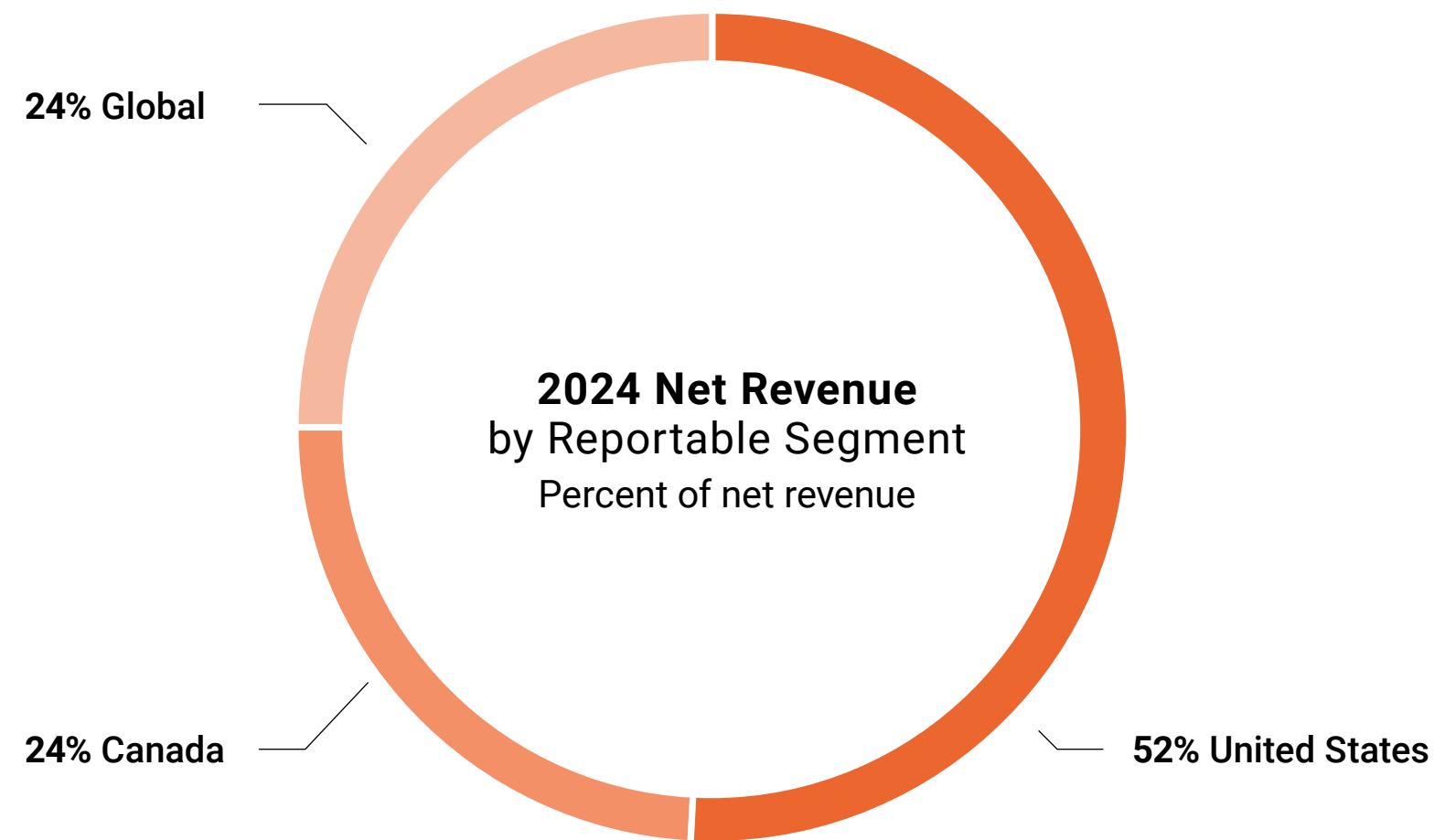
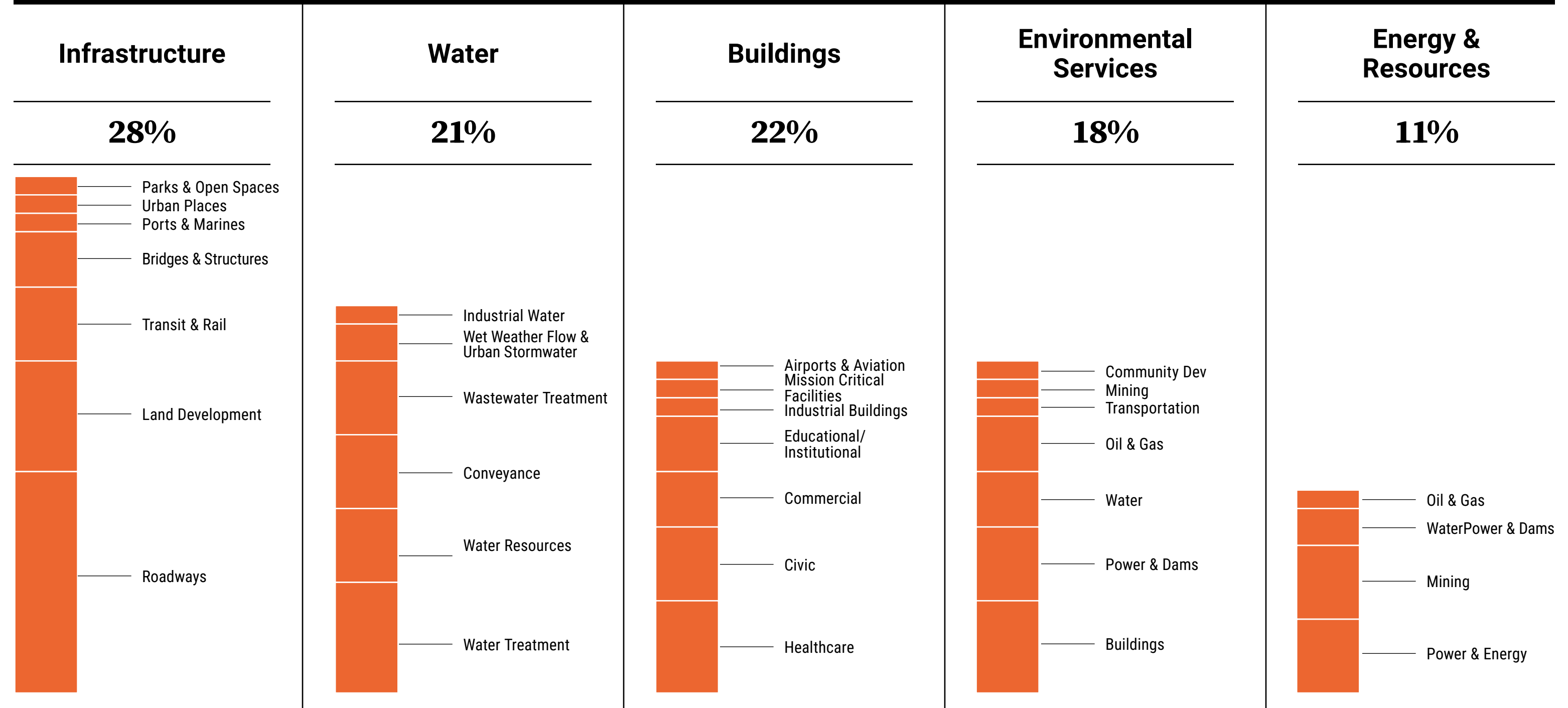
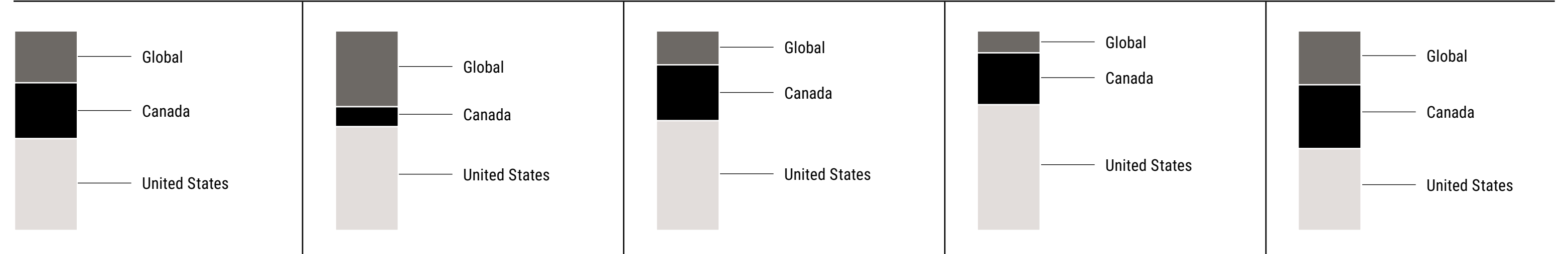


Q4 AND FULL YEAR 2024

Investor Fact Sheet


2024 Organic Net Revenue Growth by Reportable Segment

OVERALL					
Q4 24		YTD			
9.3%		7.4%			
CANADA		UNITED STATES		GLOBAL	
Q4 24	YTD	Q4 24	YTD	Q4 24	YTD
9.1%	6.0%	10.3%	8.6%	7.3%	5.8%

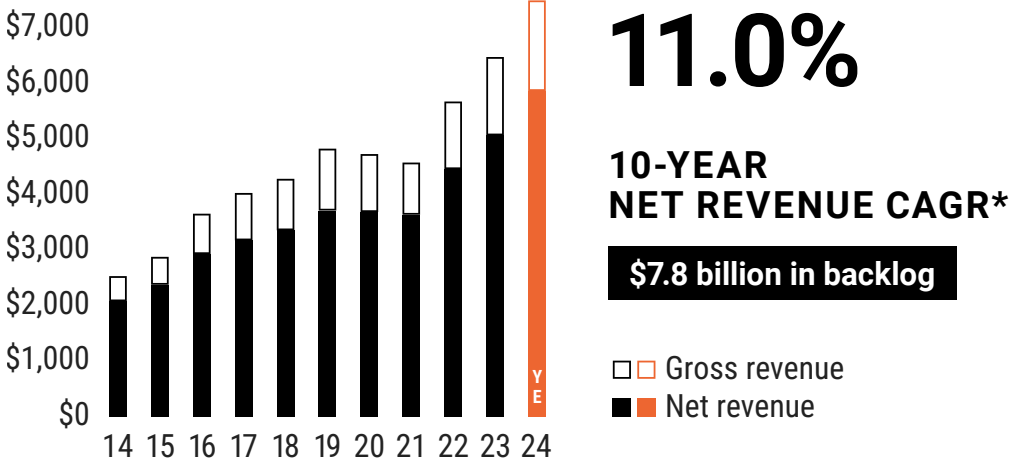
2024 Net Revenue by Business Operating Unit, Sector, and Geography*

*As an approximate percentage of 2024 net revenue

2024 NET REVENUE ORGANIC GROWTH (RETRACTION)

5.0%	14.0%	12.7%	3.9%	(1.2%)
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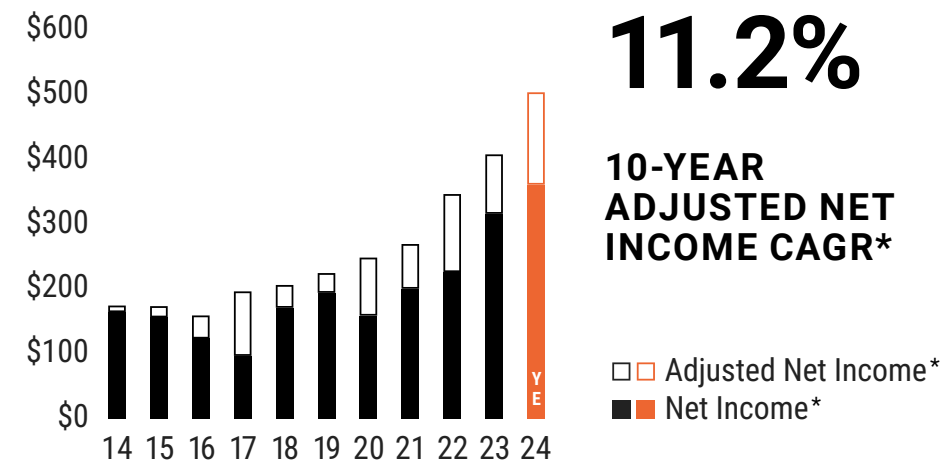
2024 NET REVENUE ACQUISITION GROWTH

12.1%	0.2%	20.0%	0.7%	2.0%
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Gross Revenue and Net Revenue millions (C\$)

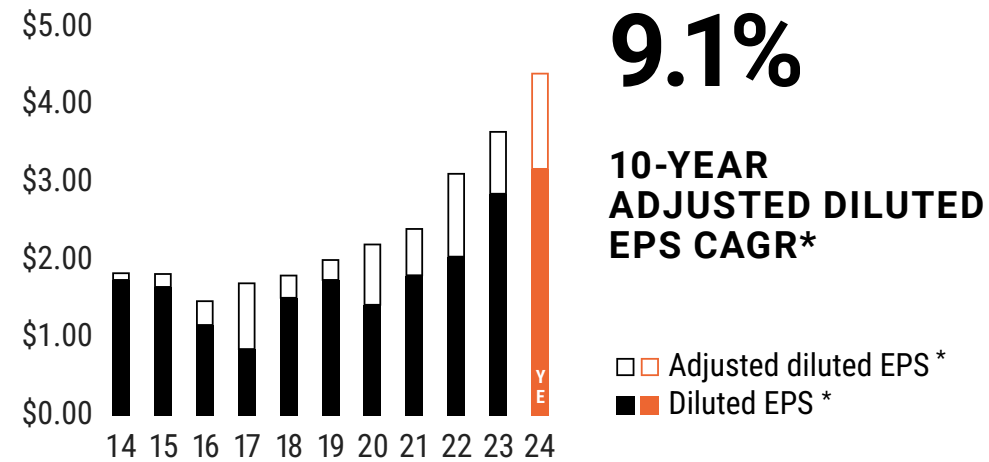


Net Income millions (C\$)

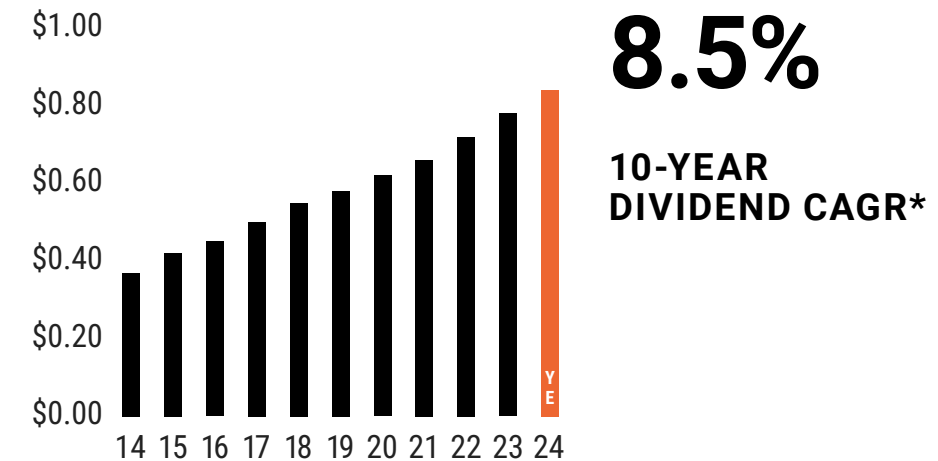


The financial results reflect the continuing operations of the company, except for cash flow which is on a consolidated basis. Diluted EPS and net income for 2023 and 2022 and operating cash flow and free cash flow for 2023 have been retrospectively revised for the change in accounting policy related to the treatment of deferred payments from our historical acquisitions. For further details, refer to the Critical Accounting Developments, Estimates, and Measurements section of the 2024 Management’s Discussion and Analysis (MD&A) and note 6. c) of the 2024 consolidated financial statements. Adjusted diluted EPS, adjusted EBITDA, adjusted net income, free cash flow, and compound annual growth rate (CAGR), when applied to adjusted measures, are non-IFRS measures and compound annual growth rate (CAGR), organic growth, and acquisition growth are other financial measures. Additional disclosure for these non-IFRS and other financial measures is included in the Definitions of Non-IFRS and Other Financial Measures section of the 2024 Annual Report, available on SEDAR+, EDGAR, and stantec.com.

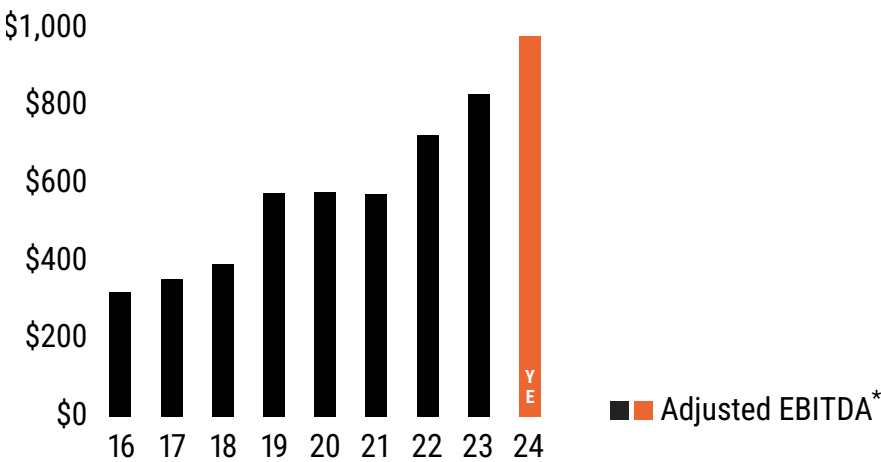
Diluted EPS (C\$)



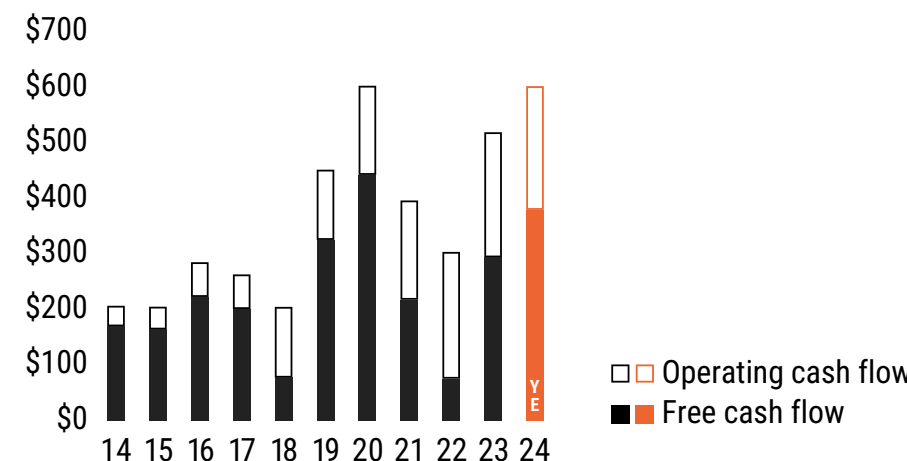
Dividend Growth (C\$)



Adjusted EBITDA* millions (C\$)



Cash Flow* millions (C\$)



Cautionary Statements

Our public communications contain non-IFRS measures and other financial measures and often include written or verbal forward-looking statements. Non-IFRS measures and other financial measures do not have a standardized meaning under IFRS, and therefore, may not be comparable to similar measures presented by other issuers. Forward-looking statements include disclosures regarding anticipated financial performance, possible events, conditions, or results of operations that are based on assumptions about future economic conditions or courses of action and include future-oriented financial information. By their nature, forward-looking statements require us to make assumptions and are subject to inherent risks and uncertainties. For full details of risk factors, forward-looking statements, and non-IFRS measures see our 2024 Annual Report.

To learn more, please visit stantec.com/investors

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