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 Guiding Principles

- We value our people and our reputation.
- We are locally dedicated with international scale.
- We are future-focused and challenge the status quo.
- We foster collaboration in everything we do.
- We have an empowering culture and hold ourselves accountable.

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 Role

We plan, design, manage, and engineer our communities to thrive.

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>7,000</td>
<td>14%</td>
</tr>
<tr>
<td>Americas</td>
<td>12,900</td>
<td>34%</td>
</tr>
<tr>
<td>EMEIA</td>
<td>18,500</td>
<td>35%</td>
</tr>
<tr>
<td>APAC</td>
<td>8,600</td>
<td>17%</td>
</tr>
</tbody>
</table>

Global Presence: 47,000 Employees

¹As of December 31, 2020
²Based on FY2020
Financial Highlights

Revenues (CAD)

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenues (CAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>8.9B</td>
</tr>
<tr>
<td>2020</td>
<td>8.8B</td>
</tr>
</tbody>
</table>

Net Revenues (CAD)¹

<table>
<thead>
<tr>
<th>Year</th>
<th>Net Revenues (CAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>6.9B</td>
</tr>
<tr>
<td>2020</td>
<td>6.9B</td>
</tr>
</tbody>
</table>

Earnings before net finance expenses and taxes

<table>
<thead>
<tr>
<th>Year</th>
<th>Earnings (CAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>487.8M</td>
</tr>
<tr>
<td>2020</td>
<td>459.4M</td>
</tr>
</tbody>
</table>

Adjusted EBITDA (CAD)¹

<table>
<thead>
<tr>
<th>Year</th>
<th>Adjusted EBITDA (CAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1036.8M</td>
</tr>
<tr>
<td>2020</td>
<td>1053.7M</td>
</tr>
</tbody>
</table>

2019-2021 Global Strategic Plan: Financial Ambitions

- **Net Revenues (CAD)¹**: 8.0B to 9.0B
- **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
  ATB Capital Markets Inc.
- Yuri Lynk, M.Sc., CFA
  Canaccord Genuity
- Jacob Bout, CFA
  CIBC World Markets
- Benoit 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 Topholme, CFA
  TD Newcrest
- Sabahat Khan
  RBC Capital Markets

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

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¹ Based on F2020; 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

March 2021