Public Disclosure Policy

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PUBLIC DISCLOSURE POLICY

OBJECTIVE

As a reporting issuer under Canadian provincial securities laws having its shares publicly traded on the Toronto Stock Exchange (the "**TSX**"), WSP Global Inc. (together with, where applicable, its subsidiaries, "**WSP**" or the "**Corporation**") is subject by law to numerous disclosure obligations in Canada.

In the normal course of business, a variety of communications with the investing public and other members of the financial community arise. WSP must ensure that the information provided is soundly based, appropriately qualified, consistent, and even handed, and sufficiently detailed to permit a reasonable evaluation of it and, if disclosed otherwise than by press release, does not qualify as material non-public information.

This Public Disclosure Policy (the "**Policy**") provides specific requirements with respect to the dissemination and disclosure of information to external parties, including the financial community and investors, in accordance with applicable legal and regulatory requirements.

This Policy seeks to ensure (i) that communications made by the Corporation are timely, informative, factual, balanced, accurate, complete, and broadly disseminated in accordance with applicable legislation; and (ii) sound disclosure practices maintain the confidence of the financial community, including investors, in the integrity of the Corporation's information.

APPLICATION

This Policy applies to all employees of WSP, its Board of Directors (the "**Board**") and officers and others in an employment-type relationship with WSP, as well as any other person authorized to speak on its behalf. This Policy covers, among other things, disclosures in documents (including electronic documents) filed (whether mandatorily or voluntarily) by the Corporation with securities regulators (such as prospectuses, take-over bid circulars, notices of change or variation in respect of a take-over bid circular, issuer bid circulars, directors' circulars, rights offering circulars, management's discussion and analysis ("**MD&A**"), annual information forms, management information circulars, annual and interim financial statements and material change reports, referred to as "**Core Documents**") as well as written statements made in WSP's annual and quarterly reports, news releases, presentations to investors, presentations by senior management and information contained on WSP's website (the "**Website**") and other electronic communications (including through social media channels). It also extends to oral statements made in meetings and telephone conversations with analysts and investors, interviews with the media, speeches, press conferences and conference calls as well as any other oral statement made in circumstances in which a reasonable person would believe that information contained in the statement will become generally disclosed.

OTHER RELEVANT POLICIES

This Policy should be read in conjunction with the Corporation's Code of Conduct, its Insider Trading Policy, Global Delegation of Authority, External Communications Policy and Social Media Policy and Guidelines. A copy of each of these policies is available on the Corporation's intranet and from the Chief Legal Officer.

MATERIAL INFORMATION

The TSX defines "**Material Information**" as any information relating to the business and affairs of the Corporation that results in, or would reasonably be expected to result in, a significant change in the market price or value of any of the Corporation's listed securities, or on a reasonable investor's decisions regarding those securities.

Material Information consists of both material facts and material changes relating to the business and affairs of the Corporation. The materiality of information cannot be altered by communicating it in smaller, non-material components.

The following is a non-exhaustive list of examples that may constitute material information:

- A significant merger, corporate acquisition or disposition of assets;
- Significant changes in senior management or changes to the Board;
- A significant change to previously disclosed strategic plans or corporate objectives;
- A major business interruption to the Corporation's operations;
- A significant change in financial results, credit arrangements, or capital structure;
- Bankruptcy filing;
- The commencement of, or developments in, material legal proceedings or regulatory matters;
- Updates regarding any prior material disclosure that has materially changed;
- Financial performance of the Corporation and changes in outlook or guidance.

PUBLIC DISCLOSURE COMMITTEE

The Board has established a public disclosure committee (the "**Committee**") responsible for overseeing WSP's disclosure practices and implementing, administering and monitoring the effectiveness of, and compliance with, this Policy. In so doing, the Committee plays a key role in assisting the Chief Executive Officer ("**CEO**") and Chief Financial Officer ("**CFO**") in making annual and quarterly certifications.

The Committee has adopted a written charter, the text of which is reproduced in its entirety as Appendix A, setting forth the purpose, composition, authority and responsibility of the Committee.

A WORD ABOUT RELEASING NON-MATERIAL INFORMATION

Given its large size and international structure, the Corporation makes many routine announcements or otherwise discloses information to the public that would not meet the definition of Material Information set out above. These routine communications relate to (i) specific projects or clients (in which case client prior consent to publication must be obtained), (ii) work-in-progress,

(iii) awards, (iv) industry ranking, (v) leadership appointments, (vi) donations or partnerships or (vii) views expressed by experts working for the Corporation. These communications would generally not be subject to this Policy but must be coordinated by the global communications team or the regional head of communications or marketing in each country, as applicable, in accordance with the Corporation's External Communications Policy.

RESPONSIBILITY FOR DISCLOSURE OF INFORMATION

AUTHORIZED SPOKESPERSONS

In order to prevent selective or misleading disclosure of Material Information and to ensure that a consistent message is delivered on behalf of the Corporation, the Corporation designates a limited number of spokespersons responsible for communications with the financial community, investors, shareholders, regulators and the media. The authorized spokespersons are:

- Chairman of the Board;
- Chief Executive Officer;
- Chief Financial Officer;
- Chief Legal Officer;
- Chief Communications Officer
- Officer in charge of Investor Relations (the "**Investor Relations Officer**"); and
- Other persons authorized by the Chief Financial Officer or by the Chief Legal Officer.

Anyone acting as a spokesperson must be briefed by an authorized spokesperson named above with a general review of what information is operationally sensitive and never to be disclosed unless required by law, what is material and what information is not yet publicly disclosed.

Employees, directors and officers who are not authorized spokespersons must not respond under any circumstances (including on a "no-name" or "off the record basis") to calls or inquiries from the financial community, investors, shareholders or media unless specifically asked to do so by an authorized spokesperson and must refer all such calls and inquiries to the Investor Relations Officer, or failing such person, the Chief Financial Officer.

ALL EMPLOYEES

It is essential that the Committee be kept fully apprised of all pending and potentially material developments in order for the Committee to evaluate and discuss those events and to determine the appropriateness and timing of the public disclosure of those developments. **Anyone who becomes aware of information that may constitute Material Information should promptly contact their immediate superior, who will liaise with members of the Committee.**

BASIC DISCLOSURE PRINCIPLES

The Corporation adheres to the following basic disclosure principles:

MATERIALITY

Material Information should as a general rule be publicly disclosed immediately by means of a press release, unless the release of the Material Information would be unduly detrimental to the Corporation's interests, as further described under the heading "CONFIDENTIALITY AND DELAYING DISCLOSURE OF MATERIAL INFORMATION". Prompt release is necessary to ensure that it is punctually available to all investors and to reduce the risk of persons with access to the information acting upon undisclosed information.

CONTEXT OF ANNOUNCEMENT

Announcements of Material Information should be factual and balanced, neither over-emphasizing favorable news nor under-emphasizing unfavorable news. Unfavorable news must be disclosed just as promptly and completely as favorable news. Reluctance or unwillingness to release unfavourable information or an attempt to disguise it may give rise to liability and endangers the integrity of the information and the Corporation's reputation. Changes in accounting methods to mask unfavourable information will have similar detrimental effects.

EXTENT OF DISCLOSURE

Disclosure must include any information the omission of which would make the rest of the disclosure misleading and any information necessary to permit a reasonable evaluation of the matter should be included.

DISCLOSURE OF INTENDED CORPORATE ACTIONS

Many developments must be disclosed before an event actually occurs, if the development itself gives rise to Material Information at that stage. Announcements of an intention to proceed with a transaction or activity should not be made unless (i) the Corporation has the ability to carry out the intent (although proceeding may be subject to contingencies) and (ii) a decision has been made to proceed with the transaction or activity by the Board, or by senior management with the expectation of concurrence from the Board. Subsequently, updates should be announced approximately every 30 days, unless the original announcement indicates that an update will be disclosed on another indicated date. In addition, prompt disclosure is required of any material change to the proposed transaction, or to the previously disclosed information.

While Material Information must be released immediately, judgement must be exercised by the Committee as to the timing and propriety of press releases concerning corporate developments to avoid misleading or premature disclosure.

INFORMATION UPDATES

Prompt disclosure shall be made of significant changes to previously disclosed Material Information where the information becomes misleading as a result of subsequent events. If the information was true at the time of its release but subsequently changes without becoming misleading, no update is required. Disclosure should be corrected promptly if the Committee

subsequently learns that earlier disclosure made by the Corporation contained a material error at the time it was made.

SELECTIVE DISCLOSURE

No selective disclosure should occur. In other words, material non-public information is not to be disclosed to selected individuals (for example, in a conference call or face to face meeting with one or more buy side analysts or in a telephone conversation with an institutional investor). More specifically, no significant data, and in particular financial information such as sales and profit figures, shall be selectively disclosed to analysts, investors, other market professionals, shareholders, media, or others rather than to the market as a whole. If during the course of a presentation or discussion with any analyst or other person not bound by a confidentiality obligation, material non-public information is disclosed, such information should be immediately disseminated to the public through a press release. Pending such disclosure, the Corporation shall contact the TSX and, if necessary, request that trading in the Corporation's securities be halted.

CONFIDENTIALITY AND DELAYING DISCLOSURE OF MATERIAL INFORMATION

In certain circumstances, the Committee may determine that disclosure of Material Information may be delayed and kept confidential temporarily where immediate release of the information would be unduly detrimental to the Corporation's interests, such as:

- where a release would prejudice the ability to pursue specific and limited objectives or to complete a transaction that is under way (e.g., premature disclosure of the fact that the Corporation intends to purchase a significant asset may increase the cost);
- where disclosure would provide competitors with confidential corporate information that would be of significant benefit to them, such that the detriment resulting from disclosure would outweigh the detriment to the market in not having access to the information (e.g., a decision to release a new service or details on its features might be withheld, unless available to competitors from other sources); and
- where disclosure of ongoing negotiations would prejudice the successful completion of those negotiations; if the situation is likely to stabilize within a short period, public disclosure may be delayed until a definitive announcement can be made.

The withholding of Material Information on this basis must be infrequent and can be justified only where the potential harm to the Corporation or to investors caused by immediate disclosure may reasonably be considered to outweigh the undesirable consequences of delaying disclosure. The TSX discourages delaying disclosure for a lengthy period of time, since it is unlikely that confidentiality can be maintained beyond the short term.

Where disclosure of Material Information is delayed by the Committee as contemplated above, the Corporation should undertake precautions to keep such information completely confidential and should not be disclosed to any of the Corporation's officers, employees or advisors, except in the necessary course of business.

In such circumstances, and only to the extent required by law, the Corporation shall cause a confidential material change report to be filed with applicable securities regulators and shall periodically (at least every 10 days) review its decision to keep the information confidential.

During the period before disclosure, market activity in the Corporation's securities should be carefully monitored by the Committee. Unusual market activity may be indicative of a leak as to news of the matter. If it appears that a leak may have occurred, consideration may need to be given to a full public announcement. This may include contacting the Market Surveillance Department of the New Self-Regulatory Organization of Canada mandated by the TSX ("**Market Surveillance**") to request that trading be halted pending the release.

The Corporation will issue and file a press release once the circumstances justifying non-disclosure have ceased to exist.

MATERIAL CHANGE REPORTS

The Corporation must file a report with appropriate regulatory authorities concerning any material change as soon as practicable and in any event within ten (10) days of the date on which the change occurs. Material change reports shall be reviewed and approved by the Chief Legal Officer, or an authorized designate, prior to filing with securities regulatory authorities (via SEDAR+).

FORWARD-LOOKING INFORMATION / FOFI AND FINANCIAL OUTLOOKS

Disclosure and discussion of information relating to trends or future commitments, events or uncertainties affecting revenues, income from operations or the overall financial condition of the Corporation (i.e., forward-looking information) should be kept to a minimum and limited to (i) what the Corporation expects is "reasonably likely" to occur in the near future, or (ii) what is required under applicable securities laws or stock exchange requirements.

Financial guidance may be issued by the Corporation including in the quarterly press release and in the quarterly conference call that is fully accessible and non-exclusionary. Guidance may take the form of projections based on factors which drive the Corporation's earnings and/or projected earnings per share ("**EPS**") for the quarter or an EPS range. Guidance, including the confirmation of outstanding guidance or any analyst forecast, should always be treated as Material Information. Where a significant increase or decrease in earnings is indicated in the near future, such as in the next quarter, this fact must be disclosed forthwith in a press release to protect against allegations of misleading disclosure. All financial guidance should generally be provided by way of a press release. During a quiet period (as defined below) or when a public offering is under way or is contemplated in the near future, no comments about earnings should generally be made.

Should the Corporation elect to disclose forward-looking information (including guidance), the information, if deemed material, should be disseminated by means of a press release in accordance with this Policy. The Committee should also ensure that it respects the disclosure

requirements set out in National Instrument 51-102 – *Continuous Disclosure Obligations* ("**NI 51-102**").

- Cautionary language should be used to identify forward-looking information as such, proximate to the information itself.
- The cautionary language should include a statement about the material assumptions or factors that were applied in drawing a conclusion or making a forecast or projection set out in the forward-looking information.
- The forward-looking information should be accompanied by a statement that identifies, in reasonably specific terms, the material factors (including all risks and uncertainties) to which any conclusion, forecast or projection contained in the forward-looking information is subject. This includes all factors that could cause the actual results to differ materially from a conclusion, forecast or projection in the statement.

The information should be accompanied by a statement that disclaims the Corporation's intention or obligation to update or revise the forward-looking information, whether as a result of new information, future events or otherwise, except as required under applicable securities regulations, rules or policies. Notwithstanding this disclaimer, should subsequent events prove past statements about current trends to be materially off target, the Corporation should issue a press release explaining the reasons for the difference. In this case, the Corporation should update its guidance on the anticipated impact on revenue and earnings (or other key metrics) and disclose the circumstances that prompted the update, including assumptions that are no longer valid.

The audit committee of the Board (the "**Audit Committee**") and the Board have the responsibility of reviewing all disclosures contained in financial outlooks, future-oriented financial information as defined in NI 51-102 or press releases containing financial information and of ensuring its compliance with the added disclosure requirements contained in NI 51-102.

In addition, pursuant to applicable securities regulations, the Corporation must discuss in its MD&A events and circumstances that occurred during the period to which the MD&A relates that are reasonably likely to cause actual results to differ materially from material forward-looking information for a period that is not yet completed that the Corporation previously disclosed to the public, and the expected differences thereof. Such disclosure in the MD&A is not required if such information was previously disclosed in a press release and the MD&A makes reference to such press release (by including the date of such press release and stating that it's available on SEDAR+). The Corporation must also disclose and discuss in its MD&A material differences between actual results for the annual or interim period to which the MD&A relates, and any future-oriented financial information or financial outlook for such period that the Corporation previously disclosed. If during the period to which the MD&A relates, the Corporation withdrew previously disclosed material forward-looking information, the Corporation must, in its MD&A, disclose the decision and discuss the events and circumstances that led the Corporation to that decision, including a discussion of the assumptions underlying the forward-looking information that are no longer valid. Such disclosure in the MD&A is not required if such information was previously

disclosed in a press release and the MD&A makes reference to such press release (by including the date of such press release and stating that it's available on SEDAR+).

RUMORS

All queries from the financial community or stock exchanges regarding rumors should be directed to the Investor Relations Officer, the Chief Financial Officer or the Chief Legal Officer. The Corporation does not comment, affirmatively or negatively, on rumors, unless required to do so under applicable securities laws or stock exchange requirements. The Investor Relations Officer, the Chief Financial Officer or the Chief Legal Officer will advise the financial community and stock exchanges that WSP has a "no comment" policy with respect to market rumors or speculations. Should a stock exchange request that the Corporation make a definitive statement in response to a market rumor that is causing significant volatility in the Corporation's securities, the Committee will consider the matter and decide whether to make a policy exception.

If Material Information has been leaked and appears to be affecting trading activity in the Corporation's securities, the Committee will consider issuing a press release, promptly confirming or denying the information that has leaked. In these circumstances, if a rumor is correct in whole or in part, immediate disclosure of the relevant Material Information is required.

WSP'S FINANCIAL DISCLOSURE ACTIVITIES

TYPES OF FINANCIAL DISCLOSURE ACTIVITIES

WSP's financial disclosure activities may generally be divided into two categories.

1 MANDATORY DISCLOSURE OF INFORMATION

Press releases relative to the quarterly and year-end financial statements (including press releases relative to earnings announcements in advance of actual financial statements, if any) shall be reviewed by the Committee.

The Corporation should issue its earnings press releases concurrently with the filing of its quarterly or annual financial statements. Annual and interim financial results should be publicly released promptly following the Board's approval of the financial statements. Furthermore, all press releases disclosing the Corporation's financial results will be reviewed by the Audit Committee and will be approved by the Board, prior to any public disclosure.

2 VOLUNTARY DISCLOSURE OF INFORMATION

WSP's financial disclosure activities also give rise to a variety of communications with members of the financial community, including investors and media, which are of a voluntary nature. The Investor Relations Officer and/or the Chief Financial Officer shall organize quarterly results conference calls along with other meetings and presentations. The Investor Relations Officer and/or the Chief Financial Officer may also review analysts' reports subject to the guidelines below.

CONFERENCE CALLS AND WEBCASTS AND OTHER MEETINGS

Quarterly results conference calls and webcasts provide an overview of the Corporation's quarterly results and are usually held on the day of, or the day following, their public release whereby discussion of key aspects is accessible simultaneously to all interested parties. Separate conference calls and webcasts may also be held for major corporate developments, such as significant acquisitions, as may be determined by the Committee. WSP will not hold a conference call or webcast until after the press release that is the subject of the call has been broadly disseminated.

The Corporation will (provided that there is sufficient time) provide advance public notice of a conference call and/or webcast by issuing a press release announcing the date, time, the subject of the call and/or webcast, and the means for accessing it. The Corporation will provide in the earnings press release, information on how interested parties may access the call and/or webcast. The webcasts are to be accessible simultaneously to all interested parties, some as participants by telephone and others on a listen-only basis by telephone or via a webcast over the Internet. In addition, WSP may send invitations to analysts, institutional investors, the media and others invited to participate. Any non-material supplemental information provided to participants should also be posted on the Website (if applicable) for others to view. A recording of the audio webcast should be made available following the call for a reasonable period, for anyone interested in listening to a replay.

Analyst/investor conference calls, webcasts and meetings will be scripted, but will allow for information Q&As.

Prior to holding an analyst/investor conference call, a webcast or a meeting, a private analyst meeting or an industry conference, the Corporation's management and appropriate spokespersons should meet to prepare and script any statements or responses to anticipated questions.

At the beginning of each conference call or webcast, a WSP spokesperson should provide appropriate cautionary language with respect to any forward-looking information and direct participants to publicly available documents containing the assumptions, sensitivities and a discussion of any applicable risks and uncertainties.

The Corporation may also hold or may be invited to participate in analyst and institutional investors meetings and other presentations, as well as one-on-ones. These meetings and presentations are held to provide information on the Corporation's results, competitive position and strategy. Before or after these meetings, the Corporation may provide a backup package which includes copies of the presentation and any publicly available information (e.g., latest quarterly report).

All Material Information to be provided on the conference calls, webcasts or at these meetings must be previously disclosed public information. If material non-public information is inadvertently disclosed, a press release should be promptly issued to ensure that the information is broadly

disseminated to the investing public, and the investors or analysts present will be warned of their confidentiality and insider trading obligations.

Spokespersons should keep notes of conversations with analysts and investors, and where practicable, more than one representative of the Corporation should be present at all individual and group meetings.

If the Corporation uncovers that a conference call, webcast, or analyst or investor meeting resulted in selective disclosure of previously undisclosed Material Information, WSP shall promptly disclose such information by means of a press release.

ANALYSTS' REPORTS

Upon request, the Chief Financial Officer or the Investor Relations Officer may review draft analysts' reports prior to their publication solely to ensure that factual information is accurate based on publicly disclosed information and that underlying assumptions properly reflect all publicly disclosed information about the Corporation. The review process will be conducted with the analyst. The analyst's report review process is to be carried on only by those designated spokespersons specifically authorized by the Chief Financial Officer or the Investor Relations Officer on a case-by-case basis. WSP's spokesperson(s) are to avoid entanglement in the contents, opinions and conclusions of an analyst report.

The Corporation will not directly distribute analysts' reports externally. The Corporation may post on its Website a complete list of all the investment firms and analysts who provide research coverage on the Corporation, regardless of their recommendations. If provided, such list will not include links to the analysts' or any other third party's email address, websites or publications.

CONTINUOUS AND OTHER DISCLOSURE DOCUMENTS

To ensure that all documents and statements disclosed or made by or on behalf of WSP are accurate, complete and factual, WSP adheres to the following principles (these should be complied with in addition to the basic disclosure principles set out above):

- The Audit Committee should review all financial disclosure.
- Any disclosure that identifies or sets out information relating to individuals (such as officers or directors) should be sent to those individuals for review. Appropriate questionnaires and verification from such individuals should be obtained and documented (such as directors and officers' questionnaires relating to disclosure made in a prospectus, management information circular or annual information form).
- Appropriate due diligence should be conducted to verify the accuracy and completeness of all Material Information contained in the disclosure.
- In the case of annual information forms and management information circulars, accuracy and completeness of disclosure should be verified and documented and back-up documentation should be kept for a period of time to be determined by the Committee.
- Any disclosure that is based on information derived from a document filed by any other reporting issuer with a securities regulatory authority or stock exchange should properly characterize the disclosure contained in that document and wherever practicable adequately identify and reference that other document.

- Sub-certifications or internal certifications may be obtained as appropriate (such as sub-certifications by appropriate accounting officers for disclosure contained in financial statements).
- The appropriate cautionary language should accompany disclosure of any forward-looking information.
- As appropriate, the disclosure should be reviewed by the relevant expert (such as WSP's auditor, tax adviser, actuary or legal counsel).
- Caution should be exercised when reporting non-IFRS financial measures and these should generally be adequately explained and/or accompanied by IFRS financial measures in alignment with National Instrument 52-112 – *Non-GAAP and Other Financial Measures Disclosure*.
- Written consent to disclosure of each expert should, wherever practicable, be obtained where the disclosure includes, summarizes or quotes from a report, statement or opinion of the expert (and it should be ensured that such written consents have not been withdrawn prior to the time of disclosure).
- If appropriate, a corresponding press release should be prepared and reviewed following the same procedures as the underlying document itself.
- All information contained in the document should, wherever practicable, be reviewed for updating (and revised consents and review confirmations obtained if necessary) as close as practicable to the time of disclosure.
- Except for material change reports whose review and disclosure are delegated to the Chief Legal Officer, all Core Documents should be reviewed by the Board, unless responsibility for such review is delegated to the Audit Committee or the Governance, Ethics and Compensation Committee of the Corporation (the "**GECC**") and consent to disclosure evidenced by a resolution of the Board, or the Audit Committee or GECC, if review is delegated to any of such committees, in accordance with applicable laws.
- The document should be filed, released or disseminated as appropriate and a copy, along with all related reviews, consents and approvals should be sent to the Committee to be kept on file in accordance with this Policy.

PRESS RELEASES

Press releases will be disseminated through an approved news wire service that provides simultaneous national and/or international distribution. The news wire services used by the Corporation must result in the dissemination of the full text of the press release to all stock exchanges and relevant regulatory bodies, to the major business wires and to national financial media. Press releases will be posted on the Website and the Committee shall be consulted to determine which press releases will be filed on SEDAR+ promptly after release over the news wire.

If the TSX is open for trading at the time of a proposed announcement, prior notice (by telephone) of a press release announcing Material Information must be provided to Market Surveillance with a written copy of the press release to follow. This may lead to a trading halt if deemed necessary by Market Surveillance. Where an announcement involving Material Information is to be released after the TSX has closed, Market Surveillance staff should be advised before trading opens on the next trading day. Regardless of when an announcement involving Material Information is released, Market Surveillance must be advised of its content and supplied with a copy in advance of its release. Market Surveillance must also be advised of the proposed method of dissemination.

MAINTAINING CONFIDENTIALITY

Any director, officer or employee of the Corporation privy to material non-public information is prohibited from communicating such information to anyone else, unless required to do so in the "necessary course of business" as described in the Corporation's Insider Trading Policy.

Efforts should be made to limit access to such information to only those who need to know the information and such persons should be advised that the information is to be kept confidential. The directors, officers and employees of the Corporation should be reminded on a regular basis that confidential information obtained in the course of their duties must not be disclosed except in the necessary course of business. Any employee who is or may be aware of non-public Material Information should be explicitly warned to keep it confidential. Access to information regarding sensitive projects should be restricted to individuals whose role provides them with a "need to know."

Outside parties privy to undisclosed Material Information concerning WSP should be told that they must not divulge such information to anyone else, other than in the necessary course of business, and that they may not trade in WSP's securities until the information is generally disclosed. Such outside parties may be required to confirm their commitment to non-disclosure in the form of a written confidentiality agreement.

In order to seek to prevent the misuse or inadvertent disclosure of Material Information, the procedures set forth below should be observed at all times:

- Documents and files containing confidential information should be kept in a safe place to which access is restricted to individuals who "need to know" that information in the necessary course of business, and code names should be used where appropriate.
- Confidential matters should, wherever practicable, not be discussed in places where the discussion may be overheard, such as elevators, hallways, restaurants, airplanes or taxis.
- Confidential documents should, wherever practicable, not be read or displayed in public places and should not be discarded where others can retrieve them.
- Employees should ensure they maintain the confidentiality of information in their possession outside of the office as well as inside the office, in accordance with the Corporation's Code of Conduct.

QUIET PERIODS

During a "quiet period" which period shall begin at the end of each quarter and end with the issuance of a press release disclosing the financial results for that quarter, the authorized spokespersons of the Corporation will not (i) initiate or participate in any meetings or telephone contacts with analysts, investors or market professionals or (ii) comment, discuss, provide guidance on or disclose financial information (such as quarterly results and earnings estimates and cash flow and earnings projections for the current and following periods) to analysts, investors or other market professionals, in each case other than in response to inquiries concerning publicly available or non-material information. If disclosure of material non-public information inadvertently occurs, a press release should be promptly issued in order to ensure that the information is broadly disseminated to the investing public.

DISCLOSURE THROUGH PUBLIC ORAL STATEMENTS

In addition to liability for misrepresentations contained in documents filed by or on behalf of WSP, the Corporation may also be liable for misrepresentations contained in public oral statements made by or on behalf of the Corporation. Prior to making any public oral statements, WSP should adhere to the following principles that relate specifically to public oral statements made by or on behalf of WSP (these should be complied with in addition to the basic disclosure principles set out above):

- Public oral statements relating to Material Information regarding the business and affairs of WSP should be made by authorized spokespersons only.
- A written draft of the text or content of the public oral statement should be prepared, where practicable, and submitted to the Committee for review, together with details of the projected time, date, place and audience for disclosure.
- Where appropriate, a written draft should be submitted to the relevant expert for review, and if the statement will include, summarize or quote from a report, statement or opinion of an expert, the written consent of that expert should be obtained.
- Appropriate due diligence should be conducted to verify the accuracy and completeness of all Material Information contained in the written draft.
- Disclosure of any forward-looking information should be accompanied by the appropriate cautionary language.
- If appropriate, a corresponding press release should be prepared and reviewed following the documentary review procedures set out above for dissemination at the appropriate time.
- All information contained in the public oral statement should be reviewed for updating (and revised consents and review confirmations obtained if necessary) as close as practicable to the time of disclosure.
- The text of the written statement should be carefully followed when making the public oral statement and any material deviations or changes should be documented. All attempts should be made to comply with the text of the statement when answering questions relating to the statement. Explanations or clarifications should be limited to publicly available information only.

A copy of the written text, any relevant notes, and all consents and review materials should be sent to the Committee to be kept on file in accordance with this Policy.

ELECTRONIC COMMUNICATIONS

This Policy also applies to electronic communications. This section should be read in conjunction with the Social Media Policy and Guidelines. The procedures set forth below regarding electronic communications should be observed at all times (in addition to the basic disclosure principles set out above):

- Disclosure on the Website should not be misleading. All disclosure of financial or other potentially Material Information should be reviewed and approved prior to posting by the Committee or its designate.
- Disclosure of information of a non-financial and non-material nature on the Website should be reviewed and approved prior to posting by the Chief Communications Officer or another person delegated by the Committee and a summary should be provided to the Committee and reflected in the Committee meeting minutes.

- All disclosure documents filed with securities regulatory authorities (via SEDAR+) (or a hyperlink to such disclosure documents filed on SEDAR+) should be posted on the Website.
- Disclosure on the Website should be regularly reviewed for accuracy and completeness by the Committee or its designate and may need to be updated. Non-current information that needs to be retained on the Website should be clearly indicated as archival in nature. Where practical, documents should be dated, and shall be subject to any retention policy in effect from time to time.
- Disclosure on the Website alone does not comprise adequate disclosure of Material Information. Information that is material and non-public should not be posted on the Website or otherwise communicated electronically prior to dissemination by way of a press release.
- Non-material information provided to analysts, institutional investors and others on a selective basis should where practicable be posted on the Website as well.
- The Website should enable investors to easily send e-mails to the Corporation's investor relations personnel.
- Corporate e-mail addresses are WSP's property and that correspondence received and sent via e-mail may be considered to be correspondence sent by or on behalf of the Corporation.
- All supplemental information (including data books, fact sheets, slides of presentations or other materials distributed at analyst or industry presentations) provided to analysts, institutional investors or other market professionals should be posted on the Website.
- Analysts' reports should not be posted on the Website. The Corporation may post on its Website a complete list of all the investment firms and analysts who provide research coverage on the Corporation, regardless of their recommendations. If provided, such list will not include links to the analysts' or any other third party's e-mail address, websites or publications.
- Third party links on the Website should be used with care and accompanied by appropriate disclaimers.
- Employee participation in social media discussions related to WSP is prohibited, unless it is done in accordance with the Corporation's Social Media Policy and Guidelines, as approved by the Board.
- Investor relations material should be contained within a separate section of the Website (if applicable). All data posted to the Website, including text and audiovisual material, should show the date such material was issued. A log should be maintained indicating the date that Material Information is posted and/or removed from the investor relations section of the Website. Material corporate information on the Website should be retained for a reasonable period (e.g., two years for quarterly information and 5 years for annual information).
- General legal disclaimers approved by the Committee are to be used on the Website.

RECORD OF INFORMATION DISCLOSED

The Corporation will maintain, for a reasonable period to be determined by the Board, a record of all Material Information that has been publicly disclosed as well as public information about the Corporation. This will include Core Documents and other continuous disclosure documents and tapes or transcripts of investor and analyst conference calls, webcasts, debriefings following analyst contacts and/or meetings, meeting notes, press releases, reports in the press, analyst research reports and back-up documentation for annual information forms. After public dissemination of a material development, the Committee or its designates, will monitor all of the Corporation's disclosure, both print and electronic, including disclosure to employees, to ensure accurate reporting and to correct and/or update, if and when necessary.

COMMUNICATION AND ENFORCEMENT

New directors, officers and senior management, as well as employees who are or may be directly involved in disclosure decisions, should be provided with a copy of this Policy and should be educated about its importance. Written confirmations from such personnel may be required at the Committee's discretion.

Anyone who violates this Policy, intentionally fails to report a breach or withholds pertinent information concerning a breach of this Policy, neglects to cooperate in the investigation of a known or suspected breach or takes any action against anyone who reports a breach of this Policy may face disciplinary action up to and including termination of his or her employment or consulting engagement with WSP without notice. The violation of this Policy may also violate certain securities laws. If it appears that someone may have violated such securities laws, WSP may, among other things, refer the matter to the appropriate regulatory authorities, which could lead to civil and criminal penalties, fines or imprisonment.

As this is a policy, the Corporation, acting through its Board, may in its sole discretion from time to time permit departures from the terms hereof in compliance with applicable laws, either prospectively or retrospectively, and no provision of this Policy is intended to give rise to any civil liability to securityholders of the Corporation. Notwithstanding anything to the contrary in this Policy, it is in no event to be interpreted in any manner to impose obligations in excess of those applicable at law.

INQUIRIES AND WHERE TO TURN FOR HELP

Any questions regarding the application of this Policy should be referred to the Chief Legal Officer, or the Ethics and Compliance mailbox at ethics@wsp.com.

Anyone who could have observed a violation of this Policy is encouraged to inform their supervisor or may report such potential misconduct, anonymously and confidentially, by contacting WSP's Business Conduct Hotline at wsp.ethicspoint.com.

BOARD APPROVAL

Type of document	Governing policy	**Version**	7 (2025)
Related policies	Code of Conduct, Insider Trading Policy, Global Delegation of Authority, External Communications Policy, Social Media Policy and Guidelines		
Owner	**Approver**	**Approval date**	
Global Legal Department	Board of Directors, upon recommendation from the Audit Committee	First adopted: May 13, 2014 Approved by the DC Committee: February 17, 2025 Amended on: February 26, 2025	

Appendix A

PUBLIC DISCLOSURE COMMITTEE CHARTER

ADOPTED ON FEBRUARY 26, 2025

A. PURPOSE

The Board of Directors (the "**Board**") has established a public disclosure committee (the "**Committee**") responsible for overseeing WSP Global Inc.'s (together with, where applicable, its subsidiaries, "**WSP**" or the "**Corporation**") disclosure practices and implementing, administering and monitoring the effectiveness of, and compliance with, the Public Disclosure Policy (the "**Policy**") and associated policies and procedures.

The Committee is responsible for reviewing and evaluating disclosures and potential disclosures prior to the release of the Corporation's quarterly, annual and other disclosure documents. The Committee will determine when developments justify public disclosure and the appropriateness and timing for public release of information. In making materiality judgments, the Committee will consider a number of relevant factors that cannot be captured in a simple definition. If it is deemed that the information should remain confidential, the Committee will determine how that inside information will be controlled. Dissemination to the public of Material Information (as defined in the Policy), both financial and non-financial which was previously undisclosed must be reviewed and approved in advance by the Committee. The Committee will also be responsible for reviewing the information of a non-financial and non-material nature on the Corporation's website that has been approved prior to posting by the Chief Communications Officer or another person delegated by the Committee and for which a summary of such disclosure has been provided to the Committee in order to provide reasonable assurance that the Policy is implemented across WSP.

The Committee will also be responsible for educating directors, officers and employees about disclosure issues and will ensure that new directors, officers and employees who are or may be directly involved in disclosure decisions, will be provided with a copy of the Policy.

B. COMPOSITION AND DECISIONS

The Committee consists of the Chief Financial Officer (who shall serve as the Chair of the Committee), the Chief Legal Officer, the Chief Accounting Officer (or his or her equivalent), the Chief Communications Officer and the officer in charge of Investor Relations (the "**Investor Relations Officer**") and may be modified by the Board from time to time. Additionally, the Committee may include advisory members, as the Committee sees fit, who can be consulted in advance of any disclosure. Each member of the Committee may, as appropriate, appoint a designate to whom such member may delegate his or her functions.

Decisions or approvals by the Committee will be made by a majority of its members, or their designates, as the case may be. Where at least two members of the Committee and their designates are not reasonably available for consultation in respect of Core Documents (as defined

herein), the remaining members of the Committee (including at least one of the Chief Financial Officer or the Chief Legal Officer, who may not delegate their functions), or their designates, will be authorized to make any decisions, by a majority vote.

C. MEETINGS

The Committee will meet at least quarterly to review quarterly and annual disclosure documents and as necessary to review and approve other material disclosure documents and to review and evaluate other potential disclosures or upon request of the Chief Financial Officer or the Chief Legal Officer.

D. REPORTING

The Chair of the Committee will report to the Board (or an appropriate committee of the Board) with respect to (i) specific disclosure issues, if any; (ii) the process followed and other relevant disclosure matters periodically or as required; and (iii) compliance with the Policy and its effectiveness on a quarterly basis. If appropriate, the Committee will recommend changes to the Policy to comply with changing regulatory requirements and to be aligned with “best practices”.

E. RESPONSIBILITIES

The Chief Financial Officer or the Investor Relations Officer, has the responsibility of managing the dissemination and disclosure of all information to be provided to the investing public and other members of the financial community. Such individuals must ensure that the information provided other than by means of press release (or other approved method of broad dissemination) directly to members of the financial community does not qualify as material non-public information about the Corporation and, to this end, will consult, as necessary, with the Chief Legal Officer.

CHIEF FINANCIAL OFFICER

The Chief Financial Officer, in consultation with the Chief Legal Officer, has primary responsibility for overseeing the preparation of the annual and quarterly earnings releases and financial statements, and the related management’s discussion and analysis.

INVESTOR RELATIONS OFFICER

The Investor Relations Officer, in consultation with the Chief Financial Officer or the Chief Legal Officer, is primarily responsible for overseeing the electronic disclosure of investor relations information. Investor relations information that is disclosed electronically using these media is an extension of the Corporation’s formal disclosure record and, as such, is subject to the same securities laws and stock exchange rules as all other forms of disclosure.

Inquiries from analysts, investors, other members of the investment community and related media requesting information or wishing to discuss financial, operating or industry matters, in addition to calls from individual shareholders are to be referred to the Investor Relations Officer or the Chief Financial Officer, for response only.

CHIEF LEGAL OFFICER

The Chief Legal Officer, in consultation with the Chief Financial Officer, has the primary responsibility for overseeing the filing and assembly of the Corporation's disclosure documents filed with securities regulatory authorities, including the interim and annual financial statements and related management's discussion and analysis, annual information forms, management information circulars, material change reports, take-over bid circulars, notices of change or variation in respect of a take-over bid circular, directors' circulars, issuer bid circulars, rights offering circulars and prospectuses (referred to as "**Core Documents**"). The Chief Legal Officer will ensure that a process is in place relative to the filing of such documents with the applicable securities regulatory authorities and stock exchange(s). The Chief Legal Officer will also ensure that the Corporation's transfer agent makes available to the Corporation's shareholders its annual and quarterly financial statements and its management information circular, as permitted pursuant to applicable laws and regulations.

Additionally, the Chief Legal Officer is responsible for overseeing all communications with stock exchanges and securities commissions.

CHIEF COMMUNICATIONS OFFICER

The Chief Communications Officer, in consultation with the other Committee members, has primary responsibility for overseeing the communications on the Corporation's website and with external stakeholders, including media/journalists, ensuring that a process is in place in order to provide reasonable assurance that the Policy is implemented across WSP.

F. AUTHORITY

The Committee is authorized the full, free, and unrestricted access to WSP's records, property, locations, technology, business partners and personnel pertinent to carrying out its responsibilities. All employees of WSP are expected to assist the Committee in fulfilling its duties.

G. CHARTER REVIEW

The Committee shall review this charter at least annually.

Type of document	Charter	**Version**	1 (2025)
Related policies	Public Disclosure Policy, Code of Conduct, Insider Trading Policy, Global Delegation of Authority, External Communications Policy, Social Media Policy and Guidelines		
Owner	**Approver**	**Approval date**	
Global Legal Department	Board of Directors, upon recommendation from the Audit Committee	First adopted: February 26, 2025 Approved by the DC Committee: February 17, 2025	