

Global Environmental Policy

The environment is a key focus area for WSP. We strive to protect and enhance the natural environment we work in. We are committed to operating, maintaining, and continually improving an Environmental Management System (EMS) that is compliant with ISO 14001:2015. Our EMS will be driven by effective leadership and behaviours underpinned by our EMS focus areas of environmental impact, compliance, assessment and promotes excellence in environmental management. This policy applies to WSP Global Inc. and its subsidiaries (collectively, “WSP”), to all employees, directors, officers and others in an employment-type relationship with WSP.

WSP is committed to:

- Ensuring compliance with local, state, provincial, federal, and international environmental laws, and regulations.
- Setting clear objectives and targets to reduce our environmental impact and leading by example to raise environmental practices and standards in our industry.
- Setting additional regional environmental targets as appropriate and reviewing progress against these.
- Implementing plans, procedures, and programmes to identify and mitigate our environmental risks and impacts.
- Identifying, assessing and managing our environmental risks and opportunities to prevent pollution and protect the environment.
- Understanding how our activities impact and are impacted by the environment, including climate change, biodiversity, waste and land use.
- Working with our clients, contractors, suppliers, regulators and partners to address their needs and expectations relating to the environment
- Appointing professionals with expertise to manage our EMS in line with the Global requirements
- Communicating and engaging with our people on environmental protection through the use of initiatives and campaigns.
- Identifying training needs across our business and delivering effective programmes to develop competency and awareness.
- Planning to prevent and respond to environmental incidents and emergency scenarios.
- Promoting and ensuring continual improvement by monitoring performance against stated objectives and targets to deliver excellence in our standards, culture, and performance.

Environmental management concerns everyone at WSP. WSP expects full commitment from all our people in contributing to the implementation of the EMS, environmental policy and achieving our goals and objectives, including those set out in our Sustainability program.

The applicable requirements of this policy will be communicated to entities working for, and/or on behalf of, WSP and will also be made available to other stakeholders upon request.



Alexandre L'Heureux

President and Chief Executive Officer

June 27, 2025

This policy has been approved by WSP's Board of Directors and will be formally reviewed annually or when substantial changes occur in legislation, organization or business drivers which impact our business.