



# First Quarter 2024 Results Presentation May 9, 2024



## Cautionary Statement

This presentation contains non-IFRS and other financial measures and forward-looking statements, including a discussion of our business targets, expectations, and outlook.

We caution readers not to place undue reliance on our forward-looking statements since a number of factors could cause actual future results to differ materially from the targets and expectations expressed.

Non-IFRS 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. For a discussion of risk factors and non-IFRS measures and other financial measures, see our Q1 2024 Management's Discussion and Analysis available on SEDAR+, EDGAR, and stantec.com.



## Q1 2024 Key highlights

- Strong start to 2024. Q1 results reflect:
  - Capitalizing on continued robust market demand with strong operational performance
  - Successful execution of strategic M&A





## Hydrock increases Stantec's UK workforce by over 30%

- Headquartered in Bristol, England
- 950-person integrated engineering design firm with 22 locations in the UK
- Offer solutions for major infrastructure projects and landmark buildings in healthcare, energy, education, logistics, distribution, and public sectors

**Over 2,700 people added to the Stantec team through M&A so far this year**

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University of the West of England's Faculty of Engineering and Design  
Image Credit: Photography © John Seaman – Architect of Record: AHR





## Strong start to 2024

**\$1.4B**

↑ Net revenue increased 11.5%\*

**\$212M**

↑ Adjusted EBITDA <sup>(1)</sup> increased 18%\*

**15.5%**

↑ Adjusted EBITDA margin <sup>(1)</sup> increased 90 bps\*

**\$0.90**

↑ Adjusted EPS <sup>(1)</sup> increased 23%\*

### Q1 2024 Net revenue profile

Global  
23%

ORGANIC GROWTH <sup>(1)</sup>

**7%**

US  
53%

ACQUISITION GROWTH <sup>(1)</sup>

**6%**

Canada  
24%

Q1 2024

\* Relative to Q1 2023

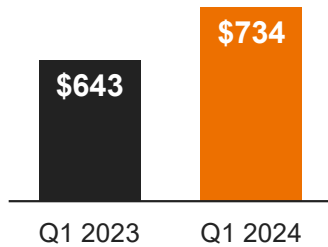
(1) Adjusted EBITDA, adjusted EBITDA margin, and adjusted diluted EPS are non-IFRS measures, and organic and acquisition net revenue growth are other financial measures (discussed in the Definitions section of Stantec's Q1 2024 Management's Discussion and Analysis).



## United States

\$millions, unless otherwise stated

↑ **14%**  
Net revenue



ORGANIC GROWTH

**10%**

ACQUISITION GROWTH

**4%**

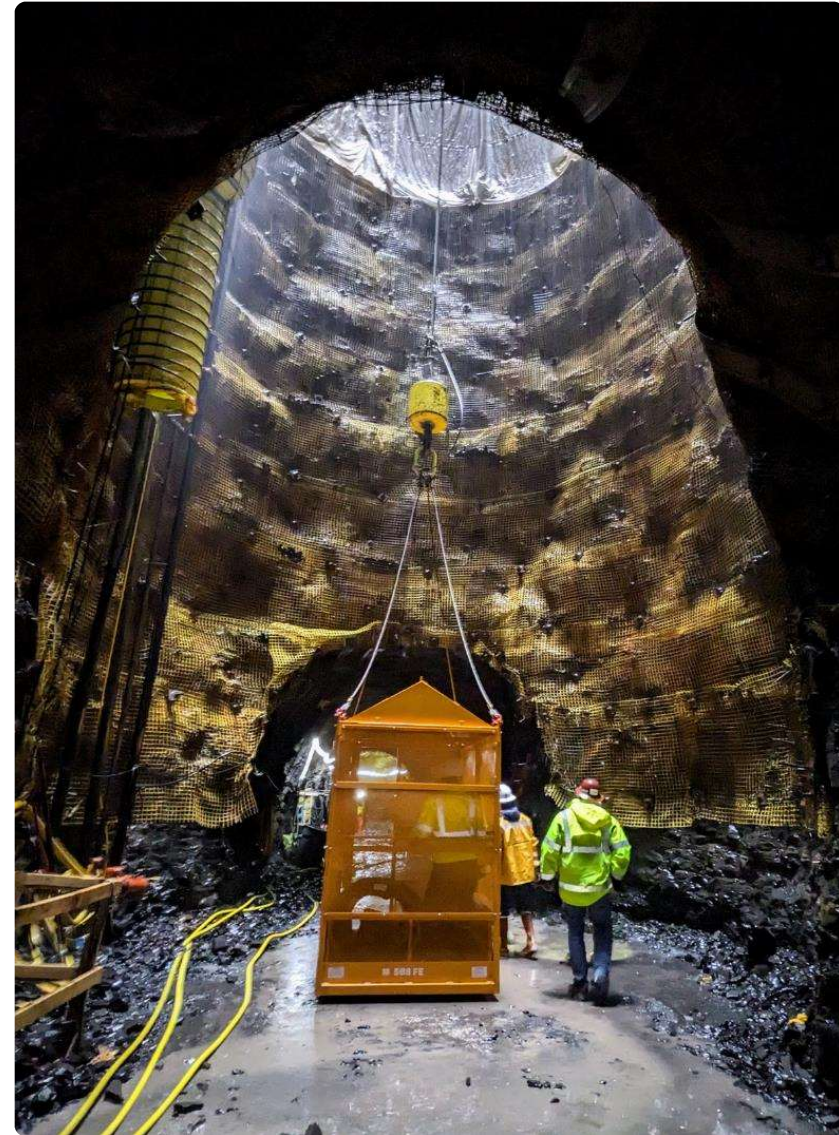
### Highlights

- Robust demand for **Water** services, with over *20% organic growth*
- Healthcare, industrial and science and technology end-markets performing well in **Buildings**, providing *double-digit growth*
- **Infrastructure** growth spurred on by major transit, rail, and roadway infrastructure projects

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**Big Walnut Sanitary Trunk Sewer Extension, Phase 2**  
Columbus, Ohio

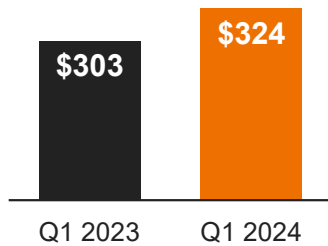




# Canada

\$millions, unless otherwise stated

↑ 7%  
Net revenue



ORGANIC GROWTH

1%

ACQUISITION GROWTH

6%

## Highlights

- Wastewater solution projects contributed to *double-digit organic growth* in **Water**
- Roadway projects in **Infrastructure** led to *double-digit organic growth*
- **Buildings** growth attributed to education and civic sectors

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**Cold Lake Fish Hatchery** - upgraded to optimize water use and energy savings with new systems  
Cold Lake, Alberta

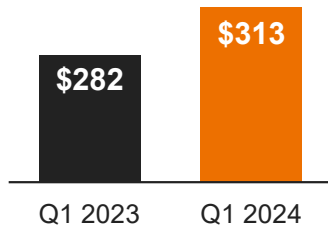




# Global

\$millions, unless otherwise stated

↑ **11%**  
Net revenue



**ORGANIC GROWTH**

**5%**

**ACQUISITION GROWTH**

**8%**

## Highlights

- **Buildings** *double-digit organic growth* attributed to all regions and healthcare in Dubai
- **Water** *double-digit organic growth* across the UK, New Zealand, and Australia
- Momentum from energy transition projects drove *double-digit organic growth* in **Environmental Services**

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**Wichelstowe Community - sustainable mixed-use residential and commercial development**  
Swindon, UK







160over90 Branding Agency  
Philadelphia, Pennsylvania

160  
90

# Q1 2024 Financial Performance

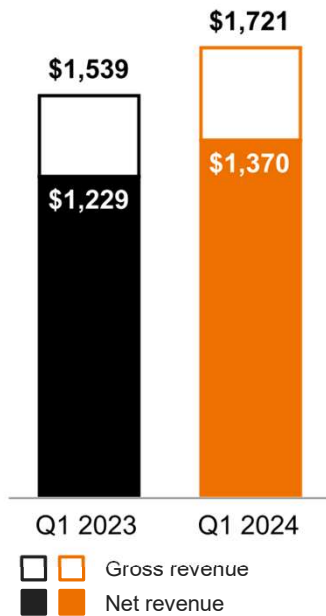
Theresa Jang - Executive Vice President and Chief Financial Officer

STN  
TSX:NYSE

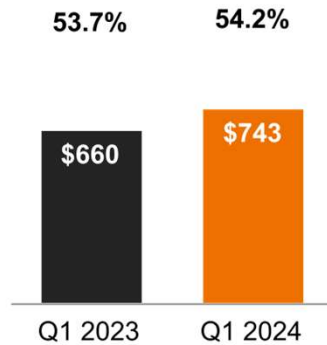
# Q1 2024 Financial results

\$millions, unless otherwise stated

## Gross and net revenue



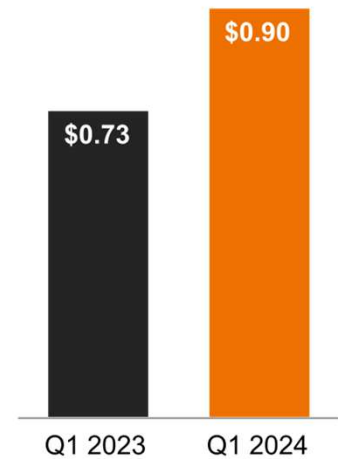
## Project margin and % of NR



## Adjusted EBITDA and margin as % of NR <sup>(1)</sup>



## Adjusted diluted earnings per share <sup>(1)</sup>

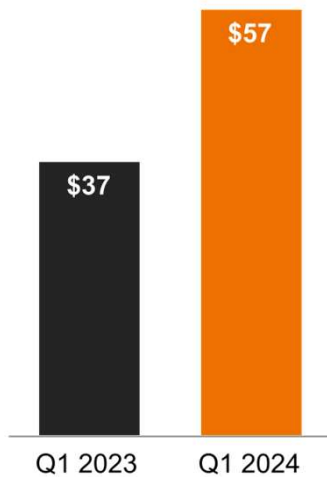


<sup>(1)</sup> Adjusted EBITDA, adjusted EBITDA margin and adjusted diluted earnings per share are non-IFRS measures (discussed in the Definitions section of Stantec's Q1 2024 Management's Discussion and Analysis).

# Q1 2024 Liquidity and capital resources

\$millions, unless otherwise stated

## Operating cash flow

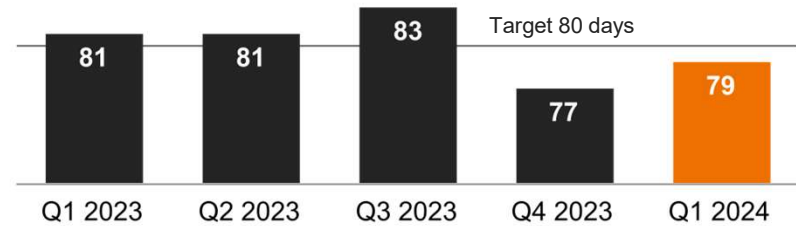


## Capital returned to shareholders

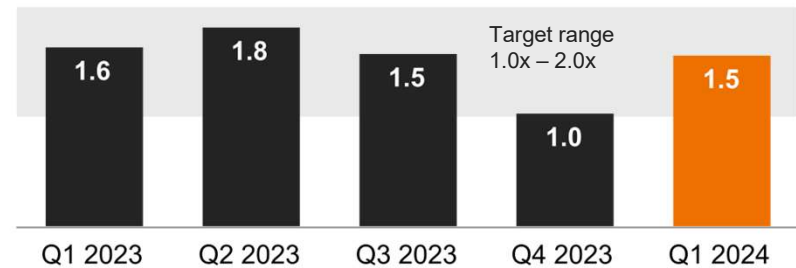


■ Dividends

## Days sales outstanding



## Net Debt to adjusted EBITDA <sup>(1)</sup>



(1) Adjusted EBITDA is a non-IFRS measure (discussed in the Definitions section of Stantec's Q1 2024 Management's Discussion and Analysis).



Orange County Water District PFAS Treatment System  
Fountain Valley, California

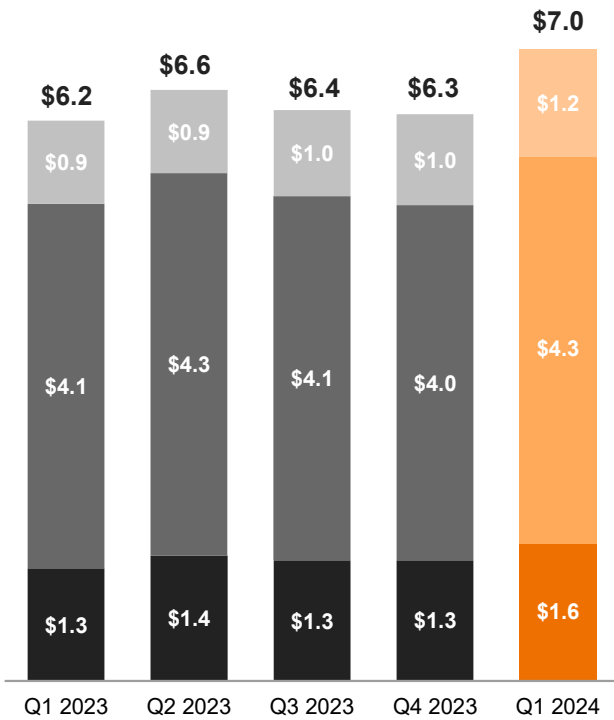
# Q1 2024 Backlog, Major Projects & Outlook

Gord Johnston - President and Chief Executive Officer



# Backlog

\$billions, unless otherwise stated



↑ **11.5%\***

ORGANIC GROWTH\*

**3.1%**

ACQUISITION GROWTH\*

**7.1%**

- Global
- United States
- Canada

\* Relative to Q4 2023

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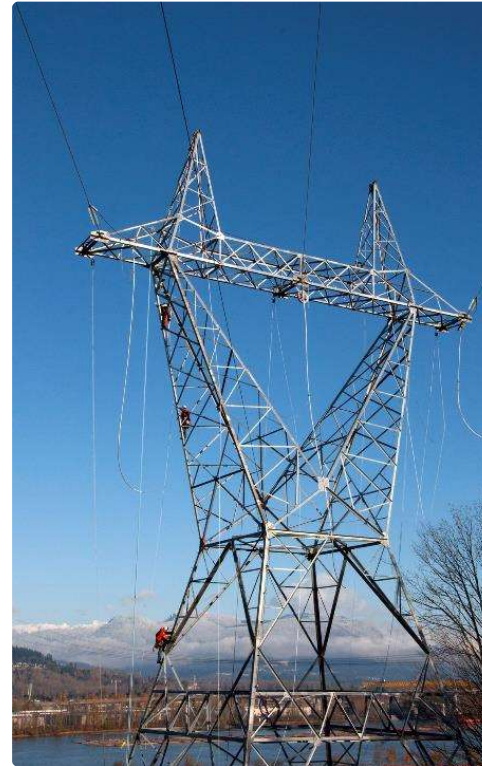



# Major project awards



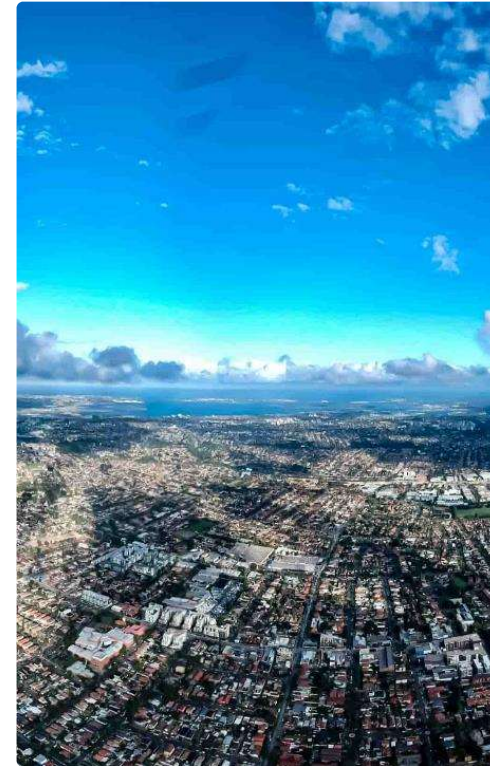
 **Arlington County Water Pollution Control Plant**  
Arlington, Virginia


Design-build project for US\$175 million upgrade to the biosolids handling facilities



 **BC Hydro & Power Authority Transmission and Distribution**  
British Columbia

\$186 million MSA for project management, transmission and distribution engineering



 **North West Treatment Hub Growth Program**  
Sydney, Australia

Water, Environmental Services, and Infrastructure to support construction, operational readiness, and commissioning of the treatment hub

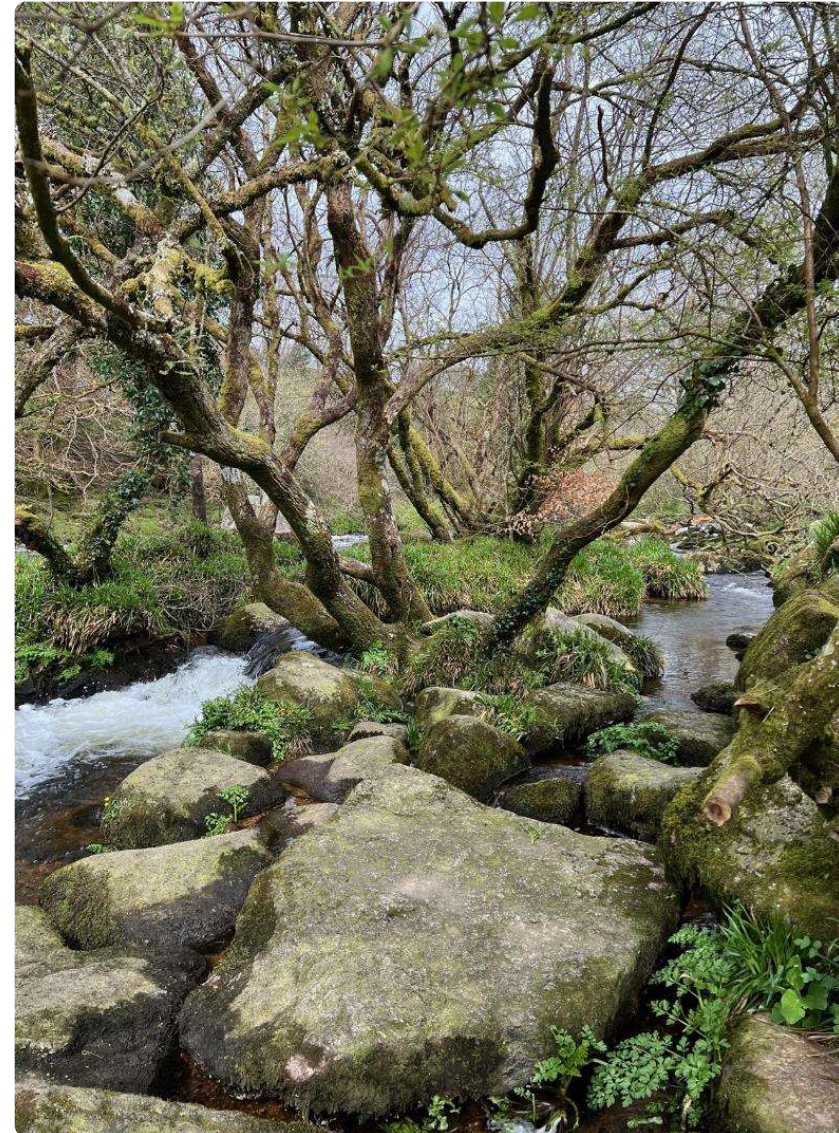


## 2024 Financial Targets

### 2024 ANNUAL RANGE

Net revenue growth	11% to 15%
Adjusted EBITDA as % of net revenue <sup>1</sup>	16.2% to 17.2%
Adjusted net income as % of net revenue <sup>1</sup>	above 8%
Adjusted diluted EPS growth <sup>1</sup>	12% to 16%
Adjusted ROIC <sup>1</sup>	above 11%

1. Adjusted EBITDA, adjusted net income, adjusted diluted EPS, and adjusted ROIC are non-IFRS and other financial measures (discussed in the Definition section of our 2023 Annual Report).





Architectural Design of the Nora Hotel  
West Palm Beach, Florida

# Q&A



STN  
TSX-NYSE