

Leadership

Percentage of women on company board	50%	At the time of this disclosure (October 2023), Stantec has ten board members, five of them are female (two of the women are visible minorities). This answer differs from what is reported in the SR, Governance section, Corporate Governance subsection, which shows, at year-end 2022, Stantec had nine board members, four of them were female (one was a visible minority).
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Woman chief financial officer (CFO) or equivalent	Yes	Stantec's current CFO is Theresa Jang, a female.	Stantec.com: Leadership
Percentage of women executive officers	43%	Stantec's Executive Leadership team is comprised of seven individuals, three of them are females (two of the women are visible minorities).	Stantec.com: Leadership
Chief diversity officer (CDO)	Yes	Stantec's Chief People and Inclusion Officer is Asifa Samji, a female.	Stantec.com: Leadership

Talent Pipeline

Percentage of women in total management	25%	This is Stantec's percentage of women in total management and includes the following career levels combined: Executives, Senior Managers, and Mid-Level Managers. This answer differs from what is reported in the SR, Appendix A, GRI 405-1, which shows the percentage within each career level with 18% of Executives, 20% of Senior Managers, and 25% of Mid-Level Managers being women. Please note: Mid-level managers is our lowest management level	SR: Page 70 (stantec-sustainability-report-2022.pdf)
Percentage of women in senior management	20%	This is Stantec's percentage of women in senior management who have senior-level supervisory responsibilities and includes the following employment categories combined: Executives and Senior Managers. This answer differs from what is reported in the SR, Appendix A, GRI 405-1, which shows the percentage within each career level with 18% of Executives and 20% of Senior Managers being women.	SR: Page 70 (stantec-sustainability-report-2022.pdf)
Percentage of women in middle management	25%	This is Stantec's percentage of women in middle management who have middle-level supervisory responsibilities and includes the following employment category: Mid-Level Managers. This is the same answer as reported in the SR, Appendix A, GRI 405-1.	SR: Page 70 (stantec-sustainability-report-2022.pdf)

