



Biodiversity Statement

Biodiversity is vital to human wellbeing and to our planet's health. It is also essential to a wide range of industries and sustains countless jobs. Protecting biodiversity is thus in line with WSP's purpose, i.e. future-proofing our cities and our environment.

Protecting biodiversity is a natural extension of our commitment to mitigate climate change, two interrelated issues that need to be tackled simultaneously. By preserving habitats, we can address biodiversity loss and climate change while supporting underserved communities that are bearing the brunt of environmental degradation.

Protecting biodiversity is aligned with Future Ready®¹ business strategy and our Global Environmental, Social & Governance Statement. We are change agents and, through our work, we can protect and restore ecosystems to help improve all life on Earth.

Commitment

WSP aims to have a positive impact on the natural world through our business operations and our work. We will encourage our clients to assess their impacts and dependencies, as well as the extent to which they are vulnerable to natural capital loss. We will enable them to identify opportunities to reverse the degradation of ecosystems and to enhance natural capital with the goal of delivering net biodiversity gains.

We pledge to embed and apply the mitigation hierarchy in the advice and designs we bring to our clients, as applicable, using the following sequential method:

Avoid

Avoid negative impacts on the natural world.

Minimize

Minimize any such impacts.

Restore

Restore damaged sites.

Offset

As a last resort, if any residual impacts remain, we will help our clients to offset them.

In keeping with our science-based approach, we pledge to uphold the precautionary principle in our client work, namely to safeguard biodiversity and to use prudence whenever evidence is lacking.

Alexandre L'Heureux
President and Chief Executive Officer

Approach

Making a positive impact on the natural world is a journey. WSP will use a step-by-step approach and start by assessing our impacts – both positive and negative – on nature. Once those impacts are better understood, WSP will set targets, take action and measure progress towards meeting our commitments.

WSP will use recognized guidance and frameworks, including those being developed by the Science-Based Targets for Nature and the Taskforce on Nature-Related Financial Disclosure.

These targets will be reviewed as part of WSP's triennial strategic planning process.

Governance

This statement concerns WSP Global Inc. and its subsidiaries (collectively, "WSP"). WSP oversees ESG matters from the highest levels of the organization via the Board of Directors' Governance, Ethics and Compensation Committee (GECC).

At the senior management level, the Global Corporate Director, ESG, will lead WSP's biodiversity efforts in coordination with the Global Leadership Team and will articulate strategies to identify material risks and opportunities.

WSP's Global ESG Committee, which comprises representatives from all operating regions and corporate functions, will develop and execute these strategies to enhance performance and to advance biodiversity initiatives from both a regional and global perspective.

Reporting

WSP will report on progress and initiatives regarding safeguarding biodiversity annually via the Global Environmental, Social and Governance Report.

We exist to future-proof our cities and our environment.

André-Martin Bouchard
Global Director, Earth & Environment
Global Corporate Director – ESG