Position Description:
President and Chief Executive Officer

February 25, 2026

WSP GLOBAL INC. (THE "CORPORATION")

POSITION DESCRIPTION

PRESIDENT AND CHIEF EXECUTIVE OFFICER

The board of directors of the Corporation (the "**Board**") has adopted a position description for the president and chief executive officer of the Corporation (the "**CEO**"). The CEO is accountable to the Board for the effective overall management of the Corporation and for conformity with policies agreed upon by the Board. The CEO shall have full responsibility for the day-to-day operations of the business of the Corporation and its subsidiaries in accordance with the strategic plan and operating and capital budgets. The CEO shall be responsible for developing a long-term, sound strategy with a view to the best interest of the Corporation.

Without limiting the generality of the foregoing, primary responsibilities of the CEO are to:

1. manage the strategic and operational performance of the Corporation in accordance with the goals, policies and objectives set by the Board from time to time, including overseeing the Corporation's achievement and maintenance of a satisfactory competitive position within its industry;
2. develop, for the Board's consideration and approval, an annual strategic plan which takes into account, among other things, potential growth through strategic acquisitions, longer term opportunities and risks to the business;
3. develop, in cooperation with the Chief Financial Officer (the "**CFO**"), the Chief Operating Officer (the "**COO**") and certain other executive officers, as needed, an annual operating plan and financial budget that supports the Corporation's short-term and long-term strategy, and monitor the Corporation's performance against such plan and budget;
4. maintain a strong working relationship with the Board, and encourage candid, free and open discussion at Board meetings;
5. keep the Board aware of the Corporation's performance and events affecting its business, including opportunities in the marketplace and adverse or positive developments;
6. respect the Board's independence, which includes discussing major corporate commitments with the Board before they are made and respect independent directors' need to meet independently;
7. oversee the CFO, the COO and certain other executive officers in ensuring that the day-to-day business affairs of the Corporation are appropriately managed through the development and implementation of processes that will ensure the achievement of the Corporation's financial and operating goals and objectives;
8. establish an appropriate organizational structure, ensuring that the Corporation has an effective management team below the level of the CEO and ensuring that there is effective collaboration among the members of the management team;
9. evaluate the performance of the other executive officers of the Corporation and other senior employees and make recommendations with respect to their compensation;

10. foster a corporate culture that promotes ethical practices, including compliance with the Corporation's Code of Conduct, client focus and service, and encourages individual integrity;
11. maintain a positive and ethical work climate that is conducive to attracting, retaining and motivating top-quality employees at all levels;
12. ensure that there is clarity of objectives and focus for all employees and ensure that there are clear and appropriate standards and measures of performance;
13. oversee the human capital strategies seeking to ensure engagement, retention, attraction and development of talent, and to optimize the use of the human and capital resources of the Corporation;
14. ensure that there is a constant flow of information and expertise within the Corporation's personnel;
15. ensure, under the leadership of the designated executive officer, the development of health, safety, security, environmental and quality practices for the Corporation and oversee compliance with those practices;
16. oversee the implementation of major corporate policies;
17. ensure, in cooperation with the Board and the other members of the management team, as appropriate, that there is an effective succession plan in place for the CEO position and other senior positions within the Corporation;
18. represent the Corporation in a way that enhances and maintains the Corporation's reputation; and
19. establish and maintain lines of communication with the investor community and serve as the spokesperson of the Corporation, together with the individuals designated in the Corporation's Public Disclosure Policy.

Type of document	Board Operational	**Version**	2026
Owner	**Approver**	**Approval date**	
Global Legal Department	Board of Directors, upon recommendation from the Governance, Ethics and Compensation Committee	Amended on: February 25, 2026 Last review: February 25, 2026	