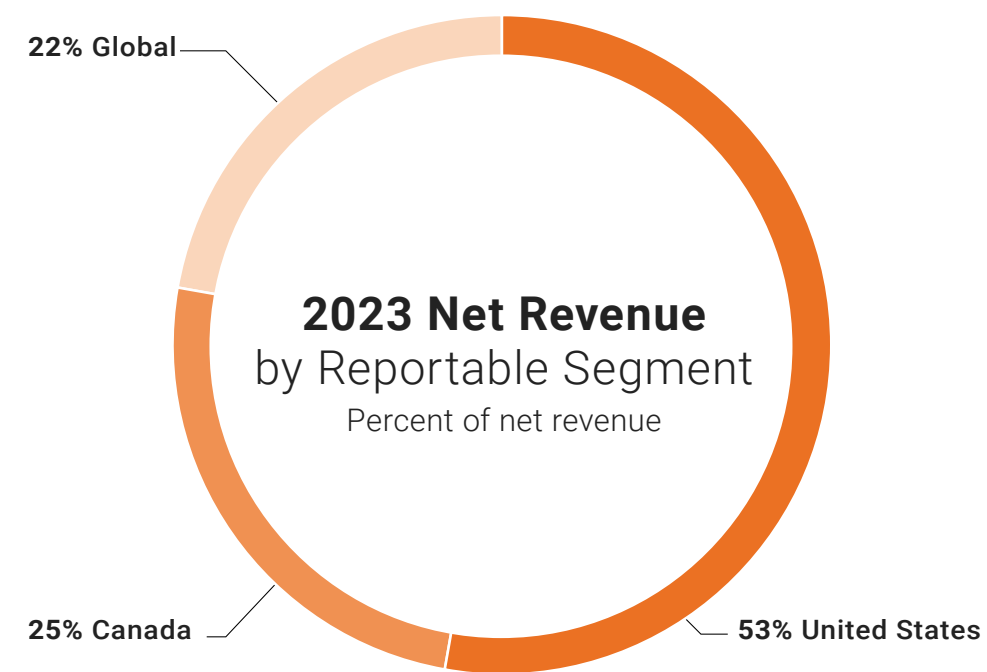


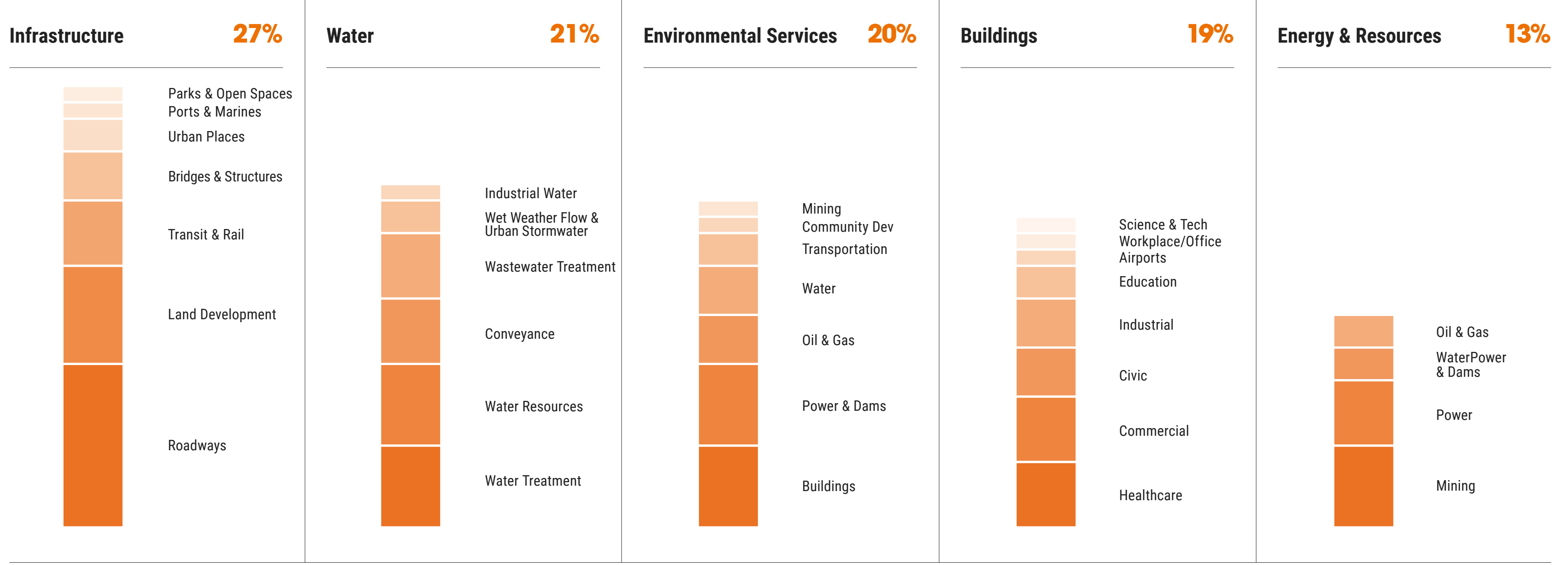
Q4 and Full Year 2023

# Investor Fact Sheet

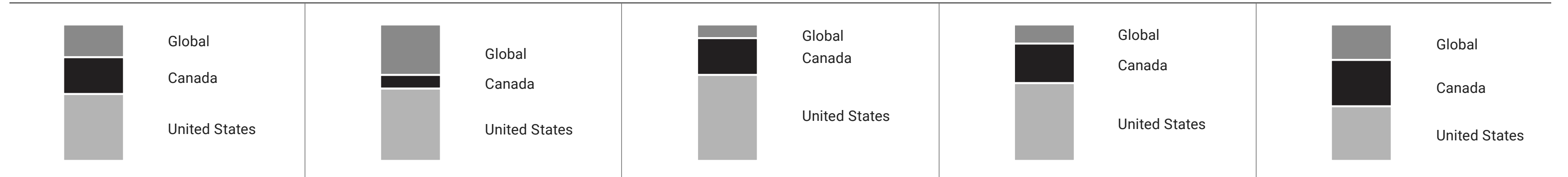


2023 Organic Net Revenue Growth by Reportable Segment					
OVERALL					
Q4 23		2023			
7.5%		9.9%			
CANADA		UNITED STATES		GLOBAL	
Q4 23	2023	Q4 23	2023	Q4 23	2023
5.5%	8.3%	10.6%	12.3%	3.2%	6.5%

## 2023 Net Revenue by Business Operating Unit, Sector, and Geography\*

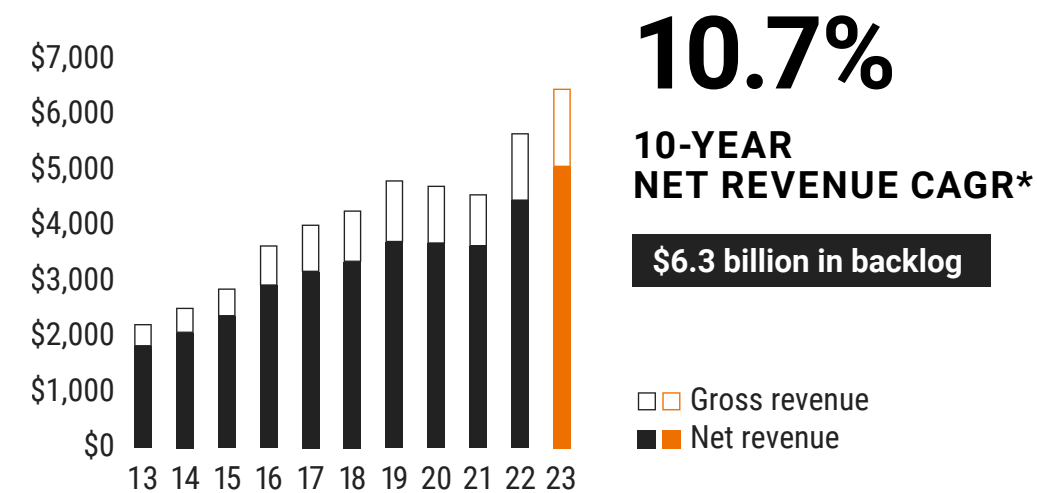


\*As an approximate percentage of 2023 net revenue

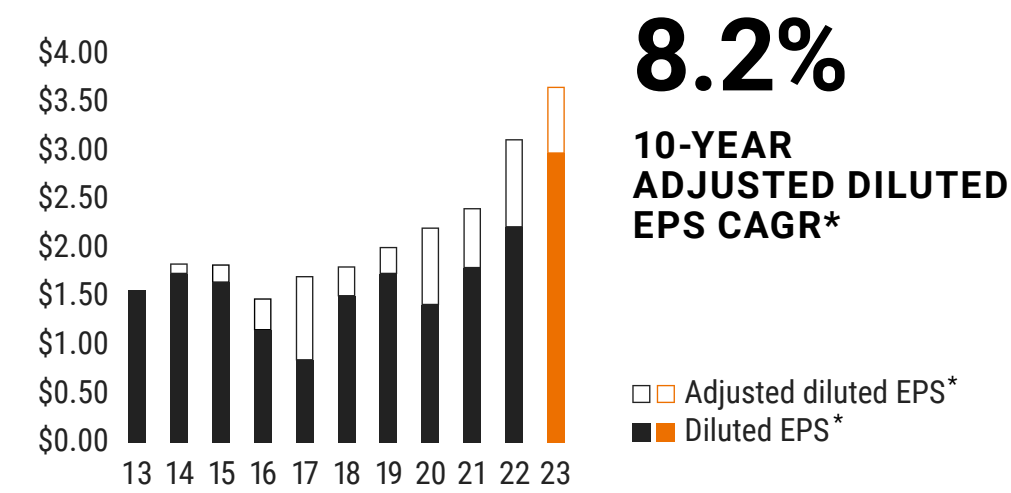


2023 NET REVENUE ORGANIC GROWTH				
5.1%	19.8%	11.5%	7.3%	7.2%
2023 NET REVENUE ACQUISITION GROWTH				
0.9%	—	—	6.6%	—

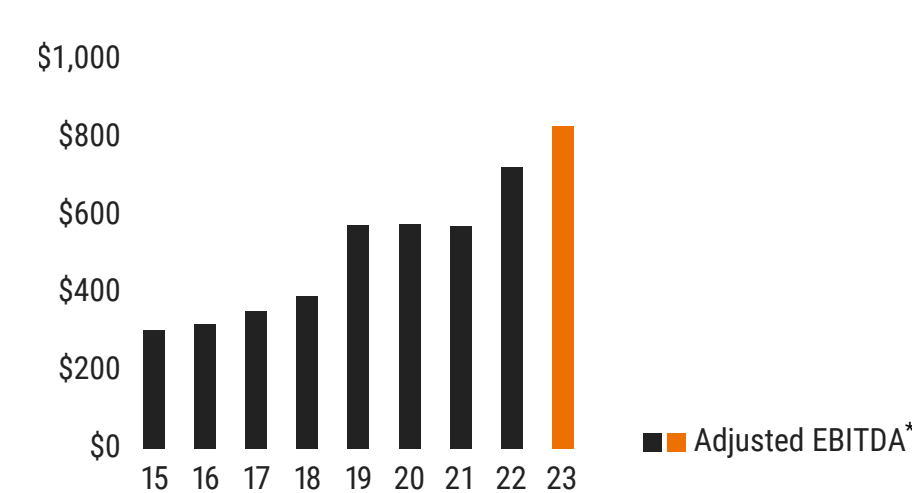
**Gross Revenue and Net Revenue** millions (C\$)



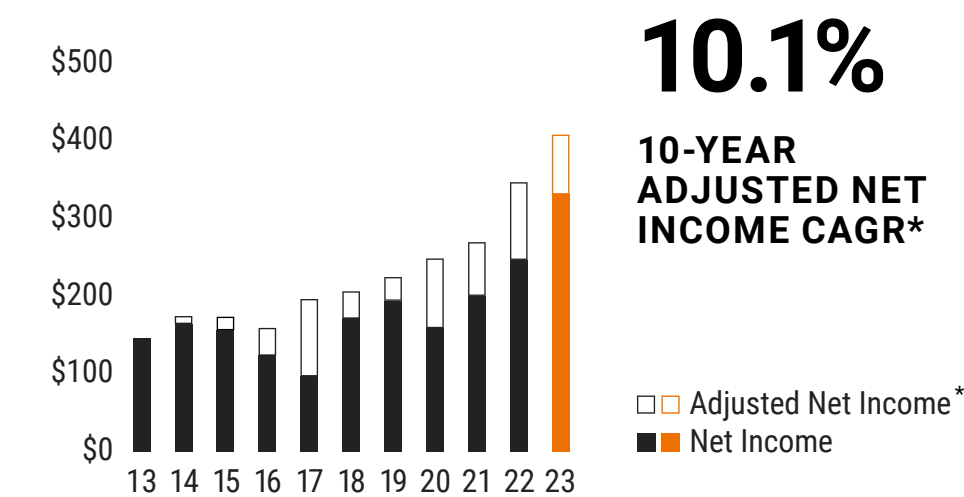
**Diluted EPS** (C\$)



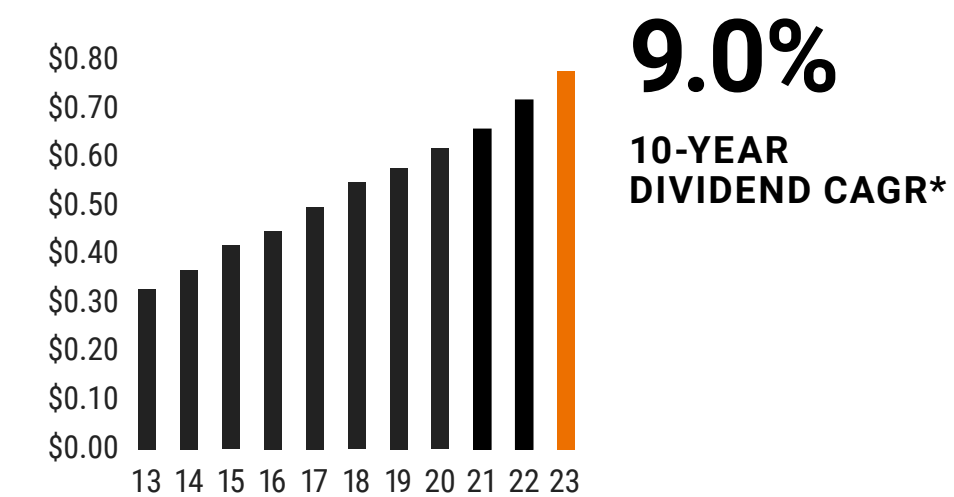
**Adjusted EBITDA\*** millions (C\$)



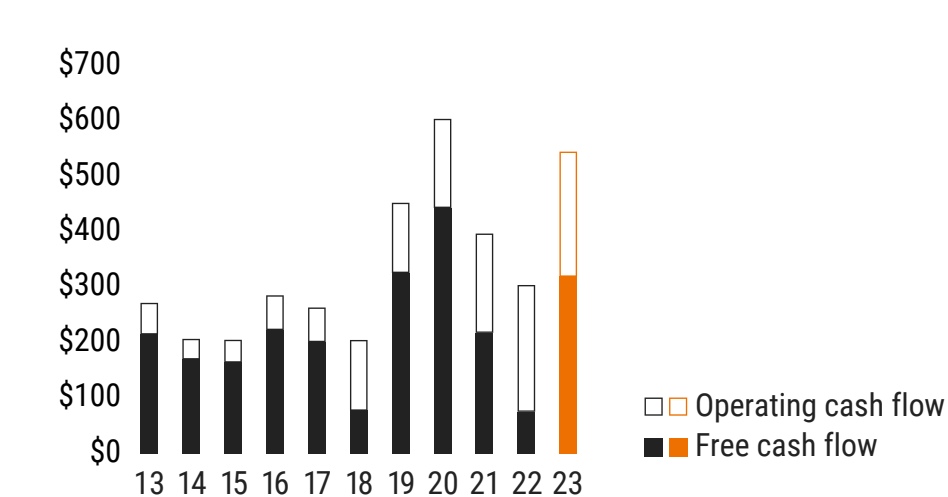
**Net Income** millions (C\$)



**Dividend Growth\*** (C\$)



**Cash Flow\*** millions (C\$)



\*Diluted EPS, adjusted diluted EPS, and dividends prior to 2014 have been restated for the 2014 stock split. The financial results reflect the continuing operations of the company, except for cash flow which is on a consolidated basis. 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 2023 Annual Report, available on SEDAR+, EDGAR, and stantec.com.

**CAUTIONARY STATEMENTS**

Our public communications contain non-IFRS measures and other financial measures and often include written or verbal forward-looking statements. Non-IFRS measures and other financial measures do not have a standardized meaning under IFRS, and therefore, may not be comparable to similar measures presented by other issuers. Forward-looking statements include disclosures regarding anticipated financial performance, possible events, conditions, or results of operations that are based on assumptions about future economic conditions or courses of action and include future-oriented financial information. By their nature, forward-looking statements require us to make assumptions and are subject to inherent risks and uncertainties. For full details of risk factors, forward-looking statements, and non-IFRS measures see our 2023 Annual Report.

To learn more, please visit [stantec.com/investors](https://stantec.com/investors)

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