



WPP PLC ('WPP')

BOARD DIVERSITY AND INCLUSION POLICY

The objective of the WPP Board Diversity and Inclusion Policy is to ensure diversity and inclusion is 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 powers creativity – from background, lived experience, gender, race and ethnicity, to thinking style, sexual orientation, age, disability, family status and so much more. Our ambition is to unleash the creative potential in every individual across the organisation.

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, with consideration of a wide range of backgrounds including, but not limited to, those listed above.

We remain committed to an inclusive culture in the Boardroom where Directors believe that their views are heard and that they serve in an environment where 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 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.

TARGETS

WPP is committed to promoting diversity and inclusion in the boardroom and aims to meet industry targets and recommendations wherever possible. This includes exceeding the diversity targets recommended by the FTSE Women Leaders Review (and previously the Hampton-Alexander Review) and Parker Review, with Board targets as follows over the short to medium term:

- maintain a minimum of 40% female share of Board Directors;
- To maintain at least one female in the senior Board positions of Chair, Senior Independent Director Chief Executive Officer or Chief Financial Officer; and
- To maintain a minimum of 10% share of Board Directors from an ethnic minority background.

Our ambition is to reach parity on Board gender diversity and maintain ethnic diversity and progress will be reported in the WPP Annual Report and Accounts with a description of this policy.