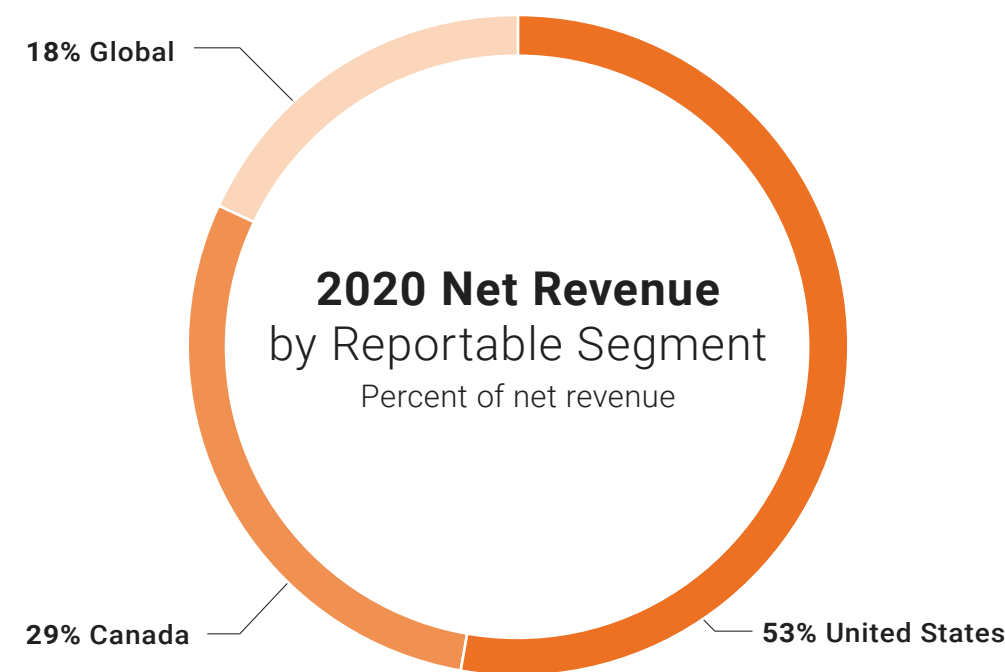


# Q4 and Full Year 2020 Investor Fact Sheet



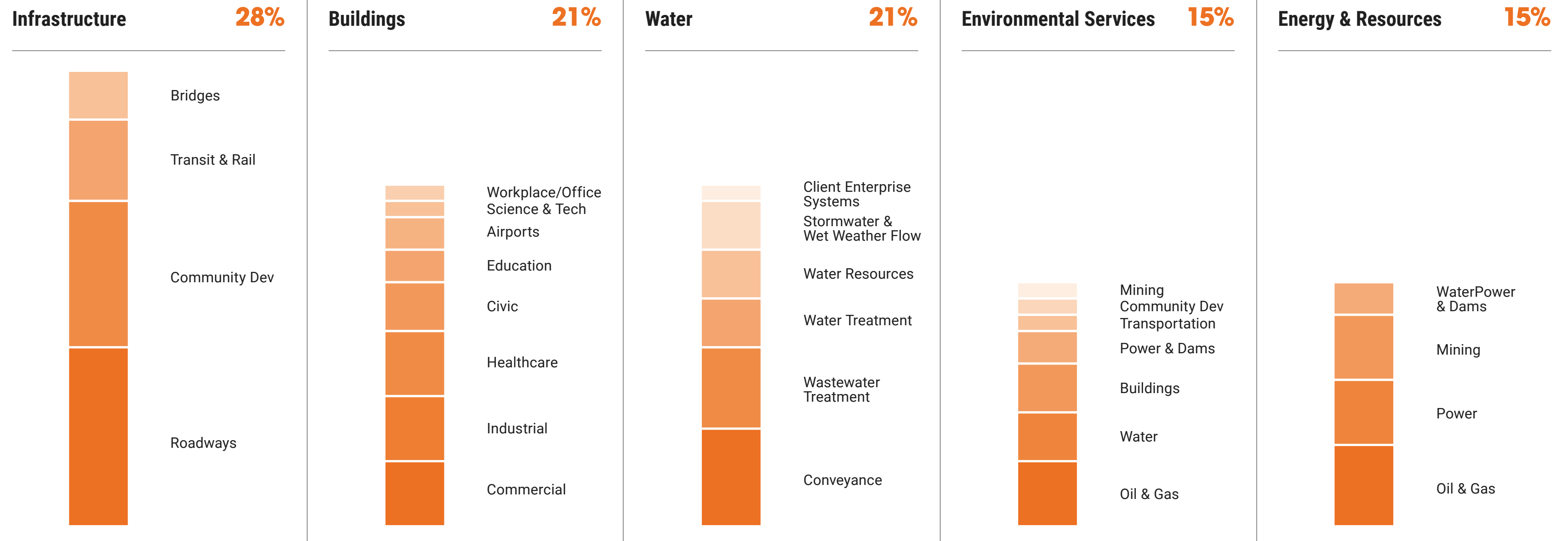
## Q4 20 Organic Net Revenue Growth (Retraction) by Reportable Segment

### OVERALL

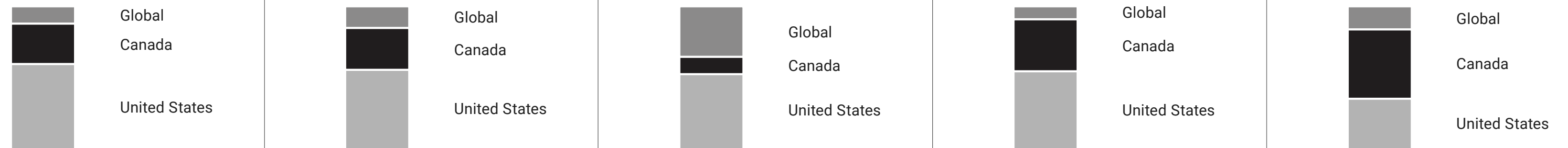
Q4 20 **(4.4%)** | 2020 **(1.8%)**

CANADA		UNITED STATES		GLOBAL	
Q4 20	2020	Q4 20	2020	Q4 20	2020
<b>(3.0%)</b>	<b>(3.4%)</b>	<b>(4.8%)</b>	<b>(0.5%)</b>	<b>(5.6%)</b>	<b>(2.8%)</b>

## 2020 Net Revenue by Business Operating Unit, Sector, and Geography



\*As an approximate percentage of year-to-date net revenue



### Q4 20 NET REVENUE ORGANIC GROWTH (RETRACTION)

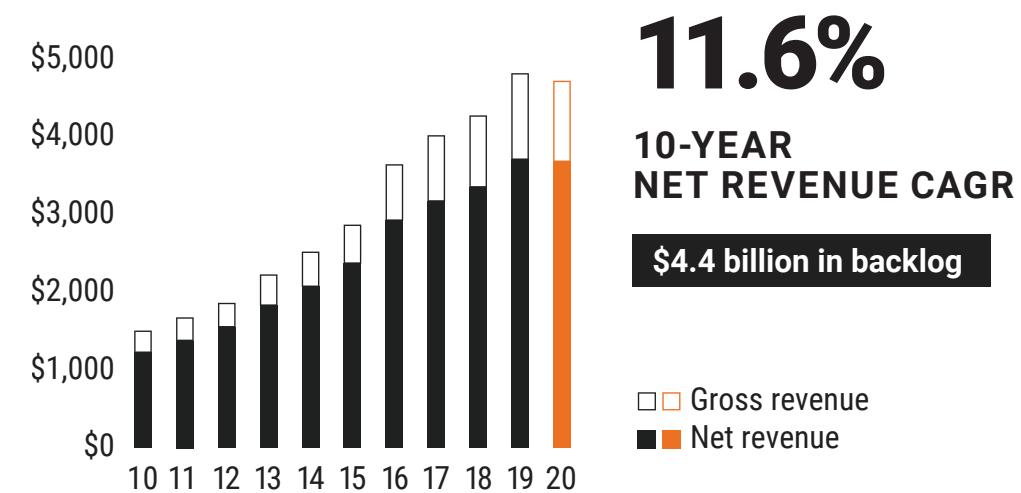
**(6.2%)** | **(10.2%)** | **0.3%** | **(3.6%)** | **0.8%**

### 2020 NET REVENUE ORGANIC GROWTH (RETRACTION)

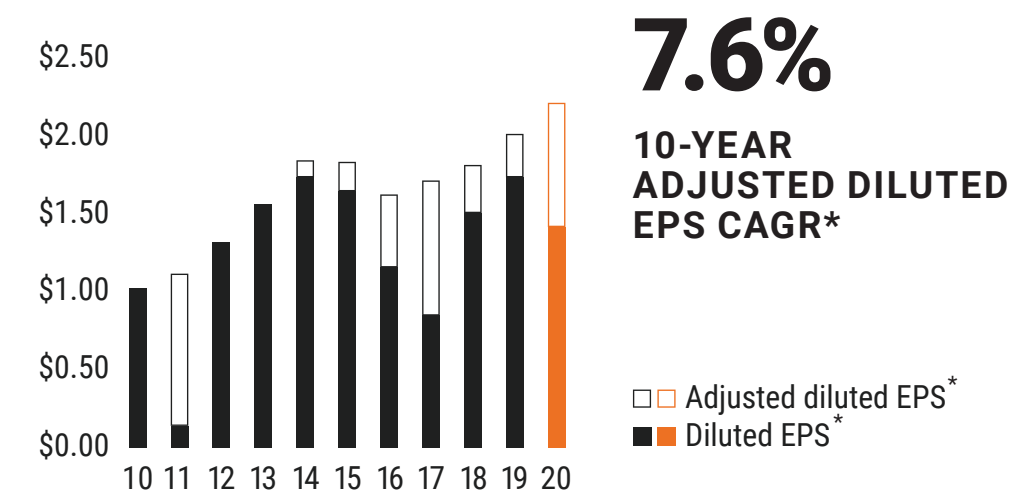
**(4.2%)** | **(7.2%)** | **4.3%** | **(1.4%)** | **2.6%**

## Proven Track Record

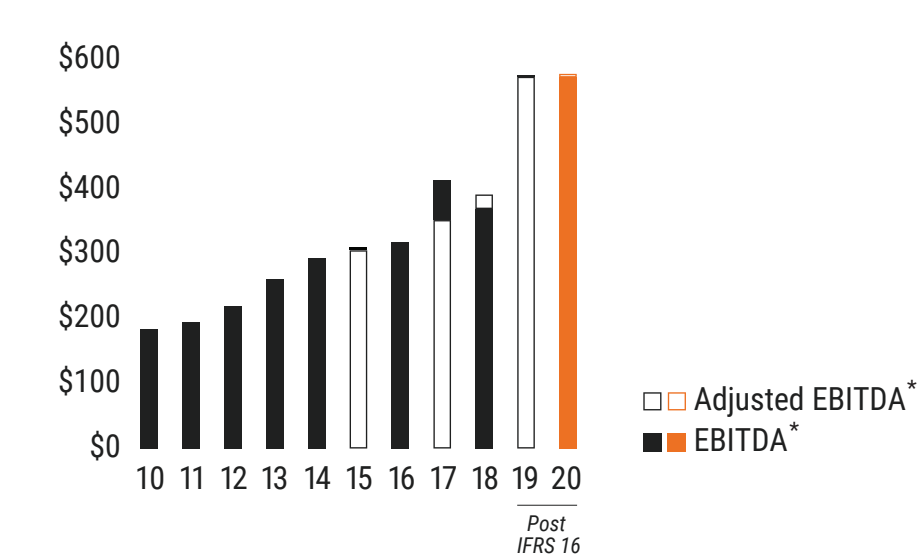
### Gross Revenue and Net Revenue millions (C\$)



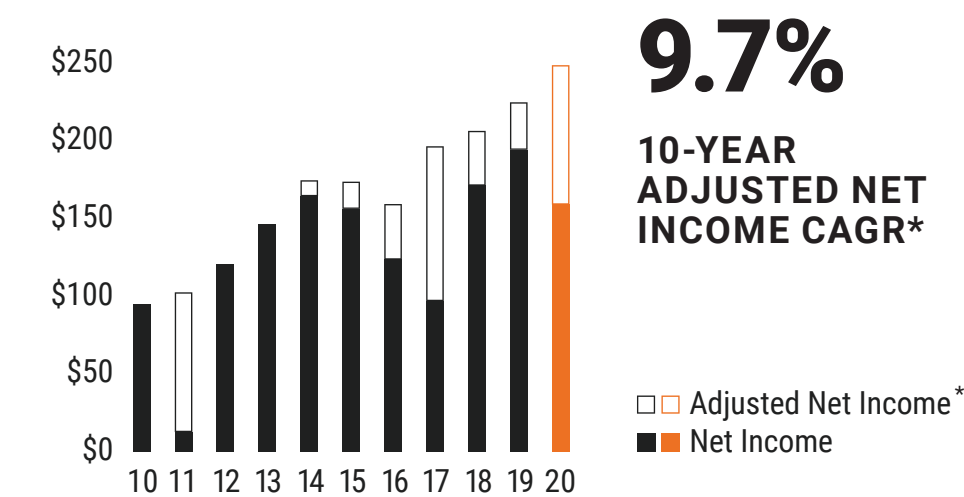
### Diluted EPS (C\$)



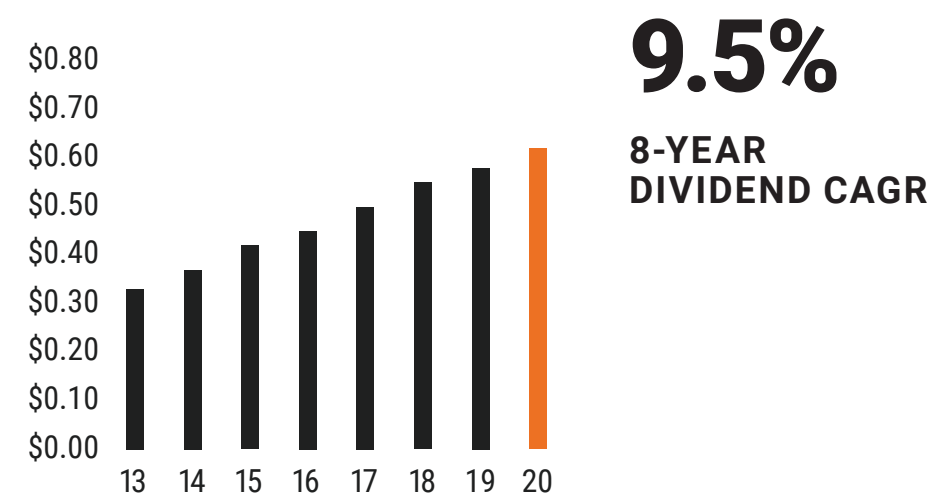
### EBITDA\* millions (C\$)



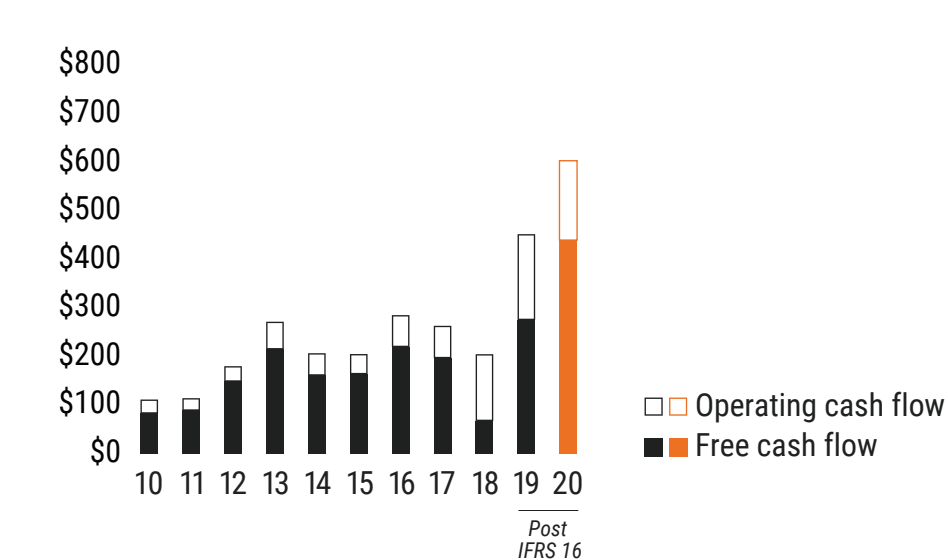
### Net Income millions (C\$)



### Dividend Growth (C\$)



### Cash Flow\* millions (C\$)



\*Diluted EPS, adjusted diluted EPS, and dividends prior to 2014 have been restated for the 2014 stock split. 2011 diluted EPS and net income were adjusted for goodwill impairment. Adjusted diluted EPS, EBITDA, adjusted EBITDA, adjusted net income are non-IFRS measures discussed in the Definition section of the 2020 Annual Report. The financial results reflect the continuing operations of the company, except for cash flow which is on a consolidated basis. Free cash flow is defined as operating cash flows less capital expenditures and net payment of lease obligations.

## CAUTIONARY STATEMENTS

Our public communications contain non-IFRS measures and often include written or verbal forward-looking statements. Forward-looking statements include disclosures regarding anticipated financial performance, possible events, conditions, or results of operations that are based on assumptions about future economic conditions or courses of action and include future-oriented financial information. By their nature, forward-looking statements require us to make assumptions and are subject to inherent risks and uncertainties. For full details of risk factors, forward looking statements, and non-IFRS measures see our 2020 Annual Report.

To learn more, please visit [stantec.com/investors](http://stantec.com/investors)

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