



Question
today/
Imagine
tomorrow/
Create
for the future

At a Glance





Future Questions

Can we help societies thrive in a world we do not control?

Can we anticipate the unforeseeable, perceive the unexplainable, and plan something unbelievable?

Can we design the unthinkable?

Can we think international and still act local?

Nurture sustainable societies, connect communities, and seize opportunities?

Can we trace horizons, hold true to our ambitions, and hold ourselves accountable?

Can we design a place, where our friends, families and neighbours, can thrive?

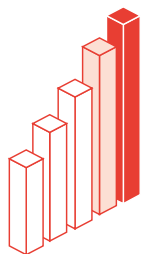
What if we can?

International Agility



55,000

EMPLOYEES



7.9B

2021 NET REVENUES (CAD)

As one of the world's leading professional services firms, WSP provides strategic advisory, engineering and design services to clients in the Transportation & Infrastructure, Earth & Environment, Property & Buildings, Power & Energy, Resources, and Industry sectors. WSP's global experts include advisors, engineers, environmental specialists, scientists, technicians, architects and planners, in addition to other design and program management professionals. Our talented people are well positioned to deliver successful and sustainable projects, wherever our clients need us.



Figures as of December 31, 2021

04

05

OUR BELIEF

**For societies
to thrive,
we believe that
we must all
hold ourselves
accountable for
tomorrow.**

OUR PURPOSE

**We exist to future
proof our cities and
environments.**

OUR ROLE

**We plan, design,
manage and engineer
our communities
to thrive.**



Our Guiding Principles

We value our people and our reputation.

We make extraordinary efforts to attract, develop, engage and retain the best professionals in our fields of expertise because this is what makes us great. We put the highest ethical standards at the centre of all we do. Professionalism is inherent in our offering. We are humble and act with moral and intellectual integrity, keep our word, treat everyone with respect, support our colleagues, and embrace diversity. We care about individuals and their progress and offer the most fulfilling career development for our professionals. We promote our young recruits because we believe fresh perspectives bring great ideas and new energy.

We are locally dedicated with international scale.

Our strength is our ability to adapt to our client culture and local markets. We provide our clients with the same personalized services as a specialist firm while at the same time leveraging our worldwide expertise to undertake the most complex projects and assist our clients to realize their ambitions. We achieve this by remaining agile, with a common-sense approach, and by keeping our structure and business model simple and lean. Our focus on growth also allows us to better serve our clients by expanding our offering, expertise and geographical reach.

We are future-focused and challenge the status quo.

We anticipate trends in order to propose innovative ideas for our clients to meet their business objectives. We ask questions, look at complex problems from different angles and find solutions that break paradigms. We are problem-solvers who evolve, improve, modernize and excel. We know our solutions will shape the communities of tomorrow and help societies thrive sustainably. We embrace change and have an uncompromising determination to achieve excellence.

We foster collaboration in everything we do.

Our international agility is founded on our collaborative working environment. Our devotion to teamwork creates unique international networks of outstanding professionals who understand that great achievements come from collaboration. We embrace and support a high-performing culture, always strive to learn from others, and foster a stimulating work environment. We put the interest of our team ahead of our own and joining us is the best way to fully understand the collegiality that defines our firm.

We have an empowering culture and hold ourselves accountable.

We are empowered to turn challenges into opportunities while being held accountable to standards beyond the norm. Our proactive leadership empowers us to be client-focused, agile and responsive, while at the same time being accountable to our clients, our peers and our shareholders. The profitability of our firm is essential to our future and this is why we manage our business responsibly as if it were our own.

World Class Talent

Inspired by diversity, driven by inclusion, we work with passion and purpose. We are:

Passionate people doing purposeful and sustainable work that helps shape our communities and the future.

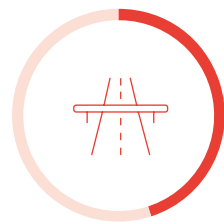
A collaborative team that thrives on challenge and unconventional thinking.

A network of experts channelling our curiosity into creating solutions to complex issues.



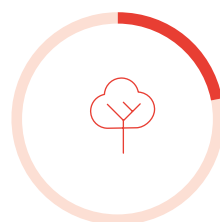
Proactive Leadership

2021 Revenues by Market Sector



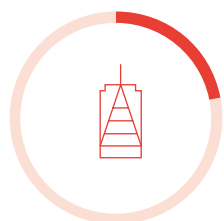
47%

TRANSPORTATION & INFRASTRUCTURE



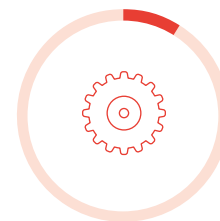
22%

EARTH & ENVIRONMENT



21%

PROPERTY & BUILDINGS



9%

POWER & ENERGY, INDUSTRY, RESOURCES



Driven by possibilities, purpose and pride, our enduring commitment to the betterment of society and our understanding of the stakes fuels our work. We are dedicated to our local communities, but also propelled by international brainpower. Complexity, proactivity and accountability inspire us. By helping our clients design lasting solutions for the advancement of our built and natural environments, we are building a powerful legacy.

Enduring Projects Born Of Complexity

01 —



03 —



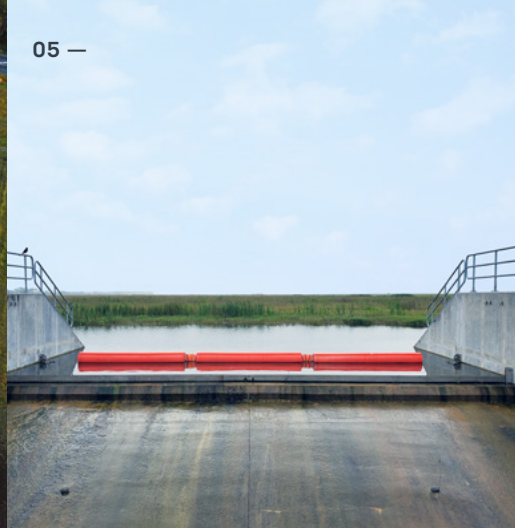
04 —



02 —



05 —



01 —
Modernization of the
National Capital Region's
District Energy System
Canada

02 —
Kattegat South –
Strategic Support
Sweden

03 —
Woolgoolga to Ballina
Pacific Highway Upgrade
Australia

Image: Transport for NSW

04 —
Old Oak Common Station
Design for H2
United Kingdom

05 —
Stormwater Management
in Florida's Everglades
USA

We want to play a key role in delivering a sustainable and resilient world. Through our project delivery, our approach lies in our commitment to provide forward-thinking advice and unparalleled expertise locally to help our clients thrive in a changing world. We are actively seeking out the most transformative, innovative solutions to pioneer a more sustainable future.



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hold true to our ambitions,
*and hold ourselves
accountable?*

What if we can?



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