sees a shift towards climate resilient practices. The renewables sector increases five-fold by

2050, decarbonization is the default for the energy sector. Mining is focused on responsible extraction, recovery and recycling of critical minerals; supply chains value low-carbon options within a robust, global circular economy. Uncertainties and constraints include the severity of climate events and ecological degradation already locked in for decades to come, even if the world achieves net zero goals by 2050; how quickly communities around the world will implement the principles of a just transition; the threat of future global pandemics. This scenario creates low physical risks but high transition risks due to the accelerated pace of innovation and technological change.

(5.1.1.11) Rationale for choice of scenario

NGFS is the most appropriate publicly available scenario for the professional services industry and was used as the basis of our customization. The Net Zero 2050 scenario was chosen to represent a hopeful scenario in which worsening climate impacts during the 2025-2030 period drive societal awareness of the need to overcome the short-term inertia and obstacles caused by the current geopolitical instability, resulting in long-term progress towards net zero in the 2030-2050 period. The year 2050 was chosen as a time period far enough away to require a deeper level of scenario generation and analysis. The insights generated can influence Stantec's long-term strategic growth planning and inspire meaningful conversations about the direction of the company. This NGFS scenario corresponds to SSP2, RCP1.9.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :We applied a customized version of NGFS scenario Hot House World: Current Policies. Description: Only currently implemented policies are preserved, there is no strengthening of the ambition level of these policies, leading to high physical risks.

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy
☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.0°C - 3.4°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature
☑ Changes in ecosystem services provision
☑ Speed of change (to state of nature and/or ecosystem services)
☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

☑ Impact of nature footprint on reputation

☑ Sensitivity to inequity of nature impacts

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

☑ Methodologies and expectations for science-based targets

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The NGFS Hot House World scenario (internally referenced as Current Policies 2050) assumes that some currently implemented policies are preserved but many are scaled back due to geopolitical pressure. Due to increased political polarization, governments and society do not make any further concerted efforts to cut greenhouse gas emissions, leading to high physical risks. This is the worst-case situation and the path the world currently finds itself on. Specific physical- and transition-related assumptions include: persistent drought; severe natural disasters are commonplace; ecosystems are devastated; increased flooding and desertification with coastline erosion; large geographies become uninhabitable with coastal /island communities the most vulnerable; disjointed climate action by companies; increasing division between climate deniers and activists resulting in increased scrutiny on company actions, statements and 'greenwashing' claims; insurance companies increase premiums due to increased frequency in extreme weather events and may not provide coverage to certain geographical areas and property types; the socio-economic gap is irreparable; widespread climate migration / displacement; food quality is diminished and health issues/famine expand; social polarization and social unrest perpetuates; renewables continue their current growth trajectory but do not meet the goals needed to meet the Paris Agreement, primary reliance on fossil fuels continues; biomass fuel demand increases; and technology compounds damage from resource extraction. Uncertainties and constraints include the scope, timing, and market impact of climate-related regulations around the world and how impacted they will be by the current geopolitical instability will continue and the long-term impact, notably regulations currently under development or revision (e.g. the EU Omnibus package); the severity of climate events and ecological degradation already locked-in for decades to come, even if the world achieves net zero goals by 2050; the magnitude of political unrest caused by widespread climate migration and displacement; the threat of future global pandemics. This scenario creates high physical risks but low transition risks due to the limited action and investment into climate mitigation, adaptation, and finance.

(5.1.1.11) Rationale for choice of scenario

NGFS is the most appropriate publicly available scenario for the professional services industry and was used as the basis of our customization. This Hot House World scenario was chosen as it most closely represents the current geopolitical context in which climate mitigation policies and activities (in both the public and private sector) are stalling, and/or being scaled back. The year 2030 was chosen as it represents actions taken within Stantec's next two strategic planning cycles. The insights generated can be cross-referenced to Stantec's current growth and market trends and influence the current strategic planning cycle. The year 2050 was chosen as a time period far enough away to require a deeper level of scenario generation and analysis. The insights generated can influence Stantec's long-term strategic growth planning and inspire meaningful conversations about the direction of the company. This NGFS scenario corresponds to SSP2, RCP4.5.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :A customized version of NGFS: Fragmented World: Only currently implemented policies are maintained until 2030. From 2030 – 2050 countries with existing net zero targets only reach an 80% reduction by 2050, all others continue to diverge in action.

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.5ºC - 2.9ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

☑ Impact of nature footprint on reputation

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

☑ Methodologies and expectations for science-based targets

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The Fragmented World scenario (internally called the Some Progress 2050 scenario) assumes that only currently implemented policies are maintained until 2030, no or few additional commitments are made. In contrast to the Current Policies scenario, countries that today have net zero targets do continue to make progress, however they only reach an 80% reduction – the world does not meet net zero and the progress achieved by these countries alone is not enough to mitigate the climate crisis. Specific physical- and transition-related assumptions include: persistent drought; severe natural disasters are commonplace; ecosystems are devastated; increased flooding and desertification with coastline erosion; large geographies become uninhabitable with coastal /island communities the most vulnerable; disjointed climate action by companies is exacerbated by highly fragmented and divisive global policy responses; increasing polarization between climate deniers and activists resulting in increased scrutiny on company actions, statements and 'greenwashing' claims; insurance companies increase premiums due to increased frequency in extreme weather events and may not provide coverage to certain geographical areas and property types; the socio-economic gap widens, driven by stark contrasts in cost of living between net zero countries and the rest of the world; food quality is diminished and health issues/famine expand; social polarization and social unrest perpetuates; renewables account for 50% of energy sources in countries with net zero goals but only 25% in the rest of the world resulting in continued reliance on fossil fuel as a primary energy source globally. Uncertainties and constraints include the scope, timing, and market impact of climate-related regulations around the world as countries diverge in their responses to the climate crisis; the magnitude of political unrest caused by widespread climate migration and displacement; the threat of future global pandemics. This scenario creates high physical risks due to the limited action and high transition risks as fragmented action, policies, and market investment around the world exacerbates geopolitical tension and economic instability.

(5.1.1.11) Rationale for choice of scenario

NGFS is the most appropriate publicly available scenario for the professional services industry and was used as the basis of our customization. This Fragmented World scenario was chosen as a middle ground between the ideal vision of the world achieving net zero, versus the current threat of global climate action stalling and not making any further progress. This scenario assesses the impacts of widening environmental, social, economic and political gaps, and tension between the countries that represent Stantec's primary operating geographies. The year 2050 was chosen as a time period far enough away to require a deeper level of scenario generation and analysis. The insights generated can influence Stantec's long-term strategic growth planning and inspire meaningful conversations about the direction of the company. This NGFS scenario corresponds to SSP2, RCP3.4.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

In 2024, Stantec further developed our climate-related risk management methodology comprising analysis and tracking of both physical and transition risk factors and events. The NGFS scenarios were specifically chosen as they combine considerations of physical and macro-economic risk variables, supporting analysis of both physical and transition risks. The outcomes of our climate scenario planning informed the updates to our climate-related methodology, which determines the scores entered into our enterprise risk register, and preparation work for Stantec's next strategic growth planning cycle. Our climate-related risk taskforce comprises members from a wide range of both operations and client-facing teams and thus the risk exercises inform many strategies across the company. For example, climate scenario planning gave insight to our growth and innovation leaders where to focus our business development efforts to pursue opportunities in helping communities implement climate adaptation, mitigation, and financing. This insight sits at the nexus of two of our current strategic initiatives - Climate Solutions (helping communities protect, restore, monitor, respond, and adapt to climate change, biodiversity loss, and environmental degradation with a focus on nature -based solutions and the energy transition) and Communities of the Future (helping communities address resource security and conservation, wellness, accessibility, mobility, equity, and congestion). Climate scenario planning helps our growth leaders understand the long-term outlook for our consulting services in these topics and how they may evolve in our next suite of strategic initiatives, currently beginning preparation. On the operations side, our functional services teams were better able to identify operational changes needed to strengthen our own workforce resilience against changing climate conditions. For example, storms of increasing severity and extreme temperatures can cause unsafe conditions for both outdoor work (heat-related stress, hypothermia, flash flooding) and travel to/from the office or worksite. In 2024, building on the findings of our climate risk assessment, we updated our mechanisms for communicating office closure policies and alerts to local office leaders and employees in advance of severe weather events. These scenarios will continue to be assessed on a regular basis.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Stantec is a professional services company that provides advisory and design services for a variety of clients under a diverse, global portfolio. We play the part of a trusted advisor – helping our clients adopt technologies, engineering solutions, and scientific approaches that mitigate environmental harm. Specific to oil and gas clients, we recognize and accept commercial and market realities, especially in light of current geopolitical trends, that fossil fuel extraction is continuing. As disclosed in our 2024 Sustainability Report (Appendix C. SASB Standards Index), as of year-end 2024, 1.4% of our backlog was coded to hydrocarbon-related project types (including pipeline design, regulatory compliance, remediation, and work that provided environmental and social protection but enabled continued hydrocarbon development). Ceasing all participation in this industry is dismissive of market realities and disregards the positive impact we can have on client decision-making in this area.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We do not have a feedback mechanism in place, but we plan to introduce one within the next two years

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Stantec's Climate Transition Plan was developed by our Corporate Sustainability team accessing the expertise of our in-house Climate Solutions subject matter expertise. It was developed in conjunction with our Executive ESG Committee and continues to evolve as we identify additional opportunities for climate action.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Stantec is making steady progress in the various items outlined in our Climate Transition Plan. Progress against climate transition commitments are reported in our annual Sustainability Report.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

stantec-climate-transition-plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Responding to analysis of physical, environmental, and macro-economic market drivers, Stantec's current Strategic Plan identifies key strategic growth opportunities for our consulting expertise in: Climate Solutions - helping communities protect, restore, monitor, respond, and adapt to climate change, biodiversity loss, and environmental degradation with a focus on nature-based solutions and the energy transition; and Communities of the Future - helping communities address resource security and conservation, wellness, accessibility, mobility, equity, and congestion; supported by Future Technologies - digital solutions for the challenges facing communities. In 2024, 38% of our backlog was focused on climate-related market opportunities (renewable energy + climate change mitigation + climate change adaptation services) as disclosed in our 2024 Sustainability Report, Appendix C. SASB Standards Index.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Stantec's current Strategic Plan identifies key consulting areas where we can apply our consulting expertise to help clients and communities (our downstream value chain) respond to the increasing impacts of climate change. These consulting services come under the three main Strategic Growth Initiatives of: Climate Solutions - helping communities protect, restore, monitor, respond, and adapt to climate change, biodiversity loss, and environmental degradation with a focus on nature -based solutions and the energy transition); and Communities of the Future - helping communities address resource security and conservation, wellness, accessibility, mobility, equity, and congestion; supported by Future Technologies - digital solutions for the challenges facing communities. In 2024, 38% of our backlog was focused on climate-related market opportunities (renewable energy, climate change mitigation, and climate change adaptation services) as disclosed in our 2024 Sustainability Report, Appendix C. SASB Standards Index. Specific to our upstream value chain, we are in the process of deploying a new enterprise procurement management tool to increase our consistency, accuracy, and efficiency in collecting environmental-related supply chain data such as supplier GHG emissions. Additionally, in 2024 Stantec was a co-founder of the BSR Engineering Services Roundtable. Facilitated by non-profit BSR, the group is focused on collaboratively improving the efficiency and quality of data collection from our supply chains, with a particular emphasis on alleviating the burden to small businesses of disclosing their environmental impacts and leveraging our purchasing power to drive social equity in our supplier engagement.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate action is key to our investments in innovation. Stantec is using our innovation funding to develop a suite of new products that support climate action. A few examples include ZEVDecide (a zero-emissions-vehicle fleet decision-making tool) and DebrisFlow (modeling to help in the event of flooding with extreme weather events).

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As a socially responsible investment option, investors expect Stantec to demonstrate climate action in our operating model. This involves a need for ambitious emissions reductions and a focus on resource conservation. We follow the framework of the UN Sustainable Development Goals (SDGs) to inform both our project-facing and operations-facing strategies. Operationally, we have identified the SDGs that most closely align with the beliefs we share and that drive our behavior to improve the quality of life of our employees and the broader world. For example, SDG #13 Climate Action informs our net zero roadmap and robust emissions management program. In 2024, to increase efficiency and interoperability of our emissions management, we migrated our GHG data inventory and data collection procedures to the Watershed reporting platform.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Indirect costs

☑ Acquisitions and divestments

(5.3.2.2) Effect type

Select all that apply

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Climate Solutions is considered a significant growth opportunity for Stantec and the increases in revenue have been factored into our financial planning exercises, acquisition targets, and market expectations. In 2024, 38% of our backlog was focused on climate-related market opportunities (renewable energy, climate change mitigation, and climate change adaptation services) as disclosed in our 2024 Sustainability Report, Appendix C. SASB Standards Index. In addition, we allocate budget for the purchase of renewable energy, carbon offsets, and sustainable aviation fuel (indirect costs).
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: ☑ Yes	*Select all that apply* ☑ A sustainable finance taxonomy	*Select from:* ☑ At the organization level only

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☑ Other, please specify :Stantec maps our revenue using the UN Sustainable Development Goals (SDGs) framework, utilizing the 169 sub targets

(5.4.1.3) Objective under which alignment is being reported

Select from:

☑ Total across climate change mitigation and climate change adaption

(5.4.1.5) Financial metric

Select from:

☑ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

4600000000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

62

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

63

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

75

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization’s climate transition

Stantec takes the 169 sub targets of the 17 SDGs as published in the UN Global Compact Guide to Business Reporting on the SDGs and maps our subsector and service type coding to determine the projects and associated revenue aligned to the SDGs. NOTE: The future goals are estimates based on our current trajectory and do not constitute a formal target.
[Add row]

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

As there is not an exact match to Stantec's coding systems and not all geographies are yet included in our central financial tracking systems, Stantec employs a conservative approach to our SDG-aligned revenue associations to minimize the risk of overstatements.

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Select from:
☑ No

(5.4.3.4) Please explain why you will not be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Stantec is continuously refining our SDG-aligned revenue tracking systems with a goal of pursuing verification/assurance in future years. We collaborate closely with our internal audit/controls team to put in place methodologies and documentation protocols in support of verification, and we are closely monitoring the development of sustainable taxonomies around the world.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Incentivize consideration of climate-related issues in decision making

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Alignment to scientific guidance

☑ Benchmarking against peers

☑ Price/cost of voluntary carbon offset credits

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Using data from the previous year, Stantec analyzes the emissions associated with our business travel, the total amount spent on carbon offsets and Sustainable Aviation Fuel, and determines a price per ton of carbon dioxide.

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 3, Category 6 - Business travel

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☑ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☑ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

This price will change as Stantec is able to lower our travel related emissions and the price of carbon offsets/Sustainable Aviation Fuel change.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

50

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

50

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☑ Operations

☑ Risk management

☑ Opportunity management

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☑ Yes, for some decision-making processes, please specify :Travel

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

40

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

Stantec creates a shadow price as a travel reduction incentive for business leaders. The shadow price is not actually charged back to the business but used to financially illustrate the carbon cost of travel. The shadow price is determined by taking the purchase price of carbon offsets and Sustainable Aviation Fuel (SAF) and applying it to the actual, annual business travel emissions (travel emissions / purchase price = shadow price). Our COOs (North America and Global) are actively sharing the emissions analysis / shadow price with their senior leaders (business operating unit leaders, country leaders) as a conversation point and competitive lever to encourage lower travel emissions (and lower travel budget). Market conditions are regularly monitored to assess significant changes in future purchase price to evaluate the need for potential changes. The biggest influencer of our shadow pricing is the cost of SAF as the price premium is significantly higher than the cost of other carbon offset options. Evaluation of the success of this shadow pricing approach in lowering Stantec's travel emissions is pending as the shadow pricing program is still relatively new, but it is showing early promise. It has initiated dialogue and created awareness but has not yet had an impact on our emission reductions.
[Add row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:
☑ 1-25%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Stantec does not set a monetary threshold for evaluation, we instead assess specific vendor types. Stantec annually assesses the centrally managed portion of our Tier 1 indirect vendors that enable us to do our consulting such as office supplies, furniture, computers, travel, etc. We prioritize vendors based on Stantec-associated spend and their contributions to our reported Scope 3 categories.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:
☑ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

50
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:
☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply
☑ Procurement spend

(5.11.2.4) Please explain

Stantec annually assesses a centrally managed portion of Tier 1 indirect vendors that enable us to do our consulting work. Of these, we prioritize our highest spend vendors because this is where we have the greatest opportunity to be heard and have an influence on supplier behavior. Also, it is vital that we receive Stantec-specific activity data from these companies so that we can maintain accurate emissions disclosures.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:
☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:
☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Stantec makes our Partner Code of Business Conduct available to suppliers. For our biggest suppliers, or where we think there is the potential for a significant environmental risk, we ask such suppliers to sign the Code. On an as-needed basis, we include specific requirements in our supplier contracts.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Disclosure of GHG emissions to your organization (Scope 1 and 2)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Stantec views sustainable procurement as an expectation that suppliers conduct their operations in an environmentally and socially responsible manner as well as a strategy to reduce operational risks through accountability. To continue to be a climate leader in our industry, it is critical we annually collect activity data from our vendors to accurately account for our Scope 3 emissions. During the data collection process, we use this as an engagement opportunity to further climate action from our vendors. In the answer to this question, we include the centrally managed group of Tier 1 indirect vendors (a subset of our overall Tier 1 suppliers) that enable us to do our consulting such as office supplies, furniture, computers, travel, etc. These centrally managed vendors represent the bulk of our reported Scope 3 emissions. [Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Stantec engages with Tier 1 vendors to collect activity data to enable Scope 3 emissions calculations. We make annual requests for data. If not received or the data received is in question, we reach out directly to the vendor to assess the reasons. As necessary, we then work with the vendor so that they provide the necessary information to enable accurate emissions reporting. We consider our engagement successful if we meet with at least 80% of the vendors that need additional support to meet our activity data requests. In 2024, we met with almost all (90%) of the non-compliant vendors from which we requested data. This engagement results in more accurate data and vendors that actively support the activity data management process, which helps us progress towards our GHG emissions reduction target.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Accuracy of activity data for emissions calculations

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:
☑ Unknown
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing
☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
☑ Share information about your products and relevant certification schemes
☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration
☑ Align your organization's goals to support customers' targets and ambitions
☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:
☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stantec has the opportunity to influence our client decisions regarding climate action by providing awareness of climate impacts. Our practitioners are instructed to consider publicly available data about climate conditions that are relevant to projects. Where there are known risks due to reasonably foreseeable climate conditions, clients are encouraged to complete a further climate-related risk assessment. Because Stantec projects are a small portion of customer portfolios, the impact is small from a corporate client perspective, but really influential from a climate change adaptation and mitigation perspective. For perspective, Stantec's services include infrastructure and building design as well as ecosystem restoration and other scientific services. If we can engage with customers on individual projects, we have the potential to influence their broader portfolios.

(5.11.9.6) Effect of engagement and measures of success

Stantec's backlog related to SDGs was ~60% and climate action-specific services 38% (2024 Sustainability Report Appendix C. SASB Standards Index). We have multi-disciplinary teams delivering sustainable design solutions across the world from every business operating unit and geography. This level of consulting enables clients to achieve higher outcomes in many forms, from exploring clean energy options to revitalizing existing buildings and infrastructure, to making more informed material choices, for example. To maintain our status as a climate leader in our industry, it is critical we continuously educate our clients on our sustainability practices and encourage forward thinking, climate-conscious design approaches in our projects. Accordingly, Stantec has programs in place to engage clients on climate change using a variety of delivery modes (e.g. one-on-one conversations, team meetings, educational webinars, blog posts, targeted thought leadership, conference presentations, and training). Our measure of success for engaging with customers is to engage with as many clients as possible to reduce the environmental impacts of their products or services. We estimate engagement with ~60% of our clients (due to the SDG-aligned backlog) while 100% of our clients are eligible and invited to participate using a variety of delivery modes. While not centrally tracked, Stantec's project teams strive to educate as many clients as possible.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stantec is considered a socially responsible investment option and many of our investors select us due to our corporate sustainability practices, rankings, and reputation. Engaging with our investors on ESG topics is an opportunity for us to gain an understanding of investors' ESG expectations and viewpoints.

(5.11.9.6) Effect of engagement and measures of success

Our investors that care about sustainability welcome engagement on environmental and social topics so that they can better understand associated market drivers. For the investors that aren't as driven by non-financial topics, we have had moderate success in expanding their understanding of the benefits of socially responsible investing. We measure the success of this engagement by assessing the feedback we receive from investors.
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Stantec has tracked and managed our GHG emissions since 2010. We include all facilities in our operational control (which are almost entirely leased office space), our fleet (including owned and leased vehicles), as well as items in our supply chain. We selected operational control because we have access to relevant data for all subsidiaries and new acquisitions.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Other, please specify :Not applicable

(6.1.2) Provide the rationale for the choice of consolidation approach

As a professional services company, plastics is not a material topic for Stantec and there are thus no programs in place to track this topic. As part of our ISO 14001-certified Environmental Management System, we require each office to recycle and ask employees to minimize their use of single-use plastics.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Stantec is a professional services company working primarily in leased office space, so our physical operations have a low impact on biodiversity. Our ability to protect and restore biodiversity comes through the consulting we provide for clients in areas such as environmental services, community development, and landscape architecture. Stantec recognizes the importance of biodiversity protection and the need for immediate action, so, as a part of our Climate Solutions Strategic Growth Initiative, we put a specific focus on ecosystem restoration services. We have a large team of more than 1,000 ecosystem restoration experts.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply
☑ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

Zetcon (Germany), Morrison Hershfield (Canada), and Hydrock (United Kingdom)

(7.1.1.3) Details of structural change(s), including completion dates

Stantec completed the following acquisitions throughout 2024: Zetcon (January 2024), Morrison Hershfield (February 2024), and Hydrock (April 2024). Their emissions are included within the Stantec reporting period for 2024.
[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

For the 2024 carbon footprint, Stantec switched from a bespoke system to the use of Watershed as our emissions calculation software, utilizing their calculation methodologies.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ No, because the impact does not meet our significance threshold

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Stantec is a company that grows by acquisition. Each acquisition represents new office locations and additional employees. Occasionally, acquisitions also represent structural and emission boundary changes. If the emissions from new acquisitions account for more than 5% of our base year emissions (our significance threshold), that would trigger a recalculation of our baseline.

(7.1.3.4) Past years' recalculation

Select from:

☑ No
[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*Stantec believes it is important to measure both Market-based and Location-based emissions.*

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

14791

(7.5.3) Methodological details

Scope 1 is defined as emissions from our direct energy sources. This includes emissions from office fuel usage for all offices whether we lease or own; and gasoline and diesel fuel used by fleet vehicles and heavy equipment. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

33474

(7.5.3) Methodological details

Scope 2 is defined as emissions from our indirect energy sources. This includes emissions from office electricity usage and electricity used by fleet vehicles. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

27487

(7.5.3) Methodological details

Scope 2 is defined as emissions from our indirect energy sources. This includes emissions from office electricity usage and electricity used by fleet vehicles. Data is collected by utility invoices and fleet management. Emissions are calculated using DEFRA and EPA emission factors.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3809

(7.5.3) Methodological details

We collected information from centralized vendors in order to carry out our calculations. For example, the number of sheets, size and stock of paper purchased; the number, manufacturer and model of mobile phones purchased. Spend data for computers and furniture was collected from Stantec financial systems. Paper data was normalized to an 8.5" x 11" equivalent. The value was then multiplied by an emission factor to determine the total tons of CO2e per 500 sheet packages. The emission factor varies based on the recycled content of the paper. Resources: 2018 British Columbia, Best Practices for Quantifying GHG Emissions. Mobile phone emissions were calculated using life cycle emissions multiplied by the number of devices purchased. For computers and furniture, we used a spend-based method using emission factors from EPA.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1480

(7.5.3) Methodological details

Line Loss: Used the country-specific average % electricity lost in the transmission and distribution, based on the output and proportion of unallocated/estimated grid losses. Then extracted the facility emissions from electricity and applied the latest transmission and distribution loss factors for the United States (eGrid v1 2018 summary tables) and Canada (National Inventory Report 1990-2017-Part 3 - Annex 13) in order to calculate the total line loss emissions.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3073

(7.5.3) Methodological details

Stantec calculated waste emissions by multiplying average waste per square foot by our real-estate footprint. DEFRA's 2022 emission factors were used, as they are higher than those from 2019, to determine baseline emissions. Waste figures for our baseline year were added in 2022. The inclusion of a 2021 acquisition added waste emissions calculations to our 2022 carbon footprint, making waste emissions relevant.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

31061

(7.5.3) Methodological details

Distance travelled data for flights, rental cars, and rail travel were provided by centralized vendors. Spend data for personal car and hotel use was collected from Stantec financial systems. Airline travel was documented and tracked through a consolidated travel booking system (distance travelled, locations--from and to). Travel was classified based on short-, medium-, or long-range flights. A different CO2e factor per km was applied based on the length of each flight. Rental car travel was documented and tracked through a consolidated travel booking system (distance travelled, car-type). A different CO2e factor per mile/km was applied based on car type. For rail, a mile/km travelled per rail using a CO2e factor was calculated. The following items were not provided by suppliers and instead tracked through Stantec financial systems: personal cars for business use (miles/km reimbursed) and hotel for business travel (spend).

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

7934

(7.5.3) Methodological details

Employee commuting was calculated using estimated average commute distances (estimated by country), multiplied by the estimated percentage of staff that drive to work to give an estimated annual mileage (based on staff surveys). This was then multiplied by the emission factor for an average internal combustion engine car using DEFRA emission factors.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

12257

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance travelled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

20534

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1076

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance travelled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources. Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the emissions factors (EFs). For market-based electricity EFs we use these sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based grids. Market-based EFs are default for Scope 2 electricity. Location-based EFs are used to calculate electricity emissions if no other market-based EFs are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

9602

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Average data method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

46.12

(7.8.5) Please explain

For most purchased goods and services estimates, we calculate emissions using Watershed's CEDA database or EPA Environmentally Extended Economic Input Output (EEIO) emissions factors (EFs) applied to annual supplier and procurement spend data. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend with select vendors are mapped to those vendors' unique revenue intensity estimates when complete and reported to CDP, (formerly the Carbon Disclosure Project). Total spend is multiplied by the EPA EF for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data accounted for under alternative scopes are removed from this analysis (e.g. electricity from facilities).

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a global professional services company that provides services in project management, digital technology, engineering, architecture, design, and scientific consulting, the only capital goods relevant to Stantec is the one office building we own (all other office locations are leased). Total spend for this office equates to less than 0.01% of total supplier spend. As such, Scope 3 emissions associated with capital goods are estimated to be less than significant, and therefore not relevant to Stantec's overall Scope 3 emissions profile.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1831

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Transmission and Distribution (T&D) - We estimate electricity lost to transmission and distribution. We apply regional grid loss rates from eGRID and ecoinvent to estimate electricity lost in transmission and distribution and apply the correct electricity emissions factor to estimate emissions.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services company providing project management, digital technology, engineering, architecture, design, and scientific consulting, Stantec has no upstream transportation and distribution, therefore this category is not considered relevant.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3141

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

1) We estimate waste emissions by evaluating the number of employees working from each office location - this is assumed to match the number of employees that are actively commuting each day (see Scope 3.7). We use the CalRecycle benchmarks as an estimate for waste produced per employee per day. We multiply waste produced for each month by emissions factors for landfill and recycling. No waste estimate is included for work from home employees. We use emissions factors from DEFRA for landfill, composting, and recycling. We use emission factors from the USEPA EF Hub for landfill, composting, incineration, and digestion in the US. 2) Where waste other than employee-generated waste is expected to be relevant, we collect information on tonnage of waste disposal by waste type and treatment methods, total tonnage of waste disposal, or spend on waste disposal services.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

24340

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Spend-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

76

(7.8.5) Please explain

Distance travelled data for flights, rental cars, hotel stays, rail travel, private flights and ride-hailing services are provided by centralized vendors. Spend data for personal car use is collected from Stantec's financial systems. Airline travel is documented and tracked through a consolidated travel booking system (distance travelled, flight origins and destinations and seat/ticket class). Travel is classified based on seat class and if the flight is a short-, medium-, or long-range flight. A different CO2e factor per km is applied based on the length of each flight and on the ticket class. Rental car travel is documented and tracked through a consolidated travel booking system (distance travelled, car-type). A different CO2e factor per mile/km is applied based on car-type. For personal cars for business use, miles/km reimbursed are tracked through our expense management system. A CO2e factor per mile/km is applied as this data is not provided by suppliers. For rail, a CO2e factor per km/mile travelled is used. Hotel stays for business travel are tracked through Stantec's internal travel booking system and emissions are based on a CO2e per night per hotel room factor based on the location. Private jet emissions are calculated using flight records and aircraft make/model from vendor invoices. Emissions are derived from estimated fuel consumption multiplied by jet fuel emission factors from the EPA. Ride-hailing service emissions are calculated based off distance travelled from vendor invoices, a different CO2e factor per mile/km is applied based on car-type.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

28359

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

1) Estimation: We estimate the number of employees commuting in each location by aggregating employees by location. We exclude any remote employees. We use data published by governments to estimate average commute mix and distance for each location, and apply that to the total number of commuting employees in each location to determine miles travelled by car, public transit, walking, and biking (example sources: US Census Bureau for US states, Euro State for select EU cities). We multiply miles/km by the emissions factor for that commute-method category. For commute, we use EFs from EPA EF Hub for cars and public transit, while for walking and biking, we assume that EFs are 0. 2) Activity data collection: In some locations we collect daily commuting activity data directly from staff members.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Stantec leases all but one office building (which makes up less than 1% of total square footage of office space). Therefore, all upstream leased assets (office buildings) have already been reported in the Scope 2 category and are not relevant to Scope 3. This avoids the risk of double counting in our calculations.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Downstream transportation and distribution is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. We are purposely a pure play design firm and not responsible for the transport of any goods. This is typically the responsibility of another party (e.g. the general contractor). Due to the nature of our business, we do not have downstream transportation and distribution requirements.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Processing of sold products is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our service-based business, we do not manufacture or produce goods and thus do not have a sold, physical product.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Use of sold products is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. The projects we design are constructed and operated by others. Due to the nature of our service-based business, we do not manufacture or produce goods and thus do not have a sold physical product.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

End of life treatment of sold products is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. The projects we design are constructed and operated by others. Due to the nature of our service based business, we do not manufacture or produce goods and thus do not have a sold product.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Downstream leased assets is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our service-based business, we do not have downstream leased assets.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Franchises is not a relevant category for us because Stantec does not own any franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Investments is not a relevant category for us because Stantec is a global professional services company, providing a broad range of services and solutions in project management, digital technology, engineering, architecture, design, and scientific consulting. Due to the nature of our service-based business, we are not capital intensive and do not have any relevant investments.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Stantec has no other categories to report.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Stantec has no other categories to report.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.4) Attach the statement

ghg-verification-global-2024.pdf

(7.9.1.5) Page/section reference

Pages 1 - 3

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

ghg-verification-global-2024.pdf

(7.9.2.6) Page/ section reference

Pages 1-3

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

ghg-verification-global-2024.pdf

(7.9.2.6) Page/ section reference

Pages 1-3

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Purchased goods and services

☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

☑ Scope 3: Waste generated in operations

☑ Scope 3: Business travel

☑ Scope 3: Employee commuting

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

ghg-verification-global-2024.pdf

(7.9.3.6) Page/section reference

Pages 1-3

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

802

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

4.75

(7.10.1.4) Please explain calculation

*Stantec has made a big investment in renewable energy and has seen a decrease in associated emissions over the past few years. In 2022, renewable electricity covering US, Canada, UK, New Zealand, Italy, Belgium, Netherlands, Germany, Czechia and India allowed us to achieve 92% renewable use of our electricity consumption. We maintained that quantity of renewable energy purchased in 2023 in those countries and were able to expand into Australia, Argentina and Slovakia, bringing our total to 95% of our total electricity consumption. In 2024, we maintained our previous purchases and additionally included Chile and Peru for 97% renewable electricity consumption. Formula: Change in Scope 1 and 2 emissions attributed to change in renewable energy consumption year Scope 1 and 2 market-based emissions*100 =(802/16883)*100=4.75%.*

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

5087

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

30.13

(7.10.1.4) Please explain calculation

*Stantec has continued to work on optimizing the way we operate. This figure represents our continued efforts in reducing the amount of space we occupy per person/reducing our office footprint and our improved tracking of our vehicle fleet. Formula: Change in Scope 1 and 2 emissions attributed to other emission reduction activities Scope 1 and 2 market-based emissions*100 = (5087/16883) *100=30.13%.*

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

2208

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

13.08

(7.10.1.4) Please explain calculation

*Stantec made three acquisitions in 2024, Zetcon, Morrison Hershfield, and Hydrock; which are included in our footprint and came with new office space and employees. Formula: Change in Scope 1 and 2 emissions attributed to acquisitions/previous year Scope 1 and 2 market-based emissions*100 = (2208/16883)*100 = 13.08%.*

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

131

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

0.78

(7.10.1.4) Please explain calculation

*The switch to using Watershed means emissions from steam heat and district heat are now calculated. Formula: Change in Scope 1 and 2 emissions attributed to acquisitions/previous year Scope 1 and 2 market-based emissions*100 = (131/16883)*100 = 0.78%.*

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

13

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

760

(7.16.2) Scope 2, location-based (metric tons CO2e)

1711

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.09

Barbados

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

21

(7.16.3) Scope 2, market-based (metric tons CO2e)

21

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

265

(7.16.2) Scope 2, location-based (metric tons CO2e)

7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

3390

(7.16.2) Scope 2, location-based (metric tons CO2e)

6321

(7.16.3) Scope 2, market-based (metric tons CO2e)

116

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

79

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

28

(7.16.3) Scope 2, market-based (metric tons CO2e)

28

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

12

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.2

Ethiopia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.001

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.001

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

2023

(7.16.2) Scope 2, location-based (metric tons CO2e)

665

(7.16.3) Scope 2, market-based (metric tons CO2e)

2

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1074

(7.16.3) Scope 2, market-based (metric tons CO2e)

183

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

52

(7.16.2) Scope 2, location-based (metric tons CO2e)

23

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.2

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

12

(7.16.3) Scope 2, market-based (metric tons CO2e)

12

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

1085

(7.16.2) Scope 2, location-based (metric tons CO2e)

163

(7.16.3) Scope 2, market-based (metric tons CO2e)

53

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

295

(7.16.2) Scope 2, location-based (metric tons CO2e)

45

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Pakistan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

34

(7.16.3) Scope 2, market-based (metric tons CO2e)

34

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

44

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

82

(7.16.3) Scope 2, market-based (metric tons CO2e)

82

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

22

(7.16.3) Scope 2, market-based (metric tons CO2e)

22

Saudi Arabia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

13

(7.16.3) Scope 2, market-based (metric tons CO2e)

13

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

21

(7.16.2) Scope 2, location-based (metric tons CO2e)

311

(7.16.3) Scope 2, market-based (metric tons CO2e)

311

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

66

(7.16.3) Scope 2, market-based (metric tons CO2e)

66

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

120

(7.16.3) Scope 2, market-based (metric tons CO2e)

120

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

308

(7.16.2) Scope 2, location-based (metric tons CO2e)

647

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.3

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

4048

(7.16.2) Scope 2, location-based (metric tons CO2e)

9017

(7.16.3) Scope 2, market-based (metric tons CO2e)

9.5
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Emissions from stationary combustion*	*4757.555*
Row 2	*Emissions from mobile combustion*	*7499.24*
Row 3	*Emissions from fugitive emissions*	*0*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Company-owned vehicle usage and fuel*	*3.8*	*0*
Row 2	*District heat*	*131*	*131*
Row 3	*Electricity*	*20399*	*945*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

12257

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

20534

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

1076

(7.22.4) Please explain

Stantec calculates emissions at a parent company level (Stantec Inc.).

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

There are no emissions for other entities. Stantec calculates emissions at a parent company level (Stantec Inc.).
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

Stantec is a professional services company that provides project management, digital technology, engineering, architecture, design, and scientific consulting for clients around the world. Each of our projects solves a unique challenge that would require us to set up customized tracking mechanisms on a project-by-project basis. At year-end 2024, Stantec had approximately 50,000 active projects in our central financial system, most of them with unique project scopes, making tracking our emissions at a project level unfeasible and not productive. Our professionals often are specialists providing subject matter expertise to multiple, simultaneous projects and staff members are co-located, making it impossible to proportion out project-level emissions at a per person level. To overcome this challenge, we need industry-wide (architectural and engineering consulting firms) consensus on a consistent methodology and an industry-wide commitment to track said emissions.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

Until an industry-wide consensus on how to track and calculate project-based emissions is in place, Stantec is only able to provide project emissions data using a per revenue unit allocation of emissions for any client that requests this information.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired steam	*Select from:* ☑ Yes
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

57784.18

(7.30.1.4) Total (renewable + non-renewable) MWh

57784.18

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

59942.67

(7.30.1.3) MWh from non-renewable sources

1781.31

(7.30.1.4) Total (renewable + non-renewable) MWh

61723.98

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

45.38

(7.30.1.4) Total (renewable + non-renewable) MWh

45.38

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

402.79

(7.30.1.4) Total (renewable + non-renewable) MWh

402.79

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable + non-renewable) MWh

0.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

59942.67

(7.30.1.3) MWh from non-renewable sources

60013.66

(7.30.1.4) Total (renewable + non-renewable) MWh

119956.33
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:*

	Indicate whether your organization undertakes this fuel application
	☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

38.63

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

11.16

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Oil

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

32335.57

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Gas

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

25398.82

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.

Total fuel

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

57784.18

(7.30.7.8) Comment

Stantec is a professional services company operating out of leased office space and purchases energy from all leased utilities. This figure is calculated and/or estimated utilizing Watershed's methodology.
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Heat

(7.30.9.1) Total Gross generation (MWh)

57784.18

(7.30.9.2) Generation that is consumed by the organization (MWh)

57784.18

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:
☑ Italy

(7.30.14.2) Sourcing method

Select from:
☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Large hydropower (>25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

46

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1973

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply for our offices in Italy. The generation is matched to Guarantees of Origin (GOs) enabling zero emission reporting for the market-based methodology. We consumed 46 MWh of renewable energy over the 2024 reporting period.

Row 2

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy provided through the utility company.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

669

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply at a number of our US offices. We consumed 669 MWh of renewable energy over the 2024 reporting period.

Row 3

(7.30.14.1) Country/area

Select from:
☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:
☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify :Contract is for renewable energy for business tariff, of which 100% of the fuel mix comes from renewable sources.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1088

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply, from solar, wind, tidal, hydroelectric and biomass generating sources, at a number of our UK offices. The generation is matched to Renewable Energy Guarantees of Origin (REGOs) enabling zero emission reporting for the market-based methodology. We consumed 1,088 MWh of renewable energy over the 2024 reporting period.

Row 4

(7.30.14.1) Country/area

Select from:

☑ Australia

(7.30.14.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy provided through the utility company.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

147

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply at a number of our US offices. We consumed 147 MWh of renewable energy over the 2024 reporting period.

Row 5

(7.30.14.1) Country/area

Select from:

☑ New Zealand

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

631

(7.30.14.6) Tracking instrument used

Select from:

☑ NZECS

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ New Zealand

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2007

(7.30.14.10) Comment

Stantec is guaranteed 100% renewable electricity supply, from wind assets via our utility provider. The generation is matched to the New Zealand Energy Certificate System (NZECs) enabling zero emission reporting for the market-based methodology. We consumed 631 MWh of renewable energy over the 2024 reporting period.

Row 6

(7.30.14.1) Country/area

Select from:

☑ Argentina

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

43

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Argentina

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for Wind power in Argentina, which we applied to our operations in Argentina as reflected in our market-based emissions. We retired 43 MWh of renewable energy over the 2024 reporting period.

Row 7

(7.30.14.1) Country/area

Select from:

☑ Austria

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Austria as reflected in our market-based emissions. We retired 8 MWh of renewable energy over the 2024 reporting period.

Row 8

(7.30.14.1) Country/area

Select from:

☑ Belgium

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

47

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Belgium as reflected in our market-based emissions. We retired 47 MWh of renewable energy over the 2024 reporting period.

Row 9

(7.30.14.1) Country/area

Select from:

☑ Czechia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

27

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Czechia as reflected in our market-based emissions. We retired 27 MWh of renewable energy over the 2024 reporting period.

Row 10

(7.30.14.1) Country/area

Select from:
☑ Germany

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

418

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Germany as reflected in our market-based emissions. We retired 418 MWh of renewable energy over the 2024 reporting period.

Row 11

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

25

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Italy as reflected in our market-based emissions. We retired 25 MWh of renewable energy over the 2024 reporting period.

Row 12

(7.30.14.1) Country/area

Select from:

☑ Netherlands

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

430

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Netherlands as reflected in our market-based emissions. We retired 430 MWh of renewable energy over the 2024 reporting period.

Row 13

(7.30.14.1) Country/area

Select from:

☑ Slovakia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

16

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Spain, which we applied to our operations in Slovakia as reflected in our market-based emissions. We retired 16 MWh of renewable energy over the 2024 reporting period.

Row 14

(7.30.14.1) Country/area

Select from:

☑ Chile

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

245

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Chile

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in Chile, which we applied to our operations in Chile as reflected in our market-based emissions. We retired 245 MWh of renewable energy over the 2024 reporting period.

Row 15

(7.30.14.1) Country/area

Select from:

☑ Peru

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

209

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Peru

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in Peru, which we applied to our operations in Peru as reflected in our market-based emissions. We retired 209 MWh of renewable energy over the 2024 reporting period.

Row 16

(7.30.14.1) Country/area

Select from:

☑ India

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

600

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in India, which we applied to our operations in India as reflected in our market-based emissions. We retired 600 MWh of renewable energy over the 2024 reporting period.

Row 17

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1500

(7.30.14.6) Tracking instrument used

Select from:

☑ REGO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for solar power in the UK, which we applied to our operations in UK as reflected in our market-based emissions. We retired 1,500 MWh of renewable energy over the 2024 reporting period.

Row 18

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

519

(7.30.14.6) Tracking instrument used

Select from:

☑ REGO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in the UK, which we applied to our operations in UK as reflected in our market-based emissions. We retired 519 MWh of renewable energy over the 2024 reporting period.

Row 19

(7.30.14.1) Country/area

Select from:

☑ Canada

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

20000

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Canada

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for hydro power in Canada, which we applied to our operations in Canada as reflected in our market-based emissions. We retired 20,000 MWh of renewable energy over the 2024 reporting period.

Row 20

(7.30.14.1) Country/area

Select from:

☑ Canada

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4637

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Canada

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in Canada, which we applied to our operations in Canada as reflected in our market-based emissions. We retired 4,637 MWh of renewable energy over the 2024 reporting period.

Row 21

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

20000

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for hydro power in the US, which we applied to our operations in the US as reflected in our market-based emissions. We retired 20,000 MWh of renewable energy over the 2024 reporting period.

Row 22

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4185

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in the US, which we applied to our operations in the US as reflected in our market-based emissions. We retired 4,185 MWh of renewable energy over the 2024 reporting period.

Row 23

(7.30.14.1) Country/area

Select from:

☑ Australia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2453

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1986

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for hydro power in Australia, which we applied to our operations in Australia as reflected in our market-based emissions. We retired 2,453 MWh of renewable energy over the 2024 reporting period.

Row 24

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in Sweden, which we applied to our operations in Italy as reflected in our market-based emissions. We retired 2 MWh of renewable energy over the 2024 reporting period.

Row 25

(7.30.14.1) Country/area

Select from:

☑ Germany

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1390

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.14.10) Comment

Stantec is committed to the energy transition towards renewable energy. We purchased unbundled RECs for wind power in Sweden, which we applied to our operations in Germany as reflected in our market-based emissions. We retired 1,390 MWh of renewable energy over the 2024 reporting period.

Row 26

(7.30.14.1) Country/area

Select from:

☑ India

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Landlord solar panels

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

612

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

Solar panels are fitted onto the roof of the building that Stantec is a tenant. The power is used directly in the building itself.
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

42.51

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

42.51

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

2599.21

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3104.77

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5703.98

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

7.26

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.82

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0.81

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8.89

Barbados

(7.30.16.1) Consumption of purchased electricity (MWh)

45.95

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

45.95

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

46.84

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1356.59

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1403.43

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

24636.76

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

361.92

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

17892.78

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

42891.46

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

244.14

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

244.14

China

(7.30.16.1) Consumption of purchased electricity (MWh)

47.19

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

47.19

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

26.92

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.86

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

4.18

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

32.96

Ethiopia

(7.30.16.1) Consumption of purchased electricity (MWh)

10.77

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10.77

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

1807.69

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

18.89

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

8304.98

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10131.56

India

(7.30.16.1) Consumption of purchased electricity (MWh)

1461.21

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1461.21

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

72.85

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.5

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

239.53

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

313.88

Morocco

(7.30.16.1) Consumption of purchased electricity (MWh)

16.23

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16.23

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

569.28

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.87

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

4963.49

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5535.64

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

630.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1194.63

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1825.57

Pakistan

(7.30.16.1) Consumption of purchased electricity (MWh)

86.16

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

86.16

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

208.85

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

208.85

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

116.96

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

116.96

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

46.37

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

46.37

Saudi Arabia

(7.30.16.1) Consumption of purchased electricity (MWh)

20.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

20.87

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

15.92

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

15.92

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

561.08

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.01

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

90.14

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

651.23

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

155.35

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.18

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

31.05

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

186.58

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

286.04

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3.67

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

289.71

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

3107.11

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

18.21

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1640.65

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4765.97

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

24853.52

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

41.9

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

18956.92

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

43852.34
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.000001778

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

13333

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

7500000000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

32

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Other emissions reduction activities

(7.45.9) Please explain

Overall Stantec's Scope 1 and 2 emissions per unit revenue decreased in the reporting year due to an increase in use of renewable energy, emission reductions from office consolidations, and reductions in fleet use.

Row 2

(7.45.1) Intensity figure

0.43

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

13333

(7.45.3) Metric denominator

Select from:

☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

31135

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

29

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Other emissions reduction activities

(7.45.9) Please explain

Overall Stantec's Scope 1 and 2 emissions per employee decreased in the reporting year primarily due to an increase in use of renewable energy, emission reductions from office consolidations, and reductions in fleet use.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:
☑ Other, please specify :None

(7.52.2) Metric value

0

(7.52.3) Metric numerator

0

(7.52.4) Metric denominator (intensity metric only)

0

(7.52.5) % change from previous year

0

(7.52.6) Direction of change

Select from:
☑ No change

(7.52.7) Please explain

No other metrics
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

[STAN-CAN-001-OFF] Certificate (1).pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

09/29/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply
☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:
☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

14791

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

27487

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

42278.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

47

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

22407.340

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

12257

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

1076

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

13333.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

145.67

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers our full Scope 1 and Scope 2 market-based emissions.

(7.53.1.83) Target objective

Stantec is taking urgent action to decarbonize our operations. Our 47% reduction commitment was made at the highest level of the company with direct participation from the Executive ESG Committee, C-Suite, and the board Sustainability Committee. It has been directly referenced in our most recent Strategic Plan.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

The largest contributing emission reduction initiative to achieve this target is our use of renewable energy through self-generation, purchase of green tariffs, and purchase of energy attribute certificates. This dramatically lowers our market-based Scope 2. Additionally, we continued making office consolidations throughout the year and purposely selected energy efficient buildings for new locations. Stantec is also improving our fleet tracking, replacing older vehicles with more fuel-efficient models, and developing a zero emissions vehicle (ZEV) transition plan for our fleet. To meet our target, our intention is to continue our current approach with renewable energy, expand our coverage where feasible, continue our office consolidation approach, and implement our ZEV transition plan. We do recognize that these results show us meeting our 2030 SBT. While we are very proud of the progress made through our emission reduction actions and purchase of renewable energy, Stantec is a company with significant growth plans based on acquisitions. Because we anticipate our company will continue to grow, our challenge will be to maintain our reductions with the addition of new emission sources. For this reason, we have not marked this target as achieved.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

[STAN-CAN-001-OFF] Certificate (1).pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

09/29/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 6 – Business travel

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

31061.0

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

31061.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

31061.000

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

70.14

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

47

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

16462.330

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

24340

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

24340.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

24340.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

46.04

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers our Scope 3 business travel emissions. This represents over 70% of our 2019 baseline Scope 3 emissions.

(7.53.1.83) Target objective

Stantec is taking urgent action to decarbonize our operations. Our 47% reduction commitment was made at the highest level of the company with direct participation from the Executive ESG Committee, C-Suite, and the board Sustainability Committee. It has been directly referenced in our most recent Strategic Plan.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Stantec is taking ambitious steps to reduce our Scope 3 business travel emissions by reducing our overall travel through management directives. We are actively working on implementing travel management programs to change behavior and encourage staff to choose more sustainable travel options. Our management approaches include an operational commitment to travel less and a travel approval hierarchy that serves as a quality control in support of that commitment. For two years, we have been actively purchasing Sustainable Aviation Fuel. This is part of our drive to purchase 'forward-thinking' carbon credits as investments in solutions which will change the way the world addresses emissions, while at the same time reducing our travel emissions through purposeful action.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 3

(7.53.1.1) Target reference number

Select from:

☑ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

09/28/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:
☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

14791

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

27487

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

42278.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2050

(7.53.1.55) Targeted reduction from base year (%)

75

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

10569.500

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

12257

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

1076

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

13333.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

91.28

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers our full Scope 1 and Scope 2 market-based emissions.

(7.53.1.83) Target objective

Stantec is committed to achieving Net-Zero. We are operating under the Canada Net-Zero Challenge. We are still modelling how low is achievable as we operate in numerous cold climates (where natural gas is the only office heating source) and do field work in areas where distances between charge stations makes EV use difficult (such as the Outback in Australia or far north of Canada). NOTE: The target reduction from base year number provided is based on preliminary estimates but is not yet a formal commitment.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

The largest contributing emission reduction initiative to achieve this target is our use of renewable energy. We currently use renewable electricity through self-generation, purchase of green tariffs, and purchase of energy attribute certificates. We have initiated a vPPA beginning in 2026 and are in the process of installing solar in areas where we have operational control. Additionally, we continued making office consolidations throughout the year and purposely selected energy efficient buildings for new locations. Stantec is also improving our fleet tracking, replacing older vehicles with more fuel-efficient models, and developing a zero emissions vehicle (ZEV) transition plan for our fleet. To meet our target, our intention is to continue our current approach with renewable energy, expand our coverage where feasible, continue our office consolidation approach, and implement our ZEV transition plan.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

☑ Net-zero targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

02/11/2021

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

85304

(7.54.1.9) % share of low-carbon or renewable energy in base year

0.44

(7.54.1.10) End date of target

12/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

97

(7.54.1.13) % of target achieved relative to base year

96.99

(7.54.1.14) Target status in reporting year

Select from:
☑ Underway

(7.54.1.16) Is this target part of an emissions target?

Yes - part of our strategy for market-based Scope 2.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ Other, please specify :Internal Initiative

(7.54.1.19) Explain target coverage and identify any exclusions

Coverage: 100% of global office electricity consumption.

(7.54.1.20) Target objective

Stantec is taking urgent action to decarbonize. This target is a key part of our strategy to achieve operational net zero. The use of renewable electricity is a key component of our emissions reduction efforts. Stantec will continue to maximize our renewable energy use with a focus on additionality whenever possible.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

To achieve this target, Stantec has a three-phase plan to get the highest value of renewable energy possible. The first is the purchase of unbundled Energy Attribute Certificates (EACs). The second phase is to transition away from EACs, where possible, by switching our electricity supply from utility companies to a renewable energy (green) tariff. Where we are unable to do so, we will continue to purchase EACs. And the third phase is to explore/implement self-generation of renewable electricity at our offices and invest in renewable additionality through possible power purchase agreements. As of 2024, we have progressed to our second phase and have achieved 97% renewable energy coverage of our electricity consumption through the use of EACs and green tariffs. In the early days of our phase three, we have entered into our first virtual Power Purchase Agreement and we are progressing the installation of solar on the one property owned by the company.
[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

02/11/2021

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs3

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.54.3.10) Explain target coverage and identify any exclusions

Target covers: full Scope 1 and Scope 2 market-based.

(7.54.3.11) Target objective

Stantec is taking urgent action to decarbonize and has pledged to attain operational net zero. This pledge was made at the highest level of the company with direct participation from the Executive ESG Committee, C-Suite, and the board Sustainability Committee. Stantec's commitment to achieve net zero will be accomplished in four phases. In Phase 1, we have set two 1.5C near-term Science Based Targets and have an ambitious program in place to reduce emissions. Phase 2 - We are reducing our market-based Scope 2 emissions to zero through the use of renewable energy (self-generated, green tariffs, and purchase of energy attribute certificates). We are reducing our Scope 3 business travel through reduced travel and the purchase of Sustainable Aviation Fuel. For all residual emissions, we have not yet reduced, we are purchasing CDP-approved, certified carbon offsets as a gesture of goodwill to neutralize our impact. Stantec calls this carbon balanced and have accomplished this company-wide for the past three years (2022, 2023 and 2024 emissions). Phase 3 - Stantec will continue to reduce emissions and use renewable energy. For residual emissions, we will progressively transition away from offsets towards insets (actions Stantec takes to balance our residual emissions). Phase 4 - We are in the process of evaluating and modelling a pathway to confidently achieving the most stringent emission reduction possible. Stantec has decided to pause pursuit of SBTi's net zero standard in its current form and are actively engaged in understanding the newly proposed revisions. In the interim, we have signed up to the Canada Net Zero Challenge and is actively working with this government organization to define our long-term reduction numbers.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ Yes, and we have already acted on this in the reporting year

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we are currently purchasing and cancelling carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

Stantec has been carbon balanced for the past three years. We do this by purchasing an equal amount of high value carbon offsets to balance our residual emissions. Our focus continues to be emissions reductions. We deem carbon balanced as an investment outside of our value chain and as an interim milestone and gesture of goodwill. Stantec will continue this balancing effort until we achieve net zero operational emissions.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

Stantec is currently investing in high value nature-based credits with a purposeful focus on supporting Indigenous communities as original stewards of the lands. We are currently in the process of investigating other options where Stantec takes a more active role in providing additionality using our in-house expertise.

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

Throughout the year, we regularly model how to lower our emissions in future years to assess the lowest possible 2050 emissions for Stantec.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*6*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*4*	*23093*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

19500

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

330000

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Stantec has made a big play in utilizing renewable energy to lower our market-based Scope 2 emissions. This is being done by selecting buildings with on-site renewable energy, working with utility companies to purchase green tariffs, and purchasing unbundled energy attribute certificates through a centralized broker. There are no cost-savings from this initiative. The investment is based on actual costs in 2024.

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Other, please specify :Purchase of Sustainable Aviation Fuel

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

715

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

200000

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

In 2024, we continued to implement our plan to purchase Sustainable Aviation Fuel. This is part of our drive to purchase 'forward-thinking' carbon credits as investments in solutions which will change the way the world addresses emissions. Purchases have been made from our airline partners Delta and Air Canada. There are no cost-savings from this initiative. The investment is based on actual costs in 2024.

Row 3

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Site consolidation/closure

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

657

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

34900000

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

In 2024, Stantec corporate real estate entered the first year of our updated real estate optimization objectives as defined in our most recent Strategic Plan. Through right sizing efforts, we were able to drive approximately $0.08 adjusted EPS savings while reducing our real estate footprint by 6.0% relative to our 2023 baseline. Further footprint reductions are expected throughout the remainder of the Strategic Plan while corporate real estate continues to support carbon footprint reduction, sustainable building practices, energy efficiency, and waste reduction initiatives where possible across the Stantec Real Estate Portfolio. In 2024, we realized a non-cash lease impairment charge of $34.9 million that was largely a result of implementation of our real estate optimization strategy (as well as higher administrative and marketing expenses). These figures are included in Stantec's 2024 Annual Report Management's Discussion and Analysis.

Row 4

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Company fleet vehicle replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2221

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:
☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

Stantec worked with our fleet vendor to improve tracking of our vehicle fleet usage. We replaced some vehicles with more efficient models and began purchasing electric vehicles for our fleet. Vehicles are already on a replacement schedule, so there are no additional costs or cost savings to implementing this initiative.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

As a professional services company, Stantec's "products" are the technical services our employees provide to our clients in the fields of project management, digital technology, engineering, architecture, design, and scientific consulting. We put a strong focus on research and development (R&D) and innovation to further the industry and give us technical advantages. In 2024, Stantec invested millions at a centralized, corporate level to promote innovation and facilitate collaboration (with additional innovation funding invested locally). An example of our R&D investment can be seen through our development of a tool called Stantec ZEVDecide, a modeling tool that predicts the performance of zero-emission vehicle (ZEV) fleets to help clients (transit agencies, municipalities, schools, airports, utilities, and the like) evaluate the logistics and support facilities needed to transition to the use of ZEVs. This tool projects total fuel demand, determines charging schedules, and accesses fueling/charging station recommendations and power requirements. The tool also supports cost evaluation, determining the ideal ZEV ratio in a fleet. Additionally, our innovation funding directly supports our net zero transition as subject matter experts are given access to resources to pilot new ideas in support of Stantec's transition from offsets to insets that also could potentially be deployed as low-carbon solutions for our clients.

Row 2

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Stantec manages, monitors, and improves our environmental performance with a formal Environmental Management System (EMS) that is ISO 14001-certified. Our EMS has set emission reduction goals. Offices are audited annually for performance against those goals.

Row 3

(7.55.3.1) Method

Select from:

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

Managers with responsibility for our ISO 14001-certified EMS and ISO 9001-certified Quality Management System (primarily geographic and regional leaders) typically have one or more key performance indicators (KPIs) within their performance expectations related to improving the cost-efficiency of our organization, which has a direct connection to lowering our emissions. Evaluation of performance relative to KPIs is included in the annual career development performance review process conducted prior to the review and award of performance-based incentives. The procurement team is specifically recognized for their efforts to reduce our emissions. Activities include co-locating offices in more efficient buildings (space and energy), assessing vendors for sustainability criteria, reducing paper consumption, and reducing overhead business travel. Our C-Suite is also incentivized to reduce emissions. In 2024, our executive incentive program included a KPI related to meeting emissions reduction targets.

Row 4

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Employees are encouraged to participate in programs that reduce our company emissions and resource use. We have an environmental point of contact in most offices to gather information and share best practices. We have Green Teams (internally called Green@Stantec) around the company filled with passionate advocates that actively work to reduce emissions. Additionally, Stantec's Developing Professionals Group (a company-wide volunteer-based organization that brings together people who are beginning their careers) are especially engaged in helping Stantec accelerate our efforts to drive change around emissions reductions and climate action.
[Add row]

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify :We utilize the UN Sustainable Development Goals (SDGs) framework to guide our in-house taxonomy (using the 169 sub-targets)

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Professional Services

(7.74.1.4) Description of product(s) or service(s)

Stantec is a professional services company that provides project management, digital technology, engineering, architecture, design, and scientific consulting services. We support our clients in numerous ways that result in avoided emissions. We utilize the SDG framework to guide our in-house taxonomy and have mapped our revenue against seven core SDGs: clean water and sanitation (SDG 6), affordable and clean energy (SDG 7), industry innovation and infrastructure (SDG 9), sustainable cities and communities (SDG 11), climate action (SDG 13), life below water (SDG 14), life on land (SDG 15). Projects delivered by our comprehensive range of Business Lines and sectors include innovations such as machine-learning tools for climate risk and community preparedness (e.g. DebrisFlow), air quality and emissions analysis (e.g. AirWATCH), waste heat-to-energy, landfill gas destruction, improved forest management, and transportation demand management. We are also leaders in the implementation of sustainability frameworks (e.g. LEED, BOMA Best, Envision), and ESG disclosures (e.g. TCFD) and regularly implement energy-efficiency best practices into the design of buildings and infrastructure. Our climate adaptation/mitigation programs assist clients in developing climate strategies and inventories for quantifying and addressing emissions sources, transitioning to clean energy sources, and improving process efficiencies.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

62
[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:
☑ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:
☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.3) Project description

Great Bear (Haida Gwaii) Forest Carbon Project, British Columbia, Canada: This is an Improved Forest Management project that includes changes in land-use legislation and regulation that result in increased carbon stocks by converting forests that were previously designated, sanctioned, or approved for commercial logging to protected forests. Emissions caused by harvesting, road building, and other forestry operations are also prevented.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

40191

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Other private carbon crediting program, please specify :BC Carbon Registry

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Investment analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

This is a landmark project for balancing human well-being and ecological integrity through carbon finance and is the first carbon project in North America on traditional territory with unextinguished Aboriginal rights and Title. Without offset funds, the protected areas would not have been established and harvest levels would not have been reduced. The project is unique in that it is the only Improved Forest Management project of its scale that has equal involvement with the First Nations and the BC Government, strong legal and policy foundations, and robust data to support the quantification of ecosystem services. This is not simply a conservation project; it is a model for sustainable development in an economically valuable but ecologically and culturally vulnerable area. The majority of the funds go towards stewardship jobs for the First Nations (e.g., the monitoring of the carbon program). Stantec Retired 40,191 credits as follows: 5,192 - vintage 2019, 34,999 - vintage 2019.

(7.79.1.14) Please explain

5,192 credits – vintage 2019. Serial No.: BCO-BCO-CA-104000000012798-01012019-31122019-13505912-13510911-MER-0-P Retirement date: 07 June 2024. 34999 credits - vintage 2019. Serial No: BCO-BCO-CA-104000000012798-01012019-31122019-13538912-13548582-MER-0-P, retirement date: 12 September 2024. Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 2

(7.79.1.1) Project type

Select from:

☑ Peatland protection and restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

Katingan Peatland Restoration and Conservation Project.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

20000

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Investment analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The Katingan Peatland Restoration and Conservation Project aims to protect and restore large areas of peatland and plant trees, providing sustainable income for locals and addressing climate change. The project preserves and improves CO_2 storage and removal, stabilizes water flows, prevents peat fires, enriches soil nutrients, and ensures clean water availability.

(7.79.1.14) Please explain

20,000 credits, serial no: 8473-23601519-23621518-VCS-VCU-263-VER-ID-14-1477-01012018-31122018-1. Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 3

(7.79.1.1) Project type

Select from:

☑ Cement

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

CarbonCure, United States: This technology introduces recycled carbon dioxide into fresh concrete. Once injected, the carbon dioxide undergoes a mineralization process and becomes permanently embedded in the concrete. The approach both reduces and removes carbon dioxide from the atmosphere.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Other, please specify :No sources of leakage have been identified from the project activity.

(7.79.1.13) Provide details of other issues the selected program requires projects to address

One of the key features of a CarbonCure VCU is that it ensures the permanent storage of carbon dioxide in concrete, with the advantages of concrete's global scale, active deployment and massive storage capacity, utilizing carbon dioxide as a value-added product rather than simply burying it underground as waste. Immediately upon injection into concrete by CarbonCure, carbon dioxide chemically converts into a mineral and becomes permanently removed from the atmosphere. Short-lived carbon storage, on the other hand, involves methods that have a higher risk of being reversed over decades. CarbonCure's mineralization of carbon dioxide in concrete also boosts compressive strength, enabling reductions of carbon-intensive cement from each mix and reducing hard to-abate emissions in the global concrete industry.

(7.79.1.14) Please explain

16078-739062042-739062141-VCS-VCU-466-VER-US-6-3207-01012022-31122022-0. Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 4

(7.79.1.1) Project type

Select from:

☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

ILTF/NICC & Blackfeet Nation Forest Carbon Project. The Blackfeet Nation is working with NICC to increase forest resiliency, promote a diversity of tree age classes in their woodlands, improve wildlife habitat, maintain important watershed features, and consider the dynamic conditions brought on by climate change and on-going drought. By maintaining forest carbon stocks above the baseline level, the Blackfeet Nation Forest Carbon Project will provide climate benefits through carbon sequestration while achieving measurable GHG removals.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

19600

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Investment analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

SDGs 03: Good Health and Well-Being; 06: Clean Water and Sanitation; 09: Industry, Innovation and Infrastructure; 13: Climate Action; 15: Life on Land.

(7.79.1.14) Please explain

ILTF/NICC & Blackfeet Nation Forest Carbon Project: 7,600 credits - vintage 2023 serial No: ACR-US-782-2023-2446-1 to 7600; 7,600 credits - vintage 2022, serial No: ACR-US-782-2022-2449-34646 to 42245; 1,000 credits - vintage 2022, serial No: ACR-US-782-2022-2449-52246 to 53245; 4,000 credits - vintage 2023, serial No: ACR-US-782-2023-2446-7686 to 11685. Stantec's Corporate Sustainability team manages the purchasing process of all carbon offsets. We use our in-house scientific expertise from our Environmental Services operating unit to evaluate each offset before purchase.

Row 5

(7.79.1.1) Project type

Select from:

☑ Fossil fuel switch

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Sustainable Aviation Fuel (SAF) purchased through our corporate travel partners.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

715

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ No

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Not issued by a program

(7.79.1.14) Please explain

This is part of our drive to purchase 'forward-thinking' carbon credits as investments in solutions which will change the way the world addresses emissions, while at the same time reducing our travel emissions through purposeful action. We purchased SAF through our corporate travel partners (Delta and Air Canada) and the emissions reduction from the purchase of the SAF is equal to 718.94 mtCO2e.
[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Other, please specify :Advising clients and supporting the UN Decade of Ecosystem Restoration

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

Stantec is a leader in biodiversity services for our clients. We have a team of over 1,000 ecosystem restoration experts located around the world and have restored and assessed hundreds of thousands of acres, rivers, and streams. Stantec provides expert advice, but operational control of any project remains with our clients. Each project has a unique scope of services and we do not centrally track the details associated with each project site.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Not assessed

(11.4.2) Comment

See comment under legally protected areas.
[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Our enterprise-wide GHG emission are independently verified yearly and Stantec discloses the verification statement.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

ghg-verification-global-2024.pdf

Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

In addition to our verification of enterprise-wide GHG emissions to a limited level (noted above), Stantec also does an additional verification of a subset of that data specific to our UK operations. We verify those emissions to a reasonable level.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

STN-ghg-verification-uk-2024.pdf

Row 4

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

In addition to our verification of enterprise-wide GHG emissions to a limited level (noted above), Stantec also does an additional verification of a subset of that data specific to our Australia operations. We verify those emissions to a limited level.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

STN-ghg-verification-australia-2024.pdf

Row 5

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply
☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Governance
☑ Environmental policies

(13.1.1.3) Verification/assurance standard

Climate change-related standards
☑ Other climate change verification standard, please specify :ISO 14001

(13.1.1.4) Further details of the third-party verification/assurance process

Stantec's Environmental Management System is independently verified and certified by BSI.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

stantec-ISO-14001.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

We manage, monitor, and improve our environmental performance with a formal ISO 14001:2015-certified Environmental Management System (EMS). Stantec's EMS sets environmental objectives and monitors, and measures environmental targets, regulatory compliance, orders and citations, and improvement plans. Stantec tracks environmental compliance as part of our ISO-certified EMS. We conduct internal practice audits annually that cover all regions and business lines.

(13.2.2) Attachment (optional)

STN-emissions-management.pdf
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial Officer

(13.3.2) Corresponding job category

Select from:
☑ Chief Financial Officer (CFO)
[Fixed row]