

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.

WPP's aim is to be the employer of choice for all, through our ability to hire and retain exceptional, diverse talent.

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.

The same principles apply to the composition of our Board and we are focussed 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 tolerated, 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 Board's composition and succession planning, 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 we have exceeded the diversity targets recommended by the Hampton-Alexander Review and Parker Review being:

- 33% female share of Board Directors by 2020; and
- Minimum of one Board Director from an ethnic minority background by 2021.

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.