



## Voting Instruction Form – Employees

I, being holder of common shares of WSP Global Inc. (the “Corporation”), hereby appoint: Alexandre L'Heureux, director, President and Chief Executive Officer of the Corporation, or failing him, Philippe Fortier, Chief Legal Officer and Corporate Secretary of the Corporation, or

To attend the meeting or to appoint someone to attend on your behalf, print that name here

as a proxy of the undersigned, to attend, act, and vote on behalf of the undersigned in accordance with the below directions (or if no directions have been given, as the proxy holder sees fit) on all the following matters and any other matter that may properly be brought before the Annual and Special Meeting of Shareholders of the Corporation to be held in a **hybrid** format on **May 9<sup>th</sup>, 2024 at 11:00 a.m. (Eastern Time)**: **virtually** via live webcast at <https://web.lumiagm.com/443368064>, and **in person** at Lumi Experience - 1250 René-Lévesque Blvd. W., suite 3610, Montréal, QC, H3B 4W8, and at any adjournment or postponement thereof (the “**Meeting**”) in the same manner, to the same extent and with the same powers as if the undersigned were personally present, with the full power of substitution.

To **virtually** participate, interact, ask questions, or vote at the Meeting, participants will need a control number (see the control number set forth on this voting instruction form for non-registered shareholders) and the following password: “WSP2024” (case sensitive). **Every shareholder has the right to appoint as proxyholder a person other than the persons designated in this voting instruction form (“VIF”) by printing the name of that person in the blank space provided above.** This person does not have to be a shareholder of the Corporation. **If you appoint a proxy holder other than the proxy holders listed above who intends to attend the Meeting virtually then, in addition to returning your VIF by mail or Internet to TSX Trust Company (“TSX”), YOU MUST ALSO either call TSX at 1 866 751-6315 (toll free in Canada and the United States) or at 416 682-3860 or 1 647-252-9650 (other countries) or complete the electronic form available at [www.tsxtrust.com/control-number-request](http://www.tsxtrust.com/control-number-request) by 11:00 a.m. (Eastern Time) on May 7<sup>th</sup>, 2024 to properly register your proxy holder, so that TSX may provide such proxy holder with a 13-digit proxy holder control number via email.** Such a 13-digit proxy holder control number will differ from the control number set forth on this VIF. Without a 13-digit proxy holder control number, your proxy holder will not be able to participate, interact, ask questions, or vote at the Meeting, but will be able to attend as a guest.

**VOTING RECOMMENDATIONS ARE INDICATED BY HIGHLIGHTED TEXT OVER THE BOXES.**

Please use a dark black pencil or pen.

### 1. Election of Directors

	FOR	AGAINST		FOR	AGAINST
1. Louis-Philippe Carrière	<input type="checkbox"/>	<input type="checkbox"/>	5. Suzanne Rancourt	<input type="checkbox"/>	<input type="checkbox"/>
2. Christopher Cole	<input type="checkbox"/>	<input type="checkbox"/>	6. Linda Smith-Galipeau	<input type="checkbox"/>	<input type="checkbox"/>
3. Alexandre L'Heureux	<input type="checkbox"/>	<input type="checkbox"/>	7. Macky Tall	<input type="checkbox"/>	<input type="checkbox"/>
4. Birgit Nørgaard	<input type="checkbox"/>	<input type="checkbox"/>	8. Claude Tessier	<input type="checkbox"/>	<input type="checkbox"/>

### 2. Appointment of Auditors

To appoint PricewaterhouseCoopers LLP as auditors of the Corporation for the forthcoming year and authorize the directors to fix the auditor's remuneration

FOR	WITHHOLD
<input type="checkbox"/>	<input type="checkbox"/>
FOR	AGAINST

### 3. Executive Compensation

To approve a non-binding advisory resolution on the Corporation's approach to executive compensation

<input type="checkbox"/>	<input type="checkbox"/>
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### 4. Approval of Amendments to the Articles

To approve a special resolution approving articles of amendment of the Corporation to increase the maximum number of directors of the Corporation from ten (10) to fifteen (15)

<input type="checkbox"/>	<input type="checkbox"/>
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### 5. Approval of Amendments to the By-laws

To approve a resolution ratifying and approving the amended and restated by-laws of the Corporation

<input type="checkbox"/>	<input type="checkbox"/>
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Under Canadian securities laws, you are entitled to receive certain investor documents. If you wish to receive such material, please mark the applicable box below. Please note if you do not mark the box, you will not receive any documents from the Corporation. You may also go to TSX's website <https://services.tsxtrust.com/financialstatements> and input code 8548a.

To consciously reduce paper waste, the Corporation strongly encourages its shareholders to opt for a fully paperless form of communication, including proxy documentation, voting forms and financial statements.

☐ I would like to receive a paper copy of the annual financial statements

I authorize you to act in accordance with my instructions set out above. I hereby revoke any voting instruction previously given with respect to the Meeting. **If no voting instructions are indicated above, this VIF will be voted as recommended by management or, if you appoint another proxyholder, as such other proxyholder sees fit. On any amendments or variations proposed or any new business properly submitted at the Meeting, I authorize you to vote as you see fit.**

Signature(s)

Date

Please sign exactly as your name appears on this VIF. Please see reverse for instructions. All VIFs must be received by 11:00 a.m. (Eastern Time) on May 7<sup>th</sup>, 2024.

**Voting Instruction Form (“VIF”) – Annual and Special Meeting of Shareholders of WSP Global Inc. (the “Corporation”) to be held at 11:00 a.m. (Eastern Time) on May 9<sup>th</sup>, 2024 (the “Meeting”)**

**This VIF is solicited by and on behalf of management.**

**Notes to VIF**

1. We are sending you the accompanying proxy-related materials that relate to a Meeting of the holders of the class of securities that are held on your behalf by the intermediary identified above. Unless you attend the Meeting and vote in person, your securities can be voted only by your proxyholder appointed above or, failing the appointment of any person, by management, as proxyholder of the registered holder, in accordance with your instructions.
2. If you want to attend the Meeting and vote **in person**, please write your name in the place provided for that purpose in this form. You can also write the name of someone else whom you wish to attend the Meeting and vote on your behalf. Unless prohibited by law, the person whose name is written in the space provided will have full authority to present matters to the Meeting and vote on all matters that are presented at the Meeting, even if those matters are not set out in this form or the management information circular of the Corporation. Consult a legal advisor if you wish to modify the authority of that person in any way. If you require help, please contact TSX Trust Company at 1 800 387-0825.
3. If you want to attend the Meeting and vote **virtually**, you will need a control number (see the control number set forth on this VIF for non-registered shareholders) and the following password: “WSP2024” (case sensitive). If you wish to appoint a person or company other than the persons whose names are printed herein, please insert the name of your chosen proxy holder in the space provided (see reverse) and follow the applicable instructions.
4. **This VIF should be signed by you in the exact manner as your name appears on the VIF. If these voting instructions are given on behalf of a body corporate set out the full legal name of the body corporate, the name and position of the person giving voting instructions on behalf of the body corporate and the address for service of the body corporate.**
5. If this VIF is not dated, it will be deemed to be dated on the day it was mailed by management to you.
6. **When properly signed and delivered, securities represented by this VIF will be voted as directed by you, however, if such a direction is not made in respect of any matter, the VIF will direct the voting of the securities to be made as recommended in the documentation provided by management for the Meeting.**
7. This VIF confers discretionary authority on the proxyholder to vote as the proxyholder sees fit in respect of amendments or variation to matters identified in the notice of meeting or other matters as may properly come before the Meeting or any adjournment thereof.
8. Your voting instructions will be recorded on receipt of the VIF.
9. By providing voting instructions as requested, you are acknowledging that you are the beneficial owner of and are entitled to instruct us with respect to the voting of, these securities.
10. If you have any questions regarding the enclosed documents, please contact TSX Trust Company at 1 800 387-0825.
11. This VIF should be read in conjunction with the management information circular of the Corporation and the other proxy materials provided by management.

**All VIFs must be received by 11:00 a.m. (Eastern Time) on May 7<sup>th</sup>, 2024.**

**How to Vote**

**INTERNET**

- Go to [www.meeting-vote.com](http://www.meeting-vote.com)
- Cast your vote online
- View Meeting documents

To vote using your smartphone, please scan this QR Code →

**TELEPHONE**

Use any touch-tone phone, call toll free in Canada and the United States **1 888 489-7352** and follow the voice instructions



To vote by Internet or telephone you will need your control number. If you vote by Internet or telephone, DO NOT return this VIF.

**MAIL**

- Complete and return your signed VIF in the envelope provided or send to:

TSX Trust Company  
P.O. Box 721  
Agincourt, ON M1S 0A1

If you wish to receive investor documents electronically in the future, please visit <https://services.tsxtrust.com/edelivery> to enroll.