

2025 Pay Transparency Report

British Columbia

Reporting the pay gap between women and men in the province of British Columbia (BC).

Prepared by:
HR, Compensation

October 2025



Who we are

With every community, we redefine what's possible.

Stantec empowers clients, people and communities to rise to the world's greatest challenges at a time when the world faces more unprecedented concerns than ever before. We're designers, engineers, scientists, project managers and strategic advisors, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance communities, so that together we can redefine what's possible.

Our values

We put people first

People are at the heart of everything we do; they give our work purpose. That's why we listen to and design for the distinct needs of our clients—and those who live and work in the communities we serve. It's why we prioritize the safety of everyone our work touches. And it's why we define fulfilling careers for our own people, helping them set and then surpass their individual goals.

We do what is right

We approach every project as a partnership, because our work creates a lasting impact on our clients' communities. We are accountable to these communities—to strengthening them and making them resilient for whatever the future may hold. Integrity guides what we do, which means that we make the right choice even when it's the tough choice.

We are better together

When smart, passionate, creative people come together, real possibilities are unleashed. As our own community expands, we welcome everyone's contributions; diverse perspectives create extraordinary results. We draw on our global network to build the right team for each project, because when we work together, no problem is too large or complex.

We are driven to achieve

We believe that transformation—in our work and in ourselves—is truly possible. We're defined by our entrepreneurial spirit and our unwavering pursuit of not only what's next, but also what's best. Bringing imagination and determination to every challenge, we leave no angle unexplored. As a result, we deliver the excellence that propels communities to success.



Gender pay gap in British Columbia (BC)

Pay Transparency Reporting

The Pay Transparency Act became law in British Columbia (BC) on May 11, 2023, and requires employers located in BC to complete and post a pay transparency report by November 1 of each year, beginning in 2024. The pay transparency report is intended to provide detail on the gender pay gap for employees in BC.

The measures and definitions required to be used to determine gender pay gaps are set by the BC Government to ensure all companies report on this issue consistently. The gender pay gap is calculated in two ways:

- **The mean** is the sum of all employee earnings divided by the number of employees.
- **The median** is the middle value when all employees' individual earnings are arranged in ascending or descending order. If there is an even number of values, the median is the average of the two middle values. The median gender pay gap compares the earnings of the middle-ranking man to the middle-ranking woman, expressed as a percentage difference between their earnings at an organization.

In this report, Stantec applied the above measures and definitions in its gender pay gap calculations for all employee compensation, including bonuses. The results reflect Stantec's employee base in BC only.

According to the BC Government's 2025 Annual Pay Transparency Report for the Professional, Scientific and Technical Services industry, women in British Columbia earned 77 cents for every dollar men earned in median hourly wages during 2024. This marks an improvement compared to 2023, when women earned 72 cents for every dollar earned by men. This upward trend reflects progress toward closing the gender pay gap within the sector. At Stantec (BC only), women earned 81 cents for every dollar men earned in median hourly wages in 2024, up from 78 cents in 2023.

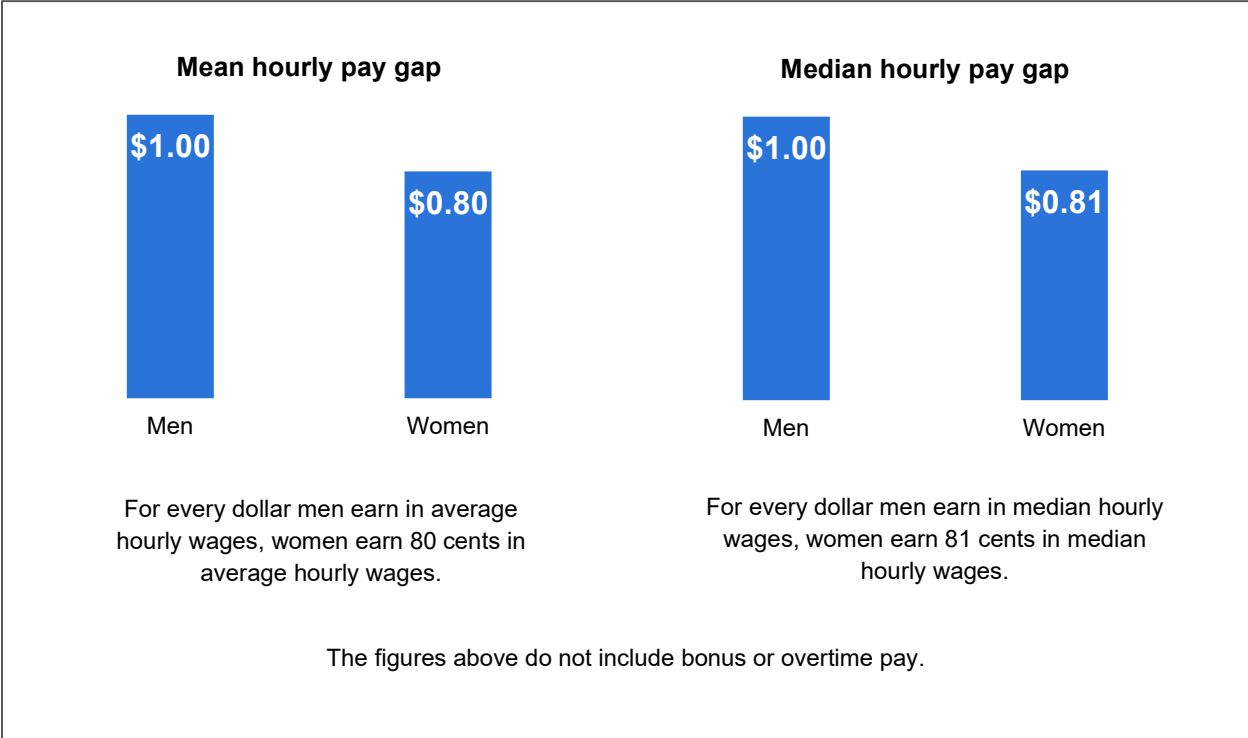
We are seeing improvement in our company's gender pay gap as a result of the strong percentage of women in our early careers pipeline, and our ongoing commitment to supporting women in progressing their careers with Stantec. Increasing the number of women in our workforce will, over time, shift the demographics of this historically male-dominated industry, and positively impact our efforts to close the gender pay gap. We are committed to providing opportunities for career growth and removing barriers to women moving into senior leadership, both for current employees and new hires. We are focused on achieving gender pay equity by improving and reinforcing a compensation culture that embeds inclusivity and equal opportunity throughout our current business, and companies we acquire.



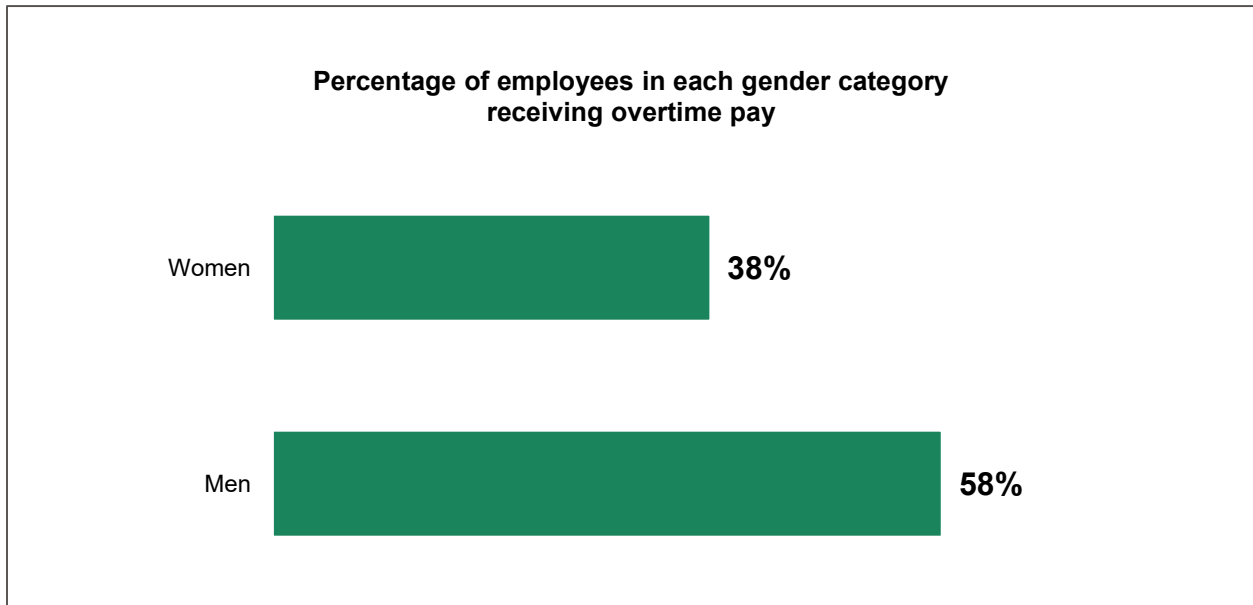
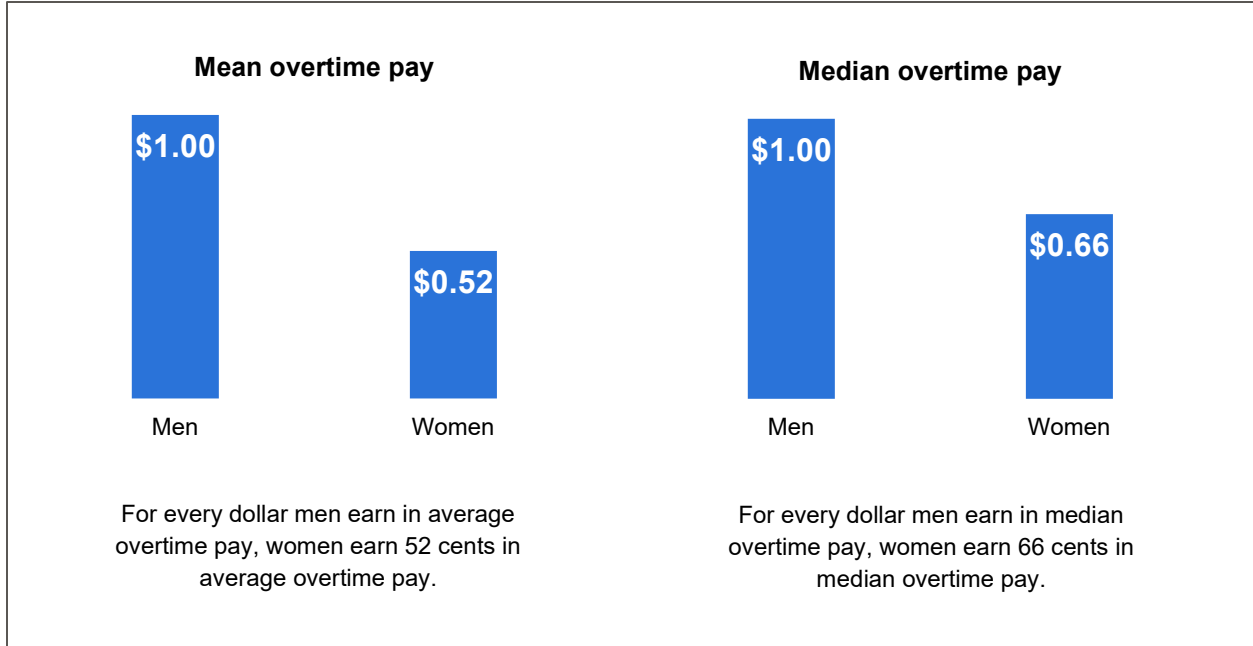
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Employer:	Stantec Consulting Ltd.
Address:	300-10220 103 Avenue NW Edmonton, AB T5J 0K4
Reporting Period:	January 1, 2024 – December 31, 2024
NAICS Code:	54- Professional, Scientific and Technical Services
Number of Employees:	1000 or more

Hourly Pay



Overtime Pay

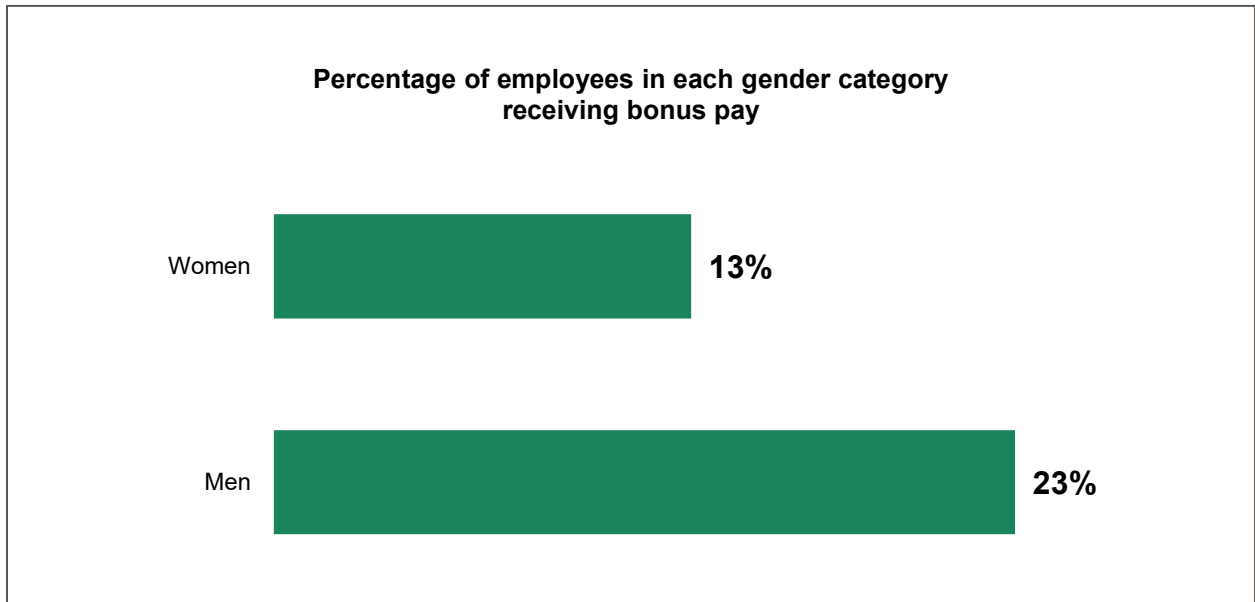
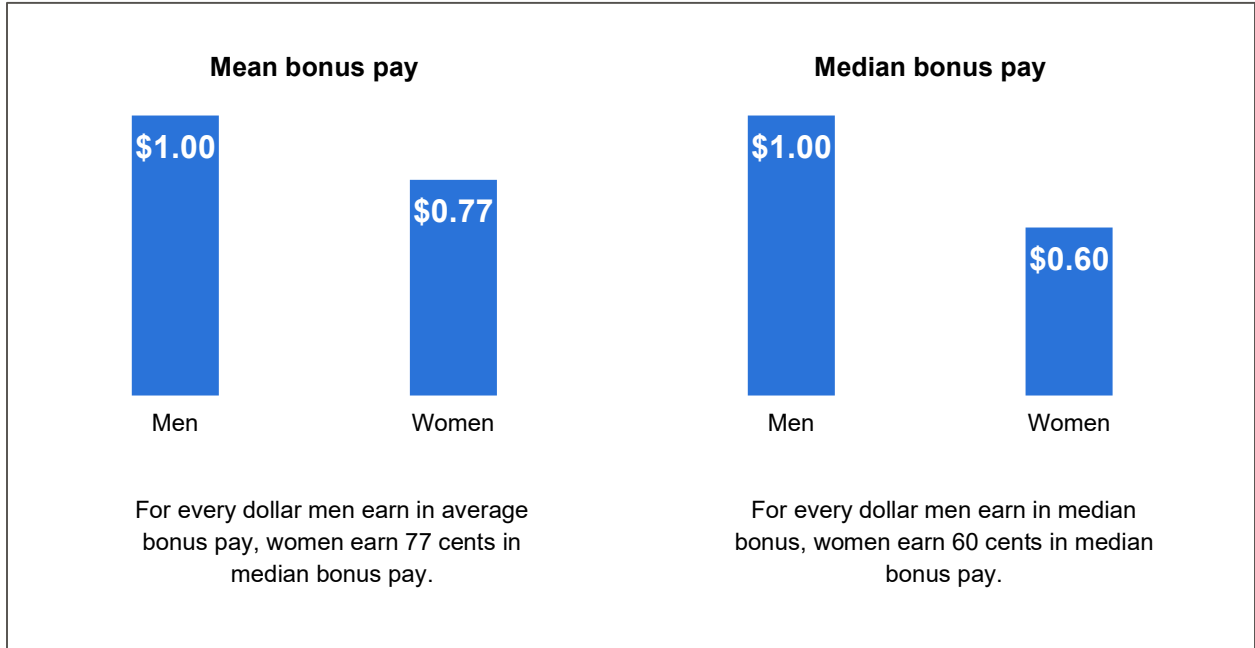


Mean Overtime Paid Hours – The average number of overtime hours worked by women was 43 less than by men.

Median Overtime Paid Hours – The median number of overtime hours worked by women was 12 less than by men.

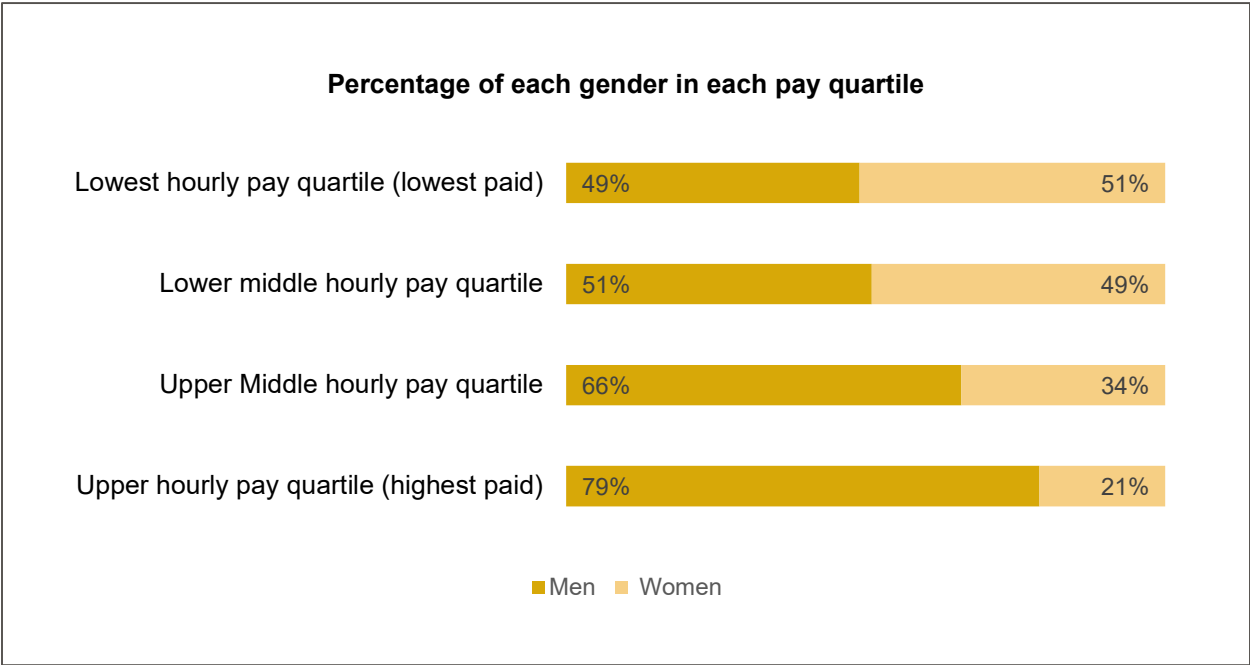


Bonus Pay



Percentage of each gender in each pay quartile

Pay Quartile refers to the percentage of each gender within four equal sized groups based on their hourly pay.



At Stantec, women occupy 21% of the highest paid jobs and 51% of the lowest paid jobs in British Columbia.



How we're moving forward

We are actively focused on reducing our gender pay gap through supporting women in their careers, regular salary reviews, strong programs that support inclusion, and partnering with organizations around the world dedicated to improving opportunities for women in the workplace.

Championing STEAM careers for women

Working to increase the number of women in our talent pool around the world, Stantec provides resources to promote STEAM (science, technology, engineering, arts and math) education, alongside supporting multiple women-focused engineering associations. We are passionate about our social value focus and believe having a strong STEAM network is not only great for developing the skills of our early career professionals, but also to create visible, relatable role models for the communities we serve. We promote inclusive and gender-neutral language in both internal and external communications, fair gender representation in Stantec's attendance at industry and public events, and opportunities for our employees to share their stories and experiences at Stantec.

Annual salary reviews

We measure the performance of our employees against established competencies and expectations of their role, and we set goals accordingly, which are driven by our values. All our roles are part of a global career framework which objectively measures their scope and scale and aligns them to career families, disciplines, and career levels.

Our pay structure includes salary ranges for each position, benchmarked against local remuneration surveys with data relevant to those positions. To ensure it is applied fairly and consistently, we monitor out of cycle salary reviews, promotions, pay awards and bonuses; and we conduct annual salary reviews.

Focus on development

We are continually looking for opportunities to support the development of women at Stantec. One example is our Sponsorship Program which partners high performing, high potential employees with senior leaders for sponsorship. Establishing such connections facilitates shared insights, introduces different perspectives, and offers learning and exposure opportunities. It also increases employee engagement, breaks down generational stereotypes, and grows understanding of intersectionality.

We've created a comprehensive talent management program that helps employees grow and achieve success through a blended learning environment made up of both formal and informal methods. These methods include internal training courses; eLearning; attendance at conferences, seminars, and events; professional memberships; coaching and mentoring programs; and on-the-job learning.

Our Sponsorship Program, alongside our Unconscious Bias Training and various mentoring and professional development initiatives are integral to our culture of creating a psychologically safe organization where all employees can be seen, heard, and valued.

Creating the best environment

We recognize that today's workplace is not fixed, and that it is important to support our employees through life events and changes. That is why we leverage technology and flexible hybrid working arrangements to equip our employees with the tools to manage their professional and personal



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commitments. We know everyone benefits from true flexibility. Stantec supports employees through our Employee and Family Assistance Program, which provides confidential resources and counseling to help manage life's challenges. Beyond this, we offer a wide range of benefits designed to promote health, financial security, professional growth, and overall well-being. We attract a wider talent pool and retain employees through different life-stages when they are able to manage their work and personal demands.

In addition to providing flexibility, we like to create opportunities for all our employees by inviting, embracing, and celebrating differences. Inclusion initiatives foster a healthy range of views, facilitate innovation, improve results, and nurture a sense of belonging.

Stantec is actively working towards providing equal opportunity in the hiring and recruitment process as well as career development. This is achieved through building competencies in our people leaders to lead with inclusion in mind including our leadership training programs.

We believe long-term success is only possible when all employees feel included and have a sense of belonging, working in an environment of fair treatment and respect.

Our employee resource groups (ERGs) provide platforms that celebrate and promote intersectionality and help refine and influence the business strategy. Our Women at Stantec ERG, open to all employees, boasts over 45 chapters globally, helping countless employees build networks, expand their spheres of influence, and remove obstacles and biases.

Stantec was listed in 2019-2023 on the Bloomberg Gender Equality Index, a global benchmark of gender equality in the workplace. In 2023, the Globe and Mail's Women Lead Here report recognized Stantec amongst corporations with the highest degree of executive gender diversity. We were named by Forbes as one of the World's Top Female-Friendly Companies in 2021, ranking 164 out of 300 companies.

Partnering with the right organizations

We know that to be successful, we need to be collaborative and accountable. That's why we partner with other organizations that champion gender equity.

Among those, we partner with Catalyst (to remove barriers and drive the advancement of women in the workplace), the UN Global Compact Gender Equity Network (engaging the private sector to eliminate barriers faced by women in the workplace) and WORK180 in Australia (following global standards that deliver great workplaces for all women). As a business, we champion authentic recognition of observances that support gender equity (such as International Women's Day, International Women in Engineering Day, etc.), empowering engagement by our employees and ERGs.

We also support the 30 by 30 Initiative, championed by Engineers Canada and the Engineers and Geoscientists of British Columbia (EGBC), with its goals of raising the percentage of newly licensed female engineers in the profession to 30% by 2030. According to the 2024 Engineers Canada National Membership report, in BC, that percentage was 20.3%, so work remains to be done. Stantec is an industry partner for Engineers Canada's 30 by 30 Initiative through sponsorship, attendance, and content contribution at their annual conferences, along with active participation in their '30 by 30 Employer Champion Taskforce'.





Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. The diverse perspectives of our partners and interested parties drive us to think beyond what's previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure. We innovate at the intersection of community, creativity, and client relationships to advance communities everywhere, so that together we can redefine what's possible.

