



Objectives and Responsibilities

Apex Companies, LLC (Apex) has been engaged by Stantec Inc. to provide a third-party review of specific indicators reported in Stantec's 2022 Sustainability Report (the Report) and their general conformance to their respective standards. This review letter applies to the related information included within the scope of work described below.

This information and its presentation in the Report are the sole responsibility of the management of Stantec. Apex was not involved in the drafting of the Report. Our sole responsibility was to provide independent review of the Report. Re r0.013



This third-party review engagement was focused on the conformance of the GRI and SASB indicators reported in Stantec's 2022 Sustainability Report and a determination of whether GRI indicators were prepared in accordance with the requirements of the GRI Standards (G

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