



Global Environment, Social & Governance Statement

WSP Global Inc. and its subsidiaries (collectively, “WSP”, “we” “us” or “our”) are committed to sustainability leadership and Environment, Social and Governance (“ESG”) is a driving force behind our business strategy. As one of the largest professional services firms in the world, the greatest contribution to sustainability that WSP can provide is through the services we offer and the projects we deliver. We are also highly focused on embedding sustainability and ESG considerations throughout our operations and supply chain, and on maintaining an industry leading, data driven ESG program.

Businesses play a key role in supporting the development of a sustainable and prosperous society. As a signatory to the United Nations Global Compact, WSP has committed to implementing the Ten Principles and contributing to the United Nations’ Sustainable Development Goals (“SDGs”).

Supported by our Future Ready®¹ program globally and as trusted advisors to our clients, we are committed to:

- Assisting our clients in addressing the world’s most significant challenges, including the transition to a low-carbon economy.
- Encouraging our clients to embed climate mitigation and resilience into projects.
- Driving innovation and helping our clients plan for the future by encouraging the integration of future trends related to climate, society, technology and resources into our designs and advice.
- Striving to deliver projects that maximize benefits to the environment, society and economy.
- Continuing to evaluate the impact of our client projects on the SDGs through annual measurement and disclosure of our SDG-Linked Revenues.²
- Continuing working to measure and reduce greenhouse gas (“GHG”) emissions associated with the designs and advice we provide to our clients.
- Implementing the guiding principles set forth in our Biodiversity Statement to engage with our clients to protect, restore and enhance ecosystems.

¹ Future Ready® is a registered trademark of WSP Global Inc. in Canada, Colombia, the United States and New Zealand. WSP Future Ready (logo)® is a registered trademark of WSP Global Inc. in Europe, Australia and the United Kingdom.

² SDG-Linked Revenues are defined as revenues earned from services that support the SDGs.

- Integrating and engaging Indigenous perspectives and communities into our projects.

To be a leader across ESG matters, we are committed to:

ENVIRONMENTAL

- Developing, implementing and maintaining an integrated Health, Safety Environmental & Quality (“HSEQ”) management system that enables us to deliver our commitments and drives continuous improvement across our organization.
- Implementing our [Climate Transition Plan](#) to achieve our science-based GHG emissions reduction targets in line with the Paris Agreement, including sourcing 100% renewable electricity by 2030 and reaching net zero across our value chain by 2040.
- Striving to minimize resource use and energy consumption in our workplaces and continuing to collect and work to improve data on our operational performance, including GHG emissions and energy, waste and water usage.

SOCIAL

- Fostering healthy, safe and ethical workplaces that support the retention of our talented people; continuous learning and rewarding careers.
- Enhancing our processes to uphold international human rights standards and commitments within our operations and business relationships, as set forth within our Global Human Rights Policy.
- Celebrating and promoting a welcoming working environment for all our teams, in accordance with our Global Inclusion, Diversity and Equity Policy.
- Aiming to engage with Indigenous Peoples in a respectful and mutually beneficial manner.
- Giving back to the communities where we live and work with time, resources and donations.

GOVERNANCE

- Periodically conducting materiality assessments to identify or reconfirm our material ESG topics.
- Engaging with internal and external stakeholders on ESG topics.
- Measuring and managing our ESG performance and improving it over time, including transparent reporting through recognized frameworks.
- Evaluating ESG risks and opportunities associated with our operations and supply chain where appropriate.
- Educating and training our workforce on ESG topics and responsible management.
- Seeking business partners who are committed to our ESG objectives and engaging with them to improve environmental and social performance in our supply chain.

- Integrating ESG considerations into our acquisition strategy, due diligence efforts and incentive plan compensation structure.
- Reporting externally on our ESG performance on an annual basis through our [Global ESG Report](#).

Our corporate governance framework supports our ESG activities. The Board of Directors (“Board”), together with the Governance, Ethics and Compensation Committee (GECC), is responsible for overseeing and monitoring implementation of procedures, policies and initiatives in relation to our corporate, social and environmental responsibilities. The Audit Committee is mandated to review the internal control and data verification process for reporting of data on ESG matters. Our Global ESG Committee, and our ESG and Sustainability Program Team, are responsible for developing, implementing and monitoring performance of our ESG program. This Global ESG Statement should be read in conjunction with WSP’s Business Partner Code of Conduct; Health, Safety, Environmental & Quality Policy Statement; Global Human Rights Policy; Global Well-being Policy; Global Inclusion, Diversity & Equity Policy; and Biodiversity Statement; as well as WSP’s ethics and compliance policies and Board committee charters, all of which are available on our website.

Type of document	Governing Policy	Related policy	n/a
Version	3	Issuance date	December 18, 2024
Owner(s)	André-Martin Bouchard, Global Executive Director, ESG	Approver(s)	Board of Directors (Board)
Previous version approval references	V1: Board (May 2021) V2: Board (August 2023)	Approval date	November 6, 2024

Forward Looking Statements

WSP may make or provide statements or information in this statement that are not based on historical facts, and which are considered to be forward-looking information or forward-looking statements under Canadian securities laws. Forward-looking statements relate to future events or future performance and may include, but are not limited to, estimates, plans, expectations, opinions, forecasts, projections, guidance or other statements that are not statements of fact, including in particular, our strategic objectives including commitments regarding sustainability leadership and our client work; our corporate ESG objectives which include, without limitation, our objectives concerning measuring and disclosing our ESG performance; climate objectives and objectives regarding reducing our greenhouse gas (GHG) emissions; targets regarding the sourcing of renewable electricity; objectives in respect of biodiversity; decreasing our real estate footprint; training and development objectives; inclusion and diversity objectives; health and safety objectives; objectives regarding our relationships with communities, including Indigenous communities; governance objectives and objectives in respect of our internal evaluation and management of ESG risks; and ESG reporting and disclosure objectives.

A statement made is forward-looking when it uses what we know and expect today to make a statement about the future. Forward-looking statements can typically be identified by terminology such as “may”, “will”, “should”, “expect”, “plan”, “anticipate”, “believe”, “estimate”, “predict”, “forecast”, “project”, “intend”, “target”, “potential”, “continue” or the negative of these terms or terminology of a similar nature. Forward-looking statements, by their very nature, are subject to inherent risks and uncertainties and are based on several assumptions, both general and specific, which give rise to the possibility that actual results or events could differ materially from our expectations expressed in, or implied by, such forward-looking statements and that our business outlook, objectives, plans and strategic priorities may not be achieved. These statements are not guarantees of future performance or events, and we caution you against relying on any of these forward-looking statements. Forward-looking statements are presented in this statement for the purpose of assisting readers in understanding, in particular, certain key elements of our ESG objectives, and in obtaining a better understanding of our anticipated operating environment. Readers are cautioned, however, that such information may not be appropriate for other purposes.



We have made certain operational and other assumptions in preparing the forward-looking statements contained in this statement. In particular, our ESG objectives are based on a number of assumptions including, without limitation, assumptions regarding sufficiency of internal and external resources; our ability to maintain effective ESG management systems and processes; the continuation of supportive stakeholder engagement and collaboration; continued effective management of environmental risks; our ability to implement all necessary measures to achieve our climate and GHG targets; our ability to attract and retain diverse talent; and other assumptions described in the "Forward-Looking Statements" sections of our 2023 Global ESG Report and our Management's Discussion and Analysis for the fourth quarter and year ended December 31, 2023, which sections are each incorporated by reference into this cautionary statement and which documents are available on our website.

Important risk factors that could cause actual results or events to differ materially from those expressed in, or implied by, the previously-mentioned forward-looking statements and other forward-looking statements contained in this statement, include, but are not limited to factors such as: the failure to implement sufficient corporate and business initiatives; difficulty in accurately measuring, evaluating and disclosing our ESG performance; our inability to collect ESG data from acquired companies, including for historical years; our inability to collect energy, water, waste and GHG emissions data from external data providers; our ability to estimate emissions; the unwillingness of suppliers to disclose GHG emissions data and reduce emissions; acquisitions of companies with higher health and safety risk exposure compared to WSP; failure to collect feedback from our clients on our performance; failure to accurately estimate the sustainability benefits of our project work, failure to identify climate-related opportunities as well as assess and manage climate-related risks; changes made to regulations that may affect WSP's business and the development of ESG requirement regulations; as well as other risks detailed from time to time in reports filed by WSP with securities regulators or securities commissions or other documents that WSP makes public, which may cause events or results to differ materially from the results expressed or implied in any forward-looking statement.

These and other risk factors that could cause actual results or events to differ materially from our expectations expressed in, or implied by, our forward-looking statements are discussed in this statement as well as in section 20, Risk Factors of WSP's Management's Discussion and Analysis for the fourth quarter and year ended December 31, 2023, which section, and the other sections of WSP's Management's Discussion and Analysis for the fourth quarter and year ended December 31, 2023, referred to therein, are incorporated by reference in this cautionary statement.

WSP's forward-looking statements are expressly qualified in their entirety by this cautionary statement. The forward-looking statements contained in this statement are subject to change. Except as may be required by applicable securities laws, we do not undertake any obligation to update or revise any forward-looking statements contained in this statement.