

WSP Global Inc.

2024 CDP Corporate Questionnaire

Submitted: October 7th, 2024

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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

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Publicly traded organization

(1.3.3) Description of organization

As one of the largest professional services firms in the world, WSP exists to future-proof our cities and our environment. It provides strategic advisory, engineering, and design services to clients seeking sustainable solutions in the transportation, infrastructure, environment, building, energy, water, and mining sectors. Its 73,300 trusted professionals are united by the common purpose of creating positive, long-lasting impacts on the communities it serves through a culture of innovation, integrity, and inclusion. In 2023, WSP reported 14.4 B (CAD) in revenue. The Corporation's shares are listed on the Toronto Stock Exchange (TSX: WSP). WSP's business model is centered on maintaining a leadership position in each of its end-markets and the regions in which it operates by establishing a strong commitment to, and recognizing the needs of, surrounding communities, as well as local and national clients. WSP offers a variety of professional services throughout all project execution phases, from the initial development and planning studies through to the project and program management, design, construction management, commissioning and maintenance phases. Under this business model, WSP benefits from regional offices with a full-service offering. Functionally, sector and regional leaders work together to develop and coordinate markets served, combining local knowledge and relationships with nationally recognized expertise. The Corporation has developed a multidisciplinary team approach whereby employees work closely with clients to develop optimized solutions. During the year ended December 31, 2023, WSP completed four acquisitions: BG Bonnard & Gardel Holding SA ("BG"), Enstruct Group Pty Ltd ("enstruct"), LGT Inc. ("lgt"), and Calibre Professional Services One Pty Ltd ("Calibre").

[Fixed row]

(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

12/31/2023

(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?

14437200000

(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]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

92938W2022

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

92938W202

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

WSP

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

20-298-3805

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☒ Peru

☒ Chile

☒ China

☒ India

☒ Italy

☒ Mexico

☒ Norway

☒ Panama

☒ Spain

☒ Brazil

☒ Canada

☒ France

☒ Israel

☒ Turkey

☒ Belgium

☒ Denmark

- | | |
|--|--|
| ☒ Poland | ☒ Finland |
| ☒ Sweden | ☒ Germany |
| ☒ Hungary | ☒ Portugal |
| ☒ Ireland | ☒ Thailand |
| ☒ Romania | ☒ Australia |
| ☒ Colombia | ☒ Singapore |
| ☒ Malaysia | ☒ Netherlands |
| ☒ New Zealand | ☒ Republic of Korea |
| ☒ Philippines | ☒ Trinidad and Tobago |
| ☒ Switzerland | ☒ Hong Kong SAR, China |
| ☒ South Africa | ☒ United Arab Emirates |
| ☒ Taiwan, China | ☒ United States of America |
| ☒ United Kingdom of Great Britain and Northern Ireland | |

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- ☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- ☒ Upstream value chain
- ☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- ☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☒ Tier 2 suppliers

(1.24.7) Description of mapping process and coverage

In 2023, we aligned our materiality assessment process with the latest industry best practices and global standards by conducting a double materiality assessment, which evaluated both financial and impact materiality. Our materiality assessment was conducted in line with the GRI 2021 Universal Standards, the European Sustainability Reporting Standards (ESRS) and the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards. As part of our materiality assessment process, WSP undertook a detailed value chain mapping exercise. Specifically, WSP's value chain mapping exercise entailed an analysis of upstream inputs, operational activities and footprint, and downstream outputs. — Upstream Inputs – WSP's business inputs such as financial, natural, intellectual, manufactured, human and social and relationship capital to support business operations. — Operational Activities – WSP's business segments, employee composition, market sectors and services. — Downstream Outputs – WSP's clients, project types, communities and geographic areas affected by the services and projects delivered. — Utilized research, benchmarking and leadership feedback to evaluate where positive, negative, actual and potential sustainability impacts, and financial risks and opportunities, are likely to occur across the value chain.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	Select from: ☒ No, and we do not plan to within the next two years	Select from: ☒ Judged to be unimportant or not relevant	<i>WSP provides consulting and design services for clients and does not typically procure large quantities of materials.</i>

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

WSP uses 0-1 year as its short-term time horizon, aligned with the Corporate Sustainability Reporting Directive (CSRD). The 0-1 year short-term time horizon aligns with WSP's financial reporting period.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

WSP uses 1-5 years as its medium-term time horizon, aligned with the Corporate Sustainability Reporting Directive (CSRD). This time horizon encompasses WSP’s 3 year strategic planning cycle.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ No

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

WSP uses 5-10 years as its long-term time horizon, aligned with the Corporate Sustainability Reporting Directive (CSRD).
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☒ Yes	Select from: ☒ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☒ Yes	Select from: ☒ Both risks and opportunities	Select from: ☒ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

- ☒ Full

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- ☒ Every three years or more

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

- ☒ Enterprise Risk Management

Other

- ☒ Materiality assessment
- ☒ Partner and stakeholder consultation/analysis
- ☒ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☒ Drought
- ☒ Wildfires
- ☒ Heat waves
- ☒ Cyclones, hurricanes, typhoons
- ☒ Heavy precipitation (rain, hail, snow/ice)
- ☒ Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

- ☒ Heat stress
- ☒ Water stress
- ☒ Sea level rise
- ☒ Temperature variability
- ☒ Precipitation or hydrological variability
- ☒ Increased severity of extreme weather events
- ☒ Changing temperature (air, freshwater, marine water)
- ☒ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy

- ☒ Carbon pricing mechanisms
- ☒ Changes to international law and bilateral agreements

- ☒ Changes to national legislation

Market

- ☒ Changing customer behavior
- ☒ Uncertainty in the market signals

Reputation

- ☒ Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology

- ☒ Transition to lower emissions technology and products

Liability

- ☒ Exposure to litigation
- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Regulators
- ☒ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.16) Further details of process

In 2021, we conducted a qualitative climate scenario analysis in alignment with the TCFD recommendations. The scenario analysis allowed us to identify the top climate-related risks and opportunities for our business. Based on the results of our qualitative analysis, we conducted a quantitative climate scenario analysis in 2022 to understand the order of magnitude of the financial impact from climate-related physical and transition risks and opportunities under different scenarios. Conducting a quantitative analysis further enhances our TCFD alignment by enabling us to have a better understanding of the financial implications of different climate risks and opportunities, relative to one another, and further prioritize our resources for mitigation and adaptation activities.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☒ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

☒ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☒ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

☒ Not defined

(2.2.2.9) Time horizons covered

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☒ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ✓ Encore tool
- ✓ IBAT – Integrated Biodiversity Assessment Tool
- ✓ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD
- ✓ TNFD – Taskforce on Nature-related Financial Disclosures

(2.2.2.13) Risk types and criteria considered

Acute physical

- ✓ Drought
- ✓ Landslide
- ✓ Heat waves
- ✓ Cyclones, hurricanes, typhoons
- ✓ Heavy precipitation (rain, hail, snow/ice)
- ✓ Flood (coastal, fluvial, pluvial, ground water)
- ✓ Storm (including blizzards, dust, and sandstorms)

Chronic physical

- ✓ Soil erosion
- ✓ Water stress
- ✓ Sea level rise
- ✓ Coastal erosion
- ✓ Soil degradation
- ✓ Precipitation or hydrological variability
- ✓ Increased severity of extreme weather events
- ✓ Changing temperature (air, freshwater, marine water)
- ✓ Changing precipitation patterns and types (rain, hail, snow/ice)
- ✓ Change in land-use
- ✓ Temperature variability
- ✓ Declining ecosystem services
- ✓ Increased ecosystem vulnerability
- ✓ Water quality at a basin/catchment level

Policy

- ✓ Changes to international law and bilateral agreements
- ✓ Changes to national legislation

Market

- ☒ Changing customer behavior
- ☒ Uncertainty in the market signals

Reputation

- ☒ Increased partner and stakeholder concern and partner and stakeholder negative feedback
- ☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

- ☒ Unsuccessful investment in new technologies

Liability

- ☒ Exposure to litigation
- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Regulators
- ☒ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.16) Further details of process

The TNFD assessment includes WSP's direct operations, as well as the whole Upstream and downstream Value Chain, as per TNFD recommendations. The LEAP approach (Locate, Evaluate impacts and dependencies, Assess risks and opportunities, Prepare strategy, targets, metrics and reporting) will be applied to this scope in order to prepare TNFD index input for the future ESG Report.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes

(2.2.7.2) Description of how interconnections are assessed

TCFD and TNFD have interconnected risks and opportunities that were identified during the analyses. As part of our TNFD assessment and TCFD value chain assessment we are in the process of completing we are looking at the overlap between risks and opportunities.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☒ Areas important for biodiversity

- ☒ Areas of high ecosystem integrity
- ☒ Areas of rapid decline in ecosystem integrity
- ☒ Areas of limited water availability, flooding, and/or poor quality of water
- ☒ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to forests
- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water
- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

The TNFD assessment includes WSP's direct operations, as well as the whole Upstream and downstream Value Chain, as per TNFD recommendations. The LEAP approach (Locate, Evaluate impacts and dependencies, Assess risks and opportunities, Prepare strategy, targets, metrics and reporting) is applied to this scope in order to prepare the TNFD index.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

- ☒ No, we do not have a list/geospatial map of priority locations

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ Revenue

(2.4.3) Change to indicator

Select from:

☒ % decrease

(2.4.4) % change to indicator

Select from:

☒ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☒ Frequency of effect occurring

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

(2.4.7) Application of definition

WSP defines substantive financial or strategic impact on our business as a risk or an opportunity that would result in a change to our fundamental business strategy. These risks or opportunities are assessed on a case-by-case basis, based on financial and/or reputational impact. We evaluate impacts of climate change on the following aspects of our business including, but not limited to, employee health and safety, employee retention and attraction, project quality, customer satisfaction, reputation, markets, operations, and interruptions to our business continuity, supply chain, and client projects. When we evaluate the financial impacts of climate change (both the physical and transition risks and opportunities) on these aspects of our business, the quantifiable indicator we use to help define these financial impacts on our business is global net earnings. We consider a substantive financial impact to our business to be 1% or more change in global net revenues. Through our TCFD analysis we have found that climate-related risks and opportunities do not always result in a substantive financial impact but are deemed to have a substantive strategic impact on our business and can cause a change to our fundamental climate change business strategy, and therefore we continue to report them as substantive.

Opportunities

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Revenue

(2.4.3) Change to indicator

Select from:

- ☒ % increase

(2.4.4) % change to indicator

Select from:

- ☒ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

WSP defines substantive financial or strategic impact on our business as a risk or an opportunity that would result in a change to our fundamental business strategy. These risks or opportunities are assessed on a case-by-case basis, based on financial and/or reputational impact. We evaluate impacts of climate change on the following aspects of our business including, but not limited to, employee health and safety, employee retention and attraction, project quality, customer satisfaction, reputation, markets, operations, and interruptions to our business continuity, supply chain, and client projects. When we evaluate the financial impacts of climate change (both the physical and transition risks and opportunities) on these aspects of our business, the quantifiable indicator we use to help define these financial

impacts on our business is global net earnings. We consider a substantive financial impact to our business to be 1% or more change in global net revenues. Through our TCFD analysis we have found that climate-related risks and opportunities do not always result in a substantive financial impact but are deemed to have a substantive strategic impact on our business and can cause a change to our fundamental climate change business strategy, and therefore we continue to report them as substantive.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

WSP is a globally diversified service provider operating in an industry with limited exposure to climate-related physical risks and transition risks. As WSP's operations are almost entirely carried out from leased premises, the risk to its physical assets is limited to its owned property and equipment, which represents 435.3M as of December 31, 2023, or approximately only 3% of total assets. Furthermore, such risk to assets is dispersed over WSP's global operations, limiting the risk of any one climate event, and is in large part mitigated by insurance coverage. WSP spans the globe, operating in over 50 countries. The geographic diversification of our client base and employee base limits the impact that climate-related risks would have on revenues. As such, WSP considers the risk to revenues to be immaterial to its global operations. That said, there is the potential risk that changes in climate such as extreme weather events, storm-related flooding or extended drought could disrupt offices, IT systems and the ability of our employees to travel to work and to our clients, particularly in Southeast Asia and other locations near or at sea level. Generally, we occupy modern offices in well connected locations, and we have a significant regional, national and global presence, which ensures that not all offices would be disrupted by adverse climate impacts. Business continuity procedures, as well as our wide geographical footprint, enable staff to work from other offices, which minimizes operational disruptions and keeps productivity losses to a minimum. In addition, our revenues are not concentrated in one specific region, which prevents region-specific disruptions from unduly influencing our global operations and performance. Although physical and transition risks may influence various locations where WSP operates, the likelihood and magnitude of the occurrence of these risks are uncertain and differ across regions and jurisdictions. Our initial qualitative climate scenario analysis indicates that although our business, people and clients may be impacted by inherent climate-related risks, and while we remain subject to potential extreme weather events, storm-related flooding or extended drought, we are actively addressing the risks that we have identified and do not

consider these to pose a substantive financial risk to our business. We continue to evaluate our climate action planning and dependencies on critical infrastructure; monitor developments in

Plastics

(3.1.1) Environmental risks identified

Select from:

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

*WSP provides consulting and design services for clients and does not typically procure large quantities of materials.
[Fixed row]*

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	<i>Select from:</i> ☒ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☒ Expansion into new markets

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ✓ Peru
- ✓ Chile
- ✓ China
- ✓ India
- ✓ Italy
- ✓ Mexico
- ✓ Norway
- ✓ Panama
- ✓ Poland
- ✓ Sweden
- ✓ Hungary
- ✓ Ireland
- ✓ Romania
- ✓ Colombia
- ✓ Malaysia
- ✓ New Zealand
- ✓ Philippines
- ✓ Switzerland
- ✓ South Africa
- ✓ Taiwan, China
- ✓ United Kingdom of Great Britain and Northern Ireland
- ✓ Spain
- ✓ Brazil
- ✓ Canada
- ✓ France
- ✓ Israel
- ✓ Turkey
- ✓ Belgium
- ✓ Denmark
- ✓ Finland
- ✓ Germany
- ✓ Portugal
- ✓ Thailand
- ✓ Australia
- ✓ Singapore
- ✓ Netherlands
- ✓ Republic of Korea
- ✓ Trinidad and Tobago
- ✓ Hong Kong SAR, China
- ✓ United Arab Emirates
- ✓ United States of America

(3.6.1.8) Organization specific description

In 2022, we conducted a quantitative climate scenario analysis aligned with recommendations of the TCFD, which built on our 2021 qualitative assessment. Our quantitative analysis focuses on the impact of a low-carbon transition on WSP's market sectors, evaluating how carbon policies, changes in energy markets, adoption of lower-carbon fuels and their impacts on the macroeconomic environment may influence service demand. The qualitative analysis found markets to be a key driver of risk/opportunity and are thus the focus of the quantitative analysis. We used the transition scenarios provided by the NGFS. We examined 3 different scenarios: current policies; net zero; and delayed transition. To assess impact, we broke down our revenue across our 5 key sectors: Transportation & Infrastructure, Earth & Environment, Property & Buildings, Power & Energy & Industry. Revenue was further broken down by region/client sector. For each market sector, an indicator from the NGFS scenarios was assigned. We identified that the transition to a low-carbon economy offers opportunity to further develop our business providing sustainability, renewable energy, and climate change advisory and resilience services to clients globally, while leveraging expertise in other market sectors. Our work

with the mining industry may increase revenue as demand for minerals increases to meet growing demand for electric vehicles. Emerging markets around the world may also be a source of opportunity.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☒ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The net zero scenario sees immediate and immense opportunity as many clients globally will look to WSP for designs and advice to help thrive in a low-carbon transition.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

(3.6.1.25) Explanation of cost calculation

Costs associated with pursuing all climate change regulatory opportunities involve normal costs associated with our operations (e.g. employee compensation, recruiting, software, etc.). There are no additional costs to the business.

(3.6.1.26) Strategy to realize opportunity

The climate crisis will compel many countries and companies to invest in climate-resilient and sustainable infrastructure, update standards, and enhance climate, ESG and environmental regulations. WSP is positioned as a leader on climate resilience, and benefits from increased infrastructure investment. Our business lines providing services to clients around renewable energy, sustainable buildings, climate resilience, and sustainability have experienced strong demand. To manage this opportunity, we recruit new employees and invest in training programs. We stay abreast of changing regulations, such as increasingly strict building codes and climate regulation. We have employees trained in LEED and Passive House Standard. A project example: Building on its clinical expertise and in keeping with its unique academic medical organization, UCI Health envisioned a state-of-the-art hospital to consolidate its medical campus in Orange County, California. Since the University aims for carbon neutrality by 2025, our approach was to avoid the use of fossil fuels entirely and implement electrification throughout the hospital, including for heating, hot water and steam systems for humidification and sterilization, combining all the equipment and functions in an approach that has not been used before. The hospital is being delivered as a progressive design-build project, with WSP playing an important role in a highly collaborative process to encourage and facilitate innovation.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☒ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|--|
| ☒ Peru | ☒ Spain |
| ☒ Chile | ☒ Brazil |
| ☒ China | ☒ Canada |
| ☒ India | ☒ France |
| ☒ Italy | ☒ Israel |
| ☒ Mexico | ☒ Turkey |
| ☒ Norway | ☒ Belgium |
| ☒ Panama | ☒ Denmark |
| ☒ Poland | ☒ Finland |
| ☒ Sweden | ☒ Germany |
| ☒ Hungary | ☒ Portugal |
| ☒ Ireland | ☒ Thailand |
| ☒ Romania | ☒ Australia |
| ☒ Colombia | ☒ Singapore |
| ☒ Malaysia | ☒ Netherlands |
| ☒ New Zealand | ☒ Republic of Korea |
| ☒ Philippines | ☒ Trinidad and Tobago |
| ☒ Switzerland | ☒ Hong Kong SAR, China |
| ☒ South Africa | ☒ United Arab Emirates |
| ☒ Taiwan, China | ☒ United States of America |
| ☒ United Kingdom of Great Britain and Northern Ireland | |

(3.6.1.8) Organization specific description

In 2022, we conducted a quantitative climate scenario analysis aligned with recommendations of the TCFD, which built on our 2021 qualitative assessment. Our quantitative analysis focuses on the impact of a low-carbon transition on WSP's market sectors, evaluating how carbon policies, changes in energy markets, adoption of lower-carbon fuels and their impacts on the macroeconomic environment may influence service demand. The qualitative analysis found markets to be a key driver

of risk/opportunity and are thus the focus of the quantitative analysis. We used the transition scenarios provided by the NGFS. We examined 3 different scenarios: current policies; net zero; and delayed transition. To assess impact, we broke down our revenue across our 5 key sectors: Transportation & Infrastructure, Earth & Environment, Property & Buildings, Power & Energy & Industry. Revenue was further broken down by region/client sector. For each market sector, an indicator from the NGFS scenarios was assigned. We identified that the transition to a low-carbon economy offers opportunity to further develop our business providing sustainability, renewable energy, and climate change advisory and resilience services to clients globally, while leveraging expertise in other market sectors. Our work with the mining industry may increase revenue as demand for minerals increases to meet growing demand for electric vehicles. Emerging markets around the world may also be a source of opportunity.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Using the NGFS scenario, we are able to anticipate the annual growth in our climate advisory services within our E&E group in the regions where we operate, assuming continued growth in our services in line with growing demand for low-carbon transition. We believe we can leverage our market position to accelerate our growth in this sector, beyond our current market share. The net zero scenario sees immediate and immense opportunity as many clients globally will look to WSP for designs and advice to help thrive in a low-carbon transition.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Costs associated with pursuing all climate change regulatory opportunities involve normal costs associated with our operations (e.g. employee compensation, recruitment, software, etc.). There are no additional costs to the business.

(3.6.1.26) Strategy to realize opportunity

In order to address the requirements of the renewable energy sector, we have world-class capabilities in all regions of the world to take advantage of the market opportunity and our team is able to provide support at every stage of energy production, distribution, and consumption. We are helping energy producers switch from fossil fuels to renewable energy, with projects ranging from hydropower to on-and-offshore wind farms to solar energy. Our involvement begins with the first feasibility studies, where we provide advice on technical, financial, greenhouse gas emissions and environmental issues. Our target is to build capacity via organic growth and acquisitions, to be the preferred consultant that can cover the full lifecycle of services in future climate change advisory. We have research managers and thought leaders in our Sustainability, Energy and Climate Change advisory business who provide media commentary on the challenges. This global team continues to advise many clients dealing with a range of smart energy/carbon solutions. Marketing activities in this area include the development of brochures, whitepapers, hosting and speaking at events, and engaging with our clients through meetings, in order to facilitate a better understanding of our services. Costs associated with pursuing all climate change regulatory opportunities involve normal costs associated with the firm's operations such as employee compensation, recruiting, software, training, marketing, etc. For example: As part of the Scotland TranServ partnership, WSP has devised innovative approaches to road infrastructure operations across Scotland, contributing to the country's net zero objectives and to network resilience. The project team delivered a significant change in the way Scottish motorways are lit, transforming the busy M8 corridor into an energy-efficient roadway. Costs associated with pursuing opportunities involve normal costs associated with our operations such as employee compensation, recruiting, software, training, marketing, etc. There are no additional costs to the business.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

- ☒ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|---|--|
| ☒ Peru | ☒ Spain |
| ☒ Chile | ☒ Brazil |
| ☒ China | ☒ Canada |
| ☒ India | ☒ France |
| ☒ Italy | ☒ Israel |
| ☒ Mexico | ☒ Turkey |
| ☒ Norway | ☒ Belgium |
| ☒ Panama | ☒ Denmark |
| ☒ Poland | ☒ Finland |
| ☒ Sweden | ☒ Germany |
| ☒ Hungary | ☒ Portugal |
| ☒ Ireland | ☒ Thailand |
| ☒ Romania | ☒ Australia |
| ☒ Colombia | ☒ Singapore |
| ☒ Malaysia | ☒ Netherlands |
| ☒ New Zealand | ☒ Republic of Korea |
| ☒ Philippines | ☒ Trinidad and Tobago |
| ☒ Switzerland | ☒ Hong Kong SAR, China |

- ☒ South Africa
- ☒ Taiwan, China
- ☒ United Kingdom of Great Britain and Northern Ireland

- ☒ United Arab Emirates
- ☒ United States of America

(3.6.1.8) Organization specific description

In 2022, we conducted a quantitative climate scenario analysis aligned with recommendations of the TCFD, which built on our 2021 qualitative assessment. Our quantitative analysis focuses on the impact of a low-carbon transition on WSP's market sectors, evaluating how carbon policies, changes in energy markets, adoption of lower-carbon fuels and their impacts on the macroeconomic environment may influence service demand. The qualitative analysis found markets to be a key driver of risk/opportunity and are thus the focus of the quantitative analysis. We used the transition scenarios provided by the NGFS. We examined 3 different scenarios: current policies; net zero; and delayed transition. To assess impact, we broke down our revenue across our 5 key sectors: Transportation & Infrastructure, Earth & Environment, Property & Buildings, Power & Energy & Industry. Revenue was further broken down by region/client sector. For each market sector, an indicator from the NGFS scenarios was assigned. We identified that the transition to a low-carbon economy offers opportunity to further develop our business providing sustainability, renewable energy, and climate change advisory and resilience services to clients globally, while leveraging expertise in other market sectors. Our work with the mining industry may increase revenue as demand for minerals increases to meet growing demand for electric vehicles. Emerging markets around the world may also be a source of opportunity.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Our expertise is applied globally in areas of renewable energy generation. The impact has not been quantified financially.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Costs associated with pursuing all climate change regulatory opportunities involve normal costs associated with our operations (e.g. employee compensation, recruiting, software, etc.). There are no additional costs to the business.

(3.6.1.26) Strategy to realize opportunity

Our clients' reputation regarding climate change management is under scrutiny. Our market opportunity is driven by our approach to review potential risk frameworks and where in the value chain they exist. This approach minimizes risk and allows us to innovate and track this long term. We have teams that manage this specifically in areas of sustainability targets and energy efficiency, health and safety standards and helping improve the sourcing of products, particularly from less economically developed regions. An example: To support the growth of renewable energy in Australia, Transgrid and ElectraNet are partnering to deliver an energy interconnector transmission line between the power grids of three states – New South Wales (NSW), South Australia, and Victoria. Known as EnergyConnect, this project involves the construction of 900 kilometres of new high voltage, above-ground transmission line, with approximately 800 MW transfer capacity. This interconnector will enable energy to be transported from the South-West Renewable Energy Zone to major demand centres across the country. Working closely with the Transgrid project team, WSP has delivered a range of services during the environmental assessment, planning and approvals phase through the NSW (Western), NSW (Eastern) and Victorian sections of the project. In order to address the demand for climate resilience and adaptation services, WSP develops best-in-class Future Ready solutions to solve the dynamic challenges of equitable climate mitigation, asset and infrastructure adaptation and emergency management, and in 2021, launched the new Climate, Resilience & Sustainability business line in the US to partner with companies, government agencies and communities to provide complete lifecycle sustainability and climate mitigation, adaptation and response solutions. In 2022, we launched the Global Climate Action Network (GCAN) to focus on delivering net-zero action and climate resilience services in our designs and advice. In 2023, the GCAN developed a framework for growing Net Zero and Climate Resilience Services in each sector and region of the global business, with the following priorities: 1. Plan for each market sector to grow climate services. 2. Upskill to build relevant climate expertise. 3. Measure and manage carbon in our designs and advice. 4. Promote leadership through industry wide innovation and strong partnerships.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

	Financial metric	Explanation of financial figures
Climate change	Select from: ☒ Revenue	The opportunities identified have not had their impact quantified financially.

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The Amended and Restated Corporate Governance Guidelines (the "Guidelines") have been adopted by the Board of Directors (the "Board") of WSP Global Inc. (the "Corporation") to provide a framework for the effective governance of the Corporation. The Board reviews the Guidelines annually or more often if deemed necessary and modifies them as necessary. Details on the Board's criteria for board diversity and inclusion for board nominations can be found in the section 'Criteria for Board Membership and In Executive Officer Nominations'.

(4.1.6) Attach the policy (optional)

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: ☒ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Approving corporate policies and/or commitments
- ☒ Overseeing and guiding the development of a climate transition plan
- ☒ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

WSP's Board of Directors, together with the Governance, Ethics and Compensation Committee ("GECC"), is responsible for overseeing and monitoring implementation of procedures, policies and initiatives in relation to its corporate, social and environmental responsibilities. The GECC charter includes: (i) working with WSP to assess significant ESG matters, including risks/opportunities as well as emerging best corporate governance practices; (ii) reviewing health, safety, environment and quality and social and well-being strategies, policies, practices and reporting; (iii) overseeing human capital management; (iv) reviewing sustainability policies and practices and monitoring WSP's commitment to sustainability; and (v) reviewing the Global ESG Report and other material public disclosure with respect to ESG matters and WSP's engagement with stakeholders on such matters. Within this framework, oversight responsibility for ESG at the Board level is assigned to the Chair of the GECC.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: ☒ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

- ☒ Other, please specify :Global Executive Director, ESG

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

At the senior management level, the Global Executive Director, ESG, leads the Corporation's global ESG efforts, as well as coordination with other members of the global leadership team. The Global Executive Director, ESG's responsibilities include articulating strategies to identify material ESG-related risks and opportunities and implementing mitigation measures, such as greenhouse gas emissions reduction plans. The Global Executive Director, ESG reports on ESG progress and initiatives to the Governance, Ethics and Compensation Committee of the Board of Directors on a quarterly basis. The Global Executive Director, ESG, acts as the chair of WSP's Global ESG Committee, which is comprised of representatives from our operating regions and corporate functions, who are empowered to implement the Global ESG Committee's recommendations. The Global ESG Committee provides a platform to develop strategies, to enhance ESG performance and advance initiatives from both a regional and global perspective. It is also responsible for executing WSP's Global ESG Program on behalf of its stakeholders.

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.3) Please explain

In 2022, WSP introduced a basket of strategic performance measures as a multiplier (90% to 110%) of performance on the STIP financial measures. The categories, which do not carry any formal, predetermined individual weighting, were set at the beginning of 2022 and remained the same for the 2023 STIP and covered 6 areas of strategic importance to WSP, primarily related to our ESG ambitions. To determine the individual strategic multiplier applicable to each named executive officer (NEO), the Governance, Ethics and Compensation Committee assessed actual performance on each metric, then evaluated the overall global or regional performance, as applicable, using sound judgment. The expected achievement was modified slightly for 2023 to align with annual strategy and we expect that the individual strategic measures categories and how we set expectations and measure performance will continue to evolve with our strategy.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Strategy and financial planning

☒ Other strategy and financial planning-related metrics, please specify :Other ESG targets, including an environmental component

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Starting in 2022, the Corporation introduced a strategic multiplier to the STIP program which consists of 6 strategic performance measures, 5 of which are related to ESG and linked to ambitions set out in WSP's 2022-2024 Global Strategic Action Plan. The six areas cover: engagement, inclusion & diversity, health & safety, ethics, Clean Revenue (now SDG-Linked Revenues), and technology. The expected achievement for the environment area is increasing our percentage of Clean Revenue (now SDG-Linked Revenues) at a faster rate than our baseline business growth. We define SDG-Linked Revenues as projects that contribute to the SDGs. We categorized our 2022 SDG-Linked Revenues to give an indication of how they match specific SDGs. According to this estimate, over 50% of our SDG-Linked

Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. We are also reporting a considerable percentage of work supporting SDGs 6, 13, and 15.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

As described in WSP's TCFD Report, our scenario analysis suggests considerable opportunity to support clients with the transition to a low-carbon economy. In our 2022-2024 Global Strategy Action Plan we set a target to earn over 50 percent of our gross revenues from projects that contribute to the UN SDGs (SDG-Linked Revenues, formerly "Clean Revenues"), which includes low-carbon and climate adaptation projects. The ESG STIP measures, which do not carry any formal, predetermined individual weighting, were set at the beginning of 2022 and covered 6 areas of strategic importance to WSP, primarily related to our ESG ambitions. To determine the individual strategic multiplier applicable to each named executive officer (NEO), the Governance, Ethics and Compensation Committee assessed actual performance on each metric, then evaluated the overall global or regional performance, as applicable, using sound judgment.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Strategy and financial planning

☒ Other strategy and financial planning-related metrics, please specify :Other ESG targets, including an environmental component

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Starting in 2022, the Corporation introduced a strategic multiplier to the STIP program which consists of 6 strategic performance measures, 5 of which are related to ESG and linked to ambitions set out in WSP's 2022-2024 Global Strategic Action Plan. The six areas cover: engagement, inclusion & diversity, health & safety, ethics, Clean Revenue (now SDG-Linked Revenues), and technology. The expected achievement for the environment area is increasing our percentage of Clean Revenue (now SDG-Linked Revenues) at a faster rate than our baseline business growth. We define SDG-Linked Revenues as projects that contribute to the SDGs. We categorized our 2022 SDG-Linked Revenues to give an indication of how they match specific SDGs. According to this estimate, over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. We are also reporting a considerable percentage of work supporting SDGs 6, 13, and 15.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

As described in WSP's TCFD Report, our scenario analysis suggests considerable opportunity to support clients with the transition to a low-carbon economy. In our 2022-2024 Global Strategy Action Plan we set a target to earn over 50 percent of our gross revenues from projects that contribute to the UN SDGs (SDG-Linked Revenues, formerly "Clean Revenues"), which includes low-carbon and climate adaptation projects. The ESG STIP measures, which do not carry any formal, predetermined individual weighting, were set at the beginning of 2022 and covered 6 areas of strategic importance to WSP, primarily related to our ESG ambitions. To determine the individual strategic multiplier applicable to each named executive officer (NEO), the Governance, Ethics and Compensation Committee assessed actual performance on each metric, then evaluated the overall global or regional performance, as applicable, using sound judgment.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Strategy and financial planning

☒ Other strategy and financial planning-related metrics, please specify :Other ESG targets, including an environmental component

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Starting in 2022, the Corporation introduced a strategic multiplier to the STIP program which consists of 6 strategic performance measures, 5 of which are related to ESG and linked to ambitions set out in WSP's 2022-2024 Global Strategic Action Plan. The six areas cover: engagement, inclusion & diversity, health & safety, ethics, Clean Revenue (now SDG-Linked Revenues), and technology. The expected achievement for the environment area is increasing our percentage of Clean Revenue (now SDG-Linked Revenues) at a faster rate than our baseline business growth. We define SDG-Linked Revenues as projects that contribute to the SDGs. We categorized our 2022 SDG-Linked Revenues to give an indication of how they match specific SDGs. According to this estimate, over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. We are also reporting a considerable percentage of work supporting SDGs 6, 13, and 15.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

As described in WSP's TCFD Report, our scenario analysis suggests considerable opportunity to support clients with the transition to a low-carbon economy. In our 2022-2024 Global Strategy Action Plan we set a target to earn over 50 percent of our gross revenues from projects that contribute to the UN SDGs (SDG-Linked Revenues, formerly "Clean Revenues"), which includes low-carbon and climate adaptation projects. The ESG STIP measures, which do not carry any formal, predetermined individual weighting, were set at the beginning of 2022 and covered 6 areas of strategic importance to WSP, primarily related to our ESG ambitions. To determine the individual strategic multiplier applicable to each named executive officer (NEO), the Governance, Ethics and Compensation Committee assessed actual performance on each metric, then evaluated the overall global or regional performance, as applicable, using sound judgment.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☒ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☒ Climate change

(4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

(4.6.1.4) Explain the coverage

WSP Global Inc. and its subsidiaries are committed to sustainability leadership and ESG is a driving force behind our business strategy. As one of the world's leading professional services firms, the greatest contribution to sustainability that WSP can provide is through the services we offer and the projects we deliver. We are also highly focused on embedding sustainability and ESG considerations throughout our operations and supply chain, and on maintaining an industry leading, data driven ESG program

(4.6.1.5) Environmental policy content

Climate-specific commitments

- ☒ Commitment to 100% renewable energy
- ☒ Commitment to net-zero emissions

Social commitments

- ☒ Commitment to respect internationally recognized human rights

Additional references/Descriptions

- ☒ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- ☒ Publicly available

(4.6.1.8) Attach the policy

WSP Global ESG Statement.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change

(4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

(4.6.1.4) Explain the coverage

Our climate transition plan provides an overview of our greenhouse gas (GHG) emissions reduction targets, our net zero commitment and key strategies we will implement to achieve these targets as we collectively transition to a low-carbon future.

(4.6.1.5) Environmental policy content

Climate-specific commitments

☒ Commitment to 100% renewable energy

☒ Commitment to net-zero emissions

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☒ Publicly available

(4.6.1.8) Attach the policy

WSP Global Climate Transition Plan.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

(4.6.1.4) Explain the coverage

WSP aims to have a positive impact on the natural world through our business operations and our work. We will encourage our clients to assess their impacts and dependencies, as well as the extent to which they are vulnerable to natural capital loss. We will enable them to identify opportunities to reverse the degradation of ecosystems and to enhance natural capital with the goal of delivering net biodiversity gains.

(4.6.1.5) Environmental policy content

Environmental commitments

☒ Commitment to avoidance of negative impacts on threatened and protected species

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☒ Yes, in line with the Kunming-Montreal Global Biodiversity Framework

(4.6.1.7) Public availability

Select from:

☒ Publicly available

(4.6.1.8) Attach the policy

WSP Global Biodiversity Statement.pdf

Row 4

(4.6.1.1) Environmental issues covered

Select all that apply

☒ Climate change

(4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☒ Upstream value chain

☒ Downstream value chain

(4.6.1.4) Explain the coverage

Recognizing that our suppliers have a profound impact on our ability to achieve our targets, we foster collaborative relationships and set clear expectations for ESG compliance throughout our supply chain.

(4.6.1.5) Environmental policy content

Climate-specific commitments

☒ Commitment to 100% renewable energy

☒ Commitment to net-zero emissions

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☒ Publicly available

(4.6.1.8) Attach the policy

WSP Global Low-Carbon Supplier Engagement Plan.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☒ UN Global Compact

☒ Pledge to Net Zero

☒ Race to Zero Campaign

Engagement, Nature Positive Business Pledge

☒ Science-Based Targets for Nature (SBTN)

☒ Science-Based Targets Initiative (SBTi)

☒ Task Force on Nature-related Financial Disclosures (TNFD)

☒ Task Force on Climate-related Financial Disclosures (TCFD)

☒ Other, please specify :**COP27 Action Declaration on Climate Policy**

(4.10.3) Describe your organization's role within each framework or initiative

TCFD: As a leading global professional services, engineering, environmental and sustainability consulting firm, we are committed to accelerating the transition to a low-carbon economy and driving sustainable growth. This starts with evaluating and managing our own climate risks and opportunities. In 2023, we published our second report in alignment with the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). The report highlights how we are embedding climate-related considerations into our operations and covers TCFD's four key elements: Governance, Strategy, Risk Management, and Metrics and Targets. UN Global Compact: As a signatory to the United Nations Global Compact (UNGC), we commit to implement the Ten Principles and contribute to the United Nations Sustainable Development Goals (SDGs). COP27 Action Declaration on Climate Policy Engagement: WSP signed the COP27 Action Declaration on Climate Policy Engagement, an initiative of Corporate Knights and the Global 100 Council. As part of this commitment, we pledged to work with major industry and trade associations to ensure greater compliance with the Paris Agreement. We are in the process of implementing the due diligence required to make further progress in this regard. Business Ambition for 1.5C: WSP signed the Business Ambition for 1.5C in 2021 when our science-based targets were approved. Race to Zero Campaign: WSP joined the Race to Zero campaign when our science-based targets were approved. In addition, WSP convened and launched Pledge to Net Zero, which is a partner organization to the Race to Zero. Pledge to Net Zero: In November 2019, WSP convened and launched the environmental Sector's 'Pledge to Net Zero', at the time the first industry-level commitment requiring science-based targets from its signatories. Pledge To Net Zero is a Partner organisation to the United Nations Framework Convention on Climate Change's (UNFCCC) Race to Zero programme. TNFD Forum: In 2021, WSP joined the Taskforce on Nature-related Financial Disclosures (TNFD) Forum to support this shift towards nature-positive outcomes. The TNFD Forum is a consultative grouping of institutional supporters, making available their global, cross-sector expertise when required. Nature Positive Business Pledge: WSP in the UK has reiterated our commitment to achieving positive environmental change by signing up to the Nature Positive Business Pledge in March 2023. Developed in partnership between the UK Business and Biodiversity Forum (UKBBF), Royal Society for the Protection of Birds (RSPB), Institute of Environmental Management and Assessment (IEMA), Aldersgate Group and the UK branch of the International Chamber of Commerce (ICC UK), the Pledge was developed by business, for business. It establishes a clear framework for a business to start acting in a Nature Positive way whilst ratcheting up ambitions regularly. SBTN: In 2024, WSP became an engagement and referral member of the Science-Based Targets Network (SBTN).

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

- ☒ Yes, we engaged directly with policy makers
- ☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☒ Paris Agreement

(4.11.4) Attach commitment or position statement

Action-Declaration-on-Climate-Policy-Engagement.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ Unknown

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

In 2022, WSP signed the Corporate Knights Action Declaration on Climate Policy Engagement, committing to support climate action aligned with the Paris Agreement and to work with our major industry and trade associations to advance alignment. In 2023, we developed a screening process to evaluate the level of climate policy involvement, influence and alignment of our key associations.

[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Scope 3 greenhouse gas (GHG) emissions reporting in the UK, including links to the Government's Streamlined Energy and Carbon Reporting (SECR) framework.

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☒ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Environmental impacts and pressures

☒ Emissions – CO2

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☒ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☒ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☒ Responding to consultations

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

In December 2023, WSP UK submitted written evidence to a Department for Energy Security and Net Zero (DESNZ) consultation to share our expertise on the benefits, costs, and practicalities of Scope 3 greenhouse gas (GHG) emissions reporting in the UK, including links to the Government's Streamlined Energy and Carbon Reporting (SECR) framework

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☒ Paris Agreement

[Add row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

☒ Other trade association in Europe, please specify :SteelZero, The Climate Group

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

SteelZero is in partnership with Responsible Steel (standards and certification) and is an initiative to drive a major shift in the global market for the responsible sourcing and production of steel in a net zero economy. SteelZero provides a forum for leading steel buyers across multiple sectors to support a powerful commitment to sourcing steel in a net zero economy, alongside a roadmap of action. This global initiative brings together leading organisations to speed up the transition to a net zero steel industry. All organisations that join SteelZero make a public commitment to procure/produce/specify 100% net zero steel by 2050, with an interim commitment of 50% by 2030 of steel that meets certain decarbonisation criteria. This aims to harness collective purchasing power and influence, to create a strong demand signal to shift global markets and policies towards responsible production and sourcing of steel. SteelZero members span a diverse range of sectors from construction to renewable energy. Note: ResponsibleSteel Certified Steel is defined as steel which meets the performance requirements for ResponsibleSteel steel product certification, including the applicable threshold performance level for GHG emissions.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

☒ Other trade association in Europe, please specify :ConcreteZero, The Climate Group

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

ConcreteZero is a global initiative that brings together pioneering organisations to create a global market for net zero concrete. This initiative is led by Climate Group in partnership with World GBC. By harnessing their members collective purchasing power and influence, ConcreteZero sends a strong demand signal to shift global markets, investment and policies towards the sustainable production and sourcing of concrete. Businesses that join ConcreteZero commit to using 100% net zero concrete by 2050, with ambitious interim targets of using 30% low emissions concrete by 2025 and 50% by 2030.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

- ☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

- ☒ Other trade association in Europe, please specify :World Green Building Council

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- ☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- ☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- ☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

From the WGBC website, "together with 75 Green Building Council and industry partners from all around the world, we are driving systemic changes to: Address whole life carbon emissions of existing and new buildings; enable resilient, healthy, equitable and inclusive places; secure regenerative, resource efficient and waste-free infrastructure."

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 5

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

☒ Other trade association in Europe, please specify :Innovationsföretagen

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Innovationsföretagen is an industry and employers' association (for Sweden's architectural-, tech-, technology- and industrial consulting companies) within Almega (an employer and industry organization) and member company within the Confederation of Swedish Enterprise. On an international level, the Swedish Federation of Consulting Engineers and Architects is a member of the global engineering consultancy organization FIDIC. In a letter to the UN on climate change, FIDIC states, "We believe it is vital that agreement is reached not simply on carbon emission targets but on meaningful action to mitigate and adapt to climate change which already affects our world."

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

☒ TCFD

☒ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

☒ Public policy engagement

☒ Other, please specify :**Waste and water**

(4.12.1.6) Page/section reference

Governance: 35 Strategy: 12-26 Risks & Opportunities: 36-41 Emission Figures: 78–83; 90–94 Emission Targets: 10 Other metrics (waste and water): 81, 93-94
Public policy engagement: 39-40

(4.12.1.7) Attach the relevant publication

GL-CC-2023-ESG-Report-EN (17).pdf

(4.12.1.8) Comment

The attached report covers the environmental, social and governance (ESG) performance of WSP Global Inc. and its subsidiaries (collectively, “WSP”, the “Corporation”, “we”, “us” or “our”) from January 1, 2023, to December 31, 2023, unless otherwise indicated herein and where required by the context. The Report was prepared with reference to the 2021 GRI Universal Standards and contains disclosures recommended in the Engineering & Construction Services and the Professional & Commercial Services standards developed by the Sustainability Accounting Standards Board (SASB) and the Recommendations of the Task Force on Climate- related Financial Disclosures (TCFD).

Row 2

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Governance

☒ Risks & Opportunities

☒ Strategy

☒ Emission targets

(4.12.1.6) Page/section reference

Governance: 4-6 Strategy: 7-9 Risk: 16-18 Emissions Targets: 19-20

(4.12.1.7) Attach the relevant publication

WSP Global 2022 TCFD Report.pdf

(4.12.1.8) Comment

This is our second report published in alignment with the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). The Report highlights how we are embedding climate-related considerations into our operations and covers TCFD's four key elements: Governance, Strategy, Risk Management, and Metrics and Targets.

Row 3

(4.12.1.1) Publication

Select from:

☒ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Emission targets

(4.12.1.6) Page/section reference

Emission targets: 2

(4.12.1.7) Attach the relevant publication

WSP Global Climate Transition Plan.pdf

(4.12.1.8) Comment

Our climate transition plan provides an overview of our greenhouse gas (GHG) emissions reduction targets, our net zero commitment and key strategies we will implement to achieve these targets as we collectively transition to a low-carbon future.

Row 4

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Governance

☒ Content of environmental policies

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Public policy engagement

(4.12.1.6) Page/section reference

Governance: 4-5, 36-50 Value Chain Engagement: 46-49 Risks & Opportunities: 6-12 Dependencies & Impacts: 6-12 Content of environmental policies: throughout
Public policy engagement: 44

(4.12.1.7) Attach the relevant publication

WSP-Managing-our-ESG-Impacts (56).pdf

(4.12.1.8) Comment

This document details how WSP Global Inc. (and its subsidiaries, collectively “WSP” or “we”) identifies, evaluates and manages its most significant environmental, social and governance (ESG) impacts, with reference to the Global Reporting Initiative (GRI) 2021 Universal Standards. In 2023, we conducted a double-materiality assessment and identified 13 ESG topics that are material to WSP from a financial and/or impact perspective. The disclosures herein describe our materiality assessment process and our management approach for each material topic, its conceptual boundaries, related management practices and policies and the ways we measure and evaluate performance. Please refer to the section “Caution Concerning Forward-Looking Statements” for a review of forward-looking information under Canadian securities laws.

Row 5

(4.12.1.1) Publication

Select from:

☒ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Dependencies & Impacts

☒ Value chain engagement

(4.12.1.6) Page/section reference

Value chain engagement: 4-11 Dependencies & Impacts: 5-7

(4.12.1.7) Attach the relevant publication

WSP UK Nature Positive Executive Summary.pdf

(4.12.1.8) Comment

This report explains how our projects impact and depend on nature, and how we have started to embed Nature Positive thinking into our business-as-usual. This has helped us understand what opportunities we must start taking advantage of, to achieve the next steps in our Nature Positive journey.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every three years or less frequently

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ No SSP used

(5.1.1.3) Approach to scenario

Select from:

- ☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 2.5°C - 2.9°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Analytical choices: Our physical climate scenario analysis looked at two warming scenarios. The first was the RCP4.5 scenario, which results in 1.7 – 3.2C of warming by 2100, relative to pre-industrial times. Parameters: Within the scenario, the potential impacts of a set of discrete climate hazards were evaluated. The hazards assessed included extreme temperatures, drought and water stress, wildfire, coastal flooding and tropical cyclones, and were assessed at all global leased office locations active in December 2021. Assumptions: Hazard exposure was measured as average decadal impacts between 2020 and 2100. We compiled the results for the decadal periods of 2020, 2030, and 2040 to be relevant for short-, medium-, and long-term analysis.

(5.1.1.11) Rationale for choice of scenario

Scope: Direct operations for physical climate risks assessment. To understand how hazard exposure translates to financial impact for WSP, we used climate financial impact functions. The impact functions assess changes to WSP's operating efficiency, employee health and safety, access to services, and potential capital damage from the selected climate hazards. Impacts were assessed based on our inherent vulnerability to risks, and did not consider existing or planned adaptation or resilience measures; neither did they assess the risk to availability, continuity, or profitability of our client projects. Climate events are unlikely to cause significant impact to our diversified project portfolio at a given time. Further, we do not expect a changing climate to meaningfully impact access to markets or demand for services, and may instead generate opportunities for WSP to help our clients and communities to build adaptive capacity. The choice to focus the quantitative effort on people and operations was informed by our qualitative assessment Company-specific summary: As an office-based organization that does not own any significant property or other real estate assets, our financial exposure to physical climate hazards is limited. That said, through our physical risk assessment, we identified that risk of flooding and temperature extremes (heat and cold stress) could cause business interruptions, impacting the ability of our employees to travel to office or field work, thereby reducing our ability to deliver services in a timely manner, potentially affecting revenue

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :Current policies scenario

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Policy
- ☒ Market
- ☒ Reputation
- ☒ Technology
- ☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 3.0°C - 3.4°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☑ Cost of capital

Stakeholder and customer demands

- ☑ Consumer sentiment
- ☑ Consumer attention to impact

Regulators, legal and policy regimes

- ☑ Global regulation
- ☑ Level of action (from local to global)
- ☑ Global targets
- ☑ Methodologies and expectations for science-based targets

Relevant technology and science

- ☑ Granularity of available data (from aggregated to local)

Direct interaction with climate

- ☑ On asset values, on the corporate
- ☑ Perception of efficacy of climate regime

Macro and microeconomy

- ☑ Domestic growth
- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2022, we conducted a quantitative climate scenario analysis aligned with the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD). The transition climate related analysis built upon our qualitative assessment conducted in 2021. We considered our exposure to a range of transition climate risks, including policy and legal, technology, market, and reputation risks, across all our market sectors and operating jurisdictions. Our quantitative analysis used scenarios from the Network for Greening the Financial System (NGFS). We examined 3 different scenarios: a current policies scenario, a below- a net-zero scenario, and a delayed transition. The analysis was conducted from 2022-2050, to represent near- and long-term horizons. We assessed the quantitative impact of a low-carbon transition by understanding the exposure and sensitivity to a low-carbon transition. We used the scenario data from the NGFS to define our exposure to a low-carbon transition, using metrics such as the carbon price and the key sources of primary and secondary energy within the jurisdictions in which we operate. To define

the sensitivity, we consulted internal subject matter experts to define high-level relationships between our business performance and changes to our market sectors driven by a low-carbon transition.

(5.1.1.11) Rationale for choice of scenario

The scenario results suggest considerable opportunity to support clients with the transition to a low-carbon economy. We identify net opportunity in all scenarios, time frames, as well as in all market sectors. Our 2022-2024 Global Strategic Action Plan reflects our recognition of this fact. Positioning WSP as a leading provider of engineering and professional advisory services for a low-carbon transition is a key pillar of the strategy. While a current policies scenario is the scenario with the lowest potential opportunity from a transition, we nonetheless see meaningful opportunity. The scenario finds that the current carbon and environmental policies lead to meaningful investment in lower-carbon technology and demand for climate and environmental advisory services.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :Net Zero scenario

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Reputation

☒ Technology

☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.5°C or lower

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

Finance and insurance

☒ Cost of capital

Stakeholder and customer demands

☒ Consumer sentiment

☒ Consumer attention to impact

Regulators, legal and policy regimes

☒ Global regulation

☒ Level of action (from local to global)

☒ Global targets

☒ Methodologies and expectations for science-based targets

Relevant technology and science

- ✓ Granularity of available data (from aggregated to local)

Direct interaction with climate

- ✓ On asset values, on the corporate
- ✓ Perception of efficacy of climate regime

Macro and microeconomy

- ✓ Domestic growth
- ✓ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2022, we conducted a quantitative climate scenario analysis aligned with the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD). The transition climate related analysis built upon our qualitative assessment conducted in 2021. We considered our exposure to a range of transition climate risks, including policy and legal, technology, market, and reputation risks, across all our market sectors and operating jurisdictions. Our quantitative analysis used scenarios from the Network for Greening the Financial System (NGFS). We examined 3 different scenarios: a current policies scenario, a below- a net-zero scenario, and a delayed transition. The analysis was conducted from 2022-2050, to represent near- and long-term horizons. We assessed the quantitative impact of a low-carbon transition by understanding the exposure and sensitivity to a low-carbon transition. We used the scenario data from the NGFS to define our exposure to a low-carbon transition, using metrics such as the carbon price and the key sources of primary and secondary energy within the jurisdictions in which we operate. To define the sensitivity, we consulted internal subject matter experts to define high-level relationships between our business performance and changes to our market sectors driven by a low-carbon transition.

(5.1.1.11) Rationale for choice of scenario

The scenario results suggest considerable opportunity to support clients with the transition to a low-carbon economy. We identify net opportunity in all scenarios, time frames, as well as in all market sectors. Our 2022-2024 Global Strategic Action Plan reflects our recognition of this fact. Positioning WSP as a leading provider of engineering and professional advisory services for a low-carbon transition is a key pillar of the strategy. The net zero scenario sees immediate and immense opportunity as many clients globally will look to WSP for designs and advice to help thrive in a low-carbon transition.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :Delayed Transition scenario

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Reputation

☒ Technology

☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

☑ Level of action (from local to global)

☑ Global targets

☑ Methodologies and expectations for science-based targets

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

Direct interaction with climate

☑ On asset values, on the corporate

☑ Perception of efficacy of climate regime

Macro and microeconomy

☑ Domestic growth

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2022, we conducted a quantitative climate scenario analysis aligned with the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD). The transition climate related analysis built upon our qualitative assessment conducted in 2021. We considered our exposure to a range of transition climate risks, including policy and legal, technology, market, and reputation risks, across all our market sectors and operating jurisdictions. Our quantitative analysis used scenarios from the Network for Greening the Financial System (NGFS). We examined 3 different scenarios: a current policies scenario, a below- a net-zero scenario, and a delayed transition. The analysis was conducted from 2022-2050, to represent near- and long-term horizons. We assessed the quantitative impact of a low-carbon transition by understanding the exposure and sensitivity to a low-carbon transition. We used the scenario data from the NGFS to define our exposure to a low-carbon transition, using metrics such as the carbon price and the key sources of primary and secondary energy within the jurisdictions in which we operate. To define the sensitivity, we consulted internal subject matter experts to define high-level relationships between our business performance and changes to our market sectors driven by a low-carbon transition.

(5.1.1.11) Rationale for choice of scenario

The scenario results suggest considerable opportunity to support clients with the transition to a low-carbon economy. We identify net opportunity in all scenarios, time frames, as well as in all market sectors. Our 2022-2024 Global Strategic Action Plan reflects our recognition of this fact. Positioning WSP as a leading provider of engineering and professional advisory services for a low-carbon transition is a key pillar of the strategy. A delayed transition, by definition, sees net zero climate policies delayed until a future period (in our analysis, the transition to net zero begins in 2030). The initial transition is disorganized, but in the long term, investments in decarbonization of the built environment, of energy and industrial systems, and demand for climate and decarbonization advisory become immense opportunities for WSP.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 3.5°C - 3.9°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2025

☒ 2030

☒ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Analytical choices: Our physical climate scenario analysis looked at two warming scenarios. This scenario captured a high emission or warming pathway which was based on an RCP8.5 scenario. This scenario results in 3.2 – 5.4C of average global temperature rise by 2100, relative to pre-industrial times. Parameters: Within the scenario, the potential impacts of a set of discrete climate hazards were evaluated. The hazards assessed included extreme temperatures, drought and water stress, wildfire, coastal flooding and tropical cyclones, and were assessed at all global leased office locations active in December 2021. Assumptions: Hazard exposure was measured as average decadal impacts between 2020 and 2100. We compiled the results for the decadal periods of 2020, 2030, and 2040 to be relevant for short-, medium-, and long-term analysis.

(5.1.1.11) Rationale for choice of scenario

Scope: Direct operations for physical climate risks assessment. To understand how hazard exposure translates to financial impact for WSP, we used climate financial impact functions. The impact functions assess changes to WSP's operating efficiency, employee health and safety, access to services, and potential capital damage from the selected climate hazards. Impacts were assessed based on our inherent vulnerability to risks, and did not consider existing or planned adaptation or resilience measures; neither did they assess the risk to availability, continuity, or profitability of our client projects. Climate events are unlikely to cause significant impact to our diversified project portfolio at a given time. Further, we do not expect a changing climate to meaningfully impact access to markets or demand for services, and may instead generate opportunities for WSP to help our clients and communities to build adaptive capacity. The choice to focus the quantitative effort on people and operations was informed by our qualitative assessment. Company-specific summary: As an office-based organization that does not own any significant property or other real estate assets, our financial exposure to physical climate hazards is limited. That said, through our physical risk assessment, we identified that risk of flooding and temperature extremes (heat and cold stress) could cause business interruptions, impacting the ability of our employees to travel to office or field work, thereby reducing our ability to deliver services in a timely manner, potentially affecting revenue

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Risks and opportunities identification, assessment and management: The transition scenario results suggest considerable opportunity to support clients with the transition to a low-carbon economy. We identify net opportunity in all scenarios, time frames, as well as in all market sectors. The scenario analysis also identified that there is the maximum potential opportunity in a net zero scenario. Achieving a net zero transition would require transformative investments in the built environment to decarbonize energy systems, transportation networks, and industry. Strategy and financial planning: Overall, the climate scenario analysis indicated that the financial impacts of physical climate risks are small. Through our transition scenario analysis, we observe some potential revenue risk associated with a decline in demand from clients in high-carbon sectors and activities within the delayed transition and net zero scenarios. However, we expect additional revenue opportunities from supporting these clients as they transition their operations and assets to lower-carbon activities. Potential revenue risks are vastly exceeded by opportunities across the economy. Resilience of business model and strategy: To ensure we provide long-term business resilience solutions to protect our clients' interests, futureproof the work we do and positively impact the communities in which we live and work, WSP has globally implemented its Future Ready program. The program focuses on integrating forward and adaptive thinking into our project designs to consider long-term environmental, social, technological and economic trends. Global and regional Future Ready checklists and toolkits allow WSP employees to build these considerations into their project pursuits, designs and execution. Capacity building - In 2023, the WSP Global Climate Action Network (GCAN) developed a framework for growing Net Zero and Climate Resilience Services in each sector and region of the global business. This framework focused on the following priorities: 1 Plan for each market sector to grow climate services. 2 Upskill to build relevant climate expertise. 3 Measure and manage carbon in our designs and advice. 4 Promote leadership through industry-wide innovation and strong partnerships. Target setting and transition planning: In April 2021, we 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 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. WSP's overall net zero target is as follows: — WSP commits to reach net zero greenhouse gas emissions across its value chain by 2040 from a 2018 base year. In support of reaching net zero, WSP has approved near and long-term science-based emissions reduction targets with the SBTi: — Near-Term Target: WSP commits to reduce absolute scope 1 and 2 (market-based) GHG emissions 60% by 2030 from a 2018 base year. WSP also commits to reduce absolute scope 3 GHG emissions 30% within the same timeframe. To hold ourselves accountable to our stakeholders, we released a Climate Transition Plan to outline our achievement strategies. We also set interim 2024 targets as part of our 2022-2024 Global Strategic Action Plan.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

WSP does not walk away from industries or particular sectors. We have established due diligence and risk review processes for all clients and projects, which incorporate ESG due diligence, into our project go/no-go process. Our due diligence considers criteria associated with the client, location and nature of the work or project. In addition, WSP has processes in place to review certain projects before they are agreed, in particular where they may not be aligned with our stated ESG objectives. Considerations in this review include supporting the “just transition” in certain countries such as South Africa, which still rely on thermal coal and need time to transition to a suitable alternative.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

We engage with our shareholders regularly about our ESG program. We run an offseason and on season proxy/ESG engagement with our shareholders and also regularly discuss ESG through standard ongoing investor relations engagements.

(5.2.9) Frequency of feedback collection

Select from:

☒ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

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. We are continuing to evaluate the cost impacts and benefits of these decarbonization initiatives. Some will require investment beyond business as usual, for example cost premiums for renewable electricity, electric vehicles and lower-carbon product alternatives, as well as carbon removals to mitigate our residual impacts. Other initiatives are likely to yield cost savings, such as reduced energy costs, reduced workplace costs by consolidating office space and lower travel costs. Some regions are beginning to explore internal carbon pricing and carbon levies to further embed the cost of carbon in business decisions.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

1 OFFICE ENERGY — Continued office consolidations and office fit-outs designed to meet our sustainability guidelines — Procured RECs to cover 100% of our office electricity consumption in Canada — Established a green tariff contract for our offices in New Zealand 2 BUSINESS TRAVEL — Developed Business Travel Guidelines for WSP in the USA — Established Uber for Business accounts in several countries and Lyft for Business in WSP in the USA to better track GHG emissions from transportation network companies and encourage use of greener vehicles where available 3 FLEET — Continued to replace older vehicles with more efficient models as vehicles become obsolete. However, we have delayed our fleet decarbonization plans in order to first focus on right-sizing the fleet, particularly as we have acquired new companies with existing fleets 4 PROCUREMENT — Invited around 350 key suppliers to respond to CDP and held four training webinars with our suppliers — Developed a GHG inventory Excel tool for our suppliers to use — Started incorporating GHG emissions disclosure and reduction requirements into supplier contracts — Developed a Low-Carbon Supplier Engagement Plan website (launched in 2024) — Incorporated GHG emissions provided by suppliers into our GHG inventory 5 EMPLOYEE COMMUTING — Continued to promote our hybrid work model — Launched a Public and Active Commute Contribution (PACC) program in New Zealand to provide a financial incentive for employees who use active or public transportation to commute to the office at least three days per week

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

WSP Global Climate Transition Plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☒ No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

- ☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- ☒ Products and services
☒ Upstream/downstream value chain
☒ Investment in R&D
☒ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

An example of how our strategy has been influenced by climate-related risk and opportunities is that our mechanical and electrical engineering, building services and structural design teams enable us to provide integrated design strategies for low-carbon buildings and other low-carbon solutions. We work with global building and construction codes and other regulatory frameworks to understand how the built form interacts and meets local regulations without limiting the choices, quality, or economics of the design. We generate revenue through building certification standards such as LEED and BREEAM and through sustainability advisory services. We help our clients deliver low-carbon generation projects across the full range of renewable technologies, including solar, wind, hydro, wave, tidal, biogas, landfill gas to

energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We call on expertise from our process engineering specialists, our civil and structural engineering teams, our specialist environmental, planning and climate change division or our offshore experts. Our opportunity is in linking these services together to provide a dedicated consultant and 'one stop shop' approach to decarbonizing power generation. If we are not able to stay abreast of changing market demands, evolving technology and maintain our expertise, or if we are not strategic or robust in our approach, we cannot take full advantage of these opportunities. This presents a risk through potential failure to respond to changing market demands for advisory services. The magnitude of impact on our services from climate-related opportunities is high and the time horizon is medium-term. A case study of the most substantial strategic decision made to date that has been influenced by this climate-related risk/opportunity was the adoption of the WSP Future Ready program. This program focuses on integrating forward/adaptive thinking into our project designs to consider long-term environmental, social, technological and economic trends. Examples of regulatory changes include carbon pricing, fuel/energy taxes and regulations, product efficiency/labeling regulations and standards, cap and trade schemes, and public investment in green infrastructure.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As a global professional services organization, WSP's procurement strategy governance principles and Business Partner Code of Conduct supports social and environmental considerations in corporate purchasing and subcontractor selection. Responsibly managing our supply chain helps us maintain trusted partnerships with our clients and partners, which enables business success and mitigates impacts on the environment and local communities. WSP expects its business partners to conduct themselves in accordance with its values. Consequently, Our enterprise resource planning system and our third-party onboarding and vetting platform allow us to conduct targeted due diligence on our suppliers prior to doing business with them. They are currently being rolled out across the global business and require certain business partners to respond to a questionnaire and certify their agreement with the Business Partner Code. Our Global Procurement Guiding Principles are designed to ensure that the procurement procedure for selecting suppliers and subcontractors is open and fair. Procurement decisions are based on a combination of product and service quality and cost, which includes environmental and social considerations when applicable. As a result, we have agreements in place with key suppliers to provide energy efficient equipment, recycled paper and recycling services for electronic equipment. Our strategy has been influenced by climate-related risk and to monitor this, we have incorporated mandatory sustainability questions into the supplier questionnaire so we can better understand the maturity of our suppliers' sustainability programs, including their management of GHG emissions. In 2022, WSP developed a Low-Carbon Supplier Engagement Plan

with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire, and to engage suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. We began implementation of the plan in 2023, prioritizing engagement with around 350 of our largest suppliers. We have also been working with some key suppliers on initiatives to reduce our GHG emissions related to business travel. The time-horizon this strategy covers is short-term, but it will continue to evolve in the long term. The most substantial related strategic decision made to date was our commitment to achieve net zero emissions across our value chain by 2040. To support this achievement, WSP set a science-based greenhouse gas emission reduction target that covers our supply chain.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We have an opportunity to increase our revenue through the development of new services and increased investment in existing services to meet our clients' evolving low-carbon needs. Our competitive advantage relies on our continued investment in business development to understand client needs, employee recruiting to expand our expertise, and internal training sessions to keep our employees abreast of changing regulations and technology. We provide low-carbon solutions and advisory services on a range of climate-related subjects, including product and building efficiency regulations and standards, product labelling regulations and standards, fuel/energy taxes and regulations, GHG emissions regulations, renewable energy, climate change resilience and adaptation, etc. We must stay current in our knowledge and plan for the future as we have significant revenue streams through the certification of buildings through LEED, BREEAM and other standards across the globe, and through sustainability advisory services. We benefit from our expertise in clean and renewable energy technologies, which provide less carbon intensive power solutions as volatility in fuel prices continue to pose risks to our clients. We help our clients successfully deliver low-carbon generation projects across the full range of renewable technologies, including solar, wind, hydro, wave, tidal, biogas, landfill gas to energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We can call on expertise from our process engineering specialists, from our civil and structural engineering teams, from our specialist environmental, planning and climate change division or from our offshore experts. Our opportunity is in linking these services together to provide a 'one stop shop' approach to decarbonizing power generation. The magnitude of impact on our investment in R&D from climate-related opportunities is high. The time horizon this covers is medium-term. WSP invests in research & development (R&D) in a myriad of ways, for example in new technology to remove PFAS from water and low-carbon alternatives to traditional road materials. One measure of our R&D investment is the amount of qualifying research expenses (QREs) that we claim

each year. QREs are defined differently in each country, but generally consist of creative and systematic work undertaken in order to increase the stock of knowledge – including knowledge of humankind, culture and society – and to devise new applications of available knowledge.

Operations

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As an office-based organization providing consultancy services that does not own any significant property or other real estate assets, financial exposure to acute physical impacts from climate change is limited. That said, there is the potential risk that changes in climate such as extreme weather events, storm-related flooding or extended drought, could manifest in disruption to offices, IT systems and the ability of our employees to travel to work and to our clients, particularly in Southeast Asia and other locations near or at sea level. Generally, we occupy modern facilities in well-connected locations and we have significant regional, national and global presence to ensure that all offices would not be disrupted by adverse climate impact at the same time. To mitigate the risk to our employees, we are developing business continuity, disaster preparedness, and contingency plans that are intended to help our employees prepare for, respond to, and recover from a major or catastrophic business disruption that affects our ability to meet client expectations. Business continuity procedures, as well as the diverse geography of our locations, enable staff to work from other offices, which minimizes operational disruptions and keeps productivity losses to a minimum. By way of example, in August 2022, rare heavy rainfall in the Nelson, Tasman, and Marlborough regions of New Zealand triggered hundreds of landslides and extensive flooding, affecting state highways, infrastructure and nearly 600 properties. After relocating two WSP families, we provided professional support to the Emergency Operations Centre for Civil Defence decision-making. WSP experts evaluated damages and identified future risks, providing geotechnical skills and coordination for repairs. That said, any delay or disruption in the completion of our services may require us to incur additional non-compensable costs, including overtime work, that are necessary to meet clients' schedules. Due to the global scale and nature of our business, we could incur costs associated with absenteeism if the workforce is unable to work due to acute climatic events. The magnitude of impact on our operations from climate-related risks is low and the time horizon of this risk is medium-term.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☒ Revenues

(5.3.2.2) Effect type

Select all that apply

☒ Risks

☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Revenues - We have an opportunity to increase our revenue through the development of new services and increased investments in existing services to meet our clients' ever-evolving low-carbon needs. We provide low-carbon solutions and advisory services on a range of climate-related subjects, including product and building efficiency regulations and standards, product labelling regulations and standards, fuel/energy taxes and regulations, GHG emissions regulations, renewable energy, climate change resilience and adaptation, etc. Our mechanical and electrical engineering, building services and structural design teams enable us to provide integrated design strategies for low-carbon buildings and other low-carbon solutions. We work with varying global building and construction codes and other regulatory frameworks and proactively seek to understand what is required and how the built form interacts and meets local regulations without unnecessarily limiting the choices, quality, or economics of the design. We have significant revenue streams through the provision of the certification of buildings through LEED, BREEAM and other sustainability standards across the globe as well as sustainability advisory services. We also continue to gain the benefits from our sector-leading expertise in clean and renewable energy technologies which provide less carbon intensive power solutions as volatility and existence of fossil fuels continue to pose risks to our clients. We have helped our clients successfully deliver low-carbon generation projects across the full range of renewable technologies, including solar, wind, hydro, wave, tidal, biogas, landfill gas to energy, biomass, biofuels, geothermal, waste to energy, fuel cells and transmission and distribution networks. We can call on expertise from our process engineering specialists, from our civil and structural engineering teams, from our specialist environmental, planning and climate change division or from our offshore experts. Our opportunity is in linking these services together to provide a 'one stop shop' approach to decarbonizing power generation. The magnitude of impact on our financial planning process for revenues is high.

Row 2

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☒ Direct costs

(5.3.2.2) Effect type

Select all that apply

☒ Risks

☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Direct costs - As an office-based organization providing consultancy services that does not own any significant property or other real estate assets, financial exposure to acute physical impacts from climate change, which could impact our operating costs, is limited. That said, there is the potential risk that changes in climate such as extreme weather events, storm related flooding or extended drought, could manifest in disruption to offices, IT systems and the ability of our employees to travel to work and to our clients, particularly in Southeast Asia and other locations near or at sea level. An example of how this risk has influenced our financial planning is that we are investing in business continuity to ensure that we are not dependent on local premises or IT systems (i.e. no single points of failure) to maintain continuity of service to our clients and projects. These plans are supported by back up IT systems and supporting infrastructure. Our financial planning is covered by the medium-term time horizon.

Row 3

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☒ Acquisitions and divestments

(5.3.2.2) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Acquisitions and divestments – Acquisitions and divestments are factored into our financial planning process because they can improve our competitive advantage by allowing WSP to fulfil its strategic goals.

Row 4

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- ☒ Access to capital

(5.3.2.2) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Access to capital - As a publicly listed company, we recognize that our investors have become increasingly interested in our climate change strategy. There may be risk that investors or potential investors might not (or might not continue to) invest if WSP does not address climate-related risk or ESG issues. Our sustainability reporting and disclosure efforts demonstrate our commitment to providing information to our investors and other interested stakeholders about our climate change impacts, strategies and performance.

Row 5

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☒ Liabilities

(5.3.2.2) Effect type

Select all that apply

☒ Risks

☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Liabilities - As part of increasing awareness of global climate change, some experts have suggested that companies involved in industries that may impact the environment through their projects may be subject to litigation from governments, shareholders, or environmental activists. The effects of climate change and extreme weather events on WSP's clients have the potential to cause negative impacts on WSP, including work stoppages, project delays, financial losses and additional costs to resume operations, including increased insurance costs or loss of coverage, legal liability and reputational losses.

[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ A sustainable finance taxonomy	<i>Select from:</i> ☒ At both the organization and activity level

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☒ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☒ Other, please specify :Partially aligned with Corporate Knights Sustainable Economy Taxonomy, and SDGs

(5.4.1.3) Objective under which alignment is being reported

Select from:

☒ Total across climate change mitigation and climate change adaption

(5.4.1.5) Financial metric

Select from:

☒ Revenue/Turnover

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

63.4

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

One method we use to measure our impact from client projects is to estimate our percentage of SDG-Linked Revenues, defined as revenues earned from services that support the SDGs. Our definition was informed by the Corporate Knights Clean Economy Taxonomy and Revenue (now Sustainable Revenue) with adjustments to reflect better our industry and services that support the SDG goals and indicators. The Corporate Knights Sustainable Revenue KPI is a multi-year project by Corporate Knights to develop and make publicly available an open-source definition of sustainable categories for all peer groups. We categorize our SDG-Linked Revenues by WSP global market sector and have developed sub-categories within each market that align with our business. Our SDG-Linked Revenues include projects that support social outcomes such as healthcare or education-related buildings. Our methodology captures services that support the low-carbon transition such as active transportation, hydrogen production, storage and distribution and services supporting the extraction of minerals critical to clean energy. We are also including annualized revenues (i.e., included 12 months of revenues from businesses acquired during the year) to reflect the pro forma impact of our acquisitions. We have further categorized our 2023 SDG-Linked Revenues to match specific SDGs. While our projects may support multiple SDGs, for this exercise we mapped subcategories by market sector to one principal SDG that most closely aligned with the service provided. Over 50% of our SDG-Linked Revenues support SDGs 9 or 11, in relation to sustainable and resilient infrastructure and communities. As our Earth & Environment market has grown, we are also reporting a considerable percentage of work supporting SDGs 6, 13 and 15. Our SDG-Linked Revenues are reviewed as part of an Agreed Upon Procedures (AUP) review. The AUP is conducted in accordance with the Canadian Standard on Related Services (CSRS) 4400, Agreed-Upon Procedures Engagements. An agreed-upon procedures engagement involves a third-party performing procedures that have been agreed with WSP, and reporting the findings, which are the factual results of the agreed-upon procedures performed. The AUP engagement is not an assurance engagement. Accordingly, no opinion is expressed and an assurance conclusion is not provided.

[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☒ Internal fee

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☒ Incentivize consideration of climate-related issues in decision making

(5.10.1.3) Factors considered when determining the price

Select all that apply

☒ Benchmarking against peers

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Our business in the UK uses carbon pricing per domestic flight set at 240 per trip (two legged flight, 120 per leg). The carbon pricing is not priced per metric tonne CO2e. However, we estimate that the average UK trip produces approximately 1 tonne of CO2e and that is how we came to the price per tonne. In April 2022 an additional carbon levy for car mileage was introduced at 10% on all business mileage claimed for personal and company cars. This was increased to 20% in January 2023.

(5.10.1.5) Scopes covered

Select all that apply

- ☒ Scope 1
- ☒ Scope 3, Category 6 - Business travel

(5.10.1.6) Pricing approach used – spatial variance

Select from:

- ☒ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

- ☒ Static

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

406

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

406

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

- ☒ Operations

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

- ☒ Yes, for some decision-making processes, please specify :This carbon price covers all business travel in our WSP UK business

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☒ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

We monitor our carbon price to understand efficacy and make adjustments as needed.

[Add row]

(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]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Significant suppliers are considered suppliers that have a material level of business with WSP and identified to be part of our Low-Carbon Supplier Engagement Plan.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

☒ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

342

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
- ☒ Business risk mitigation
- ☒ Procurement spend
- ☒ Supplier performance improvement

(5.11.2.4) Please explain

Since WSP is a professional services organization, the majority of its supply chain consists of corporate purchasing and subcontracting. WSP identifies suppliers that are critical to its business operations and service delivery to its clients. All these suppliers are supported via a defined governance model, where the regional business or corporate function, as well as the WSP teams managing procurement, measure and control their activities on a monthly or quarterly basis.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- ☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

In regions where our third-party onboarding and vetting platform is rolled-out, once a supplier has been onboarded, we have the capacity to re-evaluate our supply chain and business partner relationships through ongoing monitoring and periodic re-qualification. WSP has governance in place to manage relationships with its key suppliers, reviewing performance on a periodic basis. These reviews cover operational performance as well as sustainability, health and safety, integrity, and other important aspects of the business relationship and identify continuous improvement opportunities. In 2023, we invited a selection of key suppliers to disclose their annual scope 1, 2 and 3 GHG emissions. Following a thorough quality check, we will use their reported emissions to derive supplier-specific emissions factors to use in our scope 3 GHG inventory calculations of Purchased Goods and Services and Capital Goods for 2023, as part of our Plan implementation.

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Supplier scorecard or rating

☒ Other, please specify :CDP supply chain module to collect data

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

In 2023, WSP began implementing our Low-Carbon Supplier Engagement Plan with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire, and engage suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. These expectations have been included in WSP's Business Partner Code, and will be included in other procurement documents such as RFP templates, and Terms and Conditions. Execution of the plan is expected to enable WSP to improve scope 3 emissions calculation maturity over time and work with suppliers to reduce their emissions to achieve our scope 3 emissions reduction target. In 2023, we prioritized engagement with around 350 of our largest suppliers. We provided training to the suppliers on how to calculate scope 1, 2 and 3 GHG emissions, science-based target setting, renewable electricity procurement, and CDP disclosure, and published support documentation on a webpage that we made accessible to suppliers in 2024.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Purchasing of low-carbon or renewable energy

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

In 2023, WSP began implementing our Low-Carbon Supplier Engagement Plan with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire, and engage suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. These expectations have been included in WSP's Business Partner Code, and will be included in other procurement documents such as RFP templates, and Terms and Conditions. Execution of the plan is expected to enable WSP to improve scope 3 emissions calculation maturity over time and work with suppliers to reduce their emissions to achieve our scope 3 emissions reduction target. In 2023, we prioritized engagement with around 350 of our largest suppliers. We provided training to the suppliers on how to calculate scope 1, 2 and 3 GHG emissions, science-based target setting, renewable electricity procurement, and CDP disclosure, and published support documentation on a webpage that we made accessible to suppliers in 2024.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

In 2023, WSP began implementing our Low-Carbon Supplier Engagement Plan with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire, and engage suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. These expectations have been included in WSP's Business Partner Code, and will be included in other procurement documents such as RFP templates, and Terms and Conditions. Execution of the plan is expected to enable WSP to improve scope 3 emissions calculation maturity over time and work with suppliers to reduce their emissions to achieve our scope 3 emissions reduction target. In 2023, we prioritized engagement with around 350 of our largest suppliers. We provided training to the suppliers on how to calculate scope 1, 2 and 3 GHG emissions, science-based target setting, renewable electricity procurement, and CDP disclosure, and published support documentation on a webpage that we made accessible to suppliers in 2024.

[Add 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:

- ☒ 1-25%

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

Select from:

- ☒ Less than 1%

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

In 2023, WSP became a CDP supply chain member and launched its Supplier Low-Carbon Engagement Plan where we are inviting over 330 of our key suppliers to respond to CDP and encouraging them to set SBTi targets as well as Renewable Energy targets.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :reduce supplier GHG emissions through SBTi and 100% RE

(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]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 26-50%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

In 2023, we engaged our suppliers via a series of emails and held four webinars. The first webinar was held jointly with CDP to explain our supplier requirements and introduce suppliers to CDP. The second webinar was a training session on how to prepare a GHG inventory. We also developed an Excel-based GHG inventory tool for suppliers to use and provided other resources. The third webinar was a training session on how to set science-based targets and procure renewable electricity. The fourth webinar was held jointly with CDP and provided training on how to use the CDP portal. Our rationale was to focus on our largest suppliers by spend as well as all of our global suppliers. WSP has around 40,000 suppliers, many of which are small subcontractors that support WSP projects. For 2023, we focused on key suppliers with over 1MM in spend with WSP as well as all of our global suppliers. The invited suppliers represent about 45% of WSP's total spend.

(5.11.9.6) Effect of engagement and measures of success

One measure of success is to collect climate change and carbon information at least annually from suppliers. Going forward, we will measure success as the annual collection of carbon information from our key suppliers through the CDP Climate Change questionnaire. In 2023, WSP became a CDP supply chain member and launched its Low-Carbon Supplier Engagement Plan, inviting around 350 of our key suppliers to respond to CDP and encouraging them to set SBTi targets as well as Renewable Energy targets. Of the 350 suppliers invited, 100 responded. We held four webinars for our suppliers in 2023 that were collectively attended or viewed approximately 225 times.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Other education/information sharing, please specify

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 26-50%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

In 2022, WSP developed a Low-Carbon Supplier Engagement Plan with the aim to obtain supplier-specific scope 1, 2 and 3 emissions data via the CDP Climate Change Questionnaire and engage key suppliers to commit to a level of climate ambition aligned with WSP's. This involves setting science-based targets and committing to using 100% renewable electricity by 2030. These expectations have been included in WSP's Business Partner Code and, and we have started to include in other procurement documents such as RFP templates, and Terms and Conditions. Execution of the plan is expected to enable WSP to improve scope 3 emissions calculations over time and work with suppliers to reduce their emissions to achieve our scope 3 emissions reduction target. We began implementation of the plan in 2023, prioritizing engagement with around 350 of our largest suppliers. Our rationale was to focus on our largest suppliers by spend as well as all of our global suppliers. WSP has around 40,000 suppliers, many of which are small subcontractors that support WSP projects. For 2023, we focused on key suppliers with over 1MM in spend with WSP as well as all of our global suppliers. The invited suppliers represent about 45% of WSP's total spend.

(5.11.9.6) Effect of engagement and measures of success

One measure of success is to collect climate change and carbon information at least annually from key suppliers. Going forward, we will measure success as the annual collection of carbon information from our key suppliers through the CDP Climate Change questionnaire. In 2023, WSP became a CDP supply chain member and launched its Supplier Low-Carbon Engagement Plan, inviting around 350 of our key suppliers to respond to CDP and encouraging them to set SBTi targets as well as Renewable Energy targets.

[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

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

GL Hearn Capita REI Environment & Infrastructure business ("E&I") of John Wood Group PLC Odeh Engineers Greencap Holdings BOD Arquitectura e Ingenieria Climate Finance Advisors, Benefit LLC

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

Companies which have been acquired within the reporting period are omitted from WSP Global's GHG Inventory and are included after a full calendar year of ownership by WSP (e.g., 2022 acquisitions are included in the 2023 reporting year inventory). WSP updates emissions to account for acquisition-related structural changes. The emissions from the facilities, fleet and business travel of the acquired entity will be added to the reporting year back to the 2018 base year. Base year emissions for acquired facilities (including associated scope 3 categories of fuel- and energy-related activities and waste generated in operations), fleets, purchased goods and services, capital goods, business travel and employee commuting will ideally be calculated using actual consumption data for the base year. If this is unavailable, the earliest year of facility data will be used and kept constant back to the base year. For fleets, purchased goods and services, capital goods, business travel and employee commuting, if no actual data are available, WSP travel data will be pro-rated to account for acquisitions, based on acquisition headcount by region. Our 2018 through 2022 performance figures have been restated to include 2022 acquisitions and reflect improved data quality and methodology changes. See Appendix A for information on our calculation methodologies, as well as comprehensive data tables. GL Hearn and Capita REI: September 23, 2022

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

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☒ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Methodology changes Improved data accuracy Scope 3 – Category 1 and 2: Obtained spend by country with detailed categorizations to assign emissions factors aligned with our methodology Scopes 1, 2 and 3: Calculated GHG emissions from hotels. Hotel spend was previously excluded from the inventory Incorporated flight class information Scope 2 – market-based: Obtained supplier-specific emissions factors for some electricity Scope 1 refrigerant emissions: Incorporated actual refrigerant loss information for UK operations Scope 3 business travel: Incorporated data from rideshare for the US and Canada. Change in calculation method Updated to market-based FERA emissions Scope 3 waste: Changed waste estimation methodology Scope 3 business travel: Changed business travel emissions factors from EPA to Defra Scope 3 business travel: Incorporated well to tank emissions for business travel Structural changes Scopes 1, 2 and 3: Added 2022 acquisitions Emission factor changes Scopes 1, 2 and 3: Updated from AR4 GWP to AR5 GWP across all years
 [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) Scope(s) recalculated

Select all that apply

- ☒ Scope 1
- ☒ Scope 2, location-based
- ☒ Scope 2, market-based
- ☒ Scope 3

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

WSP's base year for its GHG Inventory is 2018. WSP follows the guidelines in the GHG Protocol Corporate Standard for adjusting the base year GHG inventory. The base year inventory was adjusted in response to any structural or methodology changes if the resulting adjustment is more than 0.5% of base year emissions. Adjustments less than this threshold are considered insignificant and will be decided case by case.

(7.1.3.4) 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: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
- ☒ US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- ☒ US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
- ☒ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
- ☒ US EPA Center for Corporate Climate Leadership: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases

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

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

[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 within your selected reporting boundary which are not included in your disclosure?

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)

43213

(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 CO₂/CH₄/N₂O) Natural gas consumption (MMBtu) x Emission factor (mass CO₂/CH₄/N₂O 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 CO₂) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO₂ per MMBtu) Diesel or Gasoline emissions (mass CH₄/N₂O) Distance travelled (km) x Emission factor (mass CH₄/N₂O 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 for UK sites, the below estimation methodology has been applied. Refrigerant emissions (CO₂e) 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 assumptions used to determine refrigerant emissions from vehicles are outlined below. The number of vehicles located in each country was held constant from 2022 except for US and Canada as this information was available for 2023. Vehicle refrigerant leakage and associated emission are not estimated when there is no travel distance reported.*

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO₂e)

48286

(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 should not be 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 should be used.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

49409

(7.5.3) 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 in 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 CO2/CH4/N2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO2/CH4/N2O per MMBtu) Purchased Cooling emissions (mass CO2/CH4/N2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO2/CH4/N2O 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)

333834

(7.5.3) Methodological details

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 kgCO2e per 2018 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 CO2e) Spend (USD) x Emission factor (mass CO2e 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)

76648

(7.5.3) Methodological details

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 kgCO2e per 2018 USD. Spend associated with emissions reported under another category is omitted to avoid double-counting of those emissions. Quantification Methodology: Capital Goods (mass CO2e) Spend (USD) x Emission factor (mass CO2e 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)

19319

(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 GREET1 model 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 CO2e) Electricity purchased per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO2e) Electricity purchased per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO2e 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 CO2e) Chilled Water/District Cooling consumed per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO2e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO2e) Chilled Water/District Cooling consumed per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO2e 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 CO2e) Steam/District Heating consumed (MMBTU) x T&D Loss Factor

(mass of CO₂e 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 CO₂e) 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 CO₂e 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)

2482

(7.5.3) Methodological details

Data for waste generated in operations was obtained from individual facilities for 2018-2022. Where data are not available, the average waste intensity per square foot from facilities reporting data (2018 baseline) is multiplied by the floor area of facilities not reporting data, to estimate total waste generated. To avoid overstating waste diversion in estimates, it is assumed all waste is sent to landfill. For 2020, estimates are reduced by 64% based on WSP average office occupancy of 36% during 2020 and 47% during 2021. In 2023, actual waste data was not collected from sites, rather a series of questions were asked to get better understanding of how waste is managed at each WSP facility globally. To calculate weight metrics for 2023, waste intensities (kg/sqft) were calculated using previous years' actual data. Total weight was divided by total square footage for a specific year. To calculate a 2023 intensity, intensities for each disposal method from 2018-2022 were averaged and then multiplied by WSP's 2023 occupancy rate of 36%. Based on the questionnaire responses for 2023, the facility's square footage was multiplied by the disposal intensities. To ensure comprehensive e-waste data capture across all regions/countries, using US e-waste values, a kg/sqft intensity was calculated and applied to all facilities for 2023.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO₂e)

54227

(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, but historical data was significant historic data is used. Starting 2023, data on flight class was collected from all sources and the Defra emission factor based on flight class was applied. Vehicle Travel: Activity data for vehicles not owned or operated by WSP, but used for business travel, is collected from each region. 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 CO₂) Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO₂ per MMBtu) Gasoline emissions (mass CH₄/N₂O) Distance travelled (km) x Emission factor (mass CH₄/N₂O 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 CO₂/CH₄/N₂O) Distance travelled (pass-km) x Emission factor (mass CO₂/CH₄/N₂O per pass-km) Hotel Stays: Hotel Stays Emissions (tCO₂e) No. Of nights stayed x Emission factor (kgCO₂e) / 1000 Hotel stay data is not provided by all countries.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO₂e)

62144

(7.5.3) Methodological details

EMPLOYEE COMMUTING Average commuting distance and percentage of associates per transportation mode were obtained from various country-specific transportation/commuting data sources for countries where actual employee commuting survey data were not available. These countries used the assumptions from the closest geographic country. Total FTE per country are provided in an annual Headcount Report provided by the Head of Group HR Projects for WSP. Where FTE is not provided for a country in the report, the floor area proportion of the facilities for that year are used and multiplied by the appropriate FTE. For 2020, the average office occupancy percentages per month were provided by WSP's Global Project Program Manager to account for reduced commuting during the COVID-19 pandemic. Emissions were calculated by multiplying the miles traveled per transportation mode by the emission factor for the mode of transportation. Typical Quantification Methodology: DISTANCE TRAVELED PER YEAR PER MODE COUNTRY FTE X % USE PER COMMUTING MODE X AVERAGE DISTANCE TRAVELED PER YEAR (MILES) 2020 COVID-19 Quantification Methodology: DISTANCE TRAVELED PER YEAR PER MODE COUNTRY FTE X % USE PER COMMUTING MODE X AVERAGE DISTANCE TRAVELED ROUNDTRIP (MILES) X COMMUTING DAYS PER YEAR / 12 X SUM OF THE OFFICE OCCUPANCY PERCENTAGES FOR THE YEAR (%) / 12 WORK FROM HOME The calculation is mainly based on publicly available data (OECD, EPA, IEA, and EIA), employee FTE by country, and various assumptions and calculated for the first time beginning in 2020. Emissions from the use of laptops, monitors, light bulbs, and HVAC by employees at home were also included in commuting emission category to account for the lack of typical commuting emissions due to work from home. Quantification Methodology: 1 Gather total FTE and average remote hours worked per year by country or state/province (data provided by OECD); 2 Identify the electric region/subregion and climate region by country or state/province; 3 Estimate plug load and lighting consumption; 4 Estimate floor area for remote workspace; 5

Calculate HVAC Energy Intensity Factors; 6 Estimate energy consumption per sq. ft from HVAC; 7 Calculate annual consumption per remote worker by resource type and multiply by the average office vacancy percentage for the year; 8 Apply necessary GHG factors to determine emissions.
[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)

40097

(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 totaled for each facility and input annually into the Inventory. Natural gas emissions (mass CO₂/CH₄/N₂O) Natural gas consumption (MMBtu) x Emission factor (mass CO₂/CH₄/N₂O 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 CO₂) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO₂ per MMBtu) Diesel or Gasoline emissions (mass CH₄/N₂O) Distance travelled (km) x Emission factor (mass CH₄/N₂O 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 for UK sites, the below estimation methodology has been applied. Refrigerant emissions (CO₂e) 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 assumptions used to determine refrigerant emissions from vehicles are outlined below. The number of vehicles located in each country was held constant from 2022 except for US and Canada as this information was available for 2023. Vehicle refrigerant leakage and associated emission are not estimated when there is no travel distance reported.

Past year 1

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

41699

(7.6.2) End date

(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 totaled for each facility and input annually into the Inventory. Natural gas emissions (mass CO₂/CH₄/N₂O) Natural gas consumption (MMBtu) x Emission factor (mass CO₂/CH₄/N₂O 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 CO₂) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO₂ per MMBtu) Diesel or Gasoline emissions (mass CH₄/N₂O) Distance travelled (km) x Emission factor (mass CH₄/N₂O 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 for UK sites, the below estimation methodology has been applied. Refrigerant emissions (CO₂e) 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 assumptions used to determine refrigerant emissions from vehicles are outlined below. The number of vehicles located in each country was held constant from 2022 except for US and Canada as this information was available for 2023. Vehicle refrigerant leakage and associated emission are not estimated when there is no travel distance reported.

Past year 2

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

36849

(7.6.2) End date

12/31/2021

(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 totaled for each facility and input annually into the Inventory. Natural gas emissions (mass CO₂/CH₄/N₂O) Natural gas consumption (MMBtu) x Emission factor (mass CO₂/CH₄/N₂O 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 CO₂) Diesel or Gasoline consumption (L) x Heat content (MMBtu/L) x Emission factor (mass CO₂ per MMBtu) Diesel or Gasoline emissions (mass CH₄/N₂O) Distance travelled (km) x Emission factor (mass CH₄/N₂O 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 for UK sites, the below estimation methodology has been applied. Refrigerant emissions (CO₂e) $\text{Annual refrigerant loss} \times \text{GWP} / 1000$ Annual refrigerant loss $\text{HFC refrigerant charge (kg)} \times \text{EPA operating loss (\%)} \times (\# \text{ of months active} / 12)$ HFC refrigerant charge $\text{Facility sqft} \times \% \text{ of sqft using HFC} \times \text{Refrigerant charge (kg) per sqft}$ * Refrigerants are also emitted from WSP fleet vehicles that are equipped with air-conditioning units. The assumptions used to determine refrigerant emissions from vehicles are outlined below. The number of vehicles located in each country was held constant from 2022 except for US and Canada as this information was available for 2023. Vehicle refrigerant leakage and associated emission are not estimated when there is no travel distance reported.
[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)

30261

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

13750

(7.7.4) Methodological details

Location-based 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 should not be 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 should be used. Market-based 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 in 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 CO₂/CH₄/N₂O) $\text{Purchased Heating consumption (MMBtu)} \times \text{Emissions factor (mass CO}_2\text{/CH}_4\text{/N}_2\text{O per MMBtu)}$ Purchased Cooling emissions (mass CO₂/CH₄/N₂O) $\text{Purchased Cooling consumption (Ton Hr)} \times \text{Chiller Efficiency (kW/Ton)} \times \text{Regional electricity emission factor (mass CO}_2\text{/CH}_4\text{/N}_2\text{O per kWh)}$

Past year 1

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

32785

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

21614

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Location-based 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 should not be 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 should be used. Market-based 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 in 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 CO2/CH4/N2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO2/CH4/N2O per MMBtu) Purchased Cooling emissions (mass CO2/CH4/N2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO2/CH4/N2O per kWh)

Past year 2

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

32693

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

26532

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Location-based 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 should not be 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 should be used. Market-based 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 in 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 CO2/CH4/N2O) Purchased Heating consumption (MMBtu) x Emissions factor (mass CO2/CH4/N2O per MMBtu) Purchased Cooling emissions (mass CO2/CH4/N2O) Purchased Cooling consumption (Ton Hr) x Chiller Efficiency (kW/Ton) x Regional electricity emission factor (mass CO2/CH4/N2O 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)

(7.8.3) Emissions calculation methodology

Select all that apply

- ☒ Supplier-specific method
- ☒ Hybrid method
- ☒ Spend-based method

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

17

(7.8.5) Please explain

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 kgCO₂e per 2018 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 CO₂e) Spend (USD) x Emission factor (mass CO₂e per USD).

Capital goods

(7.8.1) Evaluation status

Select from:

- ☒ Relevant, calculated

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

32036

(7.8.3) Emissions calculation methodology

Select all that apply

- ☒ Supplier-specific method
- ☒ Hybrid method
- ☒ Spend-based method

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

0

(7.8.5) Please explain

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 kgCO₂e per 2018 USD. Spend associated with emissions reported under another category is omitted to avoid double-counting of those emissions. Quantification Methodology: Capital Goods (mass CO₂e) Spend (USD) x Emission factor (mass CO₂e 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)

15856

(7.8.3) Emissions calculation methodology

Select all that apply

- ☒ Fuel-based method

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

0

(7.8.5) 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 GREET1 model 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 CO₂e) Electricity purchased per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO₂e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO₂e) Electricity purchased per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO₂e 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 CO₂e) Chilled Water/District Cooling consumed per electric region/subregion (MWh) x Upstream energy loss emission factors (mass CO₂e per MWh) T&D Quantification Methodology: Upstream Transmission and Distribution Emissions (mass of CO₂e) Chilled Water/District Cooling consumed per Electric region/subregion (MWh) x T&D Loss Factor (mass of CO₂e 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 CO₂e) Steam/District Heating consumed (MMBTU) x T&D Loss Factor (mass of CO₂e 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 CO₂e) 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 CO₂e per associated UOM).

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) 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)

616

(7.8.3) Emissions calculation methodology

Select all that apply

- ☒ Average data method
- ☒ Waste-type-specific method

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

0

(7.8.5) Please explain

Data for waste generated in operations was obtained from individual facilities for 2018-2022. Where data are not available, the average waste intensity per square foot from facilities reporting data (2018 baseline) is multiplied by the floor area of facilities not reporting data, to estimate total waste generated. To avoid overstating waste diversion in estimates, it is assumed all waste is sent to landfill. For 2020, estimates are reduced by 64% based on WSP average office occupancy of 36% during 2020 and 47% during 2021. In 2023, actual waste data was not collected from sites, rather a series of questions were asked to get better understanding of how waste is managed at each WSP facility globally. To calculate weight metrics for 2023, waste intensities (kg/sqft) were calculated using previous years' actual data. Total weight was divided by total square footage for a specific year. To calculate a 2023 intensity, intensities for each disposal method from 2018-2022 were averaged and then multiplied by WSP's 2023 occupancy rate of 36%. Based on the questionnaire responses for 2023, the facility's square footage was multiplied by the disposal intensities. To ensure comprehensive e-waste data capture across all regions/countries, using US e-waste values, a kg/sqft intensity was calculated and applied to all facilities for 2023.

Business travel

(7.8.1) Evaluation status

Select from:

- ☒ Relevant, calculated

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

47048

(7.8.3) Emissions calculation methodology

Select all that apply

- ☒ Fuel-based method
- ☒ Distance-based method

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

0

(7.8.5) 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, but historical data was significant historic data is used. 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 CO₂/CH₄/N₂O) Distance travelled (pass-km) x Emission factor (mass CO₂/CH₄/N₂O 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. 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 CO₂) Gasoline consumption (L) x Heat content (MMBTu/L) x Emission factor (mass CO₂ per MMBTu) Gasoline emissions (mass CH₄/N₂O) Distance travelled (km) x Emission factor (mass CH₄/N₂O 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 CO₂/CH₄/N₂O) Distance travelled (pass-km) x Emission factor (mass CO₂/CH₄/N₂O per pass-km) Hotel Stays: Quantification Methodologies: Hotel Stays Emissions (tCO₂e) No. Of nights stayed x Emission factor (kgCO₂e) / 1000 Hotel stay data is not provided by all countries.

Employee commuting

(7.8.1) Evaluation status

Select from:

- ☒ Relevant, calculated

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

42945

(7.8.3) Emissions calculation methodology

Select all that apply

- ☒ Fuel-based method
- ☒ Distance-based method

(7.8.5) Please explain

EMPLOYEE COMMUTING Average commuting distance and percentage of associates per transportation mode were obtained from various country-specific transportation/commuting data sources for countries where actual employee commuting survey data were not available. These countries used the assumptions from the closest geographic country. Total FTE per country are provided in an annual Headcount Report provided by the Head of Group HR Projects for WSP. Where FTE is not provided for a country in the report, the floor area proportion of the facilities for that year are used and multiplied by the appropriate FTE. For 2020, the average office occupancy percentages per month were provided by WSP's Global Project Program Manager to account for reduced commuting during the COVID-19 pandemic. Emissions were calculated by multiplying the miles traveled per transportation mode by the emission factor for the mode of transportation. Typical Quantification Methodology: DISTANCE TRAVELED PER YEAR PER MODE COUNTRY FTE X % USE PER COMMUTING MODE X AVERAGE DISTANCE TRAVELED PER YEAR (MILES) 2020 COVID-19 Quantification Methodology: DISTANCE TRAVELED PER YEAR PER MODE COUNTRY FTE X % USE PER COMMUTING MODE X AVERAGE DISTANCE TRAVELED ROUNDTRIP (MILES) X COMMUTING DAYS PER YEAR / 12 X SUM OF THE OFFICE OCCUPANCY PERCENTAGES FOR THE YEAR (%) / 12 WORK FROM HOME The calculation is mainly based on publicly available data (OECD, EPA, IEA, and EIA), employee FTE by country, and various assumptions and calculated for the first time beginning in 2020. Emissions from the use of laptops, monitors, light bulbs, and HVAC by employees at home were also included in commuting emission category to account for the lack of typical commuting emissions due to work from home. Quantification Methodology: 1 Gather total FTE and average remote hours worked per year by country or state/province (data provided by OECD); 2 Identify the electric region/subregion and climate region by country or state/province; 3 Estimate plug load and lighting consumption; 4 Estimate floor area for remote workspace; 5 Calculate HVAC Energy Intensity Factors; 6 Estimate energy consumption per sq. ft from HVAC; 7 Calculate annual consumption per remote worker by resource type and multiply by the average office vacancy percentage for the year; 8 Apply necessary GHG factors to determine emissions.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

- ☒ Not relevant, explanation provided

(7.8.5) 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) 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) 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) 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) Please explain

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

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) 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) Please explain

WSP does not operate any franchises.

Investments

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) 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

12/31/2022

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

304303

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

46453

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

16314

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

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

828

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

37374

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

44123

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

Past year 2

(7.8.1.1) End date

12/31/2021

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

303450

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

41168

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

15818

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

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

1276

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

27291

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

27317

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

[Fixed row]

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

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

Apex Verification Opinion Declaration.pdf

(7.9.1.5) Page/section reference

1-5

(7.9.1.6) Relevant standard

Select from:

☒ 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 location-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

Apex Verification Opinion Declaration.pdf

(7.9.2.6) Page/ section reference

1-5

(7.9.2.7) Relevant standard

Select from:

☒ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(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

Apex Verification Opinion Declaration.pdf

(7.9.2.6) Page/ section reference

1-5

(7.9.2.7) Relevant standard

Select from:

☒ 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

Apex Verification Opinion Declaration.pdf

(7.9.3.6) Page/section reference

1-5

(7.9.3.7) Relevant standard

Select from:

☒ ISO14064-3

(7.9.3.8) Proportion of reported 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

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO₂e)

7473

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

12

(7.10.1.4) Please explain calculation

Calculation: $(\text{Purchased electricity in 2022 emissions} - \text{purchased electricity in 2023 emissions}) / (\text{Scope 1} + \text{Scope 2 [market-based] in 2022})$

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO₂e)

1372

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

2

(7.10.1.4) Please explain calculation

There was a 2% reduction in scope 1 and 2 (market-based) emissions associated with various emission reduction activities including public commuting and fleet vehicle efficiency.

Divestment

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

657

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

1

(7.10.1.4) Please explain calculation

There was a decrease in scope 1 and scope 2 (market-based) emissions by 657 mtCO2e between 2022 and 2023 due to various activities. The causes and ability to attribute specific emission reduction values to a single reason is not possible due to interconnected impacts and data availability.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☒ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☒ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

38056

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☒ CH₄

(7.15.1.2) Scope 1 emissions (metric tons of CO₂e)

14

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☒ N₂O

(7.15.1.2) Scope 1 emissions (metric tons of CO₂e)

44

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

☒ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO₂e)

1982

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO₂e)

321

(7.16.2) Scope 2, location-based (metric tons CO₂e)

2806

(7.16.3) Scope 2, market-based (metric tons CO₂e)

2325

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

52

(7.16.2) Scope 2, location-based (metric tons CO2e)

20

(7.16.3) Scope 2, market-based (metric tons CO2e)

12

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

10281

(7.16.2) Scope 2, location-based (metric tons CO2e)

3754

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

169

(7.16.2) Scope 2, location-based (metric tons CO2e)

452

(7.16.3) Scope 2, market-based (metric tons CO2e)

452

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

40

(7.16.2) Scope 2, location-based (metric tons CO2e)

395

(7.16.3) Scope 2, market-based (metric tons CO2e)

395

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

254

(7.16.2) Scope 2, location-based (metric tons CO2e)

52

(7.16.3) Scope 2, market-based (metric tons CO2e)

52

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

40

(7.16.2) Scope 2, location-based (metric tons CO2e)

347

(7.16.3) Scope 2, market-based (metric tons CO2e)

391

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

46

(7.16.2) Scope 2, location-based (metric tons CO2e)

587

(7.16.3) Scope 2, market-based (metric tons CO2e)

541

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

78

(7.16.2) Scope 2, location-based (metric tons CO2e)

16

(7.16.3) Scope 2, market-based (metric tons CO2e)

33

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

153

(7.16.2) Scope 2, location-based (metric tons CO2e)

658

(7.16.3) Scope 2, market-based (metric tons CO2e)

771

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

17

(7.16.2) Scope 2, location-based (metric tons CO2e)

835

(7.16.3) Scope 2, market-based (metric tons CO2e)

660

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

51

(7.16.2) Scope 2, location-based (metric tons CO2e)

6

(7.16.3) Scope 2, market-based (metric tons CO2e)

6

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

53

(7.16.2) Scope 2, location-based (metric tons CO2e)

1980

(7.16.3) Scope 2, market-based (metric tons CO2e)

1980

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

6

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Israel

(7.16.1) Scope 1 emissions (metric tons CO2e)

1

(7.16.2) Scope 2, location-based (metric tons CO2e)

45

(7.16.3) Scope 2, market-based (metric tons CO2e)

45

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

364

(7.16.2) Scope 2, location-based (metric tons CO2e)

89

(7.16.3) Scope 2, market-based (metric tons CO2e)

4

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

22

(7.16.3) Scope 2, market-based (metric tons CO2e)

22

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

28

(7.16.2) Scope 2, location-based (metric tons CO2e)

28

(7.16.3) Scope 2, market-based (metric tons CO2e)

28

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

338

(7.16.2) Scope 2, location-based (metric tons CO2e)

289

(7.16.3) Scope 2, market-based (metric tons CO2e)

6

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

1116

(7.16.2) Scope 2, location-based (metric tons CO2e)

1448

(7.16.3) Scope 2, market-based (metric tons CO2e)

868

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

30

(7.16.2) Scope 2, location-based (metric tons CO2e)

137

(7.16.3) Scope 2, market-based (metric tons CO2e)

400

Panama

(7.16.1) Scope 1 emissions (metric tons CO2e)

91

(7.16.2) Scope 2, location-based (metric tons CO2e)

33

(7.16.3) Scope 2, market-based (metric tons CO2e)

33

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

7

(7.16.2) Scope 2, location-based (metric tons CO2e)

132

(7.16.3) Scope 2, market-based (metric tons CO2e)

132

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

7

(7.16.2) Scope 2, location-based (metric tons CO2e)

206

(7.16.3) Scope 2, market-based (metric tons CO2e)

206

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1031

(7.16.2) Scope 2, location-based (metric tons CO2e)

113

(7.16.3) Scope 2, market-based (metric tons CO2e)

3

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

2

(7.16.2) Scope 2, location-based (metric tons CO2e)

50

(7.16.3) Scope 2, market-based (metric tons CO2e)

50

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

39

(7.16.2) Scope 2, location-based (metric tons CO2e)

231

(7.16.3) Scope 2, market-based (metric tons CO2e)

142

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

23

(7.16.2) Scope 2, location-based (metric tons CO2e)

228

(7.16.3) Scope 2, market-based (metric tons CO2e)

216

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

305

(7.16.2) Scope 2, location-based (metric tons CO2e)

782

(7.16.3) Scope 2, market-based (metric tons CO2e)

782

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

133

(7.16.2) Scope 2, location-based (metric tons CO2e)

139

(7.16.3) Scope 2, market-based (metric tons CO2e)

128

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

7057

(7.16.2) Scope 2, location-based (metric tons CO2e)

1325

(7.16.3) Scope 2, market-based (metric tons CO2e)

1251

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

31

(7.16.2) Scope 2, location-based (metric tons CO2e)

5

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

16

(7.16.2) Scope 2, location-based (metric tons CO2e)

152

(7.16.3) Scope 2, market-based (metric tons CO2e)

152

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

4

(7.16.2) Scope 2, location-based (metric tons CO2e)

30

(7.16.3) Scope 2, market-based (metric tons CO2e)

30

Trinidad and Tobago

(7.16.1) Scope 1 emissions (metric tons CO2e)

1

(7.16.2) Scope 2, location-based (metric tons CO2e)

62

(7.16.3) Scope 2, market-based (metric tons CO2e)

62

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

7

(7.16.2) Scope 2, location-based (metric tons CO2e)

24

(7.16.3) Scope 2, market-based (metric tons CO2e)

24

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

136

(7.16.2) Scope 2, location-based (metric tons CO2e)

808

(7.16.3) Scope 2, market-based (metric tons CO2e)

808

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1074

(7.16.2) Scope 2, location-based (metric tons CO2e)

(7.16.3) Scope 2, market-based (metric tons CO2e)

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

(7.16.2) Scope 2, location-based (metric tons CO2e)

(7.16.3) Scope 2, market-based (metric tons CO2e)

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☒ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Stationary Combustion</i>	10379
Row 2	<i>Mobile Combustion</i>	28656
Row 3	<i>Building Refrigerants</i>	1062

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>District Cooling</i>	136	136
Row 2	<i>Electricity</i>	26580	10069
Row 3	<i>District Heating</i>	3545	3545

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Scope 2, market-based emissions (metric tons CO2e)
Consolidated accounting group	40097	30261	13750
All other entities	0	0	0

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ No

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(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

0

(7.30.1.3) MWh from non-renewable sources

55853

(7.30.1.4) Total (renewable and non-renewable) MWh

55853

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

77527

(7.30.1.3) MWh from non-renewable sources

17264

(7.30.1.4) Total (renewable and non-renewable) MWh

94791

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

15467

(7.30.1.4) Total (renewable and non-renewable) MWh

15467

Consumption of purchased or acquired cooling

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1170

(7.30.1.4) Total (renewable and non-renewable) MWh

1170

Total energy consumption

(7.30.1.1) Heating value

Select from:

☒ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

77527

(7.30.1.3) MWh from non-renewable sources

89993

(7.30.1.4) Total (renewable and non-renewable) MWh

167460

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: ☒ Yes
Consumption of fuel for the generation of heat	Select from: ☒ Yes
Consumption of fuel for the generation of steam	Select from: ☒ No
Consumption of fuel for the generation of cooling	Select from: ☒ No
Consumption of fuel for co-generation or tri-generation	Select from: ☒ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Other biomass

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Coal

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Oil

(7.30.7.1) Heating value

Select from:

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

1357

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1357

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Gas

(7.30.7.1) Heating value

Select from:

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

55853

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

55853

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Total fuel

(7.30.7.1) Heating value

Select from:

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

57210

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1357

(7.30.7.4) MWh fuel consumed for self-generation of heat

55853
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☒ Brazil

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :wind, hydro, solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

189847

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 2

(7.30.14.1) Country/area

Select from:

☒ Finland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

303406

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 3

(7.30.14.1) Country/area

Select from:

☒ Germany

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

96272

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 4

(7.30.14.1) Country/area

Select from:

☒ Italy

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

212079

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 5

(7.30.14.1) Country/area

Select from:

☒ Singapore

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

28000

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 6

(7.30.14.1) Country/area

Select from:

☒ Sweden

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

283000

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 7

(7.30.14.1) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

427240

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Green Tariff - Largely renewable mix, may have some fossil fuels, supplier specific emissions factor with fuel mix provided

Row 8

(7.30.14.1) Country/area

Select from:

☒ Spain

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

(7.30.14.6) Tracking instrument used*Select from:*☒ REGO**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***Select from:*☒ No**(7.30.14.10) Comment***REGO certificate***Row 9****(7.30.14.1) Country/area***Select from:*☒ United Kingdom of Great Britain and Northern Ireland**(7.30.14.2) Sourcing method***Select from:*☒ Retail supply contract with an electricity supplier (retail green electricity)**(7.30.14.3) Energy carrier***Select from:*☒ Electricity**(7.30.14.4) Low-carbon technology type**

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4304467

(7.30.14.6) Tracking instrument used

Select from:

☒ REGO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REGO certificate

Row 10

(7.30.14.1) Country/area

Select from:

☒ New Zealand

(7.30.14.2) Sourcing method

Select from:

☒ Financial (virtual) power purchase agreement (VPPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4104442

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Power Purchase Agreement

Row 11

(7.30.14.1) Country/area

Select from:

☒ Australia

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

750096

(7.30.14.6) Tracking instrument used

Select from:

☒ Australian LGC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 12

(7.30.14.1) Country/area

Select from:

☒ Canada

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

31590662

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 13

(7.30.14.1) Country/area

Select from:

☒ Denmark

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

122814

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 14

(7.30.14.1) Country/area

Select from:

☒ Hong Kong SAR, China

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

227000

(7.30.14.6) Tracking instrument used

Select from:

☒ GEC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 15

(7.30.14.1) Country/area

Select from:

☒ Netherlands

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

663763

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 16

(7.30.14.1) Country/area

Select from:

☒ Norway

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

24186

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 17

(7.30.14.1) Country/area

Select from:

☒ Poland

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

140316

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 18

(7.30.14.1) Country/area

Select from:

☒ Romania

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

177753

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

REC

Row 19

(7.30.14.1) Country/area

Select from:

☒ Sweden

(7.30.14.2) Sourcing method

Select from:

- ☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

- ☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- ☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3934613

(7.30.14.6) Tracking instrument used

Select from:

- ☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- ☒ No

(7.30.14.10) Comment

REC

Row 20

(7.30.14.1) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :unknown

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

169000

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :REC

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Row 21

(7.30.14.1) Country/area*Select from:*☒ United States of America**(7.30.14.2) Sourcing method***Select from:*☒ Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)**(7.30.14.3) Energy carrier***Select from:*☒ Electricity**(7.30.14.4) Low-carbon technology type***Select from:*☒ Renewable energy mix, please specify :unknown**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

29872845

(7.30.14.6) Tracking instrument used*Select from:*☒ US-REC**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

☒ No

(7.30.14.10) Comment

REC

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

3989.53

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3989.53

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

2.71

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.71

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

225.96

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

225.96

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

31590.66

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

31590.66

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

1022.42

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1022.42

China

(7.30.16.1) Consumption of purchased electricity (MWh)

513.69

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

513.69

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

479.42

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

479.42

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

486.5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

66.14

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

552.64

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

341.41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

115.59

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

457.00

France

(7.30.16.1) Consumption of purchased electricity (MWh)

265.89

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

265.89

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

869.72

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

869.72

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

1079.88

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1079.88

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

18.89

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

18.89

India

(7.30.16.1) Consumption of purchased electricity (MWh)

2287.67

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

189.46

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2477.13

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Israel

(7.30.16.1) Consumption of purchased electricity (MWh)

62.13

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

62.13

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

220.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

220.57

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

31.77

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

31.77

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

62.3

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

62.30

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

676.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

676.94

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

4924.22

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4924.22

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

562.28

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

19.52

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

581.80

Panama

(7.30.16.1) Consumption of purchased electricity (MWh)

91.32

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

91.32

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

444.4

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

444.40

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

415.73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

415.73

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

140.32

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

140.32

Portugal

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

92.04

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

92.04

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

263

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

13.22

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

276.22

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

520.8

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.34

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

523.14

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

906.95

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

906.95

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

475.39

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

475.39

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

4266.67

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2510.35

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6777.02

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

156.7

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

156.70

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

251.16

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

251.16

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

58.19

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

58.19

Trinidad and Tobago

(7.30.16.1) Consumption of purchased electricity (MWh)

122.35

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

122.35

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

51.67

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

51.67

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

1264.12

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1264.12

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

5682.52

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5682.52

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

29872.85

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

988.6

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

30861.45
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

3.73e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

53847

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

144372000000

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

30

(7.45.7) Direction of change

Select from:

☒ Decreased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

☒ Other emissions reduction activities

(7.45.9) Please explain

Scope 1 and 2 (market-based) emissions per dollar revenue decreased by 30% between 2022 and 2023. The emission reductions were driven by emission reduction activities such as increased renewable energy consumption.

[Add 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)

43213

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

49409

(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)

92622.000

(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)

37048.800

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

40097

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

13750

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

53847.000

(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

69.77

(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 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.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting 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 increase our proportion of electricity from renewable sources, in support of our targets.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

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:

☒ 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 3

(7.53.1.10) Scope 3 categories

Select all that apply

☒ Scope 3, Category 2 – Capital goods
Scope 1 or 2)

☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in

☒ 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)

333834

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

76648

(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)

19319

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

2482

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

54227

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

62144

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

548654.000

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

548654.000

(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

100.0

(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)

384057.800

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

313075

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

32036

(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)

15856

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

616

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

47048

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

42945

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

451576.000

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

451576.000

(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

58.98

(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 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)

137112

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

16.13

(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

82

(7.54.1.13) % of target achieved relative to base year

78.54

(7.54.1.14) Target status in reporting year

Select from:

☒ Underway

(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

☒ Science Based Targets initiative

(7.54.1.18) Science Based Targets initiative official validation letter

WSP Global Net Zero Approval Letter.pdf

(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.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

Between 2018 and 2023 we observed a 42% reduction in scope 1 and 2 market-based emissions, driven by renewable energy procurement. WSP has developed a renewable energy strategy that outlines a hierarchy of procurement options for each region. This is based on the maturity of the local renewable energy market, as well as available options where WSP is primarily a lessee of office space. In general, we will first seek to procure retail renewable energy where possible, both in WSP offices which directly procure electricity and in larger offices where the landlord procures electricity. In most other cases we will purchase verified unbundled environmental attribute certificates (EACs) through either short-term purchases or via longer-term attribute purchase agreements (APAs) to cover our electricity usage. In select cases we will consider options such as collaborating with our landlord to install onsite renewables.

[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 2024 in line with our 2022-2024 Global Strategic Action Plan, front-loading efforts to make significant progress towards our 2030 targets as required by climate science. 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]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	6	`Numeric input
To be implemented	2	817
Implementation commenced	1	241
Implemented	3	1372
Not to be implemented	0	`Numeric input

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Business travel policy

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

560

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Where travel is necessary, encourage use of rail travel as an alternative to air or road.

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Business travel policy

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur*Select all that apply*☒ Scope 3 category 6: Business travel**(7.55.2.4) Voluntary/Mandatory***Select from:*☒ Voluntary**(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)**

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period*Select from:*☒ No payback**(7.55.2.8) Estimated lifetime of the initiative***Select from:*☒ Ongoing**(7.55.2.9) Comment***In 2023, WSP UK introduced an engine size limit for hire cars.***Row 3**

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Employee commuting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

350

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 7: Employee commuting

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

WSP has located new offices or relocating offices close to public transport and encourages cycling.

[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☒ Internal price on carbon

(7.55.3.2) Comment

Our business in the UK uses carbon pricing per domestic flight. The cost of carbon brings an internal awareness to all groups within WSP UK and incentivizes all groups accountable for carbon emissions to reduce their carbon impact. The cost of carbon can be used as an additional performance measure for the return on investment to make better informed business decisions. Assigning a cost will amplify the conversation of carbon throughout the firm and not only with those focused on sustainability.

Row 2

(7.55.3.1) Method

Select from:

☒ Other :Climate Transition Plan

(7.55.3.2) Comment

In 2021, WSP committed to net-zero greenhouse gas emissions across our value chain by 2040, from a 2018 base year, supported by science-based greenhouse gas (GHG) emission reduction targets for GHG emissions associated with WSP offices and business activities, including employee commuting, business travel and

procurement. In 2022, WSP received approval for our net-zero target under the Science-Based Targets initiative's Net-Zero standard. WSP has also committed to estimate and reduce emissions associated with our designs and advice. Since 2019, we have formally engaged with leaders from each of our global operating regions to coordinate plans and actions to collectively achieve energy and emissions reductions. Global corporate function leaders contribute to strategies reducing emissions from our workplace fit-outs and operations, fleet selection and procurement activities. 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. Details on our planned emission reduction initiatives, progress to date and next steps are outlined in our Climate Transition Plan, which we published in 2022. OFFICE ENERGY — Continued office consolidations and office fit-outs — Procured RECs to cover 100% of our office electricity consumption in Canada — Established a green tariff contract for our offices in New Zealand BUSINESS TRAVEL — Developed Business Travel Guidelines for WSP in the USA — Established Uber for Business accounts in several countries and Lyft for Business in WSP USA to better track GHG emissions from transportation companies and encourage use of greener vehicles FLEET — Continued to replace older vehicles with more efficient models as vehicles become obsolete PROCUREMENT — Invited around 350 key suppliers to respond to CDP and held four training webinars with our suppliers — Developed a GHG inventory Excel tool for our suppliers to use — Started incorporating GHG emissions disclosure and reduction requirements into supplier contracts — Developed a Low-Carbon Supplier Engagement Plan website — Incorporated GHG emissions provided by suppliers into our GHG inventory EMPLOYEE COMMUTING — Continued to promote our hybrid work model
[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Other, please specify :services that reduce client emissions

(7.74.1.3) Type of product(s) or service(s)

Other

☒ Other, please specify :services that reduce client emissions

(7.74.1.4) Description of product(s) or service(s)

A key aspect of our business is developing sustainable client solutions. Some of the ways we help our clients avoid GHG emissions include designing low-carbon solutions for the built environment, providing expertise in clean energy and advising on resource management. One method we use to measure impact from client projects is to estimate % of SDG-Linked Revenues, defined as revenues earned from services that support the SDGs. This includes projects supporting social outcomes such as healthcare/education-related buildings. In 2023, approx. 63.4% of total annualized gross revenues was earned from these services. However, as reported in the SASB Index of our latest ESG Report, as of 31/12/23, our best estimate of revenues for “non-energy projects associated with climate change mitigation” is approximately 20% of total annualized gross revenues (i.e. includes 12 months of revenues from businesses acquired during 2023). The estimate captures: low carbon infrastructure, public transit, sustainable infrastructure certifications, building retrofit and rehabilitation, green and/or sustainable building design services and certifications, sustainable industrial projects, decarbonization planning, carbon capture and storage, climate change mitigation, energy efficiency, ecology/biodiversity and sustainability & ESG strategy. The percentage of revenues from non-energy climate change mitigation services is unaudited and based on a subset of the SDG-Linked Revenues we report.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

63.4

[Add row]

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

☒ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Other, please specify :We are currently working on conducting a TNFD assessment

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☒ No, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	<i>Select from:</i> ☒ Not assessed	<i>n/a</i>
UNESCO World Heritage sites	<i>Select from:</i> ☒ Not assessed	<i>n/a</i>
UNESCO Man and the Biosphere Reserves	<i>Select from:</i> ☒ Not assessed	<i>n/a</i>
Ramsar sites	<i>Select from:</i> ☒ Not assessed	<i>n/a</i>
Key Biodiversity Areas	<i>Select from:</i> ☒ No	<i>We have 14 leased offices that are interacting with key biodiversity areas.</i>
Other areas important for biodiversity	<i>Select from:</i> ☒ Not assessed	<i>n/a</i>

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☒ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Base year emissions

☒ Electricity/Steam/Heat/Cooling consumption

☒ Emissions breakdown by country/area

- ☒ Fuel consumption
- ☒ Renewable Electricity/Steam/Heat/Cooling consumption

(13.1.1.3) Verification/assurance standard

Climate change-related standards

- ☒ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

WSP has chosen to verify our renewable energy procured so that there is confidence and transparency in our Scope 2 market-based emissions. WSP has chosen to verify our natural gas use so that there is confidence and transparency in our energy use. WSP has chosen to verify our other fuels (diesel, kerosene, liquified petroleum gas) use so that there is confidence and transparency in our energy use. WSP has chosen to verify our electricity, heating and cooling use so that there is confidence and transparency in our energy use. WSP has chosen to verify our total office energy consumption so that there is confidence and transparency in the values we are reporting. WSP has chosen to verify our transportation fuel use so that there is confidence and transparency in the values we are reporting. WSP has chosen to verify our purchased and on-site renewable energy so that there is confidence and transparency in the values we are reporting. WSP has chosen to verify our base year emissions so that there is confidence and transparency in the values we are reporting. WSP has chosen to verify our emissions breakdown by country/area so that there is confidence and transparency in the values we are reporting.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Apex Verification Opinion Declaration.pdf
[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Executive Officer

(13.3.2) Corresponding job category

Select from:

☒ Chief Executive Officer (CEO)

[Fixed row]