WSP Global Inc.

CDP Corporate Questionnaire 2026

10/14/2026, 07:43 pm

Contents

C1. Introduction 3

(1.1) In which language are you submitting your response? 3

(1.2) Select the currency used for all financial information disclosed throughout your response. 3

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years. 3

(1.4.1) What is your organization's annual revenue for the reporting period? 4

(1.5) Provide details on your reporting boundary. 4

C5. Business strategy 5

(5.11) Do you engage with your value chain on environmental issues? 5

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues. 5

C6. Environmental performance - Consolidation approach 8

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data. 8

C7. Environmental performance - Climate change 9

(7.1) Is this your first year of reporting emissions data to CDP? 9

(7.1.1) 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? 9

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year? 9

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2? 10

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions. 11

(7.3) Describe your organization's approach to reporting Scope 2 emissions. 11

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data? 12

(7.5) Provide your base year and base year emissions. 12

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e? 18

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e? 20

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions. 22

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years. 31

(7.9) Indicate the verification/assurance status that applies to your reported emissions. 33
(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements. 33
(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements. 34
(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements. 35
(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year? 37
(7.30) Select which energy-related activities your organization has undertaken. 37
(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh. 38
(7.53) Did you have an emissions target that was active in the reporting year? 40
(7.53.1) Provide details of your absolute emissions targets and progress made against those targets. 41
(7.54) Did you have any other climate-related targets that were active in the reporting year? 51
(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production. 51
(7.54.3) Provide details of your net-zero target(s). 53

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

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

Select from:
☑ CAD

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:
☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:
☑ 2 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 2 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 2 years

[Fixed row]

(1.4.1) What is your organization’s annual revenue for the reporting period?

13959100000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

C5. Business strategy

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Provide training, support and best practices on how to make credible renewable energy usage claims

☑ Provide training, support and best practices on how to measure GHG emissions

☑ Provide training, support and best practices on how to mitigate environmental impact

☑ Provide training, support and best practices on how to set science-based targets

Information collection

☑ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 26-50%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 26-50%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In 2023, WSP launched its Supplier Low-Carbon Engagement Plan. Since 2023, we have invited a subset of key suppliers to disclose their annual scope 1, 2 and 3 GHG emissions. We use their reported emissions to derive supplier-specific emissions factors to use in our scope 3 GHG inventory calculations of PG&S and capital goods.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

[Add row]

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

WSP defines its organization boundaries using the operational control approach for accounting and reporting its consolidated energy, GHG emissions, waste and water metrics. All facilities over which WSP has operational control are included in the GHG inventory. This includes all owned and leased facilities that the Business occupies, and all vehicles that the Business operates. Since WSP is an office-based organization providing consultancy services that does not own any significant property or other real estate assets, WSP uses operational control as its consolidation approach to ensure all facilities and vehicles that WSP has operational control over – owned or leased – are included in accounting and reporting.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

WSP defines its organization boundaries using the operational control approach for accounting and reporting its consolidated energy, GHG emissions, waste and water metrics. All facilities over which WSP has operational control are included in the GHG inventory. This includes all owned and leased facilities that the Business occupies, and all vehicles that the Business operates. Since WSP is an office-based organization providing consultancy services that does not own any significant property or other real estate assets, WSP uses operational control as its consolidation approach to ensure all facilities and vehicles that WSP has operational control over – owned or leased – are included in accounting and reporting.
[Fixed row]

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☑ No

(7.1.1) 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?

(7.1.1.1) Has there been a structural change?

Select all that apply

☑ Yes, an acquisition

☑ Yes, a divestment

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

Acquisitions that closed in 2024 were integrated into the 2025 GHG inventory including: - POWER Engineers - 1A Ingenieros - AKF Group - Proxion Plan & Proxion Pro - Communica Public Affairs WSP divested from Infrastructure Engineering GmbH in Germany in March 2025 and removed from the inventory in 2025.

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

Acquisitions were all completed in 2024 and the divestiture was completed in 2025. Our GHG inventory was re-baselined to incorporate the acquisitions back to our base year and the divestiture was removed back to the base year.
[Fixed row]

(7.1.2) 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?
	Select all that apply ☑ No

[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scopes recalculated

Select all that apply

☑ Scope 1

☑ Scope 2, location-based

☑ Scope 2, market-based

☑ Scope 3

(7.1.3.3) Scope 3 categories recalculated

Select all that apply

☑ Capital goods

☑ Business travel

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

☑ Employee commuting
☑ Purchased goods and services
☑ Waste generated in operations

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

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 methodology changes if the resulting adjustment is (1) more than 1% of the combined scope 1 and 2 emissions or (2) more than 1% of total scope 3 emissions across all scope 3 categories. Adjustments less than this threshold are considered insignificant and will be decided case by case.

(7.1.3.5) Past years' recalculation

Select from:
☑ Yes
[Fixed row]

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

Select all that apply
☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
☑ The Greenhouse Gas Protocol: Scope 2 Guidance
☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

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

(7.3.1) Scope 2, location-based

Select from:
☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Purchased Electricity (Location-based): When available, region-specific electricity emissions factors are obtained. All other Countries: International Energy Agency, International Electricity Emission Factors by Country are used. Power producer-specific emissions factors for electricity are not used unless there is a direct line between that power producer and WSP's facility. The latest emission factors available at the time of annual inventory compilation are used. Historical emission factors will not be adjusted unless new emission factors representing a significant methodology change become available. Where current year emissions factors are not available, the most recent available year is be used. Purchased Electricity (Market Based): WSP uses a hierarchy for market-based emissions factors, in order from most precise to least: 1. Energy Attribute Certificates (e.g. Renewable Energy Certificates (RECs), Guarantee of Origin (Gos)): WSP purchases RECs for some sites. RECs are also purchased that are attributed to the space WSP occupies in some of the colocation data centers. 2. Electricity contracts (e.g. Power Purchase Agreement (PPA)): WSP has electricity contracts for a small number of sites in Europe. 3. Supplier-specific emissions factors (e.g. Factors provided by supplier of products in a deregulated market, or utility in a regulated market): Several sites use an electricity supplier for which supplier-specific factors are available. 4. Residual Mix: Currently, WSP applies residual mix factors for Europe only. 5. Location-based factors: Location-based factors are applied at sites where no other, more specific electricity emissions factors are available. Purchased Heating and Cooling Data for purchased heating and cooling are obtained from individual facilities. Purchased Heating emissions (mass CO_2/CH_4/N_2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO_2/CH_4/N_2O per MMBtu) Purchased Cooling emissions (mass CO_2/CH_4/N_2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO_2/CH_4/N_2O per kWh)
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

47575

(7.5.3) Methodological details

WSP's direct GHG emissions result from stationary combustion, mobile combustion, and refrigerant leakage. Stationary Fuel: Stationary fuel consumption data (natural gas and other reported fuel usage) is obtained directly from facilities contacts. The activity data are totalled for each facility and input annually into the Inventory. Natural gas emissions (mass CO_2/CH_4/N_2O) Natural gas consumption (MMBtu) x Emission factor (mass CO_2/CH_4/N_2O per MMBtu) Mobile Combustion: Activity data for vehicles owned and operated by WSP is collected from each region. For mobile combustion, where only fuel consumed or distance travelled is known, the other quantity may be estimated based on actual fuel efficiency factor or an average fuel efficiency factor in absence of actual fuel efficiency data. Diesel or Gasoline emissions (mass CO_2) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO_2 per MMBTu) Diesel or Gasoline emissions (mass CH_4/N_2O) Distance travelled (km) x Emission factor (mass CH_4/N_2O per km) Refrigerants and Other Fugitive Gases: Refrigerant and other fugitive gas activity data are not available from sites and are estimated on a square footage basis. WSP UK Limited services and repairs refrigeration units annually and therefore has supplied actual leakage and 'refrigerant type' data for a number of sites. Where data is unavailable, the below estimation methodology has been applied. Refrigerant emissions (CO_2e) Annual refrigerant loss x GWP / 1000 Annual refrigerant loss: HFC refrigerant charge (kg) x EPA operating loss (%) x (# of months active / 12) HFC refrigerant charge: Facility sqft x % of sqft using HFC x Refrigerant charge (kg) per sqft. Refrigerants are also emitted from WSP fleet vehicles that are equipped with air-conditioning units. The number of vehicles was collected from each country and where not available was estimated based on the distance travelled using the average distance travelled per vehicle rate.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

61712

(7.5.3) Methodological details

Purchased Electricity (Location-based): When available, region-specific electricity emissions factors are obtained. All other Countries: International Energy Agency, International Electricity Emission Factors by Country are used. Power producer-specific emissions factors for electricity are not used unless there is a direct line between that power producer and WSP's facility. The latest emission factors available at the time of annual inventory compilation are used. Historical emission factors

will not be adjusted unless new emission factors representing a significant methodology change become available. Where current year emissions factors are not available, the most recent available year is be used.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

61755

(7.5.3) Methodological details

Purchased Electricity (Market Based): WSP uses a hierarchy for market-based emissions factors, in order from most precise to least: 1. Energy Attribute Certificates (e.g. Renewable Energy Certificates (RECs), Guarantee of Origin (GOs)): WSP purchases RECs for some sites. RECs are also purchased that are attributed to the space WSP occupies in some of the colocation data centers. 2. Electricity contracts (e.g. Power Purchase Agreement (PPA)): WSP has electricity contracts for a small number of sites in Europe. 3. Supplier-specific emissions factors (e.g. Factors provided by supplier of products in a deregulated market, or utility in a regulated market): Several sites use an electricity supplier for which supplier-specific factors are available. 4. Residual Mix: Currently, WSP applies residual mix factors for Europe only. 5. Location-based factors: Location-based factors are applied at sites where no other, more specific electricity emissions factors are available. Purchased Heating and Cooling Data for purchased heating and cooling are obtained from individual facilities. Purchased Heating emissions (mass CO_2/CH_4/N_2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO_2/CH_4/N_2O per MMBtu) Purchased Cooling emissions (mass CO_2/CH_4/N_2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO_2/CH_4/N_2O per kWh)

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

344186

(7.5.3) Methodological details

WSP collects supplier-specific emissions from a select group of suppliers. Where supplier-specific data is unavailable the spend-based methodology is used. 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 kgCO_2e per 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 CO_2e) Spend (USD) x Emission factor (mass CO_2e per USD).

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

52512

(7.5.3) Methodological details

WSP collects supplier-specific emissions from a select group of suppliers. Where supplier-specific data is unavailable the spend-based methodology is used. 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 kgCO_2e per 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 CO_2e) Spend (USD) x Emission factor (mass CO_2e per USD).

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

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

40794

(7.5.3) Methodological details

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 GREET1model 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 CO_2e) Electricity purchased per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO_2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO_2e) Electricity purchased per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO_2e 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 CO_2e) Chilled Water/District Cooling consumed per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO_2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO_2e) Chilled Water/District Cooling consumed per Electric region/subregion (for example eGRID region in the US) (MWh) x T&D Loss Factor (mass of CO_2e 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 CO_2e) Steam/District Heating consumed (MMBTU) x T&D Loss Factor (mass of CO_2e per MMBTU) FUELS (Natural Gas, Stationary Fuel, WSP Fleet & Business Travel Road) – 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 CO_2e) 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 CO_2e per associated UOM).

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

3468

(7.5.3) Methodological details

Data for waste generated in operations was obtained from individual facilities from 2018-2022 across all WSP countries. From 2025 onward, waste data is optionally included in the office data collection template and provided by a small number of countries. As waste data is not widely provided across most of our sites, a series of questions were asked to garner a better understanding of how waste is managed at each WSP facility globally. To calculate weight metrics for sites where actual data is not available, waste intensities (kg/sqft) were calculated using the 2018-2022 actual data. Total weight is divided by total square footage for a specific year. To calculate an intensity, intensities for each disposal method from 2018-2022 were averaged and then multiplied by WSP's yearly occupancy rate. The occupancy rate is calculated using WSP's annual utilization report.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

66433

(7.5.3) Methodological details

Business Travel: The following modes of business travel are included: Air, Rental Vehicle, Personal Vehicle Mileage, Rail, Subway/Metro, Taxi (including Lyft, Uber). Air Travel: Activity data for distance travelled via airplanes for WSP business travel is collected from each region. For air travel, where data is unavailable in the reporting year, but historical data was significant, historical data is used to estimate for the current year. Starting 2023, data on flight class was collected from all sources and the Defra emission factor based on flight class was applied. Quantification Methodologies: Air travel emissions (mass CO_2/CH_4/N_2O) Distance travelled (pass-km) x Emission factor (mass CO_2/CH_4/N_2O 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_2) Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO_2 per MMBTu) Gasoline emissions (mass CH_4/N_2O) Distance travelled (km) x Emission factor (mass CH_4/N_2O 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_2/CH_4/N_2O) Distance travelled (pass-km) x Emission factor (mass CO_2/CH_4/N_2O per pass-km) Hotel Stays: Quantification Methodologies: Hotel Stays Emissions (tCO_2e) No. of nights stayed x Emission factor ($kgCO_2e$) / 1000. Where actual hotel stay data is not available for a country, an FTE-based estimate is calculated for number of nights.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

56236

(7.5.3) Methodological details

In 2024, WSP conducted a global commuting survey to identify commuting patterns of employees. The survey questioned mode and distance and categories by country and for the United States, Canada and Australia, by state/province. To determine Work from home behaviours; employees were asked if they work from home 'full time'. In these cases, only WFH emissions are calculated as no commuting is carried out. Where employees do not work from home 'full time' they are assumed to be hybrid workers. A global assumption of 2 days in office per week was applied for 2024 based on global averages combined with subregion PTO

averages to determine number of days WFH and Commuted annually. In 2018 all employees were assuming to work from the office and the 2024 survey results were scaled to base year practices. Emissions were calculated by multiplying the miles travelled per transportation mode by the emission factor for the mode of transportation. Emissions from heating, cooling, ventilation, waste, device usage, internet usage and lighting by employees at home were also included in the commuting emission category to account for the lack of typical commuting emissions due to work from home.
[Fixed row]

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

Reporting year

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

41268

(7.6.3) Methodological details

WSP's direct GHG emissions result from stationary combustion, mobile combustion, and refrigerant leakage. Stationary Fuel: Stationary fuel consumption data (natural gas and other reported fuel usage) is obtained directly from facilities contacts. The activity data are totalled for each facility and input annually into the Inventory. Natural gas emissions (mass CO_2/CH_4/N_2O) Natural gas consumption (MMBtu) x Emission factor (mass CO_2/CH_4/N_2O per MMBtu) Mobile Combustion: Activity data for vehicles owned and operated by WSP is collected from each region. For mobile combustion, where only fuel consumed or distance travelled is known, the other quantity may be estimated based on actual fuel efficiency factor or an average fuel efficiency factor in absence of actual fuel efficiency data. Diesel or Gasoline emissions (mass CO_2) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO_2 per MMBTu) Diesel or Gasoline emissions (mass CH_4/N_2O) Distance travelled (km) x Emission factor (mass CH_4/N_2O per km) Refrigerants and Other Fugitive Gases: Refrigerant and other fugitive gas activity data are not available from sites and are estimated on a square footage basis. WSP UK Limited services and repairs refrigeration units annually and therefore has supplied actual leakage and 'refrigerant type' data for a number of sites. Where data is unavailable, the below estimation methodology has been applied. Refrigerant emissions (CO_2e) Annual refrigerant loss x GWP / 1000 Annual refrigerant loss: HFC refrigerant charge (kg) x EPA operating loss (%) x (# of months active / 12) HFC refrigerant charge: Facility sqft x % of sqft using HFC x Refrigerant charge (kg) per sqft. Refrigerants are also emitted from WSP fleet vehicles that are equipped with air-conditioning units. The number of vehicles was collected from each country and where not available was estimated based on the distance travelled using the average distance travelled per vehicle rate.

Past year 1

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

38056

(7.6.2) End date

12/31/2024

(7.6.3) Methodological details

WSP's direct GHG emissions result from stationary combustion, mobile combustion, and refrigerant leakage. Stationary Fuel: Stationary fuel consumption data (natural gas and other reported fuel usage) is obtained directly from facilities contacts. The activity data are totalled for each facility and input annually into the Inventory. Natural gas emissions (mass CO_2/CH_4/N_2O) Natural gas consumption (MMBtu) x Emission factor (mass CO_2/CH_4/N_2O per MMBtu) Mobile Combustion: Activity data for vehicles owned and operated by WSP is collected from each region. For mobile combustion, where only fuel consumed or distance travelled is known, the other quantity may be estimated based on actual fuel efficiency factor or an average fuel efficiency factor in absence of actual fuel efficiency data. Diesel or Gasoline emissions (mass CO_2) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO_2 per MMBTu) Diesel or Gasoline emissions (mass CH_4/N_2O) Distance travelled (km) x Emission factor (mass CH_4/N_2O per km) Refrigerants and Other Fugitive Gases: Refrigerant and other fugitive gas activity data are not available from sites and are estimated on a square footage basis. WSP UK Limited services and repairs refrigeration units annually and therefore has supplied actual leakage and 'refrigerant type' data for a number of sites. Where data is unavailable, the below estimation methodology has been applied. Refrigerant emissions (CO_2e) Annual refrigerant loss x GWP / 1000 Annual refrigerant loss: HFC refrigerant charge (kg) x EPA operating loss (%) x (# of months active / 12) HFC refrigerant charge: Facility sqft x % of sqft using HFC x Refrigerant charge (kg) per sqft. Refrigerants are also emitted from WSP fleet vehicles that are equipped with air-conditioning units. The number of vehicles was collected from each country and where not available was estimated based on the distance travelled using the average distance travelled per vehicle rate.

Past year 2

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

41096

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

WSP's direct GHG emissions result from stationary combustion, mobile combustion, and refrigerant leakage. Stationary Fuel: Stationary fuel consumption data (natural gas and other reported fuel usage) is obtained directly from facilities contacts. The activity data are totalled for each facility and input annually into the Inventory. Natural gas emissions (mass CO_2/CH_4/N_2O) Natural gas consumption (MMBtu) x Emission factor (mass CO_2/CH_4/N_2O per MMBtu) Mobile Combustion: Activity data for vehicles owned and operated by WSP is collected from each region. For mobile combustion, where only fuel consumed or distance travelled is known, the other quantity may be estimated based on actual fuel efficiency factor or an average fuel efficiency factor in absence of actual fuel efficiency data. Diesel

or Gasoline emissions (mass CO_2) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO_2 per MMBTu) Diesel or Gasoline emissions (mass CH_4/N_2O) Distance travelled (km) x Emission factor (mass CH_4/N_2O per km) Refrigerants and Other Fugitive Gases: Refrigerant and other fugitive gas activity data are not available from sites and are estimated on a square footage basis. WSP UK Limited services and repairs refrigeration units annually and therefore has supplied actual leakage and 'refrigerant type' data for a number of sites. Where data is unavailable, the below estimation methodology has been applied. Refrigerant emissions (CO_2e) Annual refrigerant loss x GWP / 1000 Annual refrigerant loss: HFC refrigerant charge (kg) x EPA operating loss (%) x (# of months active / 12) HFC refrigerant charge: Facility sqft x % of sqft using HFC x Refrigerant charge (kg) per sqft. Refrigerants are also emitted from WSP fleet vehicles that are equipped with air-conditioning units. The number of vehicles was collected from each country and where not available was estimated based on the distance travelled using the average distance travelled per vehicle rate.
[Fixed row]

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

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

24008

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1578

(7.7.4) Methodological details

Purchased Electricity: WSP uses a hierarchy for market-based emissions factors, in order from most precise to least: 1. Energy Attribute Certificates (e.g. Renewable Energy Certificates (RECs), Guarantee of Origin (Gos)): WSP purchases RECs for some sites. RECs are also purchased that are attributed to the space WSP occupies in some of the colocation data centers. 2. Electricity contracts (e.g. Power Purchase Agreement (PPA)): WSP has electricity contracts for a small number of sites in Europe. 3. Supplier-specific emissions factors (e.g. Factors provided by supplier of products in a deregulated market, or utility in a regulated market): Several sites use an electricity supplier for which supplier-specific factors are available. 4. Residual Mix: Currently, WSP applies residual mix factors for Europe only. 5. Location-based factors: Location-based factors are applied at sites where no other, more specific electricity emissions factors are available. Purchased Heating and Cooling Data for purchased heating and cooling are obtained from individual facilities. Purchased Heating emissions (mass $CO_2/CH_4/N_2O$) Purchased Heating consumption (MMBtu) x Emissions factor (mass $CO_2/CH_4/N_2O$ per MMBtu) Purchased Cooling emissions (mass $CO_2/CH_4/N_2O$) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass $CO_2/CH_4/N_2O$ per kWh)

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

27243

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

5270

(7.7.3) End date

12/31/2024

(7.7.4) Methodological details

Purchased Electricity: WSP uses a hierarchy for market-based emissions factors, in order from most precise to least: 1. Energy Attribute Certificates (e.g. Renewable Energy Certificates (RECs), Guarantee of Origin (Gos)): WSP purchases RECs for some sites. RECs are also purchased that are attributed to the space WSP occupies in some of the colocation data centers. 2. Electricity contracts (e.g. Power Purchase Agreement (PPA)): WSP has electricity contracts for a small number of sites in Europe. 3. Supplier-specific emissions factors (e.g. Factors provided by supplier of products in a deregulated market, or utility in a regulated market): Several sites use an electricity supplier for which supplier-specific factors are available. 4. Residual Mix: Currently, WSP applies residual mix factors for Europe only. 5. Location-based factors: Location-based factors are applied at sites where no other, more specific electricity emissions factors are available. Purchased Heating and Cooling Data for purchased heating and cooling are obtained from individual facilities. Purchased Heating emissions (mass CO_2/CH_4/N_2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO_2/CH_4/N_2O per MMBtu) Purchased Cooling emissions (mass CO_2/CH_4/N_2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO_2/CH_4/N_2O per kWh)

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

31626

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

14016

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

Purchased Electricity: WSP uses a hierarchy for market-based emissions factors, in order from most precise to least: 1. Energy Attribute Certificates (e.g. Renewable Energy Certificates (RECs), Guarantee of Origin (Gos)): WSP purchases RECs for some sites. RECs are also purchased that are attributed to the space WSP occupies in some of the colocation data centers. 2. Electricity contracts (e.g. Power Purchase Agreement (PPA)): WSP has electricity contracts for a small number of sites in Europe. 3. Supplier-specific emissions factors (e.g. Factors provided by supplier of products in a deregulated market, or utility in a regulated market): Several sites use an electricity supplier for which supplier-specific factors are available. 4. Residual Mix: Currently, WSP applies residual mix factors for Europe only. 5. Location-based factors: Location-based factors are applied at sites where no other, more specific electricity emissions factors are available. Purchased Heating and Cooling Data for purchased heating and cooling are obtained from individual facilities. Purchased Heating emissions (mass CO_2/CH_4/N_2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO_2/CH_4/N_2O per MMBtu) Purchased Cooling emissions (mass CO_2/CH_4/N_2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO_2/CH_4/N_2O per kWh)
[Fixed row]

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

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

306920

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

18

(7.8.6) Please explain

WSP collects supplier-specific emissions from a select group of suppliers. Where supplier-specific data is unavailable, the spend-based methodology is used. Regional spend data is collected by WSP's Global and Regional Procurement Teams. 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 kgCO_2e per 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 CO_2e) Spend (USD) x Emission factor (mass CO_2e per USD).

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

28190

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

18

(7.8.6) Please explain

WSP collects supplier-specific emissions from a select group of suppliers. Where supplier-specific data is unavailable, the spend-based methodology is used. Regional spend data is collected by WSP's Global and Regional Procurement Teams. 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 kgCO_2e per 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 CO_2e) Spend (USD) x Emission factor (mass CO_2e per USD).

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

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

25373

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :Fuel-based method

(7.8.6) 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 GREET1model 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 CO_2e) Electricity purchased per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO_2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO_2e) Electricity purchased per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO_2e 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 CO_2e) Chilled Water/District Cooling consumed per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO_2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO_2e) Chilled Water/District Cooling consumed per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO_2e 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 CO_2e) Steam/District Heating consumed (MMBTU) x T&D Loss Factor (mass of CO_2e per MMBTU) FUELS (Natural Gas, Stationary Fuel, WSP Fleet & Business Travel Road) – 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 CO_2e) 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 CO_2e per associated UOM).

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under another scope 3 category, please specify :Category 1

(7.8.6) Please explain

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

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

767

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.6) Please explain

Data for waste generated in operations was obtained from individual facilities from 2018-2022 across all WSP countries. From 2025 onward, waste data is optionally included in the office data collection template and provided by a small number of countries. As waste data is not widely provided across most of our sites, a series of questions were asked to garner a better understanding of how waste is managed at each WSP facility globally. To calculate weight metrics for sites where actual data is not available, waste intensities (kg/sqft) were calculated using the 2018-2022 actual data. Total weight is divided by total square footage for a specific year. To calculate an intensity, intensities for each disposal method from 2018-2022 were averaged and then multiplied by WSP's yearly occupancy rate. The occupancy rate is calculated using WSP's annual utilization report.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

40878

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.6) Please explain

Business Travel: The following modes of business travel are included: Air, Rental Vehicle, Personal Vehicle Mileage, Rail, Subway/Metro, Taxi (including Lyft, Uber). Air Travel: Activity data for distance travelled via airplanes for WSP business travel is collected from each region. For air travel, where data is unavailable in the reporting year, but historical data was significant, historical data is used to estimate for the current year. Starting 2023, data on flight class was collected from all sources and the Defra emission factor based on flight class was applied. Quantification Methodologies: Air travel emissions (mass CO_2/CH_4/N_2O) Distance travelled (pass-km) x Emission factor (mass CO_2/CH_4/N_2O 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_2) Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO_2 per MMBTu) Gasoline emissions (mass CH_4/N_2O) Distance travelled (km) x Emission factor (mass CH_4/N_2O 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_2/CH_4/N_2O) Distance travelled (pass-km) x Emission factor (mass CO_2/CH_4/N_2O per pass-km) Hotel Stays: Quantification Methodologies: Hotel Stays Emissions (tCO_2e) No. of nights stayed x Emission factor ($kgCO_2e$) / 1000. Where actual hotel stay data is not available for a country, an FTE-based estimate is calculated for number of nights.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

57395

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.6) Please explain

In 2024, WSP conducted a global commuting survey to identify commuting patterns of employees. The survey questioned mode and distance and categories by country and for the United States, Canada and Australia, by state/province. To determine Work from home behaviours; employees were asked if they work from home 'full time'. In these cases, only WFH emissions are calculated as no commuting is carried out. Where employees do not work from home 'full time' they are assumed to be hybrid workers. A global assumption of 2 days in office per week was applied for 2024 based on global averages combined with subregion PTO averages to determine number of days WFH and Commuted annually. In 2025 to determine number of days worked from home and commuted annually, an updated global occupancy rate was used to scale the 2024 survey results to current year practices. Emissions were calculated by multiplying the miles travelled per transportation mode by the emission factor for the mode of transportation. Emissions from heating, cooling, ventilation, waste, device usage, internet usage and lighting by employees at home were also included in the commuting emission category to account for the lack of typical commuting emissions due to work from home.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under scope 1 or 2

(7.8.6) 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

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:
☑ Not applicable to our organization’s activities

(7.8.6) Please explain

WSP does not have any significant emissions from downstream transportation and distribution.

Processing of sold products

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:
☑ Not applicable to our organization’s activities

(7.8.6) Please explain

WSP provides services which do not have “processing” emissions once sold to our clients.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

WSP’s sold products do not generate emissions.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

WSP provides services that do not have end of life emissions.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization's activities

(7.8.6) Please explain

WSP does not own any assets that are leased to others.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization's activities

(7.8.6) Please explain

WSP does not operate any franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under scope 1 or 2

(7.8.6) Please explain

WSP does not have any significant emissions from investment activities. We include emissions from joint ventures in Scope 1 and Scope 2 emissions.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

302965

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

26432

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

28314

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

1255

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

48669

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

53833

Past year 2

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

321773

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

42379

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

29737

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

1290

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

55366

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

52231
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

WSP RY2025 GHG Emissions Verification Opinion GHG and HR 04-27-26-combined.pdf

(7.9.1.5) Page/section reference

1

(7.9.1.6) Relevant standard

Select all that apply

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

WSP RY2025 GHG Emissions Verification Opinion GHG and HR 04-27-26-combined.pdf

(7.9.2.6) Page/ section reference

1

(7.9.2.7) Relevant standard

Select all that apply
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Capital goods

☑ Scope 3: Business travel

☑ Scope 3: Employee commuting

☑ Scope 3: Purchased goods and services

☑ Scope 3: Waste generated in operations

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

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

WSP RY2025 GHG Emissions Verification Opinion GHG and HR 04-27-26-combined.pdf

(7.9.3.6) Page/section reference

1

(7.9.3.7) Relevant standard

Select all that apply

☑ ISO14064-3

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100

[Add row]

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

Select from:

☑ Decreased

(7.30) 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)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ Yes
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

1037.65

(7.30.1.3) MWh from non-renewable sources

158898.97

(7.30.1.5) Total (renewable + non-renewable) MWh

159936.62

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

84228.03

(7.30.1.3) MWh from non-renewable sources

1485.45

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

85713.48

Consumption of purchased or acquired heat

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

7015.96

(7.30.1.5) Total (renewable + non-renewable) MWh

7015.96

Consumption of purchased or acquired cooling

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

417.14

(7.30.1.5) Total (renewable + non-renewable) MWh

417.14

Total energy consumption

(7.30.1.2) MWh from renewable sources

85265.69

(7.30.1.3) MWh from non-renewable sources

167817.51

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

253083.20
[Fixed row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

WSP Global Net Zero Approval Letter.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

09/22/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2018

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

47575

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

61755

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

0.000

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

109330.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

60

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

43732.000

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

41268

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

1578

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

42846.000

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

101.35

(7.53.1.80) Target status in reporting year

Select from:

☑ Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers 100% of WSP's scope 1 and scope 2, market-based, emissions.

(7.53.1.83) Target objective

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.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

We achieved this target through the actions outlined in our Climate and Nature Transition Plan including initiatives around renewable energy and fleet.

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

WSP Global Net Zero Approval Letter.pdf

(7.53.1.4) Target ambition

Select from:

☑ Well-below 2°C aligned

(7.53.1.5) Date target was set

09/22/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply
☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply
☑ Scope 3, Category 2 – Capital goods
☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)
☑ Scope 3, Category 6 – Business travel
☑ Scope 3, Category 7 – Employee commuting
☑ Scope 3, Category 1 – Purchased goods and services
☑ Scope 3, Category 5 – Waste generated in operations

(7.53.1.11) End date of base year

12/31/2018

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

344186

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

52512

(7.53.1.16) 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)

40794

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

3468

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

66433

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

56236

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

563629.000

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

563629.000

(7.53.1.35) 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

(7.53.1.36) 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

(7.53.1.37) 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

(7.53.1.39) 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

(7.53.1.40) 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

(7.53.1.41) 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

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

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

30

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

394540.300

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

306920

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

28190

(7.53.1.61) 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)

25373

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

767

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

40878

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

57395

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

459523.000

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

459523.000

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

61.57

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers 100% of WSP's scope 3 emissions.

(7.53.1.83) Target objective

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.

(7.53.1.84) 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 and Nature Transition Plan including initiatives around business travel, procurement, employee commuting and other sources.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

☑ Net-zero targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

09/22/2022

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2018

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

145826

(7.54.1.9) % share of low-carbon or renewable energy in base year

0.15

(7.54.1.10) End date of target

12/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

100

(7.54.1.13) % of target achieved relative to base year

100.00

(7.54.1.14) Target status in reporting year

Select from:

☑ Achieved

(7.54.1.16) 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.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ No, it’s not part of an overarching initiative

(7.54.1.19) 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.

(7.54.1.20) Target objective

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.

(7.54.1.22) List the actions which contributed most to achieving this target

WSP procures 100% renewable electricity to achieve the target.
[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

09/22/2022

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

☑ Abs2

(7.54.3.5) End date of target for achieving net zero

12/31/2040

(7.54.3.6) Is this a science-based target?

Select from:

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

(7.54.3.7) Science Based Targets initiative official validation letter

WSP Global Net Zero Approval Letter.pdf

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.54.3.10) 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.

(7.54.3.11) Target objective

Achieve net zero emissions across our value chain by 2040.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ No, we do not plan to mitigate emissions beyond our value chain

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we plan to purchase and cancel carbon credits for neutralization at the end of the target

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

"We set interim GHG emissions reduction targets for 2027 in line with our 2025-2027 Global Strategic Action Plan, front-loading efforts to make significant progress towards our 2030 targets as required by climate science. These include maintaining scope 1 and 2 market-based GHG emissions reduction above 58% from a 2018 base year, in addition to reducing scope 3 GHG emissions by 27% from a 2018 base 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 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."

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

Every year WSP reviews progress towards all of our decarbonization targets and leverages learnings and insights to inform our programmatic decarbonization efforts. [Add row]