



Voting Instruction Form - Employees

I, being holder of Common Shares of WSP GLOBAL INC. (the "Corporation"), hereby appoint: Sun Life Financial Trust Inc., or

Print the name of the person you are appointing if this person is someone other than Sun Life Financial Trust Inc.

as proxy of the undersigned, to attend, act and vote on behalf of the undersigned in accordance with the below direction (or if no directions have been given, as the proxy sees fit) on all the following matters and any other matter that may properly come before the Annual Meeting of Shareholders of the Corporation to be held at 10:00 a.m. (Montréal time) on May 10, 2017, at the Hotel Crystal situated at 1100 De La Montagne Street, Montréal, Québec (the "Meeting"), and at any and all adjournments or postponements thereof in the same manner, to the same extent and with the same powers as if the undersigned were personally present, with full power of substitution. **Every shareholder has the right to appoint as proxyholder a person other than Sun Life Financial by printing the name of that person in the blank space provided above.** This person does not have to be a shareholder of the Corporation.

Management recommends voting FOR the following Resolutions. Please use a dark black pencil or pen.

1. Election of Directors

| | FOR | WITHHOLD |
|----------------------------|--------------------------|--------------------------|
| 1. Louis-Philippe Carrière | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Christopher Cole | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Pierre Fitzgibbon | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Alexandre L'Heureux | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Birgit Nørgaard | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Josée Perreault | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Suzanne Rancourt | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Pierre Shoiry | <input type="checkbox"/> | <input type="checkbox"/> |

2. Appointment of Auditors

Appointment of PricewaterhouseCoopers LLP as Auditors of the Corporation

| | FOR | WITHHOLD |
|--|--------------------------|--------------------------|
| | <input type="checkbox"/> | <input type="checkbox"/> |

3. Adoption of a resolution, the full text of which is set forth at page 14 of the Circular, approving a non-binding, advisory resolution on executive compensation

| | FOR | AGAINST |
|--|--------------------------|--------------------------|
| | <input type="checkbox"/> | <input type="checkbox"/> |

Under Canadian Securities Law, you are entitled to receive certain investor documents. If you wish to receive such material, please tick the applicable boxes below. You may also go to the CST website www.canstockta.com/financialstatements and input code 8548a.

- I would like to receive quarterly financial statements
- I would like to receive annual financial statements

I authorize you to act in accordance with my instructions set out above. I hereby revoke any voting instruction previously given with respect to the Meeting. **If no voting instructions are indicated above, the proxyholder will vote as recommended by the Board of Directors, or if you appoint another proxyholder, as such proxyholder sees fit. With regards to any amendments or variations proposed or any new business properly submitted before the Meeting, the undersigned authorizes you to vote as you see fit.**

Signature

Date

Please sign exactly as your name appears on this VIF. Please see reverse for instructions. All Voting Instruction Forms must be received by May 5, 2017 at 5:00 p.m. (Montréal time).

Voting Instruction Form (« VIF ») – Annual Meeting of Shareholders of WSP GLOBAL INC. to be held on May 10, 2017 (the « Meeting »)

How to Vote

This VIF is solicited by and on behalf of the Corporation's Management.

Notes

1. We are sending to you the enclosed proxy-related materials that relate to a Meeting of the holders of the class of securities that are held on your behalf by the intermediary identified above. Unless you attend the Meeting and vote in person, your securities can be voted only by your proxyholder appointed above or, failing the appointment of any person, by Management, as proxyholder of the registered holder, in accordance with your instructions.
2. We are prohibited from voting these securities on any of the matters to be acted upon at the Meeting without your specific voting instructions. In order for these securities to be voted at the Meeting, it will be necessary for us to have your specific voting instructions. Please complete and return the information requested in this VIF to provide your voting instructions to us promptly.
3. If you want to attend the Meeting and vote in person, please write your name in the place provided for that purpose in this form. You can also write the name of someone else whom you wish to attend the Meeting and vote on your behalf. Unless prohibited by law, the person whose name is written in the space provided will have full authority to present matters to the Meeting and vote on all matters that are presented at the Meeting, even if those matters are not set out in this form or the Management Proxy Circular. Consult a legal advisor if you wish to modify the authority of that person in any way. If you require help, please contact the Registered Representative who services your account.
4. **This VIF should be signed by you in the exact manner as your name appears on the VIF. If these voting instructions are given on behalf of a body corporate set out the full legal name of the body corporate, the name and position of the person giving voting instructions on behalf of the body corporate and the address for service of the body corporate.**
5. If this VIF is not dated, it will be deemed to be dated on the day it was mailed by Management to you.
6. **When properly signed and delivered, securities represented by this VIF will be voted as directed by you, however, if such a direction is not made in respect of any matter, the VIF will direct the voting of the securities to be made as recommended in the documentation provided by Management for the Meeting.**
7. This VIF confers discretionary authority on the appointee to vote as the appointee sees fit in respect of amendments or variation to matters identified in the notice of Meeting or other matters as may properly come before the Meeting or any adjournment thereof.
8. Your voting instructions will be recorded on receipt of the VIF.
9. By providing voting instructions as requested, you are acknowledging that you are the beneficial owner of, and are entitled to instruct us with respect to the voting of, these securities.
10. If you have any questions regarding the enclosed documents, please contact the Registered Representative who services your account.
11. This VIF should be read in conjunction with the Management Proxy Circular and other proxy materials provided by Management.

INTERNET

- Go to www.cstvotemyproxy.com
- Cast your vote online
- View Meeting documents

TELEPHONE

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



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

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

MAIL, FAX OR EMAIL

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

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

- You may alternatively fax your VIF to 416-368-2502 or toll free in Canada and the United States to 1-866-781-3111 or scan and email to proxy@canstockta.com.

All VIFs must be received by May 5, 2017 at 5:00 p.m. (Montréal time).

