



WPP PLC ('WPP')

BOARD DIVERSITY AND INCLUSION POLICY

The objective of the WPP Board Diversity and Inclusion Policy is to ensure diversity and inclusion are taken into consideration in the succession planning, selection, nomination, operation and evaluation of the Board of Directors of WPP, to ensure that our Board represents the markets and societies in which we operate.

Diversity and difference power creativity – from background, lived experience, gender, race and ethnicity, to thinking style, sexual orientation, age, disability, family status and so much more. We are committed to fostering an inclusive culture across WPP that unleashes the creative potential in every individual. We aim to provide working environments in which our people feel they are heard and bias, discrimination or any form of harassment are not accepted – as reflected in the Company's Code of Business Conduct available on our website.

The same principles apply to the composition of our Board, and we are focused on improving the diversity in Chair, Senior Independent Director, Non-Executive and Executive Director positions.

The Nomination and Governance Committee supports the Board in applying this Policy by reviewing the composition and succession planning of the Board and Board committees, taking into consideration the skills, experience and diversity of the Directors ahead of making recommendations to the Board for any proposed changes.

BOARD COMPOSITION TARGETS

As part of our commitment to promoting diversity and inclusion in the boardroom, we aim to meet industry targets and recommendations wherever possible. Our own short- to medium-term targets exceed the diversity targets recommended by the FTSE Women Leaders Review (and previously the Hampton-Alexander Review) and Parker Review. They are to maintain:

- A minimum of 40% female share of Board Directors;
- At least one female Director in the senior Board positions of Chair, Senior Independent Director, Chief Executive Officer or Chief Financial Officer; and
- A minimum of 10% share of Board Directors from an ethnic minority background (according to categories recommended by the Office for National Statistics ('ONS')).

In respect of the Committees included in the 2018 UK Corporate Governance Code, our aim is to similarly maintain at least one female member on each Board Committee and at least one member on each Board Committee from an ethnic minority background (according to categories recommended by the ONS).

The Company aims to maintain the balance set out in the Board Composition Targets as a minimum and our wider ambition is to reach parity on Board gender diversity and maintain ethnic diversity. Progress will be reported in the WPP Annual Report and Accounts, with a description of this policy and a breakdown of Board and executive management diversity, in accordance with Listing Rule 9.8.6.