

## C0. Introduction

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### C0.1

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#### **(C0.1) Give a general description and introduction to your organization.**

As one of the world's leading professional services firms, WSP Global Inc. and its subsidiaries ("WSP" or the "Corporation") exists to future-proof our cities and environment. WSP provides strategic advisory, engineering, and design services to clients in the transportation, infrastructure, environment, building, energy, water, and mining sectors. Its approximately 67,300 trusted professionals are united by the common purpose of creating positive, long-lasting impacts on the communities it serves through a culture of innovation, integrity, and inclusion.

During the year ended December 31, 2022, WSP completed six acquisitions: Climate Finance Advisors. BOD Arquitectura e Ingenieria. Greencap Holdings, the Environment and Infrastructure Business of John Wood Group plc (the "Wood E&I Acquisition"), Capita REI and GL Hearn and Odeh Engineers.

The Corporation's business model is centered on maintaining a leadership position in each of its end markets and the regions in which it operates by establishing a strong commitment to, and recognizing the needs of, surrounding communities, as well as local and national clients. WSP offers a variety of professional services throughout all project execution phases, from the initial development and planning studies through to the project and program management, design, construction management, commissioning and maintenance phases.

Under this business model, the Corporation operates from regional offices with a full-service offering. Functionally, sector leaders work together with regional leaders to develop and coordinate markets served, combining local knowledge and relationships with nationally recognized expertise. The Corporation has developed a multidisciplinary team approach whereby employees work closely with clients to develop optimized solutions.

### C0.2

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#### **(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.**

##### **Reporting year**

###### **Start date**

January 1 2022

###### **End date**

December 31 2022

##### **Indicate if you are providing emissions data for past reporting years**

Yes

##### **Select the number of past reporting years you will be providing Scope 1 emissions data for**

1 year

##### **Select the number of past reporting years you will be providing Scope 2 emissions data for**

1 year

##### **Select the number of past reporting years you will be providing Scope 3 emissions data for**

Not providing past emissions data for Scope 3

### C0.3

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#### **(C0.3) Select the countries/areas in which you operate.**

Australia

Canada

China

New Zealand

Sweden

United Kingdom of Great Britain and Northern Ireland

United States of America

### C0.4

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(C0.4) Select the currency used for all financial information disclosed throughout your response.

CAD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	92938W2022

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	<p>WSP's Board of Directors is responsible for stewardship of WSP and oversees business management, including ESG matters. Our 2022-2024 Global Strategic Action Plan outlines WSP's current strategy.</p> <p>The Board, together with the Governance, Ethics and Compensation Committee (GECC), is responsible for overseeing and monitoring procedures, policies and initiatives in relation to corporate, social and environmental responsibilities. The GECC charter includes: (i) working with WSP to assess significant ESG matters, including risks/opportunities as well as emerging best corporate governance practices; (ii) reviewing health, safety, environment and quality and social and well-being strategies, policies, practices and reporting; (iii) overseeing human capital management; (iv) reviewing sustainability policies and practices and monitoring WSP's commitment to sustainability; and (v) reviewing the Global ESG Report and other material public disclosure with respect to ESG matters and WSP's engagement with stakeholders on such matters. Within this framework, oversight responsibility for ESG at the Board level is assigned to the Chair of the GECC.</p> <p>In addition, since December 2022, the Audit Committee has been responsible for reviewing the internal control and data verification process for ESG reporting. The Audit Committee charter was updated in December 2022 to reflect that change.</p> <p>Examples of ESG-related decisions made by the Board:</p> <ul style="list-style-type: none"> <li>- In 2021, the Board, upon recommendation from the GECC, approved a new Global ESG Statement, defining our approach to embedding ESG matters in our services/advice to clients, our operations, and our communities.</li> <li>- In 2022, The GECC approved our global Biodiversity Statement.</li> </ul> <p>The GECC receives regular updates on climate/ESG initiatives, including on the following topics in 2021/22:</p> <ul style="list-style-type: none"> <li>- The update of our GHG reduction targets, which were approved by SBTi (2021).</li> <li>- WSP's global, qualitative TCFD scenario analysis of climate-related physical and transition risks (2021).</li> <li>- The publication of our first standalone TCFD report based on the qualitative scenario analysis (2022).</li> <li>- The publication of the 2021 WSP Global ESG report (2022).</li> <li>- Education session with the Board, and global executive management, including the Global President and CEO and the Global CFO, on TCFD and the results of WSP's quantitative scenario analysis (2022).</li> <li>- The publication of our updated TCFD report to include our quantitative scenario analysis (2023).</li> </ul>

C1.1b

**(C1.1b) Provide further details on the board’s oversight of climate-related issues.**

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Overseeing and guiding employee incentives Reviewing and guiding strategy Monitoring the implementation of a transition plan Monitoring progress towards corporate targets Reviewing and guiding the risk management process	<Not Applicable>	<p>The Board of Directors provides guidance and oversight on the strategic planning process. In 2021 and the beginning of 2022, WSP developed its 2022-2024 Global Strategic Action Plan, which was approved by the Board in March 2022. This strategy includes sustainability and climate change matters, notably the establishment of interim GHG emissions reduction targets for 2024, and the ongoing strategic importance of WSP’s ongoing Future Ready® program.</p> <p>Our global ESG reports are reviewed annually at a meeting of the GECC. Our Climate Transition Plan and TCFD Reports are also reviewed by the GECC.</p> <p>The Board, along with the GEC Committee, oversees and monitors WSP’s implementation of procedures, policies and initiatives relating to corporate, social and environmental responsibilities, and health and safety rules and regulations.</p> <p>The GECC charter provides for the GECC to: Work with WSP to assess ESG matters that are significant, including risks and opportunities as well as emerging best corporate governance practices; review WSP’s sustainability policies and practices, and recommend the same to the Board for approval, and monitor WSP’s commitment to sustainability; and review WSP’s annual Global ESG Report and other material public disclosure with respect to ESG matters and WSP’s engagement with stakeholders on such matters.</p> <p>The GECC may delegate certain specific tasks and the review of certain questions regarding ESG to one or more board members or officers of the Corporation provided that such board member(s) or officer(s) shall report back to the GECC. The GECC is also mandated to review WSP’s overall compensation philosophy and strategy to ensure that compensation policies and/or practices are designed to recognize and reward performance and establish a compensation framework which is industry competitive and in alignment with good governance practices.</p> <p>On an annual basis, the GECC reviews and recommends for approval to the Board the Global CEO’s salary, short-term and long-term incentive award levels and performance objectives for the upcoming year, as well as the other Named Executive Officers’ (NEOs) respective salaries, short-term and long-term incentive award levels and performance objectives for the upcoming year based on the recommendation of the Global CEO.</p> <p>A strategic multiplier was introduced in WSP’s STIP program in 2022, which focuses on the achievement of six specific key strategic objectives, five of which are ESG-related.</p> <p>Please note: Future Ready® is a registered trademark of WSP Global Inc. in Canada, the United States and New Zealand. WSP Future Ready (logo)® is a registered trademark of WSP Global Inc. in Europe, Australia and in the United Kingdom.</p>

**C1.1d**

**(C1.1d) Does your organization have at least one board member with competence on climate-related issues?**

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	<p>WSP oversees ESG matters, including climate change, from the highest levels of the organization. WSP’s Board of Directors, together with the Governance, Ethics and Compensation Committee, is responsible for overseeing and monitoring the Corporation’s implementation of procedures, policies and initiatives in relation to its corporate, social and environmental responsibilities. Within this framework, oversight responsibility for ESG at the Board level is assigned to the Chair of the Governance, Ethics and Compensation Committee, who is recognized as an expert in the field of environmental, social and human capital matters. In this capacity, the Chair of the Governance, Ethics and Compensation Committee has responsibility for overseeing the Corporation’s ESG goals, commitments, risk and opportunities, and acts as the Board liaison to senior management on ESG issues.</p> <p>In addition, in 2022, we held climate-related education sessions with the Board, and global executive management, including the Global President and CEO and the Global CFO.</p>	<Not Applicable>	<Not Applicable>

**C1.2**

**(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.**

**Position or committee**

Chief Sustainability Officer (CSO)

**Climate-related responsibilities of this position**

Developing a climate transition plan  
Implementing a climate transition plan  
Integrating climate-related issues into the strategy  
Setting climate-related corporate targets  
Monitoring progress against climate-related corporate targets  
Assessing climate-related risks and opportunities  
Managing climate-related risks and opportunities

**Coverage of responsibilities**

<Not Applicable>

**Reporting line**

CEO reporting line

**Frequency of reporting to the board on climate-related issues via this reporting line**

Quarterly

**Please explain**

At the senior management level, the Global Executive Director, ESG, who is considered our organization's CSO, leads the Corporation's global ESG efforts, as well as coordination with other members of the global leadership team. The Global Executive Director, ESG's responsibilities include articulating strategies to identify material ESG-related risks and opportunities and implementing mitigation measures, such as greenhouse gas emissions reduction plans. The Global Executive Director, ESG reports on ESG progress and initiatives to the Governance, Ethics and Compensation Committee of the Board of Directors on a quarterly basis. The Global Executive Director, ESG, acts as the chair of WSP's Global ESG Committee, which is comprised of representatives from all operating regions and corporate functions who are empowered to implement the Global ESG Committee's recommendations. The Global ESG Committee provides a platform to develop strategies, to enhance ESG performance and advance initiatives from both a regional and global perspective. It is also responsible for executing WSP's Global ESG Program on behalf of its stakeholders.

**C1.3**

**(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

**C1.3a**

**(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).**

**Entitled to incentive**

Corporate executive team

**Type of incentive**

Monetary reward

**Incentive(s)**

Bonus - % of salary

**Performance indicator(s)**

Other (please specify) (Other ESG targets including an environmental component)

**Incentive plan(s) this incentive is linked to**

Short-Term Incentive Plan

**Further details of incentive(s)**

Starting in 2022, the Corporation introduced a strategic multiplier to the STIP program which consists of 6 strategic performance measures, 5 of which are related to ESG and linked to ambitions set out in WSP's 2022-2024 Global Strategic Action Plan.

The six areas cover: engagement, inclusion & diversity, health & safety, ethics, Clean Revenue (now SDG-Linked Revenues), and technology. The expected achievement for the environment area is increasing our percentage of Clean Revenue (now SDG-Linked Revenues) at a faster rate than our baseline business growth. We define Clean Revenues (now SDG-Linked Revenues) as projects that contribute to the SDGs. We categorized our 2022 SDG-linked Revenues to give an indication of how they match specific SDGs. According to this estimate, over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. We are also reporting considerable percentage of work supporting SDGs 6, 13, and 15.

**Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan**

As described in WSP's TCFD Report, our scenario analysis suggests considerable opportunity to support clients with the transition to a low-carbon economy. In our 2022-2024 Global Strategy Action Plan we set a target to earn over 50 percent of our gross revenues from projects that contribute to the UN SDGs (SDG-Linked Revenues, formerly "Clean Revenues"), which includes low-carbon and climate adaptation projects. The ESG STIP measures, which do not carry any formal, predetermined individual weighting, were set at the beginning of 2022 and covered 6 areas of strategic importance to WSP, primarily related to our ESG ambitions. To determine the individual strategic multiplier applicable to each named executive officer (NEO), the Governance, Ethics and Compensation Committee assessed actual performance on each metric, then evaluated the overall global or regional performance, as applicable, using sound judgment.

**Entitled to incentive**

Chief Executive Officer (CEO)

**Type of incentive**

Monetary reward

**Incentive(s)**

Bonus - % of salary

**Performance indicator(s)**

Other (please specify) (Other ESG targets including an environmental component)

**Incentive plan(s) this incentive is linked to**

Short-Term Incentive Plan

**Further details of incentive(s)**

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**Entitled to incentive**

Chief Financial Officer (CFO)

**Type of incentive**

Monetary reward

**Incentive(s)**

Bonus - % of salary

**Performance indicator(s)**

Other (please specify) (Other ESG targets including an environmental component)

**Incentive plan(s) this incentive is linked to**

Short-Term Incentive Plan

**Further details of incentive(s)**

Starting in 2022, the Corporation introduced a strategic multiplier to the STIP program which consists of 6 strategic performance measures, 5 of which are related to ESG and linked to ambitions set out in WSP's 2022-2024 Global Strategic Action Plan.

The six areas cover: engagement, inclusion & diversity, health & safety, ethics, Clean Revenue (now SDG-Linked Revenues), and technology. The expected achievement for the environment area is increasing our percentage of Clean Revenue (now SDG-Linked Revenues) at a faster rate than our baseline business growth. We define Clean Revenues (now SDG-Linked Revenues) as projects that contribute to the SDGs. We categorized our 2022 SDG-linked Revenues to give an indication of how they match specific SDGs. According to this estimate, over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. We are also reporting considerable percentage of work supporting SDGs 6, 13, and 15.

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**Entitled to incentive**

Chief Sustainability Officer (CSO)

**Type of incentive**

Monetary reward

**Incentive(s)**

Bonus - % of salary

**Performance indicator(s)**

Other (please specify) (Other ESG targets including an environmental component)

**Incentive plan(s) this incentive is linked to**

Short-Term Incentive Plan

**Further details of incentive(s)**

Starting in 2022, the Corporation introduced a strategic multiplier to the STIP program which consists of 6 strategic performance measures, 5 of which are related to ESG and linked to ambitions set out in WSP's 2022-2024 Global Strategic Action Plan.

The six areas cover: engagement, inclusion & diversity, health & safety, ethics, Clean Revenue (now SDG-Linked Revenues), and technology. The expected achievement for the environment area is increasing our percentage of Clean Revenue (now SDG-Linked Revenues) at a faster rate than our baseline business growth. We define Clean Revenues (now SDG-Linked Revenues) as projects that contribute to the SDGs. We categorized our 2022 SDG-linked Revenues to give an indication of how they match specific SDGs. According to this estimate, over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and

communities. We are also reporting considerable percentage of work supporting SDGs 6, 13, and 15.

**Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan**

As described in WSP’s TCFD Report, our scenario analysis suggests considerable opportunity to support clients with the transition to a low-carbon economy. In our 2022-2024 Global Strategy Action Plan we set a target to earn over 50 percent of our gross revenues from projects that contribute to the UN SDGs (SDG-Linked Revenues, formerly “Clean Revenues”), which includes low-carbon and climate adaptation projects. The ESG STIP measures, which do not carry any formal, predetermined individual weighting, were set at the beginning of 2022 and covered 6 areas of strategic importance to WSP, primarily related to our ESG ambitions. To determine the individual strategic multiplier applicable to each named executive officer (NEO), the Governance, Ethics and Compensation Committee assessed actual performance on each metric, then evaluated the overall global or regional performance, as applicable, using sound judgment.

**Entitled to incentive**

Chief Sustainability Officer (CSO)

**Type of incentive**

Non-monetary reward

**Incentive(s)**

Other, please specify (Performance review)

**Performance indicator(s)**

Reduction in absolute emissions

Company performance against a climate-related sustainability index (e.g., DJSI, CDP Climate Change score etc.)

**Incentive plan(s) this incentive is linked to**

Not part of an existing incentive plan

**Further details of incentive(s)**

The Global Executive Director, ESG, who is considered our organization’s CSO, has the responsibility to coordinate progress across global sustainability initiatives such as our global GHG emissions reduction targets. The Global Executive Director, ESG’s yearly review assesses progress made on WSP’s GHG emissions reductions targets.

**Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan**

**C2. Risks and opportunities**

**C2.1**

**(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?**

Yes

**C2.1a**

**(C2.1a) How does your organization define short-, medium- and long-term time horizons?**

	From (years)	To (years)	Comment
Short-term	0	2	
Medium-term	2	5	
Long-term	5	10	

**C2.1b**

**(C2.1b) How does your organization define substantive financial or strategic impact on your business?**

WSP defines substantive financial or strategic impact on our business as a risk or an opportunity that would result in a change to our fundamental business strategy. These risks or opportunities are assessed on a case-by-case basis, based on financial and/or reputational impact. We evaluate impacts of climate change on the following aspects of our business including, but not limited to, employee health and safety, employee retention and attraction, project quality, customer satisfaction, reputation, markets, operations, and interruptions to our business continuity, supply chain, and client projects. When we evaluate the financial impacts of climate change (both the physical and transition risks and opportunities) on these aspects of our business, the quantifiable indicator we use to help define these financial impacts on our business is global net earnings. We consider a substantive financial impact to our business to be 1% or more change in global net revenues. Through our TCFD analysis we have found that climate-related risks and opportunities do not always result in a substantive financial impact but are deemed to have a substantive strategic impact on our business and can cause a change to our fundamental climate change business strategy, and therefore we continue to report them as substantive.

**C2.2**

**(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.**

**Value chain stage(s) covered**

Direct operations

**Risk management process**

Integrated into multi-disciplinary company-wide risk management process

**Frequency of assessment**

More than once a year

**Time horizon(s) covered**

Short-term

Medium-term

Long-term

**Description of process**

Our corporate strategy provides flexibility for our operating businesses to determine and assess which risks and opportunities could have a substantive financial or strategic impact on their business, as these vary by region.

Identifying/assessing at a company level: In determining company-level risks, our approach is to embed risk assessment and management into business operations, with the management of each business taking responsibility for identifying and managing risks. This is within a framework of internal controls that requires particular areas of risk to be managed in accordance with our policies (e.g. Global ESG Statement) and governance processes overseen by the Global Leadership Team (GLT). Operating businesses report to the GLT regularly, identifying any material changes in the risk profile of their business/function and adequacy of the mitigation measures in place to address the risks they are facing. In addition, the GLT undertakes regular reviews of the operating businesses via the corporate Risk Management (RM) function, which focuses on assessing the risks that each business is facing and ensuring there are effective management structures, escalation mechanisms, and processes in place to proactively identify and manage risk. Principal risks are reported to the Audit Committee of the Board of Directors on a quarterly basis. In early 2020, WSP appointed the Global Director of Earth & Environment to lead the corporate ESG and sustainability program as the Global Executive Director, ESG. Functions include the coordination of regional strategies aimed at identifying material environment and climate change risks and opportunities, and the implementation of mitigation measures, such as GHG emission reduction plans, travel minimization, carbon offsetting and energy efficiency. On an ongoing basis, we monitor ESG ratings ascribed to WSP by third-party agencies and gather feedback from our various stakeholders to screen for additional sustainability/climate change-related risks. In 2021, we undertook a qualitative climate scenario analysis to identify our top climate-related risks and opportunities. In 2022, we began conducting a quantitative climate scenario analysis to understand the order of magnitude of the financial impact from climate-related physical and transition risks and opportunities under different scenarios. Conducting a quantitative analysis further enhances our TCFD alignment by helping us better understand the financial implications of different climate risks and opportunities, and better prioritize our resources for mitigation and adaptation activities.

Identifying/assessing at an asset level: Asset-level risks are identified and assessed throughout various business continuity planning activities. Regional business continuity plans, contingency plans and/or crisis management plans are being developed and/or maintained to minimize financial losses, and protect the interests of employees, clients, suppliers, communities and shareholders and safeguard the firm's reputation. This also aims to ensure stakeholders stay informed; ensure continuation of service/delivery of products to clients; and organize and accelerate decision-making processes during emergencies. These plans enable the recovery of business operations following such circumstances as fire or flooding which could cause the loss or disruption of IT systems, our workforce, major suppliers and providers and the loss or inaccessibility of our facilities. As part of these plans, WSP considers the risk of being impacted by heavy storms, heat waves, floods, and other extreme climate events. Through operational business reporting and reviews undertaken by both the GLT and corporate risk function, risks are evaluated for materiality and prioritized based on the magnitude of the potential financial impact as well as the likelihood of occurrence and whether the risk is likely to occur in the short-, medium-, or long-term.

Responding to risks and opportunities: Our RM function acts as a second line of defence, which ensures WSP's present and future key risks are identified adequately and in a timely manner, mitigated and monitored to support the successful achievement of our operational objectives, our business strategy and continuous growth. Our RM function provides a standardized risk management framework with the ERM program, which is deployed regionally. In addition, RM takes an active role in the operationalization of risk management and governance across our core activities and acts as a risk advisor to key stakeholders, strengthening resilience throughout our RM ecosystem. The ERM program comprises a risk universe covering various areas such as People & Culture, Ethics, Projects, Information Technology, Regulatory, Finance, ESG, Disruptive Macro Events and Reputation, among others. These risk areas are further divided into categories, of which approximately 20 are identified by senior management and reported to the Audit Committee, as WSP's top risks. It also includes an emerging risks radar based on a pre-determined methodology to scan the horizon to identify new risks that could impact WSP. In terms of climate risk management, key related risks will be regularly evaluated under the ESG category, as part of our ERM program.

These key risks are aligned with subregional risks, alongside their respective mitigating mechanisms, which are reviewed and updated periodically to ensure their adequacy and effectiveness. The top risk categories are not static, as they evolve during quarterly discussions with the Audit Committee, as well as part of a structured annual review process with the Board. At any time, the list may also include ad hoc risks, such as risks related to major strategic corporate projects or initiatives in progress. Risk owners are assigned at the global and subregional level, and the Vice-President, Enterprise Risk Management reports on a quarterly basis to the Audit Committee.

Case study (transition risk): In 2022, we carried out the first full evaluation of two climate-related risks in our ERM program:

- GHG Emissions and Transition Risk: failure to meet publicly disclosed GHG emissions targets, leading to reputational damage and increased operating costs.
- Resilience and Transition to Low-Carbon: failure to comply with our Global ESG Statement by not preparing our clients for climate change and the low-carbon transition, or not providing expert consulting services on climate change, leading to loss of revenue/ market share and reputational damage.

**C2.2a**

**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Climate change presents a risk to our business through the potential failure to respond to current changing market demands for advice on product and services and building efficiency regulations and standards. We have a strong track record for designing low-carbon solutions. We have sustainable building expertise in mechanical and electrical engineering, building services and structural design. We have expertise across WSP that enables us to provide integrated design strategies for low-carbon buildings. We work with various current building and construction codes and other current regulatory frameworks and mandatory or voluntary standards across our operating geographies and proactively seek to understand what is required. Most importantly, we understand how the built form interacts and meets local green building regulations without unnecessarily limiting the choices, quality, or economics of the design. We stay abreast of changing regulations which can impact our business, such as increasingly strict building codes. For example, WSP has a high-performance design group, built environment sustainability (Built Ecology), which has experienced strong demand for these specialist services. We have significant revenue streams through the provision of the certification of buildings through LEED, BREEAM and other sustainability standards across the globe. However, if we were not able to stay abreast of current and emerging regulations in the global landscape of WSP's operations and maintain specific expertise based on regional regulations and demands, or if we were not strategic or robust in our approach, we might not be able to take full advantage of these opportunities.

	Relevance & inclusion	Please explain
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Emerging regulation	Relevant, always included	Climate change presents a risk to our business through the potential failure to respond to changing market demands for advice on emerging product and building efficiency regulations and standards. WSP and its clients are facing increasing ESG risk management and reporting expectations driven by stakeholders including clients, investors, employees and communities as well as by an increasing number of regulatory requirements globally. These expectations and obligations are expected to continue to evolve in the near future. If the Corporation misses its stated ESG targets, or fails to manage, measure or report on its progress in relation to such ESG targets in a balanced manner, this could have financial, reputational, legal and regulatory repercussions. We also have a strong track record for designing low-carbon solutions. We have sustainable building expertise in mechanical and electrical engineering, building services and structural design. We have expertise across WSP that enables us to provide integrated design strategies for low-carbon buildings. We work with various building and construction codes and other regulatory frameworks and mandatory or voluntary standards across our operating geographies and proactively seek to understand what is required and most importantly we understand how the built form interacts and meets local green building regulations without unnecessarily limiting the choices, quality, or economics of the design. We stay abreast of changing and emerging regulations which can impact our business, such as increasingly strict building codes. For example, WSP has a high-performance design group, Built Ecology, which has experienced strong demand for these specialist services. We have significant revenue streams through the provision of the certification of buildings through LEED, BREEAM and other sustainability standards across the globe. However, if we were not able to stay abreast of current and emerging regulations in the global landscape of WSP's operations and maintain specific expertise based on regional regulations and demands, or if we were not strategic or robust in our approach, we might not be able to take full advantage of these opportunities.
Technology	Relevant, always included	New technologies may be introduced as part of the transition to a low-carbon economy that disrupt WSP's business model by decreasing the demand for our services. While we may need to adjust our services to adapt to new technologies, no potential climate-related innovations were identified that fundamentally impact WSP's business. We continue to gain the benefits from our expertise in clean and renewable energy technologies, which provide less carbon-intensive power solutions, as volatility in fuel prices and existence of fossil fuels continue to pose risks to our clients. We have helped our clients successfully deliver low-carbon generation projects across the full range of renewable technologies. The Energy business line is responsible for developing emerging renewable power generation technologies and associated systems including solar, wind, hydro, wave, tidal, biogas, landfill gas to energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We can call on expertise from our process engineering specialists, from our civil and structural engineering teams, from our specialist environmental, planning and climate change division or from our offshore experts. Our opportunity is in linking these services together to provide a dedicated consultant and 'one stop shop' approach to decarbonizing power generation. For example, in Los Angeles, California, WSP is leading the consultant team that is helping to develop and implement a Zero Emission Master Plan for Los Angeles County Metropolitan Transportation Authority (Metro) to transition its entire bus fleet from compressed natural gas to zero emission technology. If we were not able to stay abreast of evolving technology and maintain our expertise, or if we were not strategic or robust in our approach, we might not be able to take full advantage of these opportunities and win these leading projects.
Legal	Relevant, always included	As part of increasing awareness of global climate change, some experts have suggested that companies involved in industries that may impact the environment through their projects may be subject to litigation from governments, shareholders, or environmental activists. An example of a legal risk could be the cancellation of major projects due to environmental concerns about clients or their operations or significant environmental litigation impacting key clients which could materially affect WSP. WSP advises on large infrastructure projects which have expected lifespans of decades. Climate change may impact the long-term health and viability of the infrastructure, and failure to properly assess and account for climate-related impacts in the design phase may expose WSP to litigation or fines. Further, WSP's failure to comply with generally recognized and accepted guidelines on corporate, environmental, social and governance responsibilities could create liabilities or negatively impact our reputation and adversely affect our ability to obtain future projects.
Market	Relevant, always included	Our business serves traditional energy companies. These clients may face market pressures in a sustainable development scenario. Although it represents a small share of our overall revenue, we may see lower demand from fossil fuel energy clients in a low-emissions scenario. Climate change presents a risk to our business through the potential failure to respond to changing market demands for advice on a range of subjects, including product and building efficiency regulations and standards, product labeling regulations and standards, fuel/energy taxes and regulations, GHG emissions regulations, renewable energy, climate change resilience and adaptation, etc. We have a strong track record in designing low-carbon solutions. We have sustainable building expertise in mechanical and electrical engineering, building services and structural design. We have expertise across WSP that enables us to provide integrated design strategies for low-carbon buildings. We work with various building and construction codes and other regulatory frameworks and mandatory or voluntary standards across our operating geographies and proactively seek to understand what is required, and most importantly we understand how the built form interacts and meets local green building regulations without unnecessarily limiting the choices, quality, or economics of the design. We have significant revenue streams through the provision of the certification of buildings through LEED, BREEAM and other sustainability standards across the globe, as well as through sustainability advisory services. An example of a risk to our markets would be if we were not able to stay abreast of changing market demands and maintain specific expertise based on regional markets, or if we were not strategic or robust in our approach, we might not be able to take full advantage of these opportunities.
Reputation	Relevant, always included	WSP's failure to comply with applicable laws, regulations or generally recognized and accepted guidelines on corporate, environmental, social (including health and safety), and governance responsibilities, failure to adequately report on or meet its environmental, social and governance objectives, or commitment of any acts of misconduct or corruption, illegal political contributions, alleged or proven non-compliance with laws or regulations, anti-competitive or criminal acts or other ethics-related acts or omissions by its officers, directors, employees, subconsultants, contractors, agents, third party suppliers and/or partners could negatively impact the Corporation's reputation and affect our ability to obtain future projects. Examples of situations that could pose a reputational risk include: working on projects that are not aligned with a low-carbon future; inability to meet our sustainability commitments; the cancellation of major projects due to environmental concerns; and the failure to meet client expectations. In addition, employees (or potential employees) are increasingly interested in their employer's commitment to mitigating climate change, building resilience and transitioning to a low-carbon economy. Our continued support of traditionally high-carbon projects, such as roads and buildings, can expose us to reputational impacts if they are not designed to be Future Ready®, and if this is not adequately communicated. WSP works in industries where projects may impact the environment or local or Indigenous/Aboriginal communities or take place in regions subject to geopolitical tensions or with elevated human rights concerns. The impacts of our clients' projects may include a reduction in biodiversity, deforestation, water pollution, displacement of local populations, otherwise disrupt communities or lead to the loss of territories claimed by certain groups. Beyond abiding by all applicable laws and regulations, clients must gain social acceptance for their projects from a wide number of stakeholders. Failure to involve concerned citizens and impacted communities in decision-making could lead to negative publicity, protests, litigation, policy changes, or even cancellation of projects, which could adversely impact our business, financial condition, or reputation. There may be risk that investors or potential investors might not (or might not continue to) invest if WSP does not address climate-related risk or ESG issues.
Acute physical	Relevant, always included	Since we are an organization providing consulting services that does not own any significant property or other real estate assets, we believe that our financial exposure to acute physical impacts from climate change is limited. That said, there is the potential risk that changes in climate such as extreme weather events, storm-related flooding or extended drought could disrupt offices, IT systems and the ability of our employees to travel to work and to our clients, particularly in Southeast Asia and other locations near or at sea level. Generally, we occupy modern offices in well-connected locations, and we have a significant regional, national and global presence, which ensures that not all offices would be disrupted by adverse climate impacts. For example, in August 2022, rare heavy rainfall in the Nelson, Tasman, and Marlborough regions of New Zealand triggered hundreds of landslides and extensive flooding, affecting state highways, infrastructure and nearly 600 properties. After relocating two WSP families, we provided professional support to the Emergency Operations Centre for Civil Defence decision-making. WSP experts evaluated damages and identified future risks, providing geotechnical skills and coordination for repairs. Any delay or disruption in the completion of our services may require us to incur additional non-compensable costs, including overtime work, that are necessary to meet clients' schedules. Due to the global scale and nature of our business, we could incur costs associated with absenteeism if the workforce is unable to work due to acute climatic events. Similarly, our field activities are generally performed outdoors and include professional surveying, resident engineering services, field data surveys and collection, archaeology, geotechnical investigations and exploratory drilling, construction oversight and inspection, plant start-up testing and plant operations. Extreme weather conditions or natural or other disasters, such as fires and floods, may cause postponement of the initiation and/or completion of our field activities. This may hinder the ability of employees to arrive at work, which may result in delays or loss of revenue and may cause us to incur additional non-compensable costs. Due to various factors, a delay in the commencement or completion of a project may also result in penalties or sanctions under contracts or even the cancellation of contracts.
Chronic physical	Relevant, always included	Our field activities are generally performed outdoors and include professional surveying, resident engineering services, field data surveys and collection, archaeology, geotechnical investigations and exploratory drilling, construction oversight and inspection, plant startup testing and plant operations. Chronic physical risks, from climate change, including sea level rise and increasing annual temperatures, may exacerbate acute risks and include the risks of impacts from long-term changes in climate and weather patterns. Increasing frequency and severity of storms or extended drought may cause postponements in the initiation and/or completion of our field activities and may hinder the ability of employees to arrive at work, which may result in delays or loss of revenue. Increasingly unpredictable weather patterns may also delay or eliminate the start and/or completion of various phases of work relating to other services that commence concurrent with or subsequent to field activities. An example of this risk would be rising sea levels and changes in precipitation patterns may exacerbate nuisance and flash flooding in cities where our offices are located, hindering employee access to offices and field sites. Increasing annual temperatures can also enhance the impacts of extreme heat events, straining our office cooling systems, impacting our operational energy costs for cooling, as well as affecting the remote workforce with no access to cooling. In addition, this may potentially alter fieldwork schedules.



**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

Yes

**C2.3a**

**(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Risk 1

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Acute physical	Flood (coastal, fluvial, pluvial, groundwater)
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**Primary potential financial impact**

Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

In 2021, WSP conducted a qualitative physical and transition climate risk/opportunity assessment aligned with TCFD recommendations. As WSP provides consulting services, and does not own significant property or other real estate assets, our analysis took a city-level rather than asset-level approach to understand impacts to both our offices and employees in 17 major cities where we operate. For each site, we considered the likelihood/consequence of acute risks (flooding, cyclonic events, drought and extreme temperatures), and chronic risks (increasing temperatures, rising sea levels and changes in precipitation patterns). We analyzed historical trends/impacts between 1990 and 2018 and considered climate projections for 2035 and 2060 based on a scenario provided by the IPCC (RCP 8.5). We chose this scenario as an upper boundary for the impact analysis, since it is considered a high-emissions scenario. After developing our initial findings, we engaged leaders and experts from across our business to conceptually validate our results and discuss potential investment and mitigation strategies.

We believe that our financial exposure to acute physical impacts from climate change is limited. That said, there is the potential risk that changes in climate such as extreme weather events, storm-related flooding or extended drought could disrupt offices, IT systems and the ability of our employees to travel to work, particularly in Southeast Asia and other locations near or at sea level. Generally, we occupy modern, well-connected offices, and we have a significant regional, national and global presence, which ensures that not all offices would be disrupted. Business continuity procedures, as well as our wide geographical footprint, enable staff to work from other offices, which minimizes operational disruptions and productivity losses. In addition, revenues are not concentrated in one specific region, which prevents region-specific disruptions from unduly influencing global operations.

For example, in August 2022, rare heavy rainfall in the Nelson, Tasman, and Marlborough regions of New Zealand triggered hundreds of landslides and extensive flooding, affecting state highways, infrastructure and nearly 600 properties. After relocating two WSP families, we provided professional support to the Emergency Operations Centre for Civil Defence decision-making. WSP experts evaluated damages and identified future risks, providing geotechnical skills and coordination for repairs

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

High

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

0

**Potential financial impact figure – maximum (currency)**

800000

**Explanation of financial impact figure**

WSP has not had a business disruption caused by extreme weather events, such as flooding, that has needed disclosure in our annual financial filing. As a global company with an extensive network of offices, we are subject to potential acute physical climate risks. For example, any delay or disruption in the completion of our services may require us to incur additional non-compensable costs, including overtime work, that are necessary to meet clients' schedules. We might also incur additional health, safety and wellbeing risks for our employees if they had to work remotely in an extreme weather event. Due to the global scale and nature of our business, the financial impact is estimated to be on the order of CAD \$0 to \$800,000.

**Cost of response to risk**

0

**Description of response and explanation of cost calculation**

To mitigate this risk, we develop and maintain business continuity, disaster preparedness, and contingency plans that are intended to help our employees prepare for, respond to, and recover from a major or catastrophic business disruption that affects our ability to meet client expectations. For example, our offices in the Asia Pacific region have Crisis Management Plans that are tested annually to ensure preparedness for seasonal typhoons. All our US offices have an emergency response plan, a business resumption plan, and an alert system in place which provides information as extreme events occur. Since WSP has a worldwide presence, we also have a global alert system, International SOS, which provides alerts and tracks WSP employees when they travel for business. In 2022, we conducted a global employee commuting survey that asked employees to indicate the number of days they were impacted by extreme weather; the main reasons extreme weather caused disruptions; how often extreme weather impacted decisions to work remotely or commute to the office; and if they had experienced either physical or mental health issues related to extreme weather events. We plan to analyze this data in 2023 to inform the development of resilience metrics. Costs associated with managing physical risks from climate change involve normal costs associated with the firm's operations, such as business continuity planning, employee compensation, recruiting, software, HSE training, risk management, etc. There are no additional costs (i.e., CAD 0) to the business.

**Comment**

**Identifier**

Risk 2

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Chronic physical	Temperature variability
------------------	-------------------------

**Primary potential financial impact**

Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

In 2021, WSP conducted a qualitative physical and transition climate risk and opportunity assessment aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. Since we are an organization providing consulting services that does not own any significant property or other real estate assets, our qualitative physical climate risk analysis took a city-level rather than an asset-level approach to understand climate change impacts to both our offices and employees in 17 major cities where WSP operates across the globe. For each site, we considered the likelihood and consequence of acute risks (flooding, cyclonic events, drought and extreme temperatures), and chronic risks (increasing temperatures, rising sea levels and changes in precipitation patterns). We analyzed historical trends and impacts between 1990 and 2018 and considered future climate projections for 2035 and 2060 based on a scenario provided by the Intergovernmental Panel on Climate Change (IPCC), Representative Concentration Pathway (RCP) 8.5. We chose the RCP 8.5 scenario because it provides an upper bound for the impact analysis, since it is considered a high-emissions scenario that would see a global average temperature rise exceeding 2 degrees Celsius by 2100. After developing our initial findings, we engaged leaders and experts from across our business to conceptually validate our results and discuss potential investment and mitigation strategies.

Projected increases in the frequency and intensity of heat waves and hot days are common across all sites and may be exacerbated by urban heat island effects in major cities. Extreme temperatures impact employee health and productivity, strain heating and cooling systems and particularly expose those in the field. Alternatively, cold stress may strain office building systems and impact employee residences, particularly in certain Canadian regions.

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

High

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

0

**Potential financial impact figure – maximum (currency)**

500000

**Explanation of financial impact figure**

Any delay or disruption in the completion of our services may require us to incur additional non-compensable costs, including overtime work, that are necessary to meet clients' schedules. We might also incur additional health and safety risks for our employees if they had to work remotely in an extreme weather event. Due to the global scale and nature of our business, the financial impact is estimated to be on the order of CAD \$0 to \$500,000 million.

**Cost of response to risk**

0

**Description of response and explanation of cost calculation**

To mitigate the risk, we develop and maintain business continuity, disaster preparedness, and contingency plans that are intended to help our employees prepare for, respond to, and recover from a major or catastrophic business disruption that affects our ability to meet client expectations. For example, our offices in the Asia Pacific region have Crisis Management Plans that are tested annually to ensure preparedness for seasonal typhoons. All our US offices have an emergency response plan, a business resumption plan, and an alert system in place which provides information as extreme events occur. Since WSP has a worldwide presence, we also have a global alert system, International SOS, which provides alerts and tracks WSP employees when they travel for business. Costs associated with managing physical risks from climate change involve normal costs associated with the firm's operations, such as business continuity planning, employee compensation, recruiting, software, HSE training, risk management, etc. There are no additional costs (i.e., CAD 0) to the business.

**Comment**

**Identifier**

Risk 3

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Emerging regulation	Carbon pricing mechanisms
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**Primary potential financial impact**

Increased direct costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

In 2021, WSP conducted a qualitative physical and transition climate risk and opportunity assessment aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. We considered our exposure to a range of transition risks, including policy and legal, technology, market, and reputation risks associated with the transition to a low-carbon economy, across the same jurisdictions as our physical risk assessment. Our analysis used the International Energy Agency's (IEA's) 2020 World Energy Outlook global climate change scenarios for low GHG emissions (Sustainable Development Scenario) (IEA SDS) and high GHG emissions (Current Policies Scenario) (IEA CPS) for the 2035 timeframe. The single timeframe was chosen in a period relevant for our long-term corporate planning, but sufficiently into the future to allow the impacts of climate change and climate policy to fully manifest.

Through our future-looking scenario analysis, we identified that carbon pricing in the jurisdictions where we operate is likely to increase energy costs for our offices and fuel costs for on-site travel. While our business is not energy-intensive and these impacts are low as a share of total revenue, it may represent a meaningful erosion of margin over time, particularly under the Sustainable Development Scenario. If we are not able to stay abreast of changing regulations in regions where we operate or if we are not strategic in our approach to reduce our emissions, we will not be able to take full advantage of opportunities offered by a decarbonized economy.

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Financial impacts can include increased operating costs associated with energy purchasing in the form of heat and electricity at our leased office locations, and fleet fuel purchasing for our employees as part of field-work related travel. We can also incur additional costs associated with environmental compliance and management (e.g., taxes, purchase levies), reporting, and disclosure.

**Cost of response to risk**

300000

**Description of response and explanation of cost calculation**

We are evaluating potential impacts from carbon taxation proposals across our markets of operation that could have broader application, and emissions trading schemes (ETSs). An example of how we manage this risk is, in 2021, we set greenhouse gas (GHG) emissions reduction targets and had them approved by the Science-Based Targets initiative (SBTi). These targets will also support the achievement of net zero emissions across our value chain by 2040. To this end, we commit to reduce absolute scope 1 and 2 market-based GHG emissions 60% and reduce absolute scope 3 GHG emissions 30% by 2030 from a 2018 base year. WSP also commits to source 100% renewable electricity by 2030, supporting our operational GHG reduction efforts. The cost to respond to potential carbon pricing risk is based on our expenditures associated with purchasing renewable energy certificates (RECs) to cover the amount of electricity that we consume for our operations globally. Our business leaders/regional heads continue to advise our regional or operation/ facility managers with a range of smart energy/carbon solutions.

**Comment**

**Identifier**

Risk 4

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Market	Uncertainty in market signals
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**Primary potential financial impact**

Decreased revenues due to reduced demand for products and services

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Climate change presents a risk to our business through the potential failure to respond to changing market demands for sustainability advisory services. However, through our environmental consultancy practice, our growing climate risk and resilience services, Future Ready® program, company culture and purpose, we offer an integrated strategic approach, leveraging the breadth of our services and our global presence, and we are therefore positioned to remain one of the leading professional services firms supporting clients facing climate-related risks. We have a strong record of designing low-carbon solutions (including climate-related services) and providing advice on product and building efficiency regulations and standards. We have sustainable building expertise in mechanical and electrical engineering, building services and structural design. We have expertise across WSP that enables us to provide integrated design strategies for low-carbon buildings. We work with various building and construction codes and other regulatory frameworks and mandatory or voluntary standards across our operating geographies and proactively seek to understand what is required and most importantly we understand how the built form interacts and meets local green building regulations without unnecessarily limiting the choices, quality, or economics of the design. We have significant revenue streams through the provision of the certification of buildings through LEED, BREEAM and other sustainability standards across the globe. We also have the capacity to incorporate our Future Ready® program services globally, which assess the climate readiness of projects to ensure they are designed for enhanced resilience. Costs associated with pursuing opportunities involve normal costs associated with our operations (e.g. employee compensation, recruiting, and

training, purchasing software licenses, etc.). However, if we were not able to stay abreast of changing regulations in the global landscape of WSP's operations and maintain specific expertise based on regional regulations and demands, or if we were not strategic or robust in our approach, we might not be able to take full advantage of these opportunities.

**Time horizon**

Medium-term

**Likelihood**

About as likely as not

**Magnitude of impact**

Medium-low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Our expertise is being applied globally in areas of compliance, including building energy efficiency regulatory standards, fuel/energy taxes and regulations and cap and trade schemes. Given the global scale and nature of our operations, if we were unable to respond to our clients' evolving expectations, we could potentially lose the revenue this work could generate.

**Cost of response to risk**

0

**Description of response and explanation of cost calculation**

We recruit new employees, invest in training to strengthen capabilities and establish specialist working groups. We stay abreast of changing regulations, such as increasingly strict building codes. We have established a high-performance design group, Built Ecology. Our experts have developed methods for studying energy performance of customized design solutions from thermal energy storage to radiant HVAC systems. We use 3D models to propose detailed natural lighting solutions; we employ Computational Fluid Dynamics to verify the performance of natural ventilation solutions. We monitor completed projects and compare to design values to optimize operational energy. The demand for these services exceeds availability of expertise, which has stimulated high demand for designers with proven expertise. We have employees trained in LEED and Passive House Standard.

A project example: WSP helped deliver the first mass timber structure in Newcastle, with a 100% reduction in operational carbon, 92% reduction in whole-of-life carbon, and a 96% recycle rate during construction. Using WSP's Future Ready® framework, we provided holistic sustainability advice on waste management, solar PV system design, an innovative electrochromic façade, as well as a rainwater capture, storage, and reuse system.

**Comment**

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C2.4

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**(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

Yes

C2.4a

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**(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Opp1

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Markets

**Primary climate-related opportunity driver**

Access to new markets

**Primary potential financial impact**

Increased revenues through access to new and emerging markets

**Company-specific description**

In 2022, we conducted a quantitative climate scenario analysis aligned with the recommendations of the TCFD. The analysis built upon our qualitative assessment conducted in 2021. Our quantitative climate scenario analysis focuses on the impact of a low-carbon transition on WSP's market sectors. It evaluates how carbon policies, changes in energy markets, adoption of lower-carbon fuels and their impacts on the macroeconomic environment may influence demand for WSP's services. The qualitative analysis found markets to be a key driver of risk and opportunity and are therefore the focus of the quantitative analysis. We used the transition scenarios provided by the Network for Greening the Financial System (NGFS). The NGFS provides indicators such as energy demand, carbon price, and metals production to describe the energy and economic impacts of various scenarios. We examined 3 different scenarios: a current policies scenario, a net zero scenario, and a delayed transition scenario. To assess the impact of these scenarios, we broke down our revenue across our five key market sectors: Transportation & Infrastructure, Earth & Environment (including Resources), Property & Buildings, Power & Energy, and Industry. Revenue was further broken down by region and client sector. For each market sector, an indicator from the NGFS scenarios was assigned that most closely describes productivity or output, and by association the demand for WSP's services. We thus identified that the transition to a low-carbon economy offers us a clear opportunity to further develop our business providing sustainability, renewable energy, and climate

change advisory and resilience services to our current and new clients globally, while leveraging our expertise in mechanical and electrical engineering, building services, structural design, environmental management, and planning. In addition, our work with the mining industry may increase revenue as demand for minerals such as copper, zinc, and nickel increases to meet growing demand for electric vehicles. We are also seeing emerging markets around the world as a source of opportunity. Specifically, we are following the trend that emerging markets are poised to generate significant global economic growth in the years ahead. This means there will be more demand for sustainable infrastructure solutions across buildings, transport, manufacturing and power generation that develop growth in low-carbon, climate-resilient ways.

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

High

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Using the NGFS scenario, we are able to anticipate the annual growth in our services to renewable energy and mining clients in the regions we operate, assuming continued growth in our services in line with growing demand for renewable energy. We believe we can leverage our market position to accelerate our growth in this sector, beyond our current market share.

**Cost to realize opportunity**

0

**Strategy to realize opportunity and explanation of cost calculation**

The climate crisis will compel many countries and companies to invest in climate-resilient and sustainable infrastructure, update standards, and enhance climate, ESG and environmental regulations. WSP is positioned as a leader on climate resilience, and benefits from increased infrastructure investment. Our business lines providing services to clients around renewable energy, sustainable buildings, climate resilience, and sustainability have experienced strong demand. To manage this opportunity, we recruit new employees and invest in training programs. We stay abreast of changing regulations, such as increasingly strict building codes and climate regulation. We have employees trained in LEED and Passive House Standard. A project example: Building on its clinical expertise and in keeping with its unique academic medical organization, UCI Health envisioned a state-of-the-art hospital to consolidate its medical campus in Orange County, California. Since the University aims for carbon neutrality by 2025, our approach was to avoid the use of fossil fuels entirely and implement electrification throughout the hospital, including for heating, hot water and steam systems for humidification and sterilization, combining all the equipment and functions in an approach that has not been used before. The hospital is being delivered as a progressive design-build project, with tk1sc, a WSP company, playing an important role in a highly collaborative process to encourage and facilitate innovation. Costs associated with pursuing all climate change regulatory opportunities involve normal costs associated with our operations (e.g. employee compensation, recruiting, software, etc.). There are no additional costs to the business.

**Comment**

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**Identifier**

Opp2

**Where in the value chain does the opportunity occur?**

Downstream

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development and/or expansion of low emission goods and services

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

In 2022, we conducted a quantitative climate scenario analysis aligned with the recommendations of the TCFD. The analysis built upon our qualitative assessment conducted in 2021. Our quantitative transition scenario analysis focuses on the impact of a low-carbon transition on WSP's market sectors. It evaluates how carbon policies, changes in energy markets, adoption of lower-carbon fuels and their impacts on the macroeconomic environment may influence demand for WSP's services. The qualitative analysis found markets to be a key driver of risk and opportunity and are therefore the focus of the quantitative analysis. We used the transition scenarios provided by the Network for Greening the Financial System (NGFS). The NGFS provides indicators such as energy demand, carbon price, and metals production to describe the energy and economic impacts of various scenarios. We examined 3 different scenarios: a current policies scenario, a net zero scenario, and a delayed transition scenario. To assess the impact of these scenarios on our company, we broke down our revenue across our five key market sectors: Transportation & Infrastructure, Property & Buildings, Earth & Environment (including Resources), Power & Energy, and Industry. Revenue was further broken down by region and client sector. For each WSP market sector, an indicator from the NGFS was assigned that most closely describes the productivity or output of the market sector, and by association the demand for WSP's services.

Through our forward-looking scenario analysis, we identified that there is the greatest potential opportunity in a net zero scenario. Achieving a net zero transition would require transformative investments in the built environment to decarbonize energy systems, transportation networks, and industry. WSP is a leading provider of designs and advice for each of these sectors, and we anticipate playing a major role in a low-carbon transition for our clients. In addition, we anticipate playing a leading advisory services role to companies looking to understand their carbon footprint, decarbonize operations, manage climate risk and opportunity, and enhance overall sustainability. Our advisory teams in net zero, climate change, and sustainability will play an important role in helping clients assess the strategic implications of climate change and report to investors.

**Time horizon**

Short-term

**Likelihood**

Very likely

**Magnitude of impact**

High

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Using the NGFS scenario, we are able to anticipate the annual growth in our climate advisory services within our E&E group in the regions where we operate. Assuming continued growth in our services in line with growing demand for low-carbon transition. We believe we can leverage our market position to accelerate our growth in this sector, beyond our current market share.

**Cost to realize opportunity**

0

**Strategy to realize opportunity and explanation of cost calculation**

In order to address the requirements of the renewable energy sector, we have world-class capabilities in all regions of the world to take advantage of the market opportunity and our team is able to provide support at every stage of energy production, distribution, and consumption. We are helping energy producers switch from fossil fuels to renewable energy, with projects ranging from hydropower to on-and-offshore wind farms to solar energy. Our involvement begins with the first feasibility studies, where we provide advice on technical, financial, greenhouse gas emissions and environmental issues. Our target is to build capacity via organic growth and acquisitions, to be the preferred consultant that can cover the full lifecycle of services in future climate change advisory. We have research managers and thought leaders in our Sustainability, Energy and Climate Change advisory business who provide media commentary on the challenges. This global team continues to advise many clients dealing with a range of smart energy/carbon solutions. Marketing activities in this area include the development of brochures, whitepapers, hosting and speaking at events, and engaging with our clients through meetings, in order to facilitate a better understanding of our services. Costs associated with pursuing all climate change regulatory opportunities involve normal costs associated with the firm's operations such as employee compensation, recruiting, software, training, marketing, etc.

For example: As part of the Scotland TranServ partnership, WSP has devised innovative approaches to road infrastructure operations across Scotland, contributing to the country's net zero objectives and to network resilience. The project team delivered a significant change in the way Scottish motorways are lit, transforming the busy M8 corridor into an energy-efficient roadway. Costs associated with pursuing opportunities involve normal costs associated with our operations such as employee compensation, recruiting, software, training, marketing, etc. There are no additional costs to the business.

**Comment**

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**Identifier**

Opp3

**Where in the value chain does the opportunity occur?**

Downstream

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development of climate adaptation, resilience and insurance risk solutions

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

In 2021, we conducted a qualitative climate scenario analysis aligned with the recommendations of the TCFD. We considered our business exposure to a range of transition climate risks, including policy and legal, technology, market, and reputation risks, across multiple jurisdictions. Through our future-looking scenario analysis, we identified that the transition to a low-carbon economy offers WSP a clear opportunity to further develop our business around providing climate resilience services to our current and new clients globally. The climate crisis will compel many countries and companies to invest in climate resilient infrastructure, develop enhanced climate resilient standards, and enhanced environmental regulations. WSP is positioned as a leader on climate resilience, and benefits from increased infrastructure investment.

**Time horizon**

Medium-term

**Likelihood**

Very likely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Our expertise is applied globally in areas of renewable energy generation. The impact has not been quantified financially.

**Cost to realize opportunity**

0

**Strategy to realize opportunity and explanation of cost calculation**

Our clients' organizational performance is analyzed beyond their financial performance. Their reputation on managing climate change is under scrutiny. Our market opportunity is driven by our approach to review a client potential risk framework and where in the value chain it exists. This approach minimizes risk and allows us to innovate and then track this for the long term. This opportunity is embedded into our work through our corporate Guiding Principles. We have teams that manage this specifically in areas of sustainability targets and energy efficiency, health and safety standards and helping improve the sourcing of products, particularly from less economically developed regions. An example: To support the growth of renewable energy in Australia, Transgrid and ElectraNet are partnering to deliver an energy interconnector transmission line between the power grids of three states – New South Wales (NSW), South Australia, and Victoria. Known as EnergyConnect, this project involves the construction of 900 kilometres of new high voltage, above-ground transmission line, with approximately 800 MW transfer capacity. This interconnector will enable energy to be transported from the South-West Renewable Energy Zone to major demand centres across the country. Working closely with the Transgrid project team, WSP has delivered a range of services during the environmental assessment, planning and approvals phase through the NSW (Western), NSW (Eastern) and Victorian sections of the project.

In order to address the demand for climate resilience and adaptation services, WSP developed best-in-class Future Ready® solutions to solve the dynamic challenges of equitable climate mitigation, asset and infrastructure adaptation and emergency management and in 2021, launched the new Climate, Resilience & Sustainability business line in the US to partner with companies, government agencies and communities to provide complete lifecycle sustainability and climate mitigation, adaptation and response solutions. Costs associated with pursuing opportunities involve normal costs associated with our operations (e.g. employee compensation, recruiting, software, etc.). There are no additional costs to the business.

**Comment**

**C3. Business Strategy**

**C3.1**

**(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?**

**Row 1**

**Climate transition plan**

Yes, we have a climate transition plan which aligns with a 1.5°C world

**Publicly available climate transition plan**

Yes

**Mechanism by which feedback is collected from shareholders on your climate transition plan**

We have a different feedback mechanism in place

**Description of feedback mechanism**

A low-carbon future is central to WSP's 2022-2024 Global Strategic Action Plan. WSP has a Net Zero Task Force made up of representatives from WSP's subregions, relevant global corporate functions, as well as advisors. The task force convenes to provide input to achievement roadmaps to meet WSP's global scope 1, 2 and 3 SBT's and longer-term net zero commitment. They work to tailor reduction strategies to regional contexts and confirm, update or create reduction plans, including actions at the global level and those delegated to each region. Our Climate Transition Plan provides an overview of our greenhouse gas (GHG) emissions reduction targets, our net zero commitment and key strategies we will implement to achieve these targets as we collectively transition to a low-carbon future. The Global ESG Report (in which we provided a Carbon Transition Plan Progress update) underwent internal review by the leaders of our corporate functions, where applicable; the Global Executive Director, ESG; and the Public Disclosure Committee. The report was also reviewed by the Governance, Ethics and Compensation Committee of the Board of Directors (GECC). The Net Zero Task Force meets on a monthly basis to work on implementing our Climate Transition Plan so feedback is continuously provided through meetings. Once a year we plan to do a status check, and collect additional feedback. In our Climate Transition Plan, we commit to contribute to the reduction in GHG emissions required to prevent significant climate change impacts. Therefore, at the core of our ESG program is the imperative to address our GHG emissions as we globally transition to a low-carbon economy. In April 2021, WSP announced ambitious climate action through a commitment to achieve net zero emissions across its value chain by 2040. In 2022, SBTi approved our 2040 net zero commitment under the recently published SBTi Corporate Net-Zero Standard. To support the achievement of our net zero commitment, we have also set science-based greenhouse gas emissions reduction targets, which were also approved by the Science-Based Targets initiative. Each WSP region is in the process of updating its GHG action plan to support achievement of these targets.

**Frequency of feedback collection**

Annually

**Attach any relevant documents which detail your climate transition plan (optional)**

WSP Climate Transition Plan.pdf

**Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future**

<Not Applicable>

**Explain why climate-related risks and opportunities have not influenced your strategy**

<Not Applicable>

**C3.2**

**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario		Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Transition scenarios	IEA SDS	Company-wide	<Not Applicable>	<p>In 2021, we completed a qualitative scenario analysis. Analytical approach, inputs, and assumptions: Our qualitative analysis was conducted using the IEA SDS with increased climate-related opportunities and low-carbon policies under a 2035 timeframe. We assessed the exposure of our operating regions to transition climate risks and opportunities, which allowed us to identify the most at-risk operating regions and focus our adaptive capacity assessment. Our transition risk and opportunity assessment used a market and policy-driven approach to assess WSP's exposure to potential climate-related risks and opportunities associated with the transition to a low-carbon economy. The risks were: Policy and legal, technology, market and reputation; and the opportunities were - Market and resilience. Through our transition risk and opportunity assessment, we identified stronger opportunities than risks. The transition to a low-carbon economy can enable WSP to further develop our business providing sustainability, renewable energy, and climate resilience services to our current and new clients globally, leveraging our expertise in engineering, building services, environmental management, planning and climate change and sustainability advisory services.</p> <p>Case study: We anticipate playing a leading advisory services role to companies looking to understand their carbon footprint, decarbonize operations, manage climate risk and opportunity, and enhance overall sustainability. Our advisory teams in net zero, climate change, and sustainability will play an important role in helping clients assess the strategic implications of climate change and report to investors.</p>
Physical climate scenarios	RCP 4.5	Company-wide	<Not Applicable>	<p>In 2021, we completed a qualitative climate scenario analysis to identify top risks/opportunities. In 2022, we performed a quantitative physical risk assessment.</p> <p>Analytical choices: Our physical climate scenario analysis looked at two warming scenarios. The first was the RCP4.5 scenario, which results in 1.7 – 3.2°C of warming by 2100, relative to pre-industrial times.</p> <p>Parameters: Within the scenario, the potential impacts of a set of discrete climate hazards were evaluated. The hazards assessed included extreme temperatures, drought and water stress, wildfire, coastal flooding and tropical cyclones, and were assessed at all global leased office locations active in December 2021.</p> <p>Assumptions: Hazard exposure was measured as average decadal impacts between 2020 and 2100. We compiled the results for the decadal periods of 2020, 2030, and 2040 to be relevant for short-, medium-, and long-term analysis.</p> <p>Scope: Direct operations for physical climate risks assessment. To understand how hazard exposure translates to financial impact for WSP, we used climate financial impact functions. The impact functions assess changes to WSP's operating efficiency, employee health and safety, access to services, and potential capital damage from the selected climate hazards. Impacts were assessed based on our inherent vulnerability to risks, and did not consider existing or planned adaptation or resilience measures; neither did they assess the risk to availability, continuity, or profitability of our client projects.</p> <p>Climate events are unlikely to cause significant impact to our diversified project portfolio at a given time. Further, we do not expect a changing climate to meaningfully impact access to markets or demand for services, and may instead generate opportunities for WSP to help our clients and communities to build adaptive capacity. The choice to focus the quantitative effort on people and operations was informed by our qualitative assessment</p> <p>Company-specific summary: As an office-based organization that does not own any significant property or other real estate assets, our financial exposure to physical climate hazards is limited. That said, through our physical risk assessment, we identified that risk of flooding and temperature extremes (heat and cold stress) could cause business interruptions, impacting the ability of our employees to travel to office or field work, thereby reducing our ability to deliver services in a timely manner, potentially affecting revenue</p>
Transition scenarios	Customized publicly available transition scenario	Company-wide	1.6°C – 2°C	<p>In 2022, we conducted a quantitative climate scenario analysis aligned with the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD). The transition climate related analysis built upon our qualitative assessment conducted in 2021. We considered our exposure to a range of transition climate risks, including policy and legal, technology, market, and reputation risks, across all our market sectors and operating jurisdictions. Our quantitative analysis used scenarios from the Network for Greening the Financial System (NGFS). We examined 3 different scenarios: a current policies scenario, a below- a net-zero scenario, and a delayed transition. The analysis was conducted from 2022-2050, to represent near- and long-term horizons.</p> <p>We assessed the quantitative impact of a low-carbon transition by understanding the exposure and sensitivity to a low-carbon transition. We used the scenario data from the NGFS to define our exposure to a low-carbon transition, using metrics such as the carbon price and the key sources of primary and secondary energy within the jurisdictions in which we operate. To define the sensitivity, we consulted internal subject matter experts to define high-level relationships between our business performance and changes to our market sectors driven by a low-carbon transition.</p> <p>The scenario results suggest considerable opportunity to support clients with the transition to a low-carbon economy. We identify net opportunity in all scenarios, time frames, as well as in all market sectors. Our 2022-2024 Global Strategic Action Plan reflects our recognition of this fact. Positioning WSP as a leading provider of engineering and professional advisory services for a low-carbon transition is a key pillar of the strategy.</p>
Transition scenarios	IEA STEPS (previously IEA NPS)	Company-wide	<Not Applicable>	<p>In 2021, we completed a qualitative scenario analysis. Analytical approach, inputs, and assumptions: We assessed the exposure of our operating regions to transition climate risks and opportunities, which allowed us to identify the most at-risk operating regions, and focus our adaptive capacity assessment. Our 2022 transition risk and opportunity assessment used a market and policy-driven approach to assess WSP's exposure to potential climate-related risks and opportunities associated with the transition to a low-carbon economy based on: (a) Risks - Policy and legal, technology, market and reputation; and (b) Opportunities - Market and resilience. Our analysis was conducted using the IEA STEPS with fewer low-carbon opportunities under a 2035 timeframe. Time horizons: 2035 for transition assessment to cover a period relevant for our long-term corporate planning, but sufficiently into the future to allow the impacts of climate change and climate policy to fully manifest. Scope: Downstream for transition climate risk assessment. Company-specific summary: Through our transition risk and opportunity assessment, we identified that WSP has stronger opportunities than risks, and the transition to a low-carbon economy can enable WSP to further develop our business providing sustainability, renewable energy, and climate resilience services to our current and new clients globally, leveraging our expertise in engineering, building services, environmental management, planning and climate change and sustainability advisory services.</p> <p>Case study: In 2022, the City of Chicago revised its Climate Action Plan (CAP) and developed a unique approach to climate action centered on core strategies of equity and environmental justice. WSP served as a technical advisor and trusted partner, providing key services including strategy and action plan development that form part of the final climate plan. Company-specific summary: As an office-based organization that does not own any significant property or other real estate assets, our financial exposure to physical climate hazards is limited. That said, through our physical risk assessment, we identified that risk of flooding and temperature extremes (heat and cold stress) could cause business interruptions, impacting the ability of our employees to travel to office or field work, thereby reducing our ability to deliver services in a timely manner, which can potentially affect our revenue.</p>
Physical climate scenarios	RCP 8.5	Company-wide	<Not Applicable>	<p>In 2021, we completed a qualitative climate scenario analysis to identify top risks/opportunities. In 2022, we performed a quantitative physical risk assessment.</p> <p>Analytical choices: Our physical climate scenario analysis looked at two warming scenarios, the second of which was based on the RCP8.5 scenario, which results in 3.2 – 5.4°C of average global temperature rise by 2100 relative to pre-industrial times.</p> <p>Parameters: Within the scenario, potential impacts of a set of discrete climate hazards were evaluated, including extreme temperatures, drought/water stress, wildfire, coastal flooding and tropical cyclones, at all global leased office locations active in December 2021.</p> <p>Assumptions: Hazard exposure was measured as average decadal impacts between 2020 and 2100. We compiled results for the decadal periods of 2020, 2030, and 2040 to be relevant for short-, medium-, and long-term analysis.</p> <p>Scope: Direct operations for physical climate risks assessment. To understand how hazard exposure translates to financial impact, we used climate financial impact functions, which assess changes to operating efficiency, employee health/safety, access to services, and potential capital damage from the selected climate hazards. Impacts were assessed based on our inherent vulnerability to risks, and do not consider existing or planned adaptation or resilience measures. The impact functions did not assess the risk to availability, continuity, or profitability of client projects.</p> <p>Our project portfolio is diversified across geographies and services, and climate events are unlikely to cause significant impact to our portfolio at a given time. We do not expect climate change to meaningfully impact access to markets or demand for services and it may instead generate opportunities to help our clients/communities to build adaptive capacity. The choice to focus the quantitative effort on people and operations was informed by our qualitative assessment.</p> <p>Company-specific summary: As an office-based organization that does not own any significant property or other real estate assets, our financial exposure to physical climate hazards is limited. That said, through our physical risk assessment, we identified that risk of flooding and temperature extremes (heat and cold stress) could cause business interruptions, impacting the ability of our employees to travel to office or field work, thereby reducing ability to deliver services in a timely manner, which can potentially affect revenue.</p>



## C3.2b

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**(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.**

### Row 1

#### Focal questions

WSP seeks to answer through our climate-scenario risk analysis include:

- Do we have significant risks?
- What are our key opportunities?
- How can we align with the TCFD recommendations?

#### Results of the climate-related scenario analysis with respect to the focal questions

WSP continues to work to adapt its strategic management of climate risks and opportunities to changing climate conditions. Our understanding of our climate-related risks and opportunities is informed by multiple complementary scenario analyses.

In 2021, we conducted a qualitative climate scenario analysis in alignment with the TCFD recommendations. The scenario analysis allowed us to identify the top climate-related risks and opportunities for our business. Based on the results of our qualitative analysis, we conducted a quantitative climate scenario analysis in 2022 to understand the order of magnitude of the financial impact from climate-related physical and transition risks and opportunities under different scenarios. Conducting a quantitative analysis further enhances our TCFD alignment by enabling us to have a better understanding of the financial implications of different climate risks and opportunities, relative to one another, and further prioritize our resources for mitigation and adaptation activities.

The quantitative scenario analysis revealed that, while WSP has exposure to climate hazards, the risk to our operations and people is not significant. We observe that our top risks are sea level rise, extreme heat, flooding and wildfire. These results align with the qualitative analysis presented in our 2022 TCFD report.

Overall, the climate scenario analysis indicated that the financial impacts of physical climate risks are small, ranging from a cumulative all hazard impact of \$1M to \$7M average annual impact within the time periods assessed. The amount is less than 0.1% of our annual revenue of \$11.9B reported in 2022, and a maximum of 1% increase in our non-personnel operating costs, reported as other operational costs of \$794M in our annual audited consolidated financial statements for the year ended December 31, 2022.

While the financial impact is generally small on an average annual basis, the impacts of individual catastrophic climate events may be significant for our people, operations, clients and communities. We are therefore continuing to explore options to enhance our enterprise resilience, protect our people, reduce our overall GHG footprint, and maintain a high quality of service under changing and challenging climatic conditions. Additionally, WSP provides climate adaptation services which will be in high demand under these scenarios. We consider these physical climate risks to be a potential opportunity to help our clients and communities to build resilience and thrive in a world influenced by climate change.

## C3.3

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**(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	An example of how our strategy has been influenced by climate-related risk and opportunities is that our mechanical and electrical engineering, building services and structural design teams enable us to provide integrated design strategies for low-carbon buildings and other low-carbon solutions. We work with global building and construction codes and other regulatory frameworks to understand how the built form interacts and meets local regulations without limiting the choices, quality, or economics of the design. We generate revenue through building certification standards such as LEED and BREEAM and through sustainability advisory services. We help our clients deliver low-carbon generation projects across the full range of renewable technologies, including solar, wind, hydro, wave, tidal, biogas, landfill gas to energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We call on expertise from our process engineering specialists, our civil and structural engineering teams, our specialist environmental, planning and climate change division or our offshore experts. Our opportunity is in linking these services together to provide a dedicated consultant and 'one stop shop' approach to decarbonizing power generation. If we are not able to stay abreast of changing market demands, evolving technology and maintain our expertise, or if we are not strategic or robust in our approach, we cannot take full advantage of these opportunities. This presents a risk through potential failure to respond to changing market demands for advisory services. The magnitude of impact on our services from climate-related opportunities is high and the time horizon is medium-term. A case study of the most substantial strategic decision made to date that has been influenced by this climate-related risk/opportunity was the adoption of the Future Ready® program. This program focuses on integrating forward/adaptive thinking into our project designs to consider long-term environmental, social, technological and economic trends. Examples of regulatory changes include carbon pricing, fuel/energy taxes and regulations, product efficiency/labeling regulations and standards, cap and trade schemes, and public investment in green infrastructure.
Supply chain and/or value chain	Yes	As a global professional services organization, WSP's procurement strategy, governance principles and Global ESG Statement support social and environmental considerations in corporate purchasing and subcontractor selection. Responsibly managing our supply chain helps us maintain trusted partnerships with our clients and partners, which enables business success and mitigates impacts on the environment and local communities. WSP expects its business partners to conduct themselves in accordance with its values. Consequently, WSP requires third parties to agree to comply with our Business Partner Code of Conduct in our third-party contracts. Our Global Procurement Guiding Principles are designed to ensure that the procurement procedure for selecting suppliers and subcontractors is open and fair. Procurement decisions are based on a combination of product and service quality and cost, which includes environmental and social considerations when applicable. As a result, we have agreements in place with key suppliers to provide energy efficient equipment, recycled paper and recycling services for electronic equipment. Our strategy has been influenced by climate-related risk and to monitor this, we have incorporated mandatory sustainability questions into the supplier questionnaire so we can better understand the maturity of our suppliers' sustainability programs, including their management of GHG emissions. In 2022, WSP developed a Low-Carbon Supplier Engagement Plan with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire, and to engage suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. We began implementation of the plan in 2023, prioritizing engagement with around 350 of our largest suppliers. We have also been working with some key suppliers on initiatives to reduce our GHG emissions related to business travel. The time-horizon this strategy covers is short-term, but it will continue to evolve in the long term. The most substantial related strategic decision made to date was our commitment to achieve net zero emissions across our value chain by 2040. To support this achievement, WSP set a science-based greenhouse gas emission reduction target that covers our supply chain.
Investment in R&D	Yes	We have an opportunity to increase our revenue through the development of new services and increased investment in existing services to meet our clients' evolving low-carbon needs. Our competitive advantage relies on our continued investment in business development to understand client needs, employee recruiting to expand our expertise, and internal training sessions to keep our employees abreast of changing regulations and technology. We provide low-carbon solutions and advisory services on a range of climate-related subjects, including product and building efficiency regulations and standards, product labelling regulations and standards, fuel/energy taxes and regulations, GHG emissions regulations, renewable energy, climate change resilience and adaptation, etc. We must stay current in our knowledge and plan for the future as we have significant revenue streams through the certification of buildings through LEED, BREEAM and other standards across the globe, and through sustainability advisory services. We benefit from our expertise in clean and renewable energy technologies, which provide less carbon intensive power solutions as volatility in fuel prices and existence of fossil fuels continue to pose risks to our clients. We help our clients successfully deliver low-carbon generation projects across the full range of renewable technologies, including solar, wind, hydro, wave, tidal, biogas, landfill gas to energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We can call on expertise from our process engineering specialists, from our civil and structural engineering teams, from our specialist environmental, planning and climate change division or from our offshore experts. Our opportunity is in linking these services together to provide a 'one stop shop' approach to decarbonizing power generation. The magnitude of impact on our investment in R&D from climate-related opportunities is high. The time horizon this covers is medium-term. The most substantial decision we have made in this area was the development of the Future Ready® program. This program encourages and enables our talented staff to research and consider the implications of emerging trends related to climate change, society, technology and resources and develop solutions to improve the sustainability and resilience of our projects.
Operations	Yes	As an office-based organization providing consultancy services that does not own any significant property or other real estate assets, financial exposure to acute physical impacts from climate change is limited. That said, there is the potential risk that changes in climate such as extreme weather events, storm-related flooding or extended drought, could manifest in disruption to offices, IT systems and the ability of our employees to travel to work and to our clients, particularly in Southeast Asia and other locations near or at sea level. Generally, we occupy modern facilities in well-connected locations and we have significant regional, national and global presence to ensure that all offices would not be disrupted by adverse climate impact at the same time. To mitigate the risk to our employees, we are developing business continuity, disaster preparedness, and contingency plans that are intended to help our employees prepare for, respond to, and recover from a major or catastrophic business disruption that affects our ability to meet client expectations. Business continuity procedures, as well as the diverse geography of our locations, enable staff to work from other offices, which minimizes operational disruptions and keeps productivity losses to a minimum. By way of example, in August 2022, rare heavy rainfall in the Nelson, Tasman, and Marlborough regions of New Zealand triggered hundreds of landslides and extensive flooding, affecting state highways, infrastructure and nearly 600 properties. After relocating two WSP families, we provided professional support to the Emergency Operations Centre for Civil Defence decision-making. WSP experts evaluated damages and identified future risks, providing geotechnical skills and coordination for repairs. That said, any delay or disruption in the completion of our services may require us to incur additional non-compensable costs, including overtime work, that are necessary to meet clients' schedules. Due to the global scale and nature of our business, we could incur costs associated with absenteeism if the workforce is unable to work due to acute climatic events. The magnitude of impact on our operations from climate-related risks is low and the time horizon of this risk is medium-term.

**C3.4**

**(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Acquisitions and divestments Access to capital Liabilities	<p>Revenues - We have an opportunity to increase our revenue through the development of new services and increased investments in existing services to meet our clients' ever-evolving low-carbon needs. We provide low-carbon solutions and advisory services on a range of climate-related subjects, including product and building efficiency regulations and standards, product labelling regulations and standards, fuel/energy taxes and regulations, GHG emissions regulations, renewable energy, climate change resilience and adaptation, etc. Our mechanical and electrical engineering, building services and structural design teams enable us to provide integrated design strategies for low-carbon buildings and other low-carbon solutions. We work with varying global building and construction codes and other regulatory frameworks and proactively seek to understand what is required and how the built form interacts and meets local regulations without unnecessarily limiting the choices, quality, or economics of the design. We have significant revenue streams through the provision of the certification of buildings through LEED, BREEAM and other sustainability standards across the globe as well as sustainability advisory services. We also continue to gain the benefits from our sector-leading expertise in clean and renewable energy technologies which provide less carbon intensive power solutions as volatility and existence of fossil fuels continue to pose risks to our clients. We have helped our clients successfully deliver low-carbon generation projects across the full range of renewable technologies, including solar, wind, hydro, wave, tidal, biogas, landfill gas to energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We can call on expertise from our process engineering specialists, from our civil and structural engineering teams, from our specialist environmental, planning and climate change division or from our offshore experts. Our opportunity is in linking these services together to provide a 'one stop shop' approach to decarbonizing power generation. The magnitude of impact on our financial planning process for revenues is high.</p> <p>Direct costs - As an office-based organization providing consultancy services that does not own any significant property or other real estate assets, financial exposure to acute physical impacts from climate change, which could impact our operating costs, is limited. That said, there is the potential risk that changes in climate such as extreme weather events, storm related flooding or extended drought, could manifest in disruption to offices, IT systems and the ability of our employees to travel to work and to our clients, particularly in Southeast Asia and other locations near or at sea level. An example of how this risk has influenced our financial planning is that we are investing in business continuity to ensure that we are not dependent on local premises or IT systems (i.e. no single points of failure) to maintain continuity of service to our clients and projects. These plans are supported by back up IT systems and supporting infrastructure. Our financial planning is covered by the medium-term time horizon.</p> <p>Acquisitions and divestments – Acquisitions are factored into our financial planning process because they can improve our competitive advantage by allowing WSP to fulfil its strategic goals.</p> <p>Access to capital - As a publicly listed company, we recognize that our investors are becoming increasingly interested in our climate change strategy. There may be risk that investors or potential investors might not (or might not continue to) invest if WSP does not address climate-related risk or ESG issues. Our sustainability reporting and disclosure efforts demonstrate our commitment to providing information to our investors and other interested stakeholders about our climate change impacts, strategies and performance.</p> <p>Liabilities - As part of increasing awareness of global climate change, some experts have suggested that companies involved in industries that may impact the environment through their projects may be subject to litigation from governments, shareholders, or environmental activists. The cancellation of major projects due to environmental concerns about clients or their operations, or significant environmental litigation impacting key clients, could materially affect WSP. Further, WSP's failure to comply with applicable laws, regulations or generally recognized and accepted guidelines on corporate, environmental, social and governance responsibilities could create liabilities or negatively impact our reputation and adversely affect our ability to obtain future projects. The magnitude of impact on our financial planning process for liabilities is medium-low.</p>

**C3.5**

**(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?**

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	Yes, we identify alignment with a sustainable finance taxonomy	At both the company and activity level

**C3.5a**

**(C3.5a) Quantify the percentage share of your spending/revenue that is aligned with your organization's climate transition.**

**Financial Metric**

Revenue/Turnover

**Type of alignment being reported for this financial metric**

Alignment with a sustainable finance taxonomy

**Taxonomy under which information is being reported**

Other, please specify (Partially aligned with Corporate Knights Sustainable Economy Taxonomy and SDGs)

**Objective under which alignment is being reported**

Total across all objectives

**Amount of selected financial metric that is aligned in the reporting year (unit currency as selected in C0.4)**

**Percentage share of selected financial metric aligned in the reporting year (%)**

59.3

**Percentage share of selected financial metric planned to align in 2025 (%)**

**Percentage share of selected financial metric planned to align in 2030 (%)**

**Describe the methodology used to identify spending/revenue that is aligned**

One method we use to measure our impact from client projects is to estimate our percentage of SDG-Linked Revenues, defined as revenues earned from services that support the SDGs. Our definition was informed by the Corporate Knights Clean Economy Taxonomy and Revenue (now Sustainable Revenue) with adjustments to reflect better our industry and services that support the SDG goals and indicators. The Corporate Knights Sustainable Revenue KPI is a multi-year project by Corporate Knights to develop and make publicly available an open-source definition of sustainable categories for all peer groups. We categorize our SDG-Linked Revenues by WSP global market sector and have developed sub-categories within each market that align with our business.

We previously reported "Clean Revenues", defined as projects that have an environmental benefit and contribute to the SDGs. In line with industry practice, we broadened our definition and enhanced our methodology to include projects that contribute to any of the SDGs and renamed this metric "SDG-Linked Revenues". This includes projects that support social outcomes such as healthcare or education-related buildings. Our methodology enhancements also capture additional services that support the low-carbon transition such as active transportation, hydrogen production, storage and distribution and services supporting the extraction of minerals critical to clean energy. We are also including annualized revenues (12 months of revenues from businesses acquired during the year) to reflect the pro forma impact of our acquisitions.

We have further categorized our 2022 SDG-Linked Revenues to match specific SDGs. While our projects may support multiple SDGs, for this exercise we mapped each of the subcategories identified above by market sector to one principal SDG that most closely aligned with the service provided. Over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. As our Earth & Environment market has grown, we are also reporting a considerable percentage of work supporting SDGs 6, 13 and 15.

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**C3.5b**

**(C3.5b) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.**

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**C3.5c**

**(C3.5c) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.**

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**C4. Targets and performance**

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**C4.1**

**(C4.1) Did you have an emissions target that was active in the reporting year?**

Absolute target

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**C4.1a**

**(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.**

**Target reference number**

Abs 1

**Is this a science-based target?**

Yes, and this target has been approved by the Science Based Targets initiative

**Target ambition**

1.5°C aligned

**Year target was set**

2021

**Target coverage**

Company-wide

**Scope(s)**

Scope 1  
Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Base year**

2018

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

32846

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

43655

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

76501

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

<Not Applicable>

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**Target year**

2030

**Targeted reduction from base year (%)**

60

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**

30600.4

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

34665

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

16869

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

51534

**Does this target cover any land-related emissions?**

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**

54.3936244842115

**Target status in reporting year**

Underway

**Please explain target coverage and identify any exclusions**

This goal is part of WSP's commitment to achieve net zero emissions across its value chain by 2040 and helps address the company-wide scope 1 and scope 2 market-based emissions.

**Plan for achieving target, and progress made to the end of the reporting year**

Building on reductions achieved to date, all WSP operating regions will implement measures over the coming years to reduce emissions from our operations and increase our proportion of electricity from renewable sources, in support of our targets.

**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

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**Target reference number**

Abs 2

**Is this a science-based target?**

Yes, and this target has been approved by the Science Based Targets initiative

**Target ambition**

2°C aligned

**Year target was set**

2021

**Target coverage**

Company-wide

**Scope(s)**

Scope 3

**Scope 2 accounting method**

<Not Applicable>

**Scope 3 category(ies)**

Category 1: Purchased goods and services

Category 2: Capital goods

Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

Category 5: Waste generated in operations

Category 6: Business travel

Category 7: Employee commuting

**Base year**

2018

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

283489

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

36990

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

11976

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

2934

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

47477

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

60272

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

443138

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

443138

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

&lt;Not Applicable&gt;

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)**

100

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

100

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

100

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

100



**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

100

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

100

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

100

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**Target year**

2030

**Targeted reduction from base year (%)**

30

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**

310196.6

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

283489

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

36990

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

11976

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

2934

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

47477

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

60272

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

334918

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

334918

**Does this target cover any land-related emissions?**

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**

81.4042879042947

**Target status in reporting year**

Underway

**Please explain target coverage and identify any exclusions**

This goal is part of WSP's commitment to achieve net zero emissions across its value chain by 2040 and helps address the company-wide relevant scope 3 emissions.

**Plan for achieving target, and progress made to the end of the reporting year**

We plan to achieve this target through the actions outlined in our climate transition plan including initiatives around business travel, procurement, employee commuting and other sources.

**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

---

**Target reference number**

Abs 3

**Is this a science-based target?**

No, but we are reporting another target that is science-based

**Target ambition**

<Not Applicable>

**Year target was set**

2018

**Target coverage**

Country/area/region

**Scope(s)**

Scope 1

Scope 2

Scope 3

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

Category 6: Business travel

**Base year**

2018

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

994

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

2517

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

8265

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

8265

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

11776

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1:**

**Purchased goods and services (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

100

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**Target year**

2025

**Targeted reduction from base year (%)**

100

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**

0

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

1151

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

1715

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

1993

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

1993

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

4859

**Does this target cover any land-related emissions?**

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**

58.7381114130435

**Target status in reporting year**

Underway

**Please explain target coverage and identify any exclusions**

This target is for our UK business. They have a goal to become carbon neutral by 2025.

**Plan for achieving target, and progress made to the end of the reporting year**

WSP UK plans to achieve this target by tackling more green projects, harnessing tools to make lower-carbon design choices, innovating and building our teams' skills in low-carbon thinking – making every one of our staff a carbon leader. We will help the Government to shape the best policies nationally and locally. We'll explore emerging ideas and work with clients and academics to test, pilot and deploy new climate-friendly techniques and technologies. We are already on course to achieve carbon neutrality in our own UK operations in 2025 - thanks to reductions in emissions from travel, cuts in energy consumption and ensuring no waste goes to landfill.

**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

---

**Target reference number**

Abs 4

**Is this a science-based target?**

No, but we are reporting another target that is science-based

**Target ambition**

<Not Applicable>

**Year target was set**

2022

**Target coverage**

Country/area/region

**Scope(s)**

Scope 1

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Base year**

2018

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

877

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

2635

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

3512

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1:**

**Purchased goods and services (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12:**

**End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13:**

**Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

<Not Applicable>

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**Target year**

2025

**Targeted reduction from base year (%)**

50

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**

1756

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

705

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

952

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

1657

**Does this target cover any land-related emissions?**

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**

105.637813211845

**Target status in reporting year**

Underway

**Please explain target coverage and identify any exclusions**

The Sweden business plans its climate impact from their operations. They pledge to reduce the climate impact (Co2e) from own operations by 50% in 2025 (compared to 2018).

**Plan for achieving target, and progress made to the end of the reporting year**

The Sweden business aims to achieve this target through a strong program to reduce greenhouse gases from their buildings, and staff travel reduction.

**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

---

**Target reference number**

Abs 5

**Is this a science-based target?**

No, but we are reporting another target that is science-based

**Target ambition**

<Not Applicable>

**Year target was set**

2022

**Target coverage**

Country/area/region

**Scope(s)**

Scope 1

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Base year**

2018

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

877

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

2635

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>



**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

3512

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

<Not Applicable>

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**Target year**

2030

**Targeted reduction from base year (%)**

100

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**

0

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

705

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

952

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

1657

**Does this target cover any land-related emissions?**

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**

52.8189066059226

**Target status in reporting year**

Underway

**Please explain target coverage and identify any exclusions**

The Sweden business plans to reach carbon neutrality in their own operations by 2030.

**Plan for achieving target, and progress made to the end of the reporting year**

The Sweden business aims to achieve this target through a strong program to reduce greenhouse gases from their buildings.

**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

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**C4.2**

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**(C4.2) Did you have any other climate-related targets that were active in the reporting year?**

Target(s) to increase low-carbon energy consumption or production

Net-zero target(s)

**C4.2a**

---

**(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.**

**Target reference number**

Low 1

**Year target was set**

2021

**Target coverage**

Company-wide

**Target type: energy carrier**

Electricity

**Target type: activity**

Consumption

**Target type: energy source**

Renewable energy source(s) only

**Base year**

2018

**Consumption or production of selected energy carrier in base year (MWh)**

122751

**% share of low-carbon or renewable energy in base year**

0.2

**Target year**

2030

**% share of low-carbon or renewable energy in target year**

100

**% share of low-carbon or renewable energy in reporting year**

34

**% of target achieved relative to base year [auto-calculated]**

33.8677354709419

**Target status in reporting year**

Underway

**Is this target part of an emissions target?**

Yes, this 100% renewable electricity by 2030 target supports the Abs 1 target focused on reducing Scope 1 and Scope 2 market-based emissions by 60% by 2030.

**Is this target part of an overarching initiative?**

Science Based Targets initiative

**Please explain target coverage and identify any exclusions**

This 100% renewable electricity by 2030 target supports the achievement of WSP's company-wide 60% reduction in Scope 1 and Scope 2 market-based emissions by 2030 target. WSP will continue to focus on the energy efficiency of its facilities across the globe, as well as the emissions impact of its vehicle fleets, to drive reductions in scope 1 and 2.

**Plan for achieving target, and progress made to the end of the reporting year**

Between 2018 and 2022 we observed a 33% reduction in scope 1 and 2 market-based emissions, driven by renewable energy procurement.

WSP has developed a renewable energy strategy that outlines a hierarchy of procurement options for each region. This is based on the maturity of the local renewable energy market, as well as available options where WSP is primarily a lessee of office space. In general, we will first seek to procure retail renewable energy where possible, both in WSP offices which directly procure electricity and in larger offices where the landlord procures electricity. In most other cases we will purchase verified unbundled environmental attribute certificates (EACs) through either short-term purchases or via longer-term attribute purchase agreements (APAs) to cover our electricity usage. In select cases we will consider options such as collaborating with our landlord to install onsite renewables.

**List the actions which contributed most to achieving this target**

<Not Applicable>

---

**C4.2c**

**(C4.2c) Provide details of your net-zero target(s).**

**Target reference number**

NZ1

**Target coverage**

Company-wide

**Absolute/intensity emission target(s) linked to this net-zero target**

Abs1

Abs2

**Target year for achieving net zero**

2040

**Is this a science-based target?**

Yes, and this target has been approved by the Science Based Targets initiative

**Please explain target coverage and identify any exclusions**

In April 2021, WSP announced a commitment to achieve net zero emissions across our value chain by 2040 and set science-based emissions reduction targets that were approved by the Science Based Target initiative (SBTi). In 2022, we received approval of our net zero target according to SBTi's Net Zero Standard. WSP's science-based GHG targets cover all scope 1 and 2 emissions, as well as all relevant scope 3 emissions, as defined by the GHG Protocol Corporate Accounting and Reporting Standard.

**Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?**

Yes

**Planned milestones and/or near-term investments for neutralization at target year**

We set interim GHG emissions reduction targets for 2024 in line with our 2022-2024 Global Strategic Action Plan, front-loading efforts to make significant progress towards our 2030 targets as required by climate science. Building on reductions achieved to date, all WSP operating regions will implement measures over the coming years to reduce emissions from our operations and supply chain, and increase our proportion of electricity from renewable sources, in support of our targets. Once we have decreased emissions as much as possible, in order to achieve our 2040 net zero carbon goal, we anticipate selecting high quality carbon removal credits to cover up to 10% of our total emissions footprint. We will monitor the maturity of carbon removal frameworks, technologies, products and pricing to inform decisions in the coming years.

**Planned actions to mitigate emissions beyond your value chain (optional)**

**C4.3**

**(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Yes

**C4.3a**

**(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	7	
To be implemented*	2	922
Implementation commenced*	0	0
Implemented*	4	6523
Not to be implemented	0	0

**C4.3b**

**(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.**

**Initiative category & Initiative type**

Low-carbon energy consumption	Low-carbon electricity mix
-------------------------------	----------------------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

5584

**Scope(s) or Scope 3 category(ies) where emissions savings occur**

Scope 2 (market-based)

**Voluntary/Mandatory**

Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

0

**Investment required (unit currency – as specified in C0.4)**

100000

**Payback period**

No payback

**Estimated lifetime of the initiative**

<1 year

**Comment**

WSP procures renewable electricity attribute certificates to cover parts of our electricity consumption in countries including the United States, Canada, Sweden and Australia.

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**Initiative category & Initiative type**

Transportation	Company fleet vehicle efficiency
----------------	----------------------------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

288

**Scope(s) or Scope 3 category(ies) where emissions savings occur**

Scope 1

**Voluntary/Mandatory**

Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

0

**Investment required (unit currency – as specified in C0.4)**

0

**Payback period**

No payback

**Estimated lifetime of the initiative**

<1 year

**Comment**

WSP is reducing the size of its vehicle fleet in some locations, and prioritizing hybrid and lower-emissions models where possible

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**Initiative category & Initiative type**

Energy efficiency in buildings	Other, please specify (Office consolidation)
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**Estimated annual CO2e savings (metric tonnes CO2e)**

311

**Scope(s) or Scope 3 category(ies) where emissions savings occur**

Scope 2 (market-based)

**Voluntary/Mandatory**

Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

5253817

**Investment required (unit currency – as specified in C0.4)**

13135092

**Payback period**

4-10 years

**Estimated lifetime of the initiative**

6-10 years

**Comment**

In 2022, WSP consolidated offices in Australia as part of an energy reduction measure.

---

**Initiative category & Initiative type**

Transportation	Business travel policy
----------------	------------------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

340

**Scope(s) or Scope 3 category(ies) where emissions savings occur**

Scope 3 category 6: Business travel

**Voluntary/Mandatory**

Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

0

**Investment required (unit currency – as specified in C0.4)**

0

**Payback period**

No payback

**Estimated lifetime of the initiative**

Ongoing

**Comment**

WSP UK encourages the use of rail travel as an alternative to air or road travel when feasible.

**C4.3c**

**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

Method	Comment
Internal price on carbon	<p>To orient and optimize decision making towards achieving WSP's GHG commitments, WSP USA has implemented an internal carbon fee. Each key WSP USA operational unit is charged a fee for carbon emissions associated with their business activities. The fees will be used to create a sustainable investment fund that will be used to invest in projects and initiatives that support our transition to a decarbonized business.</p> <p>The cost of carbon brings an internal awareness to all groups within WSP USA and incentivizes all groups accountable for carbon emissions to reduce their carbon impact. The cost of carbon can be used as an additional performance measure for the return on investment to make better informed business decisions. Assigning a cost will amplify the conversation of carbon throughout the firm and not only with those focused on sustainability.</p>
Other	<p>In 2021, WSP committed to net-zero greenhouse gas emissions across our value chain by 2040, from a 2018 base year, supported by science-based greenhouse gas (GHG) emission reduction targets for GHG emissions associated with WSP offices and business activities, including employee commuting, business travel and procurement. In 2022, WSP received approval for our net-zero target under the Science-Based Targets initiative's Net-Zero standard. WSP has also committed to estimate and reduce emissions associated with our designs and advice.</p> <p>Since 2019, we have formally engaged with leaders from each of our global operating regions to coordinate plans and actions to collectively achieve energy and emissions reductions. Global corporate function leaders contribute to strategies reducing emissions from our workplace fit-outs and operations, fleet selection and procurement activities.</p> <p>Building on reductions achieved to date, all WSP operating regions will implement measures over the coming years to reduce emissions from our operations and supply chain, and increase our proportion of electricity from renewable sources, in support of our targets. Details on our planned emission reduction initiatives and next steps are outlined in our Climate Transition Plan, which we published in 2022.</p>

**C4.5**

**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?**

Yes

**C4.5a**

**(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.**

**Level of aggregation**

Group of products or services

**Taxonomy used to classify product(s) or service(s) as low-carbon**

Other, please specify (Services that reduce client emissions)

**Type of product(s) or service(s)**

Other	Other, please specify (Services that reduce client emissions)
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**Description of product(s) or service(s)**

A key aspect of our business is developing sustainable client solutions. Some of the ways we help our clients avoid GHG emissions include designing low-carbon solutions for the built environment, providing expertise in clean energy and advising on resource management. One method we use to measure impact from client projects is to estimate % of SDG-Linked Revenues, defined as revenues earned from services that support the SDGs. This includes projects supporting social outcomes such as healthcare/education-related buildings. In 2022, approx. 59.3% of total annualized gross revenues was earned from these services. However, as reported in the SASB Index of our latest ESG Report, as of 31/12/22, our best estimate of revenues for "non-energy projects associated with climate change mitigation" is 18.7% of total annualized gross revenues (i.e. includes 12 months of revenues from businesses acquired during 2022). The estimate captures: low carbon infrastructure, public transit, sustainable infrastructure certifications, building retrofit and rehabilitation, green and/or sustainable building design services and certifications, sustainable industrial projects, decarbonization planning, carbon capture and storage, climate change mitigation, energy efficiency, ecology/biodiversity and sustainability & ESG strategy. This estimate excludes services associated with climate change adaptation and resilience. The estimated percentage is unaudited and based on a subset of our SDG-Linked Revenues

**Have you estimated the avoided emissions of this low-carbon product(s) or service(s)**

No

**Methodology used to calculate avoided emissions**

<Not Applicable>

**Life cycle stage(s) covered for the low-carbon product(s) or services(s)**

<Not Applicable>

**Functional unit used**

<Not Applicable>

**Reference product/service or baseline scenario used**

<Not Applicable>

**Life cycle stage(s) covered for the reference product/service or baseline scenario**

<Not Applicable>

**Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario**

<Not Applicable>

**Explain your calculation of avoided emissions, including any assumptions**

<Not Applicable>

**Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year**

18.7

**C5. Emissions methodology**

**C5.1**

**(C5.1) Is this your first year of reporting emissions data to CDP?**

No

**C5.1a**



**(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?**

**Row 1**

**Has there been a structural change?**

Yes, an acquisition

**Name of organization(s) acquired, divested from, or merged with**

During the year ended December 31, 2021, WSP completed six acquisitions: tk1sc; Earth Consulting Group; Golder Associates (the "Golder Acquisition"); Knight Partners; b+p baurealisation; and Englekirk Structural Engineers.

**Details of structural change(s), including completion dates**

Companies which have been acquired within the reporting period are omitted from WSP Global's GHG Inventory and are included after a full calendar year of ownership by WSP (e.g., 2021 acquisitions are included in the 2022 reporting year inventory). WSP updates emissions to account for acquisition-related structural changes. The emissions from the facilities, fleet and business travel of the acquired entity will be added to the reporting year back to the 2018 base year. Base year emissions for acquired facilities (including associated scope 3 categories of fuel- and energy-related activities and waste generated in operations), fleets, purchased goods and services, capital goods, business travel and employee commuting will ideally be calculated using actual consumption data for the base year. If this is unavailable, the earliest year of facility data will be used and kept constant back to the base year. For fleets, purchased goods and services, capital goods, business travel and employee commuting, if no actual data are available, WSP travel data will be pro-rated to account for acquisitions, based on acquisition headcount by region.

**C5.1b**

**(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?**

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in methodology	<p>There were several methodological changes which included:</p> <ol style="list-style-type: none"> <li>1) Due to the significant increase in inflation since 2018, the US EEIO emissions factors are in kgCO2e/2018USD, a conversion of the emissions factor to kgCO2e/Reporting year USA was added for all years. All previous years are now calculated using this conversion factor. This affected Scope 3 Categories 1 and 2</li> <li>2) Updated CBECs values for electricity estimation. Previous inventories used 2012 CBECs values. EPA released new 2018 values in February 2023.</li> <li>3) In 2022, an employee commuting survey was sent out to gain actual data for emissions calculations rather than making assumptions. This data was incorporated for all years. This affected Scope 3, Category 7.</li> <li>4) Scope 3, Category 3: US upstream Cooling Emissions Factor was not in the correct units. Unit was not properly converted from kg CO2e/kWh to lb CO2e/MWh.</li> <li>5) Added US ground transportation data for personal mileage and taxi/bus/subway expenditures for years 2018-2021.</li> <li>6) For purchased goods and services and capital goods, where possible, spend data was obtained for countries back to the base year to update the calculation method from using an FTE estimation to using actual spend data. Additionally if a country had spend data for any year, the calculations were updated to use a country specific FTE based estimate rather than a global FTE estimation.</li> <li>7) For purchased goods and services and capital goods, pass through spend such as compensation and insurance premiums were removed from the spend used for the emissions calculations as there are no emissions associated with these activities. Previously these categories were not able to be separated out and removed, and this was a methodology improvement this year.</li> </ol>

**C5.1c**

**(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?**

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	Yes	Scope 1 Scope 2, location-based Scope 2, market-based Scope 3	WSP's base year for its GHG inventory is 2018. WSP will follow the guidelines in the GHG Protocol Corporate Standard for adjusting the base year GHG inventory. The base year inventory will be adjusted in response to any structural or methodological changes if the resulting adjustment is more than 0.5% of base year emissions. Adjustments less than this threshold are considered insignificant and will be decided case by case.	Yes

**C5.2**

**(C5.2) Provide your base year and base year emissions.**

**Scope 1**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

32846

**Comment**

**Scope 2 (location-based)**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

41658

**Comment**

**Scope 2 (market-based)**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

43655

**Comment**

**Scope 3 category 1: Purchased goods and services**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

283489

**Comment**

**Scope 3 category 2: Capital goods**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

36990

**Comment**

**Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

11976

**Comment**

**Scope 3 category 4: Upstream transportation and distribution**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 5: Waste generated in operations**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

2934

**Comment**

**Scope 3 category 6: Business travel**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

47477

**Comment**

**Scope 3 category 7: Employee commuting**

**Base year start**

January 1 2018

**Base year end**

December 31 2018

**Base year emissions (metric tons CO2e)**

60272

**Comment**

**Scope 3 category 8: Upstream leased assets**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 9: Downstream transportation and distribution**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 10: Processing of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 11: Use of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 12: End of life treatment of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 13: Downstream leased assets**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 14: Franchises**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 15: Investments**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3: Other (upstream)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3: Other (downstream)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**C5.3**

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**(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

**C6. Emissions data**

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**C6.1**

---

**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

**Reporting year**

**Gross global Scope 1 emissions (metric tons CO2e)**

34665

**Start date**

January 1 2022

**End date**

December 31 2022

**Comment**

**Past year 1**

**Gross global Scope 1 emissions (metric tons CO2e)**

29912

**Start date**

January 1 2021

**End date**

December 31 2021

**Comment**

**C6.2**

---

**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

**Row 1**

**Scope 2, location-based**

We are reporting a Scope 2, location-based figure

**Scope 2, market-based**

We are reporting a Scope 2, market-based figure

**Comment**

## C6.3

---

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

### Reporting year

#### Scope 2, location-based

27935

#### Scope 2, market-based (if applicable)

16869

#### Start date

January 1 2022

#### End date

December 31 2022

#### Comment

### Past year 1

#### Scope 2, location-based

25959

#### Scope 2, market-based (if applicable)

20818

#### Start date

January 1 2021

#### End date

December 31 2021

#### Comment

## C6.4

---

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

## C6.5

---

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

### Purchased goods and services

#### Evaluation status

Relevant, calculated

#### Emissions in reporting year (metric tons CO2e)

223989

#### Emissions calculation methodology

Spend-based method

#### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### Please explain

Regional spend data is collected by WSP's Procurement Manager, Corporate Services. Spend is converted from local currencies to United States dollars (USD) using exchange rates as at December 31 of the reporting period. Spend is categorized according to the summary industry categories provided by the US EPA Supply Chain GHG Emission Factors for US Industries and Commodities, then multiplied by the associated emission factors in kgCO2e per 2018 USD. Spend associated with emissions reported under another category is omitted, to avoid double-counting of those emissions. Quantification Methodology: Purchased Goods and Services (mass CO2e) = Spend (\$USD) x Emission factor (mass CO2e per \$USD).

## Capital goods

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

28988

### Emissions calculation methodology

Spend-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Regional spend data is collected by WSP's Procurement Manager, Corporate Services. Spend is converted from local currencies to United States dollars (USD) using exchange rates as at December 31 of the reporting period. Spend is categorized according to the summary industry categories provided by the US EPA Supply Chain GHG Emission Factors for US Industries and Commodities, then multiplied by the associated emission factors in kgCO2e per 2018 USD. Spend associated with emissions reported under another category is omitted to avoid double-counting of those emissions. Quantification Methodology: Capital Goods (mass CO2e) = Spend (\$USD) x Emission factor (mass CO2e per \$USD)

## Fuel-and-energy-related activities (not included in Scope 1 or 2)

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

11874

### Emissions calculation methodology

Fuel-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

The FERA emissions are calculated using the data collected for Scope 1 and 2 emissions.

**ELECTRICITY – UPSTREAM AND T&D EMISSIONS** In the US, upstream electricity emission factors are available from the Argonne Labs GREET1 model most specific to the reporting year. Outside the US, upstream electricity emission factors are not available, so they are estimated. Upstream Quantification Methodology: Upstream Electricity Emissions (mass of CO2e) = Electricity purchased per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO2e) = Electricity purchased per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO2e per MWh)

**CHILLED WATER / DISTRICT COOLING – UPSTREAM AND T&D EMISSIONS** We calculate upstream emissions from the fuels used to generate electricity, which is an input to district cooling. Upstream Quantification Methodology: Upstream Chilled Water/District Cooling Emissions (mass of CO2e) = Chilled Water/District Cooling consumed per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO2e) = Chilled Water/District Cooling consumed per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO2e per MWh)

**STEAM / DISTRICT HEATING – UPSTREAM AND T&D EMISSIONS** We calculate upstream emissions from the natural gas used to generate the heat or steam. Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO2e) = Steam/District Heating consumed (MMBTU) x T&D Loss Factor (mass of CO2e per MMBTU)

**FUELS – UPSTREAM EMISSIONS** Upstream fuel emission factors are available for each fuel type calculated for from the Argonne Labs GREET1 model. Separate emission factors are available for fuels used in the US and outside the US. Quantification Methodology: US (or Non-US) [Fuel Type] Upstream Emissions (mass of CO2e) = US (or Non-US) [Fuel Type] consumption (associated UOM) x US (or Non-US) upstream energy loss stationary (or mobile) fuels emission factors (mass of CO2e per associated UOM)

## Upstream transportation and distribution

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Any emissions associated with this category are already included in category 1 totals.

## Waste generated in operations

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

1351

### Emissions calculation methodology

Waste-type-specific method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Data for waste generated in operations are obtained from individual facilities. Where data are not available, the average waste intensity per square foot from facilities reporting data (2018 baseline) is multiplied by the floor area of facilities not reporting data, to estimate total waste generated. To avoid overstating waste diversion in estimates, it is assumed all waste is sent to landfill. For 2020, estimates are reduced by 64% based on WSP Global's average office occupancy of 36%. Quantification Methodology: Waste generated emissions (mass CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O) = Weight of waste generated (short tons) x Emission factor (mass CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O per short ton)

## Business travel

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

26464

### Emissions calculation methodology

Fuel-based method

Distance-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

AIR TRAVEL Activity data for distance travelled via airplanes for WSP business travel is collected from each region. Quantification Methodologies: Air travel emissions (mass CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O) = Distance travelled (pass-km) x Emission factor (mass CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O per pass-km)

VEHICLE TRAVEL Activity data for vehicles not owned or operated by WSP, but used for business travel, is collected from each region. Quantification Methodologies: Gasoline emissions (mass CO<sub>2</sub>) = Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO<sub>2</sub> per MMBtu) Gasoline emissions (mass CH<sub>4</sub>/N<sub>2</sub>O) = Distance travelled (km) x Emission factor (mass CH<sub>4</sub>/N<sub>2</sub>O per km)

RAIL TRAVEL Activity data for distance travelled via railway for WSP business travel is collected from each region. Quantification Methodologies: Rail travel emissions (mass CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O) = Distance travelled (pass-km) x Emission factor (mass CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O per pass-km)

## Employee commuting

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

42251

### Emissions calculation methodology

Distance-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

EMPLOYEE COMMUTING Average commuting distance and percentage of associates per transportation mode were obtained from various country-specific transportation/commuting data sources for countries where actual employee commuting survey data were not available. These countries used the assumptions from the closest geographic country. Total FTE per country are provided in an annual Headcount Report provided by the Head of Group HR Projects for WSP. Where FTE is not provided for a country in the report, the floor area proportion of the facilities for that year are used and multiplied by the appropriate FTE. For 2020, the average office occupancy percentages per month were provided by WSP's Global Project Program Manager to account for reduced commuting during the COVID-19 pandemic. Emissions were calculated by multiplying the miles traveled per transportation mode by the emission factor for the mode of transportation. Typical Quantification Methodology: DISTANCE TRAVELED PER YEAR PER MODE = COUNTRY FTE X % USE PER COMMUTING MODE X AVERAGE DISTANCE TRAVELED PER YEAR (MILES) 2020 COVID-19 Quantification Methodology: DISTANCE TRAVELED PER YEAR PER MODE = COUNTRY FTE X % USE PER COMMUTING MODE X AVERAGE DISTANCE TRAVELED ROUNDTRIP (MILES) X COMMUTING DAYS PER YEAR / 12 X SUM OF THE OFFICE OCCUPANCY PERCENTAGES FOR THE YEAR (%) / 12

WORK FROM HOME The calculation is mainly based on publicly available data (OECD, EPA, IEA, and EIA), employee FTE by country, and various assumptions and calculated for the first time beginning in 2020. Emissions from the use of laptops, monitors, light bulbs, and HVAC by employees at home were also included in commuting emission category to account for the lack of typical commuting emissions due to work from home. Quantification Methodology: 1 Gather total FTE and average remote hours worked per year by country or state/province (data provided by OECD); 2 Identify the electric region/subregion and climate region by country or state/province; 3 Estimate plug load and lighting consumption; 4 Estimate floor area for remote workspace; 5 Calculate HVAC Energy Intensity Factors; 6 Estimate energy consumption per sq. ft from HVAC; 7 Calculate annual consumption per remote worker by resource type and multiply by the average office vacancy percentage for the year; 8 Apply necessary GHG factors to determine emissions.

**Upstream leased assets****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Emissions from upstream leased assets are included within our operational control boundary of Scope 1 and Scope 2 emissions.

**Downstream transportation and distribution****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not have any significant emissions from downstream transportation and distribution.

**Processing of sold products****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We provide services which do not have "processing" emissions once sold to our clients.

**Use of sold products****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Our sold products do not generate emissions.

**End of life treatment of sold products****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We provide services which do not generate end of life emissions.



**Downstream leased assets****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not own any assets that are leased to others.

**Franchises****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not operate any franchises.

**Investments****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not have any significant emissions from investment activities. We include emissions from joint ventures in Scope 1 and Scope 2 emissions.

**Other (upstream)****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain****Other (downstream)****Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain****C6.7****(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

No

**C6.10**

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

**Intensity figure**

0.0000043187

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

51534

**Metric denominator**

unit total revenue

**Metric denominator: Unit total**

11932900

**Scope 2 figure used**

Market-based

**% change from previous year**

12

**Direction of change**

Decreased

**Reason(s) for change**

Other emissions reduction activities

**Please explain**

Scope 1 and 2 (market-based) emissions per dollar revenue decreased by 12% between 2021 and 2022. The emission reductions were driven by emission reduction activities such as increased renewable energy consumption.

---

**Intensity figure**

0.7784644484

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

51534

**Metric denominator**

full time equivalent (FTE) employee

**Metric denominator: Unit total**

66200

**Scope 2 figure used**

Market-based

**% change from previous year**

16

**Direction of change**

Decreased

**Reason(s) for change**

Other emissions reduction activities

**Please explain**

Scope 1 and 2 (market-based) emissions per employees decreased by 16% between 2021 and 2022. The emission reductions were driven by emission reduction activities such as increased renewable energy consumption.

---

**Intensity figure**

0.0061319956

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

51534

**Metric denominator**

square foot

**Metric denominator: Unit total**

8404172

**Scope 2 figure used**

Market-based

**% change from previous year**

1

**Direction of change**

Decreased

**Reason(s) for change**

Other emissions reduction activities

**Please explain**

Scope 1 and 2 (market-based) emissions per square foot decreased by 1% between 2021 and 2022. The emission reductions were driven by emission reduction activities such as increased renewable energy consumption.

---

## C7. Emissions breakdowns

### C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

### C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	31860	IPCC Fourth Assessment Report (AR4 - 100 year)
CH4	11	IPCC Fourth Assessment Report (AR4 - 100 year)
N2O	86	IPCC Fourth Assessment Report (AR4 - 100 year)
HFCs	2708	IPCC Fourth Assessment Report (AR4 - 100 year)

### C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Canada	10882
Americas	17938
Other, please specify (EMEIA (Nordics, Europe, the Middle East, India and Africa))	3782
Asia Pacific (or JAPA)	2063

### C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

### C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Stationary Combustion	10252
Mobile Combustion	22010
Building Refrigerants	2404

### C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Americas	9024	1632
Canada	3887	394
Other, please specify (EMEIA (Nordics, Europe, the Middle East and Asia))	7897	8852
Asia Pacific (or JAPA)	7127	5990

### C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Electricity	25749	14813
District Heating	2135	2002
District Cooling	51	53

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	5584	Decreased	11	There was an 11.0% decrease in absolute scope 1 and 2 (market-based) emissions associated with an increase in the purchase of renewable energy credits (REC). The decrease was due to 5,584 mtCO2e purchase of RECs. Our total Scope 1 and 2 re-baselined emissions in the previous year 2021 are 50,730 mtCO2e, therefore we arrived at 11% through $(5584 / 50,730) * 100 = 11.0\%$
Other emissions reduction activities	939	Decreased	1.9	There was a 1.9% reduction in scope 1 and 2 (market-based) emissions associated with various emission reduction activities including office consolidation, public commuting and fleet vehicle efficiency. Our total Scope 1 and Scope 2 re-baselined emissions in the previous year 2021 are 50,730 mtCO2e, therefore we arrived at 3% through $(939 / 50,730) * 100 = 1.9\%$
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output	7613	Increased	15	There was an increase in electricity consumption due to new offices being opened and fleet usage resulting in an increase of 7,613 mtCO2e. Taking the 2021 re-baselined emissions of 50,730 we arrived at 15.0% through $(7,613 / 50,730) * 100 = 15.0\%$
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other	287	Decreased	0.6	There was a decrease in district heating and district cooling usage resulting in a 287 mtCO2e reduction. Our total Scope 1 and 2 emissions in the previous year 2021 is 50,730 mtCO2e therefore we arrived at 0.6% through $(287 / 50,730) * 100 = 0.6\%$

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**

More than 0% but less than or equal to 5%

C8.2

**(C8.2) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	No

C8.2a

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	142213	142213
Consumption of purchased or acquired electricity	<Not Applicable>	32270	95099	127369
Consumption of purchased or acquired heat	<Not Applicable>	0	11780	11780
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	0	422	422
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	32270	249514	281784

C8.2b

**(C8.2b) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other biomass**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other renewable fuels (e.g. renewable hydrogen)**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Coal**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Oil**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

43257

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Gas**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

98956

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other non-renewable fuels (e.g. non-renewable hydrogen)**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Total fuel**

**Heating value**

HHV

**Total fuel MWh consumed by the organization**

142213

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**C8.2e**

---

**(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.**

**Country/area of low-carbon energy consumption**

Hong Kong SAR, China

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Renewable energy mix, please specify (hydro, solar and wind)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

393

**Tracking instrument used**

GEC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

China

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Sweden

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

2004

**Tracking instrument used**

GO

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Sweden

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**



Sweden

**Sourcing method**

Other, please specify (Green product through supplier)

**Energy carrier**

Electricity

**Low-carbon technology type**

Hydropower (capacity unknown)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

168

**Tracking instrument used**

GO

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Sweden

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Netherlands

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

173

**Tracking instrument used**

GO

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Netherlands

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

United States of America

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

18360

**Tracking instrument used**

US-REC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

United States of America

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

Yes

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2017

**Comment**

---

**Country/area of low-carbon energy consumption**

United States of America

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Hydropower (capacity unknown)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

2283

**Tracking instrument used**

US-REC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

United States of America

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Canada

**Sourcing method**

Financial (virtual) power purchase agreement (VPPA)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

226

**Tracking instrument used**

US-REC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Canada

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Canada

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

6640

**Tracking instrument used**

US-REC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

United States of America

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

Yes

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2017

**Comment**

---

**Country/area of low-carbon energy consumption**

Australia

**Sourcing method**

Other, please specify (green tariff)

**Energy carrier**

Electricity

**Low-carbon technology type**

Renewable energy mix, please specify (Solar and wind)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

1063

**Tracking instrument used**

Australian LGC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Australia

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Norway

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Renewable energy mix, please specify (solar, wind, hydro)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

113

**Tracking instrument used**

GO

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Norway

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Norway

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Hydropower (capacity unknown)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

53

**Tracking instrument used**

GO

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Norway

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

United States of America

**Sourcing method**

Financial (virtual) power purchase agreement (VPPA)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

733

**Tracking instrument used**

US-REC

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

United States of America

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or re-powering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

United Kingdom of Great Britain and Northern Ireland

**Sourcing method**

Other, please specify (Green tariffs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Renewable energy mix, please specify (Wind and solar)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

62

**Tracking instrument used**

GO

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

United Kingdom of Great Britain and Northern Ireland

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or re-powering)**

<Not Applicable>

**Comment**

---

## C8.2g

---

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

**Country/area**

Australia

**Consumption of purchased electricity (MWh)**

4942

**Consumption of self-generated electricity (MWh)**

0

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

**Consumption of purchased heat, steam, and cooling (MWh)**

0

**Consumption of self-generated heat, steam, and cooling (MWh)**

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

4942

---

**Country/area**

Canada

**Consumption of purchased electricity (MWh)**

35530

**Consumption of self-generated electricity (MWh)**

0

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

**Consumption of purchased heat, steam, and cooling (MWh)**

0

---

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

35530

---

Country/area

China

Consumption of purchased electricity (MWh)

1401

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1401

---

Country/area

New Zealand

Consumption of purchased electricity (MWh)

4041

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4041

---

Country/area

Sweden

Consumption of purchased electricity (MWh)

5893

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

5305

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

11198

---

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

5208

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5208

---

---

**Country/area**

United States of America

**Consumption of purchased electricity (MWh)**

21377

**Consumption of self-generated electricity (MWh)**

0

**Is this electricity consumption excluded from your RE100 commitment?**

&lt;Not Applicable&gt;

**Consumption of purchased heat, steam, and cooling (MWh)**

4490

**Consumption of self-generated heat, steam, and cooling (MWh)**

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**25867

---

**Country/area**

Other, please specify (Rest of World)

**Consumption of purchased electricity (MWh)**

16708

**Consumption of self-generated electricity (MWh)**

0

**Is this electricity consumption excluded from your RE100 commitment?**

&lt;Not Applicable&gt;

**Consumption of purchased heat, steam, and cooling (MWh)**

2407

**Consumption of self-generated heat, steam, and cooling (MWh)**

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**19115

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**C9. Additional metrics**

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**C9.1**

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**(C9.1) Provide any additional climate-related metrics relevant to your business.****C10. Verification**

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**C10.1**

---

**(C10.1) Indicate the verification/assurance status that applies to your reported emissions.**

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

**C10.1a**

---

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf

**Page/ section reference**

All

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

---

## C10.1b

---

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

**Scope 2 approach**

Scope 2 location-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf

**Page/ section reference**

All

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

---

**Scope 2 approach**

Scope 2 market-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf

**Page/ section reference**

All

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

---

## C10.1c

---

**(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.**

**Scope 3 category**

- Scope 3: Purchased goods and services
- Scope 3: Capital goods
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Waste generated in operations
- Scope 3: Business travel
- Scope 3: Employee commuting

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf

**Page/section reference**

All

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

**C10.2**

**(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?**

Yes

**C10.2a**

**(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?**

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C5. Emissions performance	Renewable energy products	ISO 14064-3	WSP has chosen to verify our renewable energy procured so that there is confidence and transparency in our Scope 2 market-based emissions. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C8. Energy	Energy consumption	ISO 14064-3	WSP has chosen to verify our natural gas use so that there is confidence and transparency in our energy use. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C8. Energy	Energy consumption	ISO 14064-3	WSP has chosen to verify our other fuels (diesel, kerosene, liquified petroleum gas) use so that there is confidence and transparency in our energy use. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C8. Energy	Energy consumption	ISO 14064-3	WSP has chosen to verify our electricity use so that there is confidence and transparency in our energy use. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C8. Energy	Energy consumption	ISO 14064-3	WSP has chosen to verify our heating use so that there is confidence and transparency in our energy use. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C8. Energy	Energy consumption	ISO 14064-3	WSP has chosen to verify our cooling use so that there is confidence and transparency in our energy use. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C8. Energy	Energy consumption	ISO 14064-3	WSP has chosen to verify our total office energy consumption so that there is confidence and transparency in the values we are reporting. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C5. Emissions performance	Energy consumption	ISO 14064-3	WSP has chosen to verify our transportation fuel use so that there is confidence and transparency in the values we are reporting. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C5. Emissions performance	Renewable energy products	ISO 14064-3	WSP has chosen to verify our purchased and on-site renewable energy so that there is confidence and transparency in the values we are reporting. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf
C5. Emissions performance	Other, please specify (carbon offsets)	ISO 14064-3	WSP has chosen to verify our carbon offset purchases so that there is confidence and transparency in the values we are reporting. wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf

wsp-ry2018-and-ry2022-ghg-emissions-verification-opinion.pdf

**C11. Carbon pricing**

**C11.1**



**(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

No, and we do not anticipate being regulated in the next three years

**C11.2**

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**(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?**

Yes

**C11.2a**

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**(C11.2a) Provide details of the project-based carbon credits canceled by your organization in the reporting year.**

**Project type**

HFCs

**Type of mitigation activity**

Carbon removal

**Project description**

HFC reduction in foam blowing in the USA

**Credits canceled by your organization from this project in the reporting year (metric tons CO2e)**

25000

**Purpose of cancellation**

Voluntary offsetting

**Are you able to report the vintage of the credits at cancellation?**

Yes

**Vintage of credits at cancellation**

2022

**Were these credits issued to or purchased by your organization?**

Purchased

**Credits issued by which carbon-crediting program**

ACR (American Carbon Registry)

**Method(s) the program uses to assess additionality for this project**

Consideration of legal requirements

Barrier analysis

Market penetration assessment

**Approach(es) by which the selected program requires this project to address reversal risk**

Monitoring and compensation

**Potential sources of leakage the selected program requires this project to have assessed**

Not assessed

**Provide details of other issues the selected program requires projects to address**

Directly from the ACR Standard: "ACR's environmental and social impact requirements reflect the acknowledgment in the eleventh preambular paragraph of the Paris Agreement that climate change is a common concern of humankind and therefore actions to address climate change should address these impacts including on human rights, the rights of indigenous peoples, local communities, children, people in vulnerable situations, as well as gender equality, empowerment of women and intergenerational equity."

In addition, ACR requires that GHG projects adhere to defined environmental and social safeguards best practices as listed in their standard.

**Comment**

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**Project type**

Forest ecosystem restoration

**Type of mitigation activity**

Carbon removal

**Project description**

18 Reserves improved forest management carbon project in Ohio, USA

**Credits canceled by your organization from this project in the reporting year (metric tons CO2e)**

273

**Purpose of cancellation**

Voluntary offsetting

**Are you able to report the vintage of the credits at cancellation?**

Yes

**Vintage of credits at cancellation**

2020

**Were these credits issued to or purchased by your organization?**

Purchased

**Credits issued by which carbon-crediting program**

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ACR (American Carbon Registry)

**Method(s) the program uses to assess additionality for this project**

Consideration of legal requirements

Barrier analysis

Market penetration assessment

**Approach(es) by which the selected program requires this project to address reversal risk**

Monitoring and compensation

**Potential sources of leakage the selected program requires this project to have assessed**

Not assessed

**Provide details of other issues the selected program requires projects to address**

Directly from the ACR Standard: "ACR's environmental and social impact requirements reflect the acknowledgment in the eleventh preambular paragraph of the Paris Agreement that climate change is a common concern of humankind and therefore actions to address climate change should address these impacts including on human rights, the rights of indigenous peoples, local communities, children, people in vulnerable situations, as well as gender equality, empowerment of women and intergenerational equity."

In addition, ACR requires that GHG projects adhere to defined environmental and social safeguards best practices as listed in their standard.

**Comment**

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**C11.3**

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**(C11.3) Does your organization use an internal price on carbon?**

Yes

**C11.3a**

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**(C11.3a) Provide details of how your organization uses an internal price on carbon.**

**Type of internal carbon price**

Internal fee

**How the price is determined**

Other, please specify (The average flight in the UK produces approximately 1 tonne of CO2e. We have used this estimate to report our price per metric tonne)

**Objective(s) for implementing this internal carbon price**

Change internal behavior

Other, please specify (Carbon pricing has been used to fund donations to the WSP Foundation as well as Humanitarian Aid Charities. )

**Scope(s) covered**

Scope 3 (downstream)

**Pricing approach used – spatial variance**

Uniform

**Pricing approach used – temporal variance**

Static

**Indicate how you expect the price to change over time**

<Not Applicable>

**Actual price(s) used – minimum (currency as specified in C0.4 per metric ton CO2e)**

328

**Actual price(s) used – maximum (currency as specified in C0.4 per metric ton CO2e)**

328

**Business decision-making processes this internal carbon price is applied to**

Other, please specify (employee business travel)

**Mandatory enforcement of this internal carbon price within these business decision-making processes**

Yes, for all decision-making processes

**Explain how this internal carbon price has contributed to the implementation of your organization's climate commitments and/or climate transition plan**

The flight carbon levy has been in place since 2019 with the 10% care mileage levy coming into play in April 2022. These initiatives are helping to fund WSP UK's charitable activities under WSP Foundation and Humanitarian Aid.

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**Type of internal carbon price**

Internal fee

**How the price is determined**

Benchmarking against peers

**Objective(s) for implementing this internal carbon price**

Change internal behavior

**Scope(s) covered**

Scope 1

Scope 2

Scope 3 (upstream)

**Pricing approach used – spatial variance**

Uniform

**Pricing approach used – temporal variance**

Static

**Indicate how you expect the price to change over time**

<Not Applicable>

**Actual price(s) used – minimum (currency as specified in C0.4 per metric ton CO2e)**

13.57

**Actual price(s) used – maximum (currency as specified in C0.4 per metric ton CO2e)**

13.57

**Business decision-making processes this internal carbon price is applied to**

Operations

Other, please specify (Employee business travel )

**Mandatory enforcement of this internal carbon price within these business decision-making processes**

Yes, for all decision-making processes

**Explain how this internal carbon price has contributed to the implementation of your organization's climate commitments and/or climate transition plan**

In 2022, we implemented a \$10 USD per mtCO2e carbon price on scope 1, scope 2 and scope 3 business travel emissions in the U.S. The fee will be used to pay for the cost of renewable energy certificates, initiatives to reduce GHG emissions without our operations and supply chain and/or fund labor for the corporate sustainability team. This internal fee will provide financial incentive for business units to reduce their carbon emissions. Furthermore, the money from the carbon fee will be earmarked to a dedicated sustainability and carbon investment budget used to fund applications to implement decarbonization projects.

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**C12. Engagement**

C12.1

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**(C12.1) Do you engage with your value chain on climate-related issues?**

Yes, our suppliers

Yes, our customers/clients

Yes, other partners in the value chain

C12.1a

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**(C12.1a) Provide details of your climate-related supplier engagement strategy.**

**Type of engagement**

Information collection (understanding supplier behavior)

**Details of engagement**

Collect GHG emissions data at least annually from suppliers

Collect targets information at least annually from suppliers

**% of suppliers by number**

0.9

**% total procurement spend (direct and indirect)**

45

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**

In 2022, WSP developed a Low-Carbon Supplier Engagement Plan with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire, and engage key suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. These expectations have been included in WSP's Business Partner Code, and will be included in other procurement documents such as RFP templates, and Terms and Conditions. Execution of the plan is expected to enable WSP to improve scope 3 emissions calculations over time and work with suppliers to reduce their emissions to achieve our scope 3 emissions reduction target. We began implementation of the plan in 2023, prioritizing engagement with around 350 of our largest suppliers.

Our rationale was to focus on our largest suppliers by spend as well as all of our global suppliers. WSP has around 40,000 suppliers, many of which are small subcontractors that support WSP projects. For 2023, we focused on key suppliers with over \$1MM in spend with WSP as well as all of our global suppliers. The invited suppliers represent about 45% of WSP's total spend.

By the end of 2022, approximately 87% of WSP was covered by our business partner vetting systems and over 28,800 active business partners had been vetted.

**Impact of engagement, including measures of success**

One measure of success is to collect climate change and carbon information at least annually from key suppliers. Going forward, we will measure success as the annual collection of carbon information from our key suppliers through the CDP Climate Change questionnaire.

In 2023, WSP became a CDP supply chain member and launched its Supplier Low-Carbon Engagement Plan, inviting around 350 of our key suppliers to respond to CDP and encouraging them to set SBTi targets as well as Renewable Energy targets.

**Comment**

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**Type of engagement**

Engagement & incentivization (changing supplier behavior)

**Details of engagement**

Run an engagement campaign to educate suppliers about climate change

Provide training, support, and best practices on how to make credible renewable energy usage claims

Provide training, support, and best practices on how to set science-based targets

**% of suppliers by number**

0.9

**% total procurement spend (direct and indirect)**

45

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**

In 2023, we engaged our suppliers via a series of emails and held four webinars. The first webinar was held jointly with CDP to explain our supplier requirements and introduce suppliers to CDP. The second webinar was a training session on how to prepare a GHG inventory. We also developed an Excel-based GHG inventory tool for suppliers to use and provided other resources. The third webinar was a training session on how to set science-based targets and procure renewable electricity. The fourth webinar was held jointly with CDP and provided training on how to use the CDP portal.

Our rationale was to focus on our largest suppliers by spend as well as all of our global suppliers. WSP has around 40,000 suppliers, many of which are small subcontractors that support WSP projects. For 2023, we focused on key suppliers with over \$1MM in spend with WSP as well as all of our global suppliers. The invited suppliers represent about 45% of WSP's total spend.

**Impact of engagement, including measures of success**

One measure of success is to collect climate change and carbon information at least annually from suppliers. Going forward, we will measure success as the annual collection of carbon information from our key suppliers through the CDP Climate Change questionnaire.

In 2023, WSP became a CDP supply chain member and launched its Low-Carbon Supplier Engagement Plan, inviting around 350 of our key suppliers to respond to CDP and encouraging them to set SBTi targets as well as Renewable Energy targets.

We held four webinars for our suppliers in 2023 that were collectively attended or viewed approximately 225 times.

**Comment**

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**C12.1b**

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**(C12.1b) Give details of your climate-related engagement strategy with your customers.**

**Type of engagement & Details of engagement**

Collaboration & innovation	Run a campaign to encourage innovation to reduce climate change impacts
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**% of customers by number**

30

**% of customer - related Scope 3 emissions as reported in C6.5**

**Please explain the rationale for selecting this group of customers and scope of engagement**

WSP's Future Ready® program addresses future trends in climate, society, technology and resources. Supporting tools and materials are available to employees to ensure that we provide future-focused and resilient project solutions. When WSP employees are submitting a response to a Request for Proposal (RFP) to a client, internal supporting materials are used to assess the relevancy of Future Ready® for the client and their project. Future trends are applied to the project to determine if there are design solutions that would be more resilient than the standard approach. Where this is relevant, a future-focused design solution is proposed to the client. In 2023, we published a book, Future Ready: Your organization's guide to rethinking climate, resilience and sustainability. The book serves as a guide for business, government and other infrastructure organization leaders to set and implement sustainability and resilience strategies in complex projects and operating environments. To date, we believe that our Future Ready® program has reached approximately 30% of our clients. We have come to this estimate based on the fact that all WSP regions have implemented the program as of 2020; the number of attendees in our innovation labs; the amount of internal training and education with our employees on how to educate our customers; the number of RFPs that include information about our Future Ready® program; the number of white papers published on Future Ready® topics such as Decarbonizing Transport: The Shared Path; the number of Future Ready® workshops held and other outreach campaigns such as Future Ready® Landscapes and more. To date, we are still working to implement systems to track this number more precisely but we believe this to be a conservative estimate. WSP strives to embed Future Ready® throughout our project delivery process. Our goal is to embed Future Ready® into all our clients' projects over time. Our rationale for selecting all of our clients is that we believe the Future Ready® can be applied on all our projects across the world.

**Impact of engagement, including measures of success**

We are able to track the clients and projects that are engaged in this manner through our internal pursuit and project management systems. In this way, we can identify the types of project and clients where a Future Ready® approach, one which proactively addresses future trends, is relevant and desired. We measure success based on the number of projects that apply Future Ready®. Our goal is to continually increase the number of projects that apply Future Ready® over time, until it is offered where relevant in all of our project delivery. In 2021, we continued to design and advise on a multitude of Future Ready® projects across the global business, supported by internal "Future Ready® Innovation Labs" and Future Ready® training. In 2022, we expanded our Global Future Ready® Program Team and continued to train employees. A company-specific description of how we are working to meet our measure of success is that in 2021, we prepared a new, three-module Future Ready® Project Management course to enhance the knowledge of Future Ready® application. Approximately 480 employees had completed our 6-hour Future Ready® project manager course and approximately 59% of employees globally had completed our Future Ready® e-Learning course by December 31, 2022. In addition, around 8,500 colleagues joined a Future Ready® webinar or innovation lab during the year. These internal educational sessions provide insight on Future Ready® topics from experts across our global business. Future Ready Innovation Lab topics included retrofitting sustainability into urban environments, low-carbon urban freight management and low-carbon construction.

**C12.1d**

## **(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.**

Through WSP's Future Ready® program, we have been engaging with other partners in the value chain. Future Ready® is an innovation program, created by WSP, that encourages and enables our staff to see the future more clearly through a series of trends, prepare for this future today by addressing these in our project solutions, and support our clients and the communities they serve to lead the way in innovating towards a changing future. By considering current, emerging and anticipated trends in the categories of climate, society, technology and resources, our Future Ready® approach ensures the designs and deliverables we produce not only meet today's codes and standards but are also ready for an uncertain and changing future. We know that the future climate is one of extremes, generally becoming warmer, wetter and more stormy, though local variations can be quite unique. Through Future Ready®, we aim to identify these future trends for our projects and clients and ensure that we address them in a way that builds resilience to climate change as much as possible. Where necessary and where possible, we engage external partners to support and advise on our vision of the future, and align on best practice to design for it today.

WSP established Future Ready® in the UK over eight years ago and has been developing the program ever since. WSP launched Future Ready® in Canada at the end of 2017, and globally as of 2020. We continued to demonstrate thought leadership by researching and documenting key future trends and by applying Future Ready® on projects across the world.

In November 2019, WSP UK convened and launched the environmental Sector's 'Pledge to Net Zero', at the time the first industry-level commitment requiring science-based targets from its signatories. Pledge To Net Zero is a [Partner organisation](#) to the United Nations Framework Convention on Climate Change's (UNFCCC) Race To Zero programme.

Membership of Pledge to Net Zero expanded to 138 signatories at the end of 2022, including the Royal Botanic Gardens, Kew and RPS Consulting.

Signatories commit to three things:

1. Set and commit to deliver a greenhouse gas target in line with a 1.5°C climate change scenario.
2. Publicly report greenhouse gas emissions and progress against this target each year.
3. Publish one piece of research, thought leadership or mentoring (smaller businesses) each year on practical steps to delivering an economy in line with climate science and in support of net zero carbon.

Our main focus in Pledge To Net Zero is to share knowledge and enable our sector to take fast action on greenhouse gas emissions. Key successes in 2022 include

- One-to-one support for smaller members on measuring their carbon footprint – scope 3 especially.
- Developing a scope 3 emission calculator for our Irish members.
- Publishing a number of case studies on practical action and sharing these on webinars open for all.
- Providing clear briefings on key climate events, especially COP27.

We run an annual report-back process for our members each year. This helps maintain the integrity of Pledge To Net Zero and also allows us to keep building a library of practical examples and case studies which we can share. Our analysis shows that our members, together, have cut their greenhouse gas emissions by around 600,000 tonnes from their baseline.

## **C12.2**

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### **(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?**

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

## **C12.2a**

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**(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.**

**Climate-related requirement**

Climate-related disclosure through a public platform

**Description of this climate related requirement**

In WSP's defined third party contracts, third parties agree to comply with WSP's Business Partner Code of Conduct, which encourages specific climate actions, and indicates that WSP may require business partners to disclose GHG emissions, set GHG emissions reduction targets and set renewable energy targets.

In 2023, WSP became a CDP supply chain member and launched its Low-Carbon Supplier Engagement Plan by focusing on our largest suppliers by spend as well as all of our global suppliers. We communicated our requirements to these suppliers, which will be phased in over time. For 2023, these suppliers were required to respond to the CDP Climate Change questionnaire. These suppliers will also be required to adopt a science-based GHG emissions reduction target by 2025 and commit to a target of 100% renewable electricity by 2030. We are beginning the process of incorporating these requirements into supplier contracts.

**% suppliers by procurement spend that have to comply with this climate-related requirement**

45

**% suppliers by procurement spend in compliance with this climate-related requirement**

11

**Mechanisms for monitoring compliance with this climate-related requirement**

Other, please specify (We monitor responses submitted through CDP)

**Response to supplier non-compliance with this climate-related requirement**

Retain and engage

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**C12.3**

**(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?**

**Row 1**

**External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

Yes, we engage directly with policy makers

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

**Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?**

Yes

**Attach commitment or position statement(s)**

WSP Climate Transition Plan.pdf

GL-CC-2022-2024-Global-Strategic-Action-Plan-Brochure-En.pdf

**Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan**

WSP is broadly supportive of public policy engagements where we can add value by providing our professional opinion to policy makers and trade associations. Activities influencing policy development are implemented in a relevant way to each business and market.

Since 2019, WSP has formally engaged with leaders from each of our global operating regions to coordinate plans and actions to collectively achieve energy and emissions reductions. Global corporate function leaders contribute to strategies reducing emissions from our workplace fit-outs and operations, fleet selection and procurement activities. Building on reductions achieved to date, all WSP operating regions will implement measures over the coming years to reduce emissions from our operations and supply chain, and increase our proportion of electricity from renewable sources, in support of our targets.

**Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

**Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

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**C12.3a**

**(C12.3a) On what policy, law, or regulation that may impact the climate has your organization been engaging directly with policy makers in the reporting year?**

**Specify the policy, law, or regulation on which your organization is engaging with policy makers**

Proposed National Instrument 51-107 Disclosure of Climate-related Matters

**Category of policy, law, or regulation that may impact the climate**

Climate change mitigation

**Focus area of policy, law, or regulation that may impact the climate**

Climate-related reporting

**Policy, law, or regulation geographic coverage**

National

**Country/area/region the policy, law, or regulation applies to**

Canada

**Your organization's position on the policy, law, or regulation**

Support with no exceptions

**Description of engagement with policy makers**



In February 2022, WSP Canada submitted consultation responses regarding the proposed National Instrument 51-107 Disclosure of Climate-related Matters.

**Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation**

<Not Applicable>

**Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

**Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?**

Requirements to disclose GHG emissions in financial reporting supports our ability to measure supply chain emissions.

---

**Specify the policy, law, or regulation on which your organization is engaging with policy makers**

SEC Proposed Rule

**Category of policy, law, or regulation that may impact the climate**

Climate change mitigation

**Focus area of policy, law, or regulation that may impact the climate**

Climate-related reporting

**Policy, law, or regulation geographic coverage**

National

**Country/area/region the policy, law, or regulation applies to**

United States of America

**Your organization's position on the policy, law, or regulation**

Neutral

**Description of engagement with policy makers**

WSP in the USA responded to the US Securities and Exchange Commission's (SEC) proposed rules: The Enhancement and Standardization of Climate-related Disclosures for Investors. In both responses, WSP advocated for robust, detailed and regular climate disclosures for the purposes of investor transparency on climate related risks.

**Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation**

<Not Applicable>

**Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

**Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?**

Requirements to disclose GHG emissions in financial reporting supports our ability to measure supply chain emissions.

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**Specify the policy, law, or regulation on which your organization is engaging with policy makers**

The Swedish climate policy in general

**Category of policy, law, or regulation that may impact the climate**

Climate change mitigation

**Focus area of policy, law, or regulation that may impact the climate**

Other, please specify (WSP Sweden engages on climate policy in general)

**Policy, law, or regulation geographic coverage**

National

**Country/area/region the policy, law, or regulation applies to**

Sweden

**Your organization's position on the policy, law, or regulation**

Support with no exceptions

**Description of engagement with policy makers**

WSP Sweden was represented in a participation in Summary for Urban Policymakers; SUP (originally a WSP UK initiative) and their reports for IPCC volume 1, 2, 3, which were presented at COP27 in Egypt in 2022. The meetings discussed the current situation according to the latest research, experiences with various measures, ideas and concrete proposals for measures to reduce GHG emissions and deal with the effects of ongoing climate change. The focus was thus on the situation in the various geographical regions and how these specifically have, and can in the future, handle the issue. The report(s) summarize the various regional SUP meetings.

**Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation**

<Not Applicable>

**Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

**Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?**

Policies that support GHG emissions disclosure and industry decarbonization support WSP's ability to reduce emissions.

---

**Specify the policy, law, or regulation on which your organization is engaging with policy makers**

The UK climate policy in general

**Category of policy, law, or regulation that may impact the climate**

Climate change mitigation

**Focus area of policy, law, or regulation that may impact the climate**

Other, please specify (WSP UK engages on climate policy in general)

**Policy, law, or regulation geographic coverage**

National

**Country/area/region the policy, law, or regulation applies to**

United Kingdom of Great Britain and Northern Ireland

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**Your organization's position on the policy, law, or regulation**

Support with no exceptions

**Description of engagement with policy makers**

Policies that support GHG emissions disclosure and industry decarbonization support WSP's ability to reduce emissions.

**Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation**

<Not Applicable>

**Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

**Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?**

Policies that support GHG emissions disclosure and industry decarbonization support WSP's ability to reduce emissions.

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C12.3b

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**(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.**

**Trade association**

Other, please specify (SteelZero)

**Is your organization's position on climate change policy consistent with theirs?**

Consistent

**Has your organization attempted to influence their position in the reporting year?**

No, we did not attempt to influence their position

**Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position**

SteelZero is in partnership with Responsible Steel (standards and certification) and is an initiative to drive a major shift in the global market for the responsible sourcing and production of steel in a net zero economy. SteelZero provides a forum for leading steel buyers across multiple sectors to support a powerful commitment to sourcing steel in a net zero economy, alongside a roadmap of action. This global initiative brings together leading organizations to speed up the transition to a net zero steel industry. All organizations that join SteelZero make a public commitment to procure 100% net zero steel by 2050.

This aims to harness collective purchasing power and influence, to create a strong demand signal to shift global markets and policies towards responsible production and sourcing of steel. SteelZero members span a diverse range of sectors from construction to renewable energy.

Note: ResponsibleSteel Certified Steel is defined as steel which meets the performance requirements for ResponsibleSteel steel product certification, including the applicable threshold performance level for GHG emissions.

**Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)**

0

**Describe the aim of your organization's funding**

<Not Applicable>

**Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

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**Trade association**

Other, please specify (Concrete Zero)

**Is your organization's position on climate change policy consistent with theirs?**

Consistent

**Has your organization attempted to influence their position in the reporting year?**

No, we did not attempt to influence their position

**Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position**

ConcreteZero is a global initiative that brings together pioneering organizations to create a global market for net zero concrete.

This initiative is led by Climate Group in partnership with World GBC.

By harnessing their members collective purchasing power and influence, ConcreteZero sends a strong demand signal to shift global markets, investment and policies towards the sustainable production and sourcing of concrete. Businesses that join ConcreteZero commit to using 100% net zero concrete by 2050, with ambitious interim targets of using 30% low emissions concrete by 2025 and 50% by 2030.

**Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)**

0

**Describe the aim of your organization's funding**

<Not Applicable>

**Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

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**Trade association**

Other, please specify (UK Green Building Council)

**Is your organization's position on climate change policy consistent with theirs?**

Consistent

**Has your organization attempted to influence their position in the reporting year?**

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No, we did not attempt to influence their position

**Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position**

From the UKGBC website, "Our mission is to radically improve the sustainability of the built environment, by transforming the way it is planned, designed, constructed, maintained and operated."

**Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)**

18878

**Describe the aim of your organization's funding**

This funding constitutes an annual membership fee to UKGBC. From UKGBC website "UKGBC is the 700+ strong industry network representing the unified voice of our industry's current and future leaders. We convene, collaborate and catalyze action throughout membership, in their organization and more widely across the industry. Our network is at the forefront of positively influencing policy, identifying the pathways required to propel the sector forward sustainably."

**Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

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**Trade association**

Other, please specify (World Green Building Council)

**Is your organization's position on climate change policy consistent with theirs?**

Consistent

**Has your organization attempted to influence their position in the reporting year?**

No, we did not attempt to influence their position

**Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position**

From the WGBC website, "together with 75+ Green Building Council and industry partners from all around the world, we are driving systemic changes to: Address whole life carbon emissions of existing and new buildings; enable resilient, healthy, equitable and inclusive places; secure regenerative, resource efficient and waste-free infrastructure."

**Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)**

0

**Describe the aim of your organization's funding**

<Not Applicable>

**Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

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**Trade association**

Other, please specify (Climate Group's EP100)

**Is your organization's position on climate change policy consistent with theirs?**

Consistent

**Has your organization attempted to influence their position in the reporting year?**

No, we did not attempt to influence their position

**Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position**

From EP100 Website "Ep100 is a global initiative led by the international non-profit Climate Group, bringing together over 120 energy smart businesses committed to measuring and reporting on energy efficiency improvements." EP100 is closely aligned with The World Green Building Council.

**Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)**

4925

**Describe the aim of your organization's funding**

This funding constitutes an annual membership fee to EP100. From EP100s website: "by joining EP100 companies can strengthen their communication of the business case for improving energy productivity to key stakeholders, including other companies, policymakers and investor. Members benefit from global peer-to-peer engagement and networking opportunities for positive press coverage on a global basis."

**Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?**

Yes, we have evaluated, and it is aligned

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**Trade association**

Other, please specify (Innovationsföretagen)

**Is your organization's position on climate change policy consistent with theirs?**

Consistent

**Has your organization attempted to influence their position in the reporting year?**

No, we did not attempt to influence their position

**Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position**

Innovationsföretagen is an industry and employers' association (for Sweden's architectural-, tech-, technology- and industrial consulting companies) within Almega (an employer and industry organization) and member company within the Confederation of Swedish Enterprise.

On an international level, the Swedish Federation of Consulting Engineers and Architects is a member of the global engineering consultancy organization FIDIC. In a letter to the UN on climate change, FIDIC states, "We believe it is vital that agreement is reached not simply on carbon emission targets but on meaningful action to mitigate and adapt to climate change which already affects our world."

**Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)**

0

**Describe the aim of your organization's funding**

<Not Applicable>

**Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?**

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Yes, we have evaluated, and it is aligned

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C12.4

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**(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

**Publication**

In mainstream reports

**Status**

Complete

**Attach the document**

2022 Annual Report - EN.pdf

**Page/Section reference**

Governance: 24-25

Risk & Opportunities: M-31 - M-50

Emissions Targets: 17;

**Content elements**

Governance

Risks & opportunities

Emission targets

**Comment**

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**Publication**

In voluntary sustainability report

**Status**

Complete

**Attach the document**

wsp-2022-global-esg-report.pdf

**Page/Section reference**

Governance: 34-35

Strategy: 13-30

Risks & Opportunities: 36-38

Emissions Figures: 78-83

Emission Targets: 11-12; 33; 78

Other Metrics: 89-109

**Content elements**

Please select

**Comment**

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**Publication**

In mainstream reports, incorporating the TCFD recommendations

**Status**

Complete

**Attach the document**

wsp-2022-tcf-report.pdf

**Page/Section reference**

Governance: 4-6

Strategy: 7-9

Risk: 16-18

Emissions Targets: 19-20

**Content elements**

Governance

Strategy

Risks & opportunities

Emission targets

**Comment**

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**Publication**

Other, please specify (Climate Transition Plan)

**Status**

Complete

**Attach the document**

WSP Climate Transition Plan.pdf

**Page/Section reference**

All (p. 2 emissions targets)

**Content elements**

Emission targets

**Comment**

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C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Business Ambition for 1.5C Pledge to Net Zero Race to Zero Campaign Task Force on Climate-related Financial Disclosures (TCFD) UN Global Compact Other, please specify (TNFD Forum, UN SDGs and COP27 Action Declaration on Climate Policy Engagement)	<p>TCFD: As a leading global professional services, engineering, environmental and sustainability consulting firm, we are committed to accelerating the transition to a low-carbon economy and driving sustainable growth. This starts with evaluating and managing our own climate risks and opportunities. We recently published our second report in alignment with the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). The report highlights how we are embedding climate-related considerations into our operations and covers TCFD's four key elements: Governance, Strategy, Risk Management, and Metrics and Targets.</p> <p>UN Global Compact: As a signatory to the United Nations Global Compact (UNGC), we commit to implement the Ten Principles and contribute to the United Nations Sustainable Development Goals (SDGs).</p> <p>COP27 Action Declaration on Climate Policy Engagement: WSP signed the COP27 Action Declaration on Climate Policy Engagement, an initiative of Corporate Knights and the Global 100 Council. As part of this commitment, we pledged to work with major industry and trade associations to ensure greater compliance with the Paris Agreement. We are in the process of implementing the due diligence required to make further progress in this regard.</p> <p>UN SDGs: Companies have an important role to play in contributing to achieving the United Nations Sustainable Development Goals (SDGs). We have identified ten SDGs to which WSP makes the greatest contributions primarily through our client work and in our own operations. We contribute to the objectives of SDGs 5 and 8 primarily through our people initiatives.</p> <p>Business Ambition for 1.5C: WSP signed the Business Ambition for 1.5C in 2021 when our science-based targets were approved.</p> <p>Race to Zero Campaign: WSP joined the Race to Zero campaign when our science-based targets were approved. In addition, WSP convened and launched Pledge to Net Zero, which is a partner organization to the Race to Zero.</p> <p>Pledge to Net Zero: In November 2019, WSP convened and launched the environmental Sector's 'Pledge to Net Zero', at the time the first industry-level commitment requiring science-based targets from its signatories. Pledge To Net Zero is a Partner organisation to the United Nations Framework Convention on Climate Change's (UNFCCC) Race To Zero programme.</p> <p>TNFD Forum: In 2021, WSP joined the Taskforce on Nature-related Financial Disclosures (TNFD) Forum to support this shift towards nature-positive outcomes. The TNFD Forum is a consultative grouping of institutional supporters, making available their global, cross-sector expertise when required.</p>

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	Yes, executive management-level responsibility	WSP Global launched its biodiversity statement in November 2022. 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 Executive 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.	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have made public commitments and publicly endorsed initiatives related to biodiversity	Adoption of the mitigation hierarchy approach	SDG

C15.3

**(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?**

**Impacts on biodiversity**

Indicate whether your organization undertakes this type of assessment

**Value chain stage(s) covered**

<Not Applicable>

**Portfolio activity**

<Not Applicable>

**Tools and methods to assess impacts and/or dependencies on biodiversity**

<Not Applicable>

**Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)**

<Not Applicable>

**Dependencies on biodiversity**

Indicate whether your organization undertakes this type of assessment

**Value chain stage(s) covered**

<Not Applicable>

**Portfolio activity**

<Not Applicable>

**Tools and methods to assess impacts and/or dependencies on biodiversity**

<Not Applicable>

**Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)**

<Not Applicable>

**C15.4**

**(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?**

Not assessed

**C15.5**

**(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?**

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Please select	<Not Applicable>

**C15.6**

**(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?**

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	Please select	Please select

**C15.7**

**(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications	Biodiversity strategy	All WSP-Biodiversity-Statement-Letter-EN.pdf

**C16. Signoff**

**C-FI**

**(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**