



# Performance Summary

Table A-1: Environmental Performance<sup>1</sup>

CATEGORY	INDICATOR	UNIT	2021	2020	2019	GRI STANDARD
Energy	<b>Total Office Energy Consumption</b>	<b>GJ</b>	<b>462,663</b>	<b>480,712</b>	<b>628,718</b>	<b>302-1</b>
	Natural Gas	GJ	142,517	149,253	183,902	302-1
	Other Fuels (Diesel, Kerosene, Liquified Petroleum Gas)	GJ	156	297	130	302-1
	Electricity	GJ	272,269	283,955	380,117	302-1
	Heating	GJ	46,501	45,919	64,036	302-1
	Cooling	GJ	1,220	1,288	533	302-1
	Renewable Energy Procured	GJ	91,775	103,173	99,840	302-1
	Transportation Fuel	GJ	214,128	215,833	224,104	N/A
GHG Emissions	Scope 1 Direct Emissions	tCO <sub>2</sub>	21,314	21,735	24,018	305-1
		tCH <sub>4</sub>	0.5	0.5	0.5	305-1
		tN <sub>2</sub> O	0.2	0.2	0.2	305-1
		HFC 134-A	1.8	1.9	1.7	305-1
		<b>tCO<sub>2</sub>e</b>	<b>23,969</b>	<b>24,519</b>	<b>26,465</b>	<b>305-1</b>
	Scope 2 Indirect Emissions (Location-based)	tCO <sub>2</sub>	22,497	23,408	32,457	305-2
		tCH <sub>4</sub>	1	1	2	305-2
		tN <sub>2</sub> O	0.3	0.3	0.5	305-2
		<b>tCO<sub>2</sub>e</b>	<b>22,617</b>	<b>23,536</b>	<b>32,633</b>	<b>305-2</b>

<sup>1</sup> Due to rounding, summing some numbers may yield slightly different results from the totals reported here.

CATEGORY	INDICATOR	UNIT	2021	2020	2019	GRI STANDARD
GHG Emissions	Scope 2 Indirect Emissions (Market-based)	tCO <sub>2</sub>	16,223	16,071	26,466	305-2
		tCH <sub>4</sub>	0.6	0.5	0.8	305-2
		tN <sub>2</sub> O	0.2	0.2	0.4	305-2
		<b>tCO<sub>2</sub>e</b>	<b>16,303</b>	<b>16,150</b>	<b>26,595</b>	<b>305-2</b>
	<b>Total Scope 3 Indirect Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>381,844</b>	<b>403,309</b>	<b>489,740</b>	<b>305-3</b>
	Scope 3 Indirect Emissions – Category 1 – Purchased Goods and Services	tCO <sub>2</sub> e	298,978	294,006	323,132	305-3
	Scope 3 Indirect Emissions – Category 2 – Capital Goods	tCO <sub>2</sub> e	17,928	16,207	38,997	305-3
	Scope 3 Indirect Emissions – Category 3 – Fuel- and Energy-Related Activities	tCO <sub>2</sub> e	5,641	5,574	6,420	305-3
	Scope 3 Indirect Emissions – Category 4 – Upstream Transportation and Distribution	tCO <sub>2</sub> e	Included in Scope 3 – Category 1 & 2			305-3
	Scope 3 Indirect Emissions – Category 5 – Waste Generated in Operations	tCO <sub>2</sub> e	1,188	1,033	3,107	305-3
	Scope 3 Indirect Emissions – Category 6 – Business Travel	tCO <sub>2</sub> e	17,591	14,252	38,671	305-3
	Scope 3 Indirect Emissions – Category 7 – Employee Commuting	tCO <sub>2</sub> e	40,518	72,236	79,414	305-3
	Scope 3 Indirect Emissions – Category 8 – Upstream Leased Assets	tCO <sub>2</sub> e	Included in Scope 1 & 2			305-3
	<b>Gross Total Scope 1, Scope 2 (Market-based), Scope 3 GHG Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>422,116</b>	<b>443,979</b>	<b>542,799</b>	<b>N/A</b>
	Carbon Offsets	tCO <sub>2</sub> e	17,843	12,897	21,504	N/A
<b>Net Total GHG Emissions (Scope 1, Scope 2 – Market-based, Scope 3; less Carbon Offsets)</b>	<b>tCO<sub>2</sub>e</b>	<b>404,273</b>	<b>431,082</b>	<b>521,295</b>	<b>N/A</b>	
Transportation Emissions (Scope 1 – Mobile Combustion, Scope 3 – Business Travel)	tCO <sub>2</sub> e	32,502	29,194	53,677	N/A	
GHG Emissions Intensity	tCO <sub>2</sub> e/FTE/year	9.0	9.8	11.3	305-4	
Water	Total Water Withdrawn (Third-Party Providers)	m <sup>3</sup>	358,260	273,892	633,051	303-3

CATEGORY	INDICATOR	UNIT	2021	2020	2019	GRI STANDARD
Waste	<b>Total Non-Hazardous Waste</b>	<b>Tonnes</b>	<b>2,424</b>	<b>1,867</b>	<b>5,373</b>	<b>306-3</b>
	Landfill	Tonnes	1,473	1,305	3,553	306-5
	Recycling	Tonnes	429	404	1,014	306-4
	Compost	Tonnes	34	39	36	306-4
	Incineration (with energy recovery)	Tonnes	236	-	-	306-5
	Incineration (without energy recovery)	Tonnes	251	-	-	306-5
	Diversion Rate	%	43	68	66	306-4
	Hazardous/Special Waste	Tonnes	12	10	5	306-3
Management System Coverage	Environmental Management System (EMS) 14001	%	54	59	NR <sup>2</sup>	N/A
	Quality Management System (QMS) 9001	%	90	NR	NR	N/A
	Health and Safety Management System	%	87 <sup>3</sup>	NR	NR	N/A

<sup>2</sup> Not Reported (NR)

<sup>3</sup> Regions certified under ISO 45001, OHSAS 18001 or the Certificate of Recognition (COR®) Program for Canada.

## Environmental Calculation Methodologies

### ENERGY

WSP collected energy consumption data from our facilities. We did not sell any energy in 2021. Energy consumption information was converted to GJ and kWh using conversion factors from EPA Climate Leaders Design Principles Appendix 2, and Energy Star Portfolio Manager Technical Reference: Thermal Energy conversions. Where actual electricity and natural gas consumption information was unavailable, this was estimated using industry averages from the US Energy Information Administration Commercial Buildings Energy Consumption Survey (CBECS), prorated by office floor area.

### GHG EMISSIONS

WSP relied on the Greenhouse Gas Protocol, made available by the World Business Council for Sustainable Development and the World Resources Institute, to develop our GHG inventory. We employ the operational control approach in compilation of our inventory. Reported GHG emissions include all seven greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>). To convert energy consumption, fuel combustion and business travel data into GHG emissions, we used emissions factors from US EPA eGRID, International Energy Agency, Environment Canada National Inventory Report, US Environmental Protection Agency Emission Factors Hub (US EPA EF Hub) and the UK Department for Environment, Food and Rural Affairs (DEFRA). WSP does not produce significant biogenic emissions. Global warming potentials used to convert emissions into CO<sub>2</sub>e are sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report.

We restated our 2019, 2020 and baseline (2018) GHG emissions to reflect emissions from acquisitions made in 2020 and data quality improvements. Our recalculated base year (2018) GHG emissions in tCO<sub>2</sub>e are: Scope 1 – 30,723; Scope 2 (market-based) – 35,050; Scope 3 – 432,552.

WSP's market-based emissions include the emissions reduction effect of renewable energy certificate purchases, as well as the use of residual mix factors for our European operations, to better account for the emissions intensity of those grids after accounting for green power purchased by others. WSP's location-based emissions are calculated using the average electricity grid factor for each region or sub-region.

### WATER

We collected water withdrawal information from our facilities. Actual water consumption information was available for approximately 63% of total office space globally. Remaining water consumption was estimated from the average water use intensity for Canadian offices from the REALpac 2012 Water Benchmarking Pilot Report; Performance of the Canadian Office Sector, prorated by office floor area and scaled down relative to office vacancy rates during 2021. Water withdrawn in areas of water stress is not tracked.

### WASTE

We collected waste output information from our facilities. Waste disposal methods and amounts were determined through tracking waste directly disposed by facilities, through reports from waste disposal contractors or through waste audits (bag counts). Actual waste output information was available for approximately 69% of total office space globally. Remaining landfill waste was estimated from the average waste output intensity for our offices with actual data prorated by office floor area and scaled down relative to office vacancy rates during 2021. Recycling and other non-landfill waste output were not estimated where data was unavailable.

**Table A-2: Social and Governance Performance**

CATEGORY	INDICATOR	UNIT	2021	2020	2019	GRI STANDARD
Employees <sup>4</sup>	<b>Full-Time Equivalent Employees (FTE)</b>	<b>Number</b>	<b>53,508</b>	<b>44,754</b>	<b>47,283</b>	<b>102-8</b>
	<b>Permanent, Full-Time Employees</b>	<b>Number</b>	<b>48,648</b>	<b>41,525</b>	<b>43,250</b>	<b>102-8</b>
	Male	Number	33,527	29,188	30,553	102-8
	Female	Number	15,121	12,337	12,697	102-8
	<b>Permanent, Part-Time Employees</b>	<b>Number</b>	<b>3,280</b>	<b>2,910</b>	<b>2,886</b>	<b>102-8</b>
	Male	Number	1,564	1,321	1,294	102-8
	Female	Number	1,716	1,589	1,592	102-8
	<b>Temporary Employees</b>	<b>Number</b>	<b>3,405</b>	<b>2,459</b>	<b>3,604</b>	<b>102-8</b>
	Male	Number	2,249	1,650	2,526	102-8
	Female	Number	1,156	809	1,078	102-8
	<b>Permanent Employees by Region</b>	<b>Number</b>	<b>51,928</b>	<b>44,435</b>	<b>46,136</b>	<b>102-8</b>
	CANADA	Number	9,110	6,821	7,649	102-8
	AMERICAS	Number	14,384	11,528	11,597	102-8
	EMEIA	Number	19,340	17,871	18,515	102-8
	APAC	Number	9,094	8,215	8,375	102-8

<sup>4</sup> Data reported cover global employees as at December 31, 2021. Employee data broken down by region and gender are not yet available for two 2021 acquisitions – Englekirk Structural Engineers and Knight Partners LLC. As a result, the available percentage breakdown is applied to the total number of employees to estimate the number of employees in each category for those acquisitions. Data represent 99.6% of total employees.

CATEGORY	INDICATOR	UNIT	2021	2020	2019	GRI STANDARD
Employees	<b>Temporary Employees by Region</b>	<b>Number</b>	<b>3,405</b>	<b>2,459</b>	<b>3,604</b>	<b>102-8</b>
	CANADA	Number	368	169	272	102-8
	AMERICAS	Number	1,642	1,326	1,601	102-8
	EMEIA	Number	849	624	1,348	102-8
	APAC	Number	546	340	383	102-8
	Total Turnover Rate <sup>5</sup>	%	21	17	18	401-1
	Voluntary Turnover Rate <sup>5</sup>	%	17	10	14	401-1
	Employees Covered by Collective Bargaining Agreements	%	13	14	12	102-41
	Training Hours	Hours	1,045,646	815,435	1,159,000	404-1
	Training Hours per Employee	Hours/FTE	20	18	26	404-1
Gender Diversity	Women on Board of Directors	%	37.5	37.5	37.5	405-1
	Women in Senior Management Team	%	23	22	30	405-1
	Women in Management (business leaders and middle management) <sup>6</sup>	%	23	21	21	405-1
	Women in Workforce	%	33	31	31	405-1
Occupational Health and Safety	Lost Time Injury Rate (LTIR)	Incidents per 200,000 hours worked	0.11	0.10	0.12	N/A
	Total Recordable Incident Rate (TRIR)	Incidents per 200,000 hours worked	0.27	0.28	NR	403-9
	Recordable all work-related injury rate (AIFR)	Incidents per 200,000 hours worked	1.14	0.98	1.02	403-9
	Fatalities	Number	0	0	0	403-9

<sup>5</sup> Employees joining and leaving acquisitions after the acquisition date are included in the overall total of new hires, but excluded from the calculation of new hire and turnover percentages. Turnover data are not available by gender and age.

<sup>6</sup> Data reported covers global employees as at December 31, 2021. Employee category data by gender is not yet available for three 2021 acquisitions – Golder, Englekirk Structural Engineers and Knight Partners LLC. As a result, the percentages provided relate to the available data which represents 87.9% of permanent employees. Senior Management Team data is inclusive of all 2021 acquisitions.

CATEGORY	INDICATOR	UNIT	2021	2020	2019	GRI STANDARD	
Ethics & Integrity <sup>7</sup>	Code of Conduct onboarding training completed by employees						205-2
	CANADA	%	100	100	100	205-2	
	USA	%	99	100	99	205-2	
	LATIN AMERICA AND THE CARIBBEAN	%	100	100	99	205-2	
	EMEIA	%	100	97	97	205-2	
	APAC	%	100	99	98	205-2	
	<b>Total</b>	<b>%</b>	<b>99</b>	<b>99</b>	<b>98</b>	<b>205-2</b>	
	Code of Conduct refresher training completed by employees						
	CANADA	%	100	97	100	205-2	
	USA	%	100	100	96	205-2	
	LATIN AMERICA AND THE CARIBBEAN <sup>8</sup>	%	100	22	N/A	205-2	
	EMEIA	%	100	82	94	205-2	
	APAC	%	100	100	100	205-2	
	<b>Total</b>	<b>%</b>	<b>100</b>	<b>90</b>	<b>97</b>	<b>205-2</b>	
Customer Satisfaction <sup>9</sup>	Net Promoter Score (NPS)	Number	41	34	NR	N/A	

7 Training rates cannot be reported by employee category.

8 Code of Conduct refresher trainings were not launched in the LAC region in 2019, where a comprehensive live training strategy is used to replace online training modules. Completion rate for this region was lower for 2020 as training was launched in December 2020. Without the LAC region, the overall completion rate would have been 97%

9 In 2021, we conducted NPS surveys within most of our major operating regions. Overall, our score was 41 on a scale from -100 to 100, representing a 21% increase over our 2020 score.

# SASB Index

**Table C-1: Engineering & Construction Services**

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	IF-EN-160a.1	WSP has no such violations to report. Over the course of 2021, WSP identified a few incidents of environmental non-compliance which did not generate any significant fines, penalties, damages or sanctions imposed by a regulatory body. In the normal course of its business, when environmental events are identified and irrespective of their materiality, WSP endeavours to provide voluntary clean-up or remediation services; enhance internal procedures; react to warnings, and disseminate proper lessons learned across the organization.
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	IF-EN-160a.2	We consider the environmental risks and opportunities of our projects from the outset through design, construction, operations and end of life. We identify and comply with environmental study and permitting requirements to avoid, minimize or mitigate impacts to the environment. In some regions, we have developed tools to help our Project Managers identify and manage environmental impacts and permitting requirements and have provided training on environmental awareness and risk management. This can include our activities that could pose a potential environmental impact, such as water pollution, noise and nuisance, land contamination, waste, hazardous substances, energy use, protected species and habitats. Our risk tools enable us to effectively communicate these risks to our suppliers, subcontractors and clients. For some projects, we prepare an Environmental Management Plan (EMP) or similar document, which identifies key environmental risks, constraints, relevant regulations and mitigation measures. See our <a href="#">Managing our ESG Impacts</a> and <a href="#">Our Projects &amp; Environment</a> section for more information.
Structural Integrity & Safety	Amount of defect- and safety-related rework costs	IF-EN-250a.1	Operational Excellence and Expertise are two of WSP's core pillars. In the ordinary course of conducting its business, WSP may be involved in various legal proceedings, including lawsuits based upon professional errors and omissions. WSP works closely with its internal project teams, legal advisors and insurers in order to best defend and/or resolve such disputes. As indicated in its 2021 Annual Report, WSP secured general and professional liability insurance in order to manage the risks related to such proceedings. Based on advice and information provided by its legal advisors and on its experience in the resolution of similar proceedings, Management believes that WSP has accounted for sufficient provisions in that regard and that the final outcome should not have a material effect on the financial position or operating results of WSP.
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	IF-EN-250a.2	
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	IF-EN-320a.1	Our TRIR includes all direct employees as well as contract employees (e.g., independent contractors and those employed by third parties). Our TRIR does not include subcontractors. In 2021, our global TRIR was 0.27 per 200,000 hours worked. No employee fatalities occurred in 2021.



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE																																
Life Cycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	IF-EN-410a.1	<p>WSP has expertise in various sustainability rating and certification systems that help improve and recognize project sustainability performance. We do not have consistent systems in place globally to track project sustainability certifications. Therefore, the following data are approximate and likely underrepresent the number of projects we support that have achieved or will pursue a sustainability certification.</p> <table border="0"> <tr> <td>(1) The number of projects completed in 2021 that achieved or are expected to achieve a sustainability certification include:</td> <td>(2) The number of projects that were still active at the end of 2021 and seeking a sustainability certification include:</td> </tr> <tr> <td>264 BREEAM</td> <td>313 LEED</td> </tr> <tr> <td>59 LEED</td> <td>116 BREEAM</td> </tr> <tr> <td>24 BOMA</td> <td>140 Beam Plus</td> </tr> <tr> <td>19 Beam Plus</td> <td>129 Green Star</td> </tr> <tr> <td>17 Miljöbyggnad</td> <td>72 WELL</td> </tr> <tr> <td>7 Green Star</td> <td>32 Miljöbyggnad</td> </tr> <tr> <td>3 NABERS</td> <td>26 BOMA</td> </tr> <tr> <td>3 DGNB</td> <td>16 ISCA</td> </tr> <tr> <td>2 WELL</td> <td>13 Envision</td> </tr> <tr> <td>1 CEEQUAL</td> <td>13 Green Mark</td> </tr> <tr> <td>16 projects achieved/seeking other sustainability certifications</td> <td>12 Fitwel</td> </tr> <tr> <td></td> <td>11 NABERS</td> </tr> <tr> <td></td> <td>11 DGNB</td> </tr> <tr> <td></td> <td>2 CEEQUAL</td> </tr> <tr> <td></td> <td>56 projects using other sustainability certifications</td> </tr> </table>	(1) The number of projects completed in 2021 that achieved or are expected to achieve a sustainability certification include:	(2) The number of projects that were still active at the end of 2021 and seeking a sustainability certification include:	264 BREEAM	313 LEED	59 LEED	116 BREEAM	24 BOMA	140 Beam Plus	19 Beam Plus	129 Green Star	17 Miljöbyggnad	72 WELL	7 Green Star	32 Miljöbyggnad	3 NABERS	26 BOMA	3 DGNB	16 ISCA	2 WELL	13 Envision	1 CEEQUAL	13 Green Mark	16 projects achieved/seeking other sustainability certifications	12 Fitwel		11 NABERS		11 DGNB		2 CEEQUAL		56 projects using other sustainability certifications
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	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	IF-EN-410a.2	<p>WSP takes a holistic view of projects which includes construction phases beyond planning and design for clients. WSP includes the client's key stakeholders (in planning, engineering, construction, operation and maintenance) in project planning. Employees have WSP's Future Ready® toolkit to build energy and water efficiency considerations into their projects, by addressing future trends in climate change, resources, society and technology. A number of specialized employees with experience in utilizing sustainability rating tools and guidelines also ensure that energy and water efficiencies are considered in projects. As a diverse firm, WSP has subject matter experts in Energy, Water, Sustainability, and Resilience contributing from different lenses (built ecology, infrastructure, sustainability reporting, technical knowledge, planning and environment) to help make a positive impact in projects</p>																																

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	IF-EN-410b.1	<p>(1) As at December 31, 2021, our backlog for hydrocarbon-related projects was approximately \$176 million.</p> <p>(2) As at December 31, 2021, our backlog for renewable energy projects was approximately \$85 million.</p> <p>Note: The backlog numbers provided are unaudited. WSP tracks backlog through our financial systems, but not all project details are fully integrated at a global level. Hydrocarbon-related backlog is provided for our Power &amp; Energy and Mining markets only. WSP also provides environmental-related services to the hydrocarbon industry that are not reflected in this estimate.</p>
	Amount of backlog cancellations associated with hydrocarbon-related projects	IF-EN-410b.2	An increasing percentage of our hydrocarbon backlog is related to energy transition projects such as carbon capture and sequestration, hydrogen development, waste-to-energy and bio-fuel development. In 2021, WSP received gross revenue backlog cancellation notices for \$82 million of hydrocarbon-related work due to project cancellations, delays and contract reconfigurations. Note: The backlog numbers provided are unaudited and only reflect backlog cancellations in the Power & Energy market within our US, Canada and Australia operations.
	Amount of backlog for non-energy projects associated with climate change mitigation	IF-EN-410b.3	As at December 31, 2021, our best estimate of backlog for non-energy projects associated with climate change mitigation is \$4.3 billion. WSP estimates its percentage of Clean Revenues, which represents revenue earned from services that have a positive impact on the environment and support the UN SDGs (see section "Clean Revenues"). This estimate was modified to include only projects that support climate change mitigation, i.e. projects coded to climate change, sustainability, green/sustainability certifications, energy efficiency, low-carbon infrastructure and mass transit. We also include all our Earth & Environment projects, except those related to conventional resource extraction, under the assumption that these projects contribute to climate mitigation directly and/or indirectly through decommissioning of hydrocarbon projects or the protection and restoration of natural resources. The resulting percentage was applied to our 2021 backlog as at December 31, 2021, to generate our estimate. Note: The estimated backlog number is unaudited. The Clean Revenue categories used to support this estimate are based on mapping the available coding in our systems to this category. We plan to enhance this disclosure over time.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	IF-EN-510a.1	(1) As at December 31, 2021, WSP had less than 45 active projects in some of the countries listed in the 20 lowest rankings in Transparency International's Corruption Perception Index. (2) Our backlog as at December 31, 2021, in these countries was less than \$20 million. See the section "Ethics & Integrity" for information on how we approach working in high risk countries and regions.
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption practices, and (2) anticompetitive practices	IF-EN-510a.2	(1) \$0 (2) \$0
	Description of policies and practices for prevention of bribery and corruption	IF-EN-510a.3	See our <a href="#">Managing our ESG Impacts</a> document.
	Description of policies and practices for prevention of anti-competitive behavior in the project bidding processes	IF-EN-510a.3	See our <a href="#">Managing our ESG Impacts</a> document.

ACTIVITY METRIC	CODE	RESPONSE
Number of Active Projects	IF-EN-000.A	We had approximately 90,000 active projects as at March 31, 2022.
Number of Commissioned Projects	IF-EN-000.B	WSP is a professional services firm, offering planning, design, engineering, advisory and project management services to public and private clients across all industries. While WSP is involved in numerous construction projects, we do not provide construction services per se, and therefore cannot report on any "commissioned projects" as defined by SASB.
Total Backlog	IF-EN-000.C	Our backlog was \$10.4 billion <sup>10</sup> as at December 31, 2021.

<sup>10</sup> This report incorporates by reference section 19, "Glossary of segment reporting, non-IFRS and other financial measures", of WSP's MD&A for the year ended December 31, 2021, filed on SEDAR at [www.sedar.com](http://www.sedar.com), which explains the composition of this supplementary financial measure.

**Table C-2: Professional & Commercial Services**

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	See the section “Information Security and Privacy” in the <a href="#">2021 Global ESG Report</a> , as well as the <a href="#">Managing our ESG Impacts</a> document.
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	See the section “Information Security and Privacy” in the <a href="#">2021 Global ESG Report</a> , as well as the <a href="#">Managing our ESG Impacts</a> document.
	(1) Number of data breaches, (2) percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	In 2021, we reported one data breach to a data protection supervisory authority, which was subsequently closed with no further action. We had no data breaches of customer confidential business information or personally identifiable information that required a notification to our customers.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE																										
Workforce Diversity & Engagement	Percentage of gender representation for (1) executive management and (2) all other employees	SV-PS-330a.1	(1) As at March 31, 2022, 23% of the members of WSP’s global senior management team were women. (2) See the section “Inclusion & Diversity” in “About our People” in the <a href="#">2021 Global ESG Report</a> , for a gender breakdown per region and employee business category as of December 31, 2021.																										
	Percentage of racial/ethnic group representation within the United States for (1) executive management and (2) all other employees	SV-PS-330a.1	<p>Within our US, Canada and UK operations, which represent 50% of our global workforce, 23% of the employees in these countries have self-identified as a minority (this does not include Golder employees). As at December 31, 2021, 17% of our executive management team within WSP in the United States, defined as individuals within two reporting levels of the CEO, and 29% of all other employees within WSP in the US self-identify as racially/ethnically diverse. Racial/ethnic group representation is provided below for all WSP in the United States employees with the exception of Golder employees as of December 31, 2021.</p> <table border="1"> <thead> <tr> <th>RACIAL/ETHNIC GROUP</th> <th>% OF UNITED STATES TOTAL WORKFORCE</th> </tr> </thead> <tbody> <tr> <td>American Indian or Alaskan Native</td> <td>0.3%</td> </tr> <tr> <td>Asian (not Hispanic or Latino)</td> <td>11.9%</td> </tr> <tr> <td>Black or African American (not Hispanic or Latino)</td> <td>7.0%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>7.9%</td> </tr> <tr> <td>Native Hawaiian or Other Pacific Islander</td> <td>0.3%</td> </tr> <tr> <td>Two or More Races (not Hispanic or Latino)</td> <td>1.9%</td> </tr> <tr> <td>White (not Hispanic or Latino)</td> <td>63.8%</td> </tr> <tr> <td>Employee chose not to disclose</td> <td>6.8%</td> </tr> <tr> <td>Grand Total</td> <td>100%</td> </tr> </tbody> </table> <p>Other Reporting Categories for WSP in the United States as of December 31, 2020</p> <table border="1"> <thead> <tr> <th>CATEGORY</th> <th>% OF UNITED STATES TOTAL WORKFORCE</th> </tr> </thead> <tbody> <tr> <td>Employee with a Disability</td> <td>2.8%</td> </tr> <tr> <td>Veteran</td> <td>2.4%</td> </tr> </tbody> </table>	RACIAL/ETHNIC GROUP	% OF UNITED STATES TOTAL WORKFORCE	American Indian or Alaskan Native	0.3%	Asian (not Hispanic or Latino)	11.9%	Black or African American (not Hispanic or Latino)	7.0%	Hispanic or Latino	7.9%	Native Hawaiian or Other Pacific Islander	0.3%	Two or More Races (not Hispanic or Latino)	1.9%	White (not Hispanic or Latino)	63.8%	Employee chose not to disclose	6.8%	Grand Total	100%	CATEGORY	% OF UNITED STATES TOTAL WORKFORCE	Employee with a Disability	2.8%	Veteran	2.4%
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(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	(1) Our global voluntary turnover rate for 2021 was 17%. (2) Our total global turnover rate (voluntary and involuntary) for 2021 was 21%.																											
Employee engagement as a percentage	SV-PS-330a.3	In 2021, all of our employees were invited to participate in an engagement survey, and the overall participation rate was 81%. The result was a score of 7.6/10 on our global engagement index.																											

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	See the section “Ethics and Integrity”
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	\$0

ACTIVITY METRIC	CODE	RESPONSE
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	See Appendix A in the <a href="#">2021 Global ESG Report</a> .
Employee hours worked, percentage billable	SV-PS-000.B	In 2021, our billable employees worked a total of 88,246,179 hours. This figure excludes corporate and support staff.