

### Gross Revenue by Reportable Segment

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021	Q3 2020	Total Change	Change Due to Acquisitions	Change Due to Foreign Exchange	Change Due to Organic Growth (Retraction)	% of Organic Growth (Retraction)
Canada	316.1	316.2	(0.1)	1.1	n/a	(1.2)	(0.4%)
United States	608.6	652.4	(43.8)	16.9	(35.1)	(25.6)	(3.9%)
Global	243.6	209.3	34.3	19.6	(5.6)	20.3	9.7%
<b>Total</b>	<b>1,168.3</b>	<b>1,177.9</b>	<b>(9.6)</b>	<b>37.6</b>	<b>(40.7)</b>	<b>(6.5)</b>	
<b>Percentage Growth (Retraction)</b>			<b>(0.8%)</b>	<b>3.2%</b>	<b>(3.4%)</b>	<b>(0.6%)</b>	

### Net Revenue by Reportable Segment

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021	Q3 2020	Total Change	Change Due to Acquisitions	Change Due to Foreign Exchange	Change Due to Organic Growth (Retraction)	% of Organic Growth (Retraction)
Canada	274.4	270.2	4.2	1.1	n/a	3.1	1.1%
United States	459.6	479.2	(19.6)	14.2	(25.4)	(8.4)	(1.8%)
Global	198.9	167.1	31.8	18.1	(4.0)	17.7	10.6%
<b>Total</b>	<b>932.9</b>	<b>916.5</b>	<b>16.4</b>	<b>33.4</b>	<b>(29.4)</b>	<b>12.4</b>	
<b>Percentage Growth (Retraction)</b>			<b>1.8%</b>	<b>3.6%</b>	<b>(3.2%)</b>	<b>1.4%</b>	

### Gross Revenue by Reportable Segment

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021 YTD	Q3 2020 YTD	Total Change	Change Due to Acquisitions	Change Due to Foreign Exchange	Change Due to Organic Growth (Retraction)	% of Organic Growth (Retraction)
Canada	921.5	920.0	1.5	3.8	n/a	(2.3)	(0.3%)
United States	1,788.7	2,055.3	(266.6)	46.8	(156.3)	(157.1)	(7.6%)
Global	681.3	628.7	52.6	44.3	(8.4)	16.7	2.7%
<b>Total</b>	<b>3,391.5</b>	<b>3,604.0</b>	<b>(212.5)</b>	<b>94.9</b>	<b>(164.7)</b>	<b>(142.7)</b>	
<b>Percentage Growth (Retraction)</b>			<b>(5.9%)</b>	<b>2.6%</b>	<b>(4.5%)</b>	<b>(4.0%)</b>	

### Net Revenue by Reportable Segment

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021 YTD	Q3 2020 YTD	Total Change	Change Due to Acquisitions	Change Due to Foreign Exchange	Change Due to Organic Growth (Retraction)	% of Organic Growth (Retraction)
Canada	808.5	807.1	1.4	3.8	n/a	(2.4)	(0.3%)
United States	1,359.3	1,520.3	(161.0)	40.1	(115.9)	(85.2)	(5.6%)
Global	552.1	495.4	56.7	40.0	(4.5)	21.2	4.3%
<b>Total</b>	<b>2,719.9</b>	<b>2,822.8</b>	<b>(102.9)</b>	<b>83.9</b>	<b>(120.4)</b>	<b>(66.4)</b>	
<b>Percentage Growth (Retraction)</b>			<b>(3.6%)</b>	<b>3.0%</b>	<b>(4.2%)</b>	<b>(2.4%)</b>	

n/a = not applicable

### Gross Revenue by Business Operating Unit

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021	Q3 2020	Total Change	Change Due to Acquisitions	Change	Change Due	%
					Due to Foreign Exchange	to Organic Growth (Retraction)	of Organic Growth (Retraction)
Buildings	230.9	237.3	(6.4)	-	(8.4)	2.0	0.8%
Energy & Resources	138.9	146.8	(7.9)	13.6	(5.2)	(16.3)	(11.1%)
Environmental Services	217.3	198.1	19.2	19.4	(6.5)	6.3	3.2%
Infrastructure	324.1	333.4	(9.3)	4.6	(11.2)	(2.7)	(0.8%)
Water	257.1	262.3	(5.2)	-	(9.4)	4.2	1.6%
<b>Total</b>	<b>1,168.3</b>	<b>1,177.9</b>	<b>(9.6)</b>	<b>37.6</b>	<b>(40.7)</b>	<b>(6.5)</b>	
<b>Percentage Growth (Retraction)</b>			<b>(0.8%)</b>	<b>3.2%</b>	<b>(3.4%)</b>	<b>(0.6%)</b>	

### Net Revenue by Business Operating Unit

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021	Q3 2020	Total Change	Change Due to Acquisitions	Change	Change Due	%
					Due to Foreign Exchange	to Organic Growth (Retraction)	of Organic Growth (Retraction)
Buildings	189.7	189.1	0.6	-	(6.2)	6.8	3.6%
Energy & Resources	125.1	127.1	(2.0)	12.5	(4.1)	(10.4)	(8.2%)
Environmental Services	160.2	144.5	15.7	16.5	(4.6)	3.8	2.6%
Infrastructure	256.7	254.2	2.5	4.4	(7.7)	5.8	2.3%
Water	201.2	201.6	(0.4)	-	(6.8)	6.4	3.2%
<b>Total</b>	<b>932.9</b>	<b>916.5</b>	<b>16.4</b>	<b>33.4</b>	<b>(29.4)</b>	<b>12.4</b>	
<b>Percentage Growth (Retraction)</b>			<b>1.8%</b>	<b>3.6%</b>	<b>(3.2%)</b>	<b>1.4%</b>	

### Gross Revenue by Business Operating Unit

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021 YTD	Q3 2020 YTD	Total Change	Change Due to Acquisitions	Change	Change Due	%
					Due to Foreign Exchange	to Organic Growth (Retraction)	of Organic Growth (Retraction)
Buildings	679.8	769.1	(89.3)	-	(33.6)	(55.7)	(7.2%)
Energy & Resources	412.6	476.2	(63.6)	25.2	(20.3)	(68.5)	(14.4%)
Environmental Services	590.9	559.4	31.5	56.9	(25.0)	(0.4)	(0.1%)
Infrastructure	949.6	1,032.2	(82.6)	12.8	(50.8)	(44.6)	(4.3%)
Water	758.6	767.1	(8.5)	-	(35.0)	26.5	3.5%
<b>Total</b>	<b>3,391.5</b>	<b>3,604.0</b>	<b>(212.5)</b>	<b>94.9</b>	<b>(164.7)</b>	<b>(142.7)</b>	
<b>Percentage Growth (Retraction)</b>			<b>(5.9%)</b>	<b>2.6%</b>	<b>(4.5%)</b>	<b>(4.0%)</b>	

### Net Revenue by Business Operating Unit

<i>(In millions of Canadian dollars, except percentages)</i>	Q3 2021 YTD	Q3 2020 YTD	Total Change	Change Due to Acquisitions	Change	Change Due	%
					Due to Foreign Exchange	to Organic Growth (Retraction)	of Organic Growth (Retraction)
Buildings	558.5	610.0	(51.5)	-	(24.3)	(27.2)	(4.5%)
Energy & Resources	366.9	407.0	(40.1)	22.8	(16.1)	(46.8)	(11.5%)
Environmental Services	447.8	419.8	28.0	48.4	(18.4)	(2.0)	(0.5%)
Infrastructure	754.5	789.6	(35.1)	12.7	(35.0)	(12.8)	(1.6%)
Water	592.2	596.4	(4.2)	-	(26.6)	22.4	3.8%
<b>Total</b>	<b>2,719.9</b>	<b>2,822.8</b>	<b>(102.9)</b>	<b>83.9</b>	<b>(120.4)</b>	<b>(66.4)</b>	
<b>Percentage Growth (Retraction)</b>			<b>(3.6%)</b>	<b>3.0%</b>	<b>(4.2%)</b>	<b>(2.4%)</b>	

Comparative figures have been reclassified due to a realignment of several business lines and to conform to the presentation adopted for the current year.

## Gross Margin by Business Operating Unit

	Q3 2021		Q3 2020		Q3 2021 YTD		Q3 2020 YTD	
	\$	% of Net Revenue	\$	% of Net Revenue	\$	% of Net Revenue	\$	% of Net Revenue
<i>(In millions of Canadian dollars, except percentages)</i>								
Buildings	104.7	55.2%	102.3	54.1%	303.3	54.3%	327.5	53.7%
Energy & Resources	61.2	48.9%	58.7	46.2%	184.6	50.3%	189.7	46.6%
Environmental Services	91.5	57.1%	79.8	55.2%	251.1	56.1%	231.2	55.1%
Infrastructure	137.3	53.5%	126.9	49.9%	396.0	52.5%	403.1	51.1%
Water	112.3	55.8%	111.4	55.3%	321.7	54.3%	324.0	54.3%
<b>Total</b>	<b>507.0</b>	<b>54.3%</b>	<b>479.1</b>	<b>52.3%</b>	<b>1,456.7</b>	<b>53.6%</b>	<b>1,475.5</b>	<b>52.3%</b>

*Comparative figures have been reclassified due to a realignment of several business lines and to conform to the presentation adopted for the current year.*

## Reconciliation of Non-IFRS Financial Measures

	For the quarter ended		For the three quarters ended	
	September 30,		September 30,	
(In millions of Canadian dollars, except per share amounts)	2021	2020	2021	2020
<b>Net income from continuing operations</b>	<b>70.0</b>	<b>62.1</b>	<b>184.1</b>	<b>144.2</b>
<b>Add back:</b>				
Income taxes	18.0	25.5	55.0	62.0
Net interest expense	9.6	11.5	29.5	39.0
(Reversal) impairment of lease assets	(1.7)	0.2	(4.3)	11.9
Depreciation and amortization	55.2	57.5	162.0	174.9
<b>EBITDA from continuing operations</b>	<b>151.1</b>	<b>156.8</b>	<b>426.3</b>	<b>432.0</b>
<b>Add back (deduct) pre-tax:</b>				
Unrealized loss (gain) on equity securities	0.3	(2.5)	(9.1)	4.5
COVID-related expenses	-	3.9	-	3.9
Acquisition, integration, and restructuring costs <sup>(5)</sup>	4.6	-	14.5	-
<b>Adjusted EBITDA from continuing operations</b>	<b>156.0</b>	<b>158.2</b>	<b>431.7</b>	<b>440.4</b>
(In millions of Canadian dollars, except per share amounts)	2021	2020	2021	2020
<b>Net income from continuing operations</b>	<b>70.0</b>	<b>62.1</b>	<b>184.1</b>	<b>144.2</b>
<b>Add back (deduct) after tax:</b>				
Amortization of intangible assets related to acquisitions <sup>(1)</sup>	7.9	6.6	21.1	20.6
Unrealized loss (gain) on equity securities <sup>(2)</sup>	0.1	(1.8)	(7.0)	3.2
(Reversal) impairment of lease assets <sup>(3)</sup>	(1.3)	0.2	(3.3)	8.5
COVID-related expenses <sup>(4)</sup>	-	2.8	-	2.8
Acquisition, integration, and restructuring costs <sup>(5)</sup>	3.7	-	11.2	2.6
<b>Adjusted net income from continuing operations</b>	<b>80.4</b>	<b>69.9</b>	<b>206.1</b>	<b>181.9</b>
Weighted average number of shares outstanding - basic	111,076,831	111,898,810	111,249,043	111,537,905
Weighted average number of shares outstanding - diluted	111,545,984	112,403,434	111,664,717	111,957,863
<b>Adjusted earnings per share from continuing operations</b>				
Adjusted earnings per share - basic	<b>0.72</b>	<b>0.62</b>	<b>1.85</b>	<b>1.63</b>
Adjusted earnings per share - diluted	<b>0.72</b>	<b>0.62</b>	<b>1.85</b>	<b>1.62</b>

See the Definitions section of the 2020 Annual Report and Q3 21 Management's Discussion and Analysis for our discussion of non-IFRS measures used.

(1): The add back of intangible amortization relates only to the amortization from intangible assets acquired through acquisitions and excludes the amortization of software purchased by Stantec. For the quarter ended September 30, 2021, this amount is net of tax of \$2.0 (2020 - \$2.6). For the three quarters ended September 30, 2021, this amount is net of tax of \$6.3 (2020 - \$8.3).

(2): For the quarter ended September 30, 2021, this amount is net of tax of \$0.2 (2020 - \$(0.7)). For the three quarters ended September 30, 2021, this amount is net of tax of \$(2.1) (2020 - \$1.3).

(3): For the quarter ended September 30, 2021, this amount is net of tax of \$(0.4) (2020 - nil). For the three quarters ended September 30, 2021, this amount is net of tax of \$(1.0) (2020 - \$3.4).

(4): For the quarter and three quarters ended September 30, 2021, this amount is net of tax of nil (2020 - \$1.1).

(5): The add back of other costs primarily relates to integration expenses associated with our acquisitions and reorganization tax expenses. For the quarter ended September 30, 2021, this amount is net of tax of \$0.9 (2020-nil). For the three quarters ended September 30, 2021, this amount is net of tax of \$3.3 (2020 included a reorganization tax expense of \$2.6).