



**VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS**

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Stantec Inc. (Stantec) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Stantec. Stantec is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex’s sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- United Kingdom Consulting Services
- Exclusions from the boundary of Stantec’s GHG emissions assertion include emissions from Stantec’s Global Consulting E-Suites, fully Sub-let spaces and fugitive emissions from refrigerant losses

GHG Emissions Statement:

Scope	Emissions Source	Emissions Quantity by Source (metric tons of CO ₂ equivalent)	Verified Total Emissions by Scope (metric tons of CO ₂ equivalent)
Scope 1	Natural Gas	533	559
	Company Cars	26	
Scope 2 (Location-Based)	Electricity	563	563
Scope 2 (Market-Based)	Electricity	0	0
Scope 3, Purchased Goods & Services	Purchased Paper	6	217
	Mobile Devices	23	
	Computers	107	
	Furniture	81	
Scope 3, Fuel- and Energy-Related Activities	Electricity Transmission and Distribution Losses	49	49

Scope 3, Business Travel	Personal Cars	388	1,151
	Rental Cars	110	
	Air Travel	512	
	Rail Travel	67	
	Hotel Stays	73	
	Ride Hailing Services	1	
Scope 3, Employee Commuting	Employee Commuting	546	546
N/A	Carbon Offsets Purchased ¹	2,658	N/A
N/A	Gross Scope 1+2 (Location-Based) Emissions per UK Employee ²	0.44 metric tons CO ₂ equivalent per employee	N/A
N/A	Gross Scope 1+2 (Market-Based) Emissions per UK Employee ³	0.22 metric tons CO ₂ equivalent per employee	N/A

¹GHG offsets were purchased but do not factor into the emissions statement above.

²Gross Scope 1+2 (Location-Based Emissions) per UK employee are calculated by dividing the sum of Stantec's UK Scope 1 and Scope 2 (Location-Based) emissions by the total number of Stantec's UK employees.

³Gross Scope 1+2 (Market-Based Emissions) per UK employee are calculated by dividing the sum of Stantec's UK Scope 1 and Scope 2 (Market-Based) emissions by the total number of Stantec's UK employees. .

Data and information supporting the Scope 1, Scope 2, and Scope 3 GHG emissions statement were primarily historical in nature and in some cases estimated.

Period covered by GHG emissions verification:

- January 1, 2023 to December 31, 2023

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second edition 2019-4: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Reasonable (Scope 1, Scope 2 and Gross Emissions per Employee)
- Limited (Scope 3 and Carbon Offsets)
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Stantec;
- Review of documentary evidence produced by Stantec;
- Review of Stantec data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Stantec to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, we conclude that the Scope 1 and Scope 2 GHG emissions statement and the gross emissions per employee shown above:

- is materially correct and is a fair representation of the GHG emissions data and information; and
- has been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

Based on the process and procedures conducted, there is no evidence that the Scope 3 GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Stantec has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Stantec, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, and has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

A handwritten signature in blue ink that reads 'Megan O'Neil'.

Megan O'Neil, Lead Verifier
ESG Program Manager
Apex Companies, LLC
Atlanta, Georgia

A handwritten signature in blue ink that reads 'David Reilly'.

David Reilly, Technical Reviewer
Principal Consultant
Apex Companies, LLC
Santa Ana, California

May 3, 2024

This verification opinion declaration, including the opinion expressed herein, is provided to Stantec and is solely for the benefit of Stantec in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.