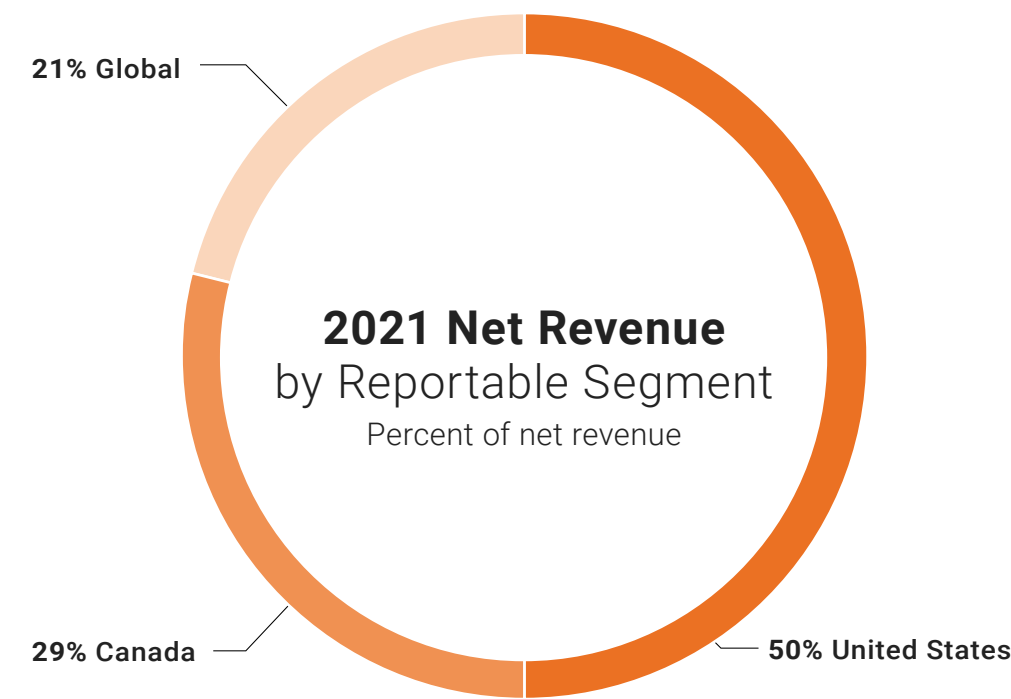


Q4 and Full Year 2021

Investor Fact Sheet



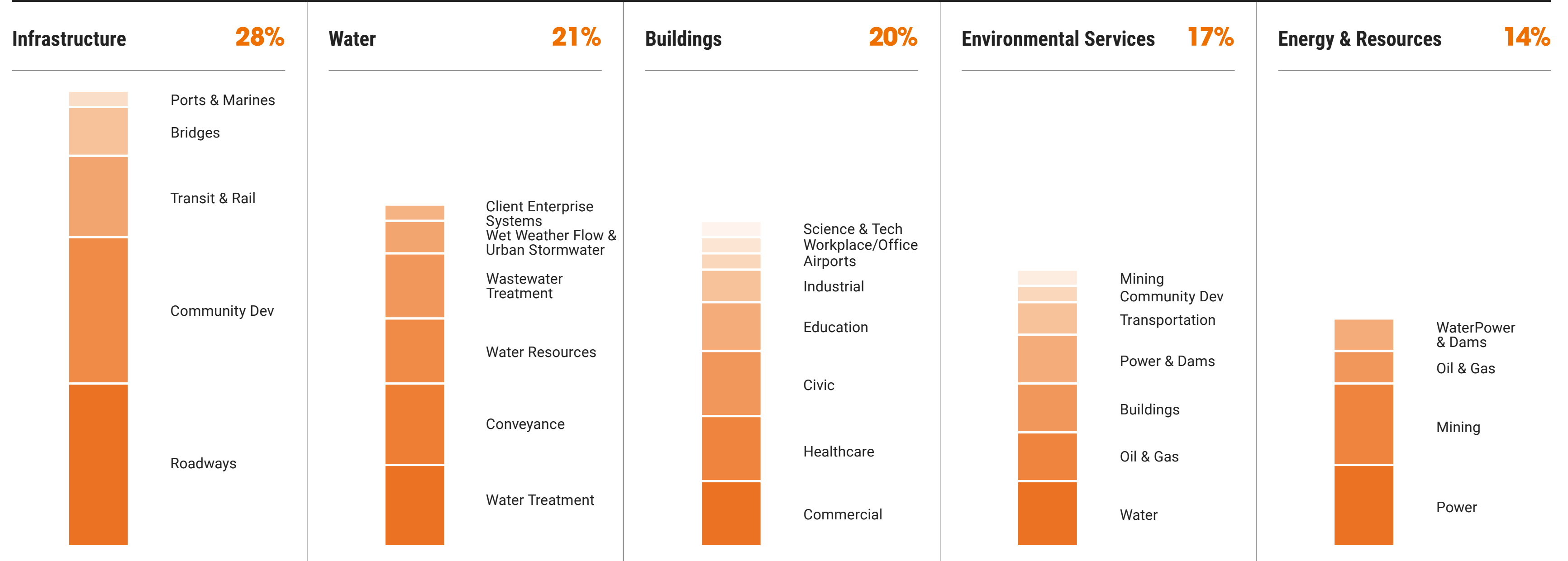
2021 Organic Net Revenue Growth (Retraction) by Reportable Segment

OVERALL

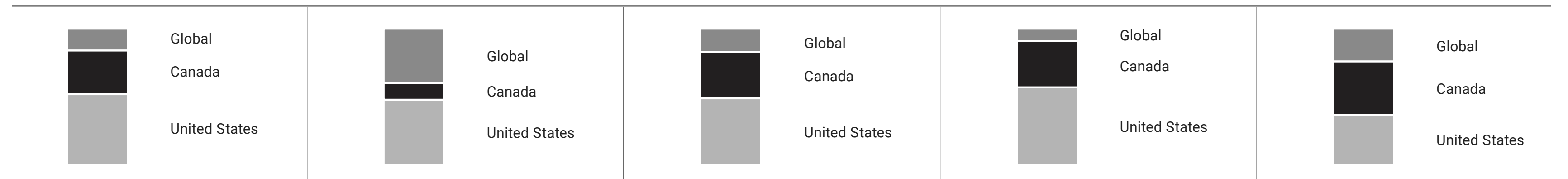
Q4 21: **2.0%** | 2021: **(1.3%)**

CANADA		UNITED STATES		GLOBAL	
Q4 21	2021	Q4 21	2021	Q4 21	2021
(2.5%)	(0.8%)	(3.0%)	(5.0%)	23.8%	8.9%

2021 Net Revenue by Business Operating Unit, Sector, and Geography



*As an approximate percentage of year-to-date net revenue



Q4 2021 NET REVENUE ORGANIC GROWTH (RETRACTION)*

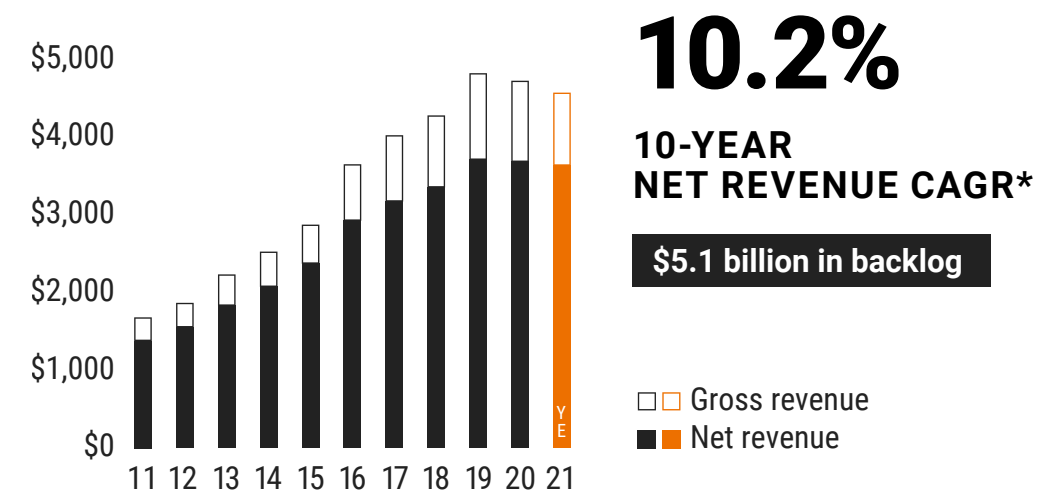
(1.3%) | **5.4%** | **(3.0%)** | **0.9%** | **(11.1%)**

2021 NET REVENUE ACQUISITION GROWTH*

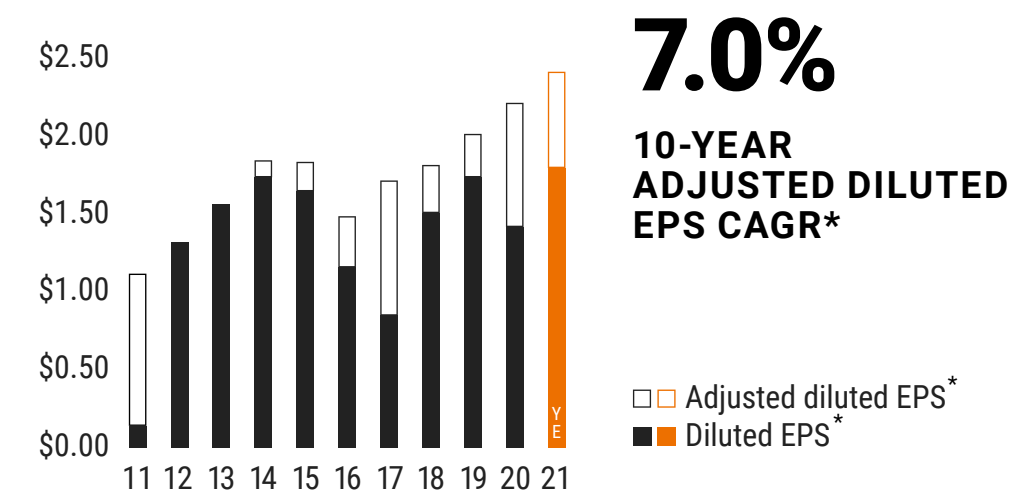
2.5% | **0.1%** | **-** | **14.3%** | **6.6%**

Proven Track Record

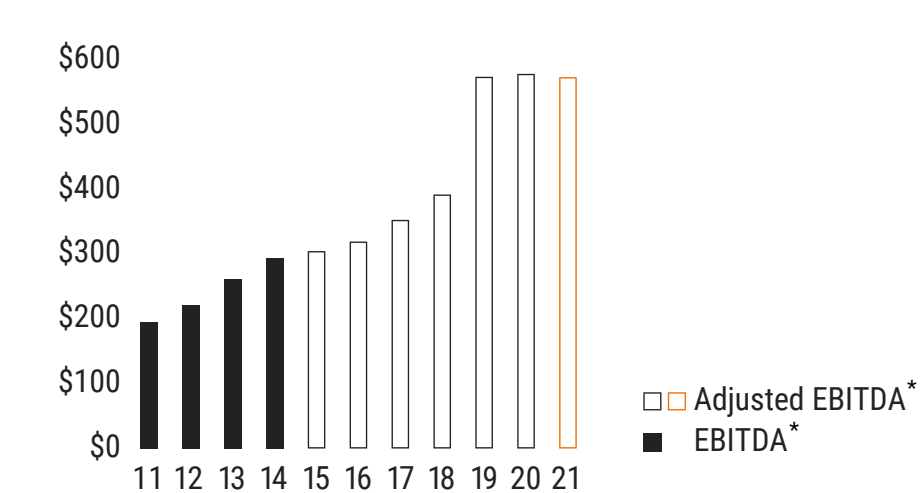
Gross Revenue and Net Revenue millions (C\$)



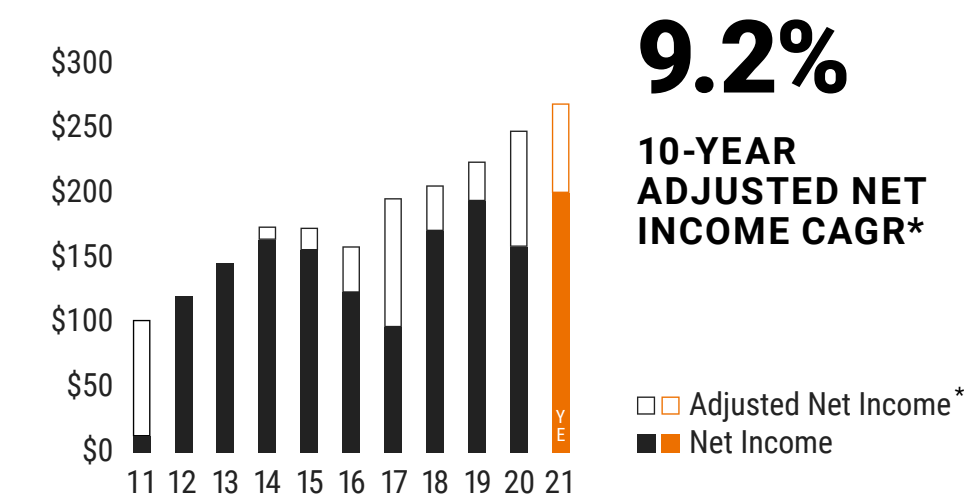
Diluted EPS (C\$)



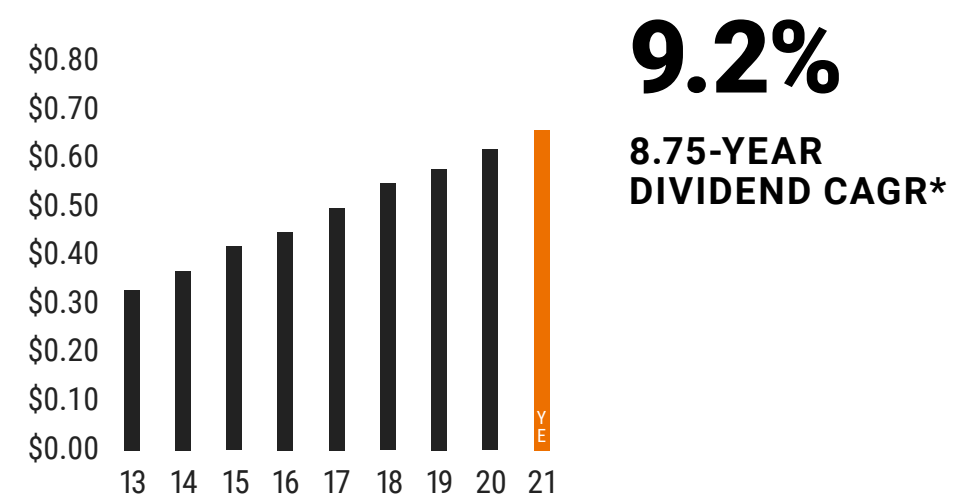
Adjusted EBITDA* millions (C\$)



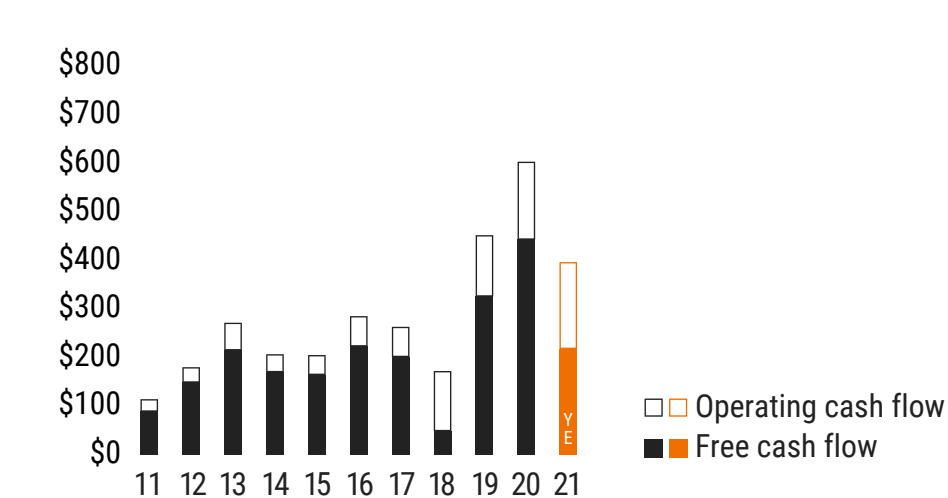
Net Income millions (C\$)



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. 2011 diluted EPS and net income were adjusted for goodwill impairment. For EBITDA, there were no adjusted measures applied for years prior to 2015. 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, compound annual growth rate (CAGR), organic growth (retraction), and acquisition growth are non-IFRS and 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 2021 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. 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 2021 Annual Report.

To learn more, please visit stantec.com/investors

Contact Information

Tom McMillan DIRECT: 780-917-8159
Investor Relations Tom.McMillan@stantec.com