

Global Quality Policy

Quality is an integral part of WSP's culture, with a commitment to operating, maintaining and continually improving a Quality Management System (QMS) in compliance with all applicable legal and other requirements including ISO 9001:2015. Our QMS is driven by effective leadership and supports WSP's vision and guiding principles. 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:

- Empowering our employees to deliver client-focused technical and operational excellence.
- Promoting a culture of quality collaboration and engagement.
- Encouraging our clients, employees and other partners to provide objective feedback.
- Appointing competent professionals with the appropriate knowledge and experience and providing training for continued professional development.
- Ensuring risk-based quality assurance activities are carried out and are effective.
- Promoting continual improvement by setting clear objectives and monitoring performance against stated targets.

At WSP, it is everyone's responsibility to contribute to the improvement of our QMS and support the achievement of our quality objectives. Our global and regional leadership teams are committed to ensuring that quality is integral to the way we work, promoting a positive quality culture which empowers and enables WSP to achieve excellence in project delivery.

This policy will be communicated to entities working for, or on behalf of, WSP and will be made available to other stakeholders and partners 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.