



DIVERSITY POLICY

August 9, 2023

Policy

Stantec recognizes and embraces the benefits of diversity among the Company's senior management team and board of directors (the "board"). The board believes that diversity is important to ensure that the profiles of senior management and board members provide the necessary range of perspectives, experience and expertise required to achieve effective stewardship. fits of diversity and the needs of the Company. The Co senior management team and board made up of highly who reflect the changing demographics of the markets with the required expertise, and the Company's ev corporate governance.

The board has delegated to the Corporate Governance overseeing and ensuring the implementation of this Po and equity objectives, the Corporate Governance and C considering senior management succession plans and t to the board:

- a) consider only candidates who are hig expertise and personal skills and quali
- b) consider the level of representation disabilities, members of visible minorit (each a "Designated Group"), on the b
- c) in addition to its own searches, as and v

