WSP is one of the world’s leading engineering professional services consulting firms, bringing together talented people from around the globe. We are technical experts who design and provide strategic advice on sustainable solutions, engineering projects that will help societies grow for lifetimes to come.

Our Belief

For societies to thrive, we believe that we must all hold ourselves accountable for tomorrow.

Our Purpose

We exist to future-proof our cities and environments.

Our Employees¹ and Percentage of Net Revenues by Segment² per Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Employees</th>
<th>Net Revenues</th>
</tr>
</thead>
<tbody>
<tr>
<td>CANADA</td>
<td>8,000</td>
<td>16%</td>
</tr>
<tr>
<td>AMERICAS</td>
<td>13,000</td>
<td>33%</td>
</tr>
<tr>
<td>EMEIA</td>
<td>19,900</td>
<td>35%</td>
</tr>
<tr>
<td>APAC</td>
<td>8,800</td>
<td>16%</td>
</tr>
</tbody>
</table>

¹ As of December 31, 2019
² Based on F2019

Global Presence

±49,900 Employees
Based on F2019; non-IFRS measure. Additional details for this non-IFRS measure can be found in WSP’s MD&A, which is posted on WSP’s website at www.wsp.com, and filed with SEDAR at www.sedar.com

Includes Industry, Resources and Power & Energy

### REVENUES (CAD)

<table>
<thead>
<tr>
<th>Year</th>
<th>CAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>6.0B</td>
</tr>
<tr>
<td>2019</td>
<td>7.9B</td>
</tr>
</tbody>
</table>

### NET REVENUES (CAD)¹

<table>
<thead>
<tr>
<th>Year</th>
<th>CAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>6.0B</td>
</tr>
<tr>
<td>2019</td>
<td>6.9B</td>
</tr>
</tbody>
</table>

### EARNINGS BEFORE NET FINANCE EXPENSES AND TAXES

<table>
<thead>
<tr>
<th>Year</th>
<th>CAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>398.1M</td>
</tr>
<tr>
<td>2019</td>
<td>487.8M</td>
</tr>
</tbody>
</table>

### ADJUSTED EBITDA (CAD)¹

<table>
<thead>
<tr>
<th>Year</th>
<th>CAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>660.0M</td>
</tr>
<tr>
<td>2019</td>
<td>1036.8M</td>
</tr>
</tbody>
</table>

### 2019-2021 Global Strategic Plan: Financial Ambitions

- **Net Revenues (CAD)¹**
  - 8.0B to 9.0B
- **Annual Net Revenues Growth (Organic and Acquisitions)**
  - > 10%
- **Adjusted EBITDA Margins¹**
  - 15.0% to 16.0%
- **Days Sales Outstanding (DSO)¹**
  - < 80 days
- **Net Debt/Adjusted EBITDA Ratio¹**
  - 1.0x to 2.0x
- **Employees**
  - 65,000

### Analyst Coverage

- Chris Murray, P.Eng., CFA
  - AltaCorp Capital Inc.
- Yuri Lynk, M.Sc., CFA
  - Canaccord Genuity
- Jacob Bout, CFA
  - CIBC World Markets
- Benoît Poirier, CFA
  - Desjardins Securities
- Mona Nazir, MBA
  - Laurentian Bank Securities
- Devin Dodge, CFA
  - BMO Capital Markets
- Maxim Sytchev, M.Sc.
  - National Bank Financial
- Frederic Bastien, CFA
  - Raymond James Ltd.
- Mark Neville, CFA
  - Scotia Capital
- Michael Tupholme, CFA
  - TD Newcrest
- Sabahat Khan
  - RBC Capital Markets

### Leadership Team

- Alexandre L’Heureux
  - President and Chief Executive Officer
- Alain Michaud
  - Chief Financial Officer

### IR Contact

- Alain Michaud
  - Chief Financial Officer
  - alain.michaud@wsp.com
  - +1 438 843 7317

WSP Global Inc.
1600 René-Lévesque Blvd. W.
11th Floor
Montreal, Quebec
Canada H3H 1P9

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¹ Based on F2019; non-IFRS measure. Additional details for this non-IFRS measure can be found in WSP’s MD&A, which is posted on WSP’s website at www.wsp.com, and filed with SEDAR at www.sedar.com

² Includes Industry, Resources and Power & Energy

July 2020