

UK GENDER PAY GAP REPORT 2022

We work hard to embed diversity, equity and inclusion into everything we do. Greater gender balance creates more rewarding workplaces and more successful companies.

wpp

INTRODUCTION



WE WILL CONTINUE TO INVEST IN AND PRIORITISE THE DEVELOPMENT OF WOMEN AT ALL LEVELS TO HELP UNLOCK THEIR FULL POTENTIAL"

Jennifer Remling
Global Chief People Officer

MAKING PROGRESS

We're committed to driving gender equity across WPP and are pleased to have made progress in recent years. Today, 54% of our senior managers and 40% of executive leaders globally are women.

The proportion of women on the WPP Executive Committee grew from 35% to 40% in 2022, and in the FTSE Women Leaders Review we moved up from ninth to sixth in the FTSE 100. In 2022 46% of Executive Committee members and their direct reports were women, against a FTSE 100 average of 34%.

When Joanne Wilson becomes our new Chief Financial Officer following the announcement of the Company's 2023 First Quarter Trading Update, the proportion of women on our Board will be 46%, compared to 43% in 2021.

However, despite our continued focus on driving greater gender balance throughout the Company globally, and in particular at the most senior levels, our 2022 consolidated UK gender pay gap increased slightly to 17.2% (median) and 23.2% (mean) from 15.6% and 22.2% respectively in 2021. While some of our agencies improved their gender pay gaps in 2022, the majority widened.

In line with UK Government reporting requirements, we publish the figures for WPP agencies with 250 or more employees. The agencies that meet the reporting criteria change from year to year, which must be taken into account when attempting to make any like-for-like comparison of the consolidated figure with prior years.

The gender pay gap is driven by an under-representation of women at the most senior levels in our UK companies. Another factor is that we have attracted more female early-career talent into entry-level roles. See page 3 for more details of the drivers of the gender pay gap.

INVESTING IN OUR FEMALE TALENT

As part of our investment in our people, we have implemented a number of initiatives to improve gender diversity across the business.

To increase female representation amongst the top quartile of earners in the UK (which remains at 42% in 2022; up from 38% in 2017), we're focusing our efforts on attracting and promoting more women into senior roles.

To drive systemic change, we appointed a new Chief Talent and Inclusion Officer, LJ Louis, who will oversee global initiatives to foster a workplace environment grounded in inclusion, equity, belonging and growth and will act as strategic advisor on global DE&I strategy to WPP's leadership team.

We continue to invest in programmes such as Walk the Talk, Fast Forward and Maestro, propelling women to leadership positions. We also celebrated the graduation of our first UK cohort of Elevate graduates, a year-long sponsorship programme for high-potential Black women.

WPP Stella, our community for women, expanded its membership and continues to inspire and enable women to maximise their potential and drive business growth through gender diversity. We also signed the Menopause Workplace Pledge, committing actively to support our employees affected by the menopause, and introduced new fertility and caregiving policies across WPP in the UK.

We are also backing programmes that build talent pipelines for WPP and the wider industry. Together with Brixton Finishing School and the Uninvisibility Project, we launched the second cohort of Visible Start, an initiative created to help women aged over 45 to begin a career in advertising or to re-join the industry.

This year, we were recognised as a Leader in the Bloomberg Gender-Equality Index for the fifth consecutive year. Eighteen leaders across WPP were named in the inclusion organisation INvolve's Heroes Women Role Model Lists for their work in championing women in business and nurturing a more gender-diverse and inclusive workplace.

We're proud of these recognitions which reflect our continued investment in our female talent and progress so far. However, for as long as we have a gender pay gap in the UK we cannot be satisfied, and we know there is more work to do to close it.

Looking ahead, we will continue to invest in and prioritise the development of women at all levels, focusing on promoting a culture of continuous self-development. As part of this, it's our commitment to ensure we give women the support and skills they need and identify opportunities for progression so that we can unlock their full potential at WPP.

46%

of Executive Committee members and direct reports are women against a FTSE 100 average of 34%

54%

of senior managers across the Company globally are women

6th

out of 100 in the UK FTSE Women Leaders Review

THE WPP NETWORK

The UK Government requires all UK companies with 250 or more employees to report their gender pay gap information on an annual basis. We publish the consolidated data for all our UK companies with at least 250 employees.

DEFINITIONS

PAY GAP

The difference (median and mean) in hourly rate of pay between all men and all women in an organisation, expressed as a percentage of men's earnings – at the snapshot date of 5 April 2022.

MEDIAN PAY GAP

The difference between the midpoints in the ranges of men's and women's pay.

MEAN PAY GAP

The difference in the average hourly rate of men's and women's pay.

BONUS GAP

The percentage difference (median and mean) in total bonus payments received by men and women in the 12 months preceding the snapshot date.

PROPORTION RECEIVING BONUS

The percentage of men and women who received a bonus in the 12 months preceding the snapshot date.

The 2022 bonus pay gap therefore reflects any bonuses paid in April 2021 relating to performance in the financial year of 2020.

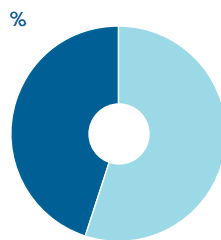
PAY QUANTILES

Shows the proportion of men and women in different pay bands, with the workforce divided into four equal parts (quartiles).

GENDER PAY GAP VS EQUAL PAY

Equal pay means men and women being paid the same salary for carrying out the same or similar work, which is a legal requirement. This report, which follows UK Government regulations that came into force in April 2017, is about the gender pay gap: the difference in average hourly pay between all men and all women in a workforce. A gender pay gap is the result of gender imbalance – for example having more men than women in senior roles.

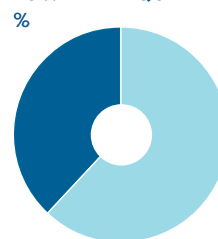
GENDER BALANCE



● Women 55% ● Men 45%

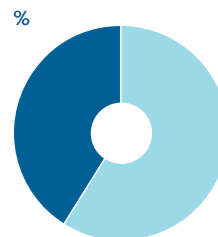
GENDER BALANCE BY QUARTILE

LOWER PAY QUARTILE



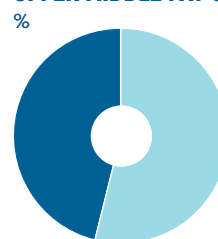
● Women 62% ● Men 38%

LOWER MIDDLE PAY QUARTILE



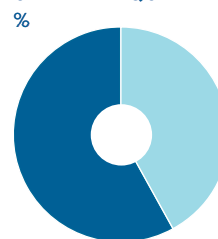
● Women 59% ● Men 41%

UPPER MIDDLE PAY QUARTILE



● Women 54% ● Men 46%

UPPER PAY QUARTILE



● Women 42% ● Men 58%

2022 GENDER PAY GAP, MEAN (AVERAGE)

23.2%

(2021: 22.2%)

2022 GENDER PAY GAP, MEDIAN (MIDDLE)

17.2%

(2021: 15.6%)

2022 PROPORTION RECEIVING BONUS

37.1%	Women
40.1%	Men

2022 GENDER BONUS GAP

Median	9.9%
Mean	64.8%



The data for our individual businesses can be found on page 3

DRIVERS OF THE GENDER PAY AND BONUS GAPS

There has been a slight increase in our overall gender pay gap across agencies with over 250 people. While some of these agencies have narrowed their pay gaps, the majority have widened. This is due to a number of variables including higher attrition rates following the pandemic, attracting more women into the industry at entry levels that are typically lower-paid, and a continued higher proportion of men in the most senior roles.

Overall, our gender pay gap is driven by an under-representation of women at the highest levels (42% in the upper pay quartile) and an over-representation of women in lower-paid roles (62% in the lower quartile).

The median gender bonus gap – which is related to bonuses paid in the 12 months preceding 5 April 2022 – stands at 9.9% compared to 20.3% in 2021. The 2022 bonus pay gap reflects bonuses paid in April 2021 and relates to performance in 2020, a year when fewer bonuses were paid due to the impact of Covid-19.

Our long-term strategy and investment to improve gender diversity is making steady progress globally. However, our 2022 gender pay gap data highlights the continued need for increased focus in order to address gender imbalance at the highest levels within our companies in the UK.

This also reflects the wider industry picture, with the Institute of Practitioners in Advertising reporting that only 37.5% of 'C-suite' positions in agencies were held by women in 2022. While societal challenges can lead to a gender imbalance at this level, we recognise our responsibility as an industry leader to help accelerate progress through our ongoing investment in initiatives and programmes that promote gender equality within our Company and the creative industries.

i For more information about our development programmes for women, see our 2022 Sustainability Report

2022 DISCLOSURE

2022 Legal Entity	Median Gender Pay Gap (Difference)	Mean Gender Pay Gap (Difference)	Median Bonus Gender Pay Gap (Difference)	Mean Bonus Gender Pay Gap (Difference)	Quartile 4 (Top Quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 2 (Lower Middle Quartile)		Quartile 1 (Lower Quartile)		% Males who received a bonus	% Females who received a bonus
					Male	Female	Male	Female	Male	Female	Male	Female		
Essence Global Group Limited	17.3%	23.1%	21.7%	65.9%	59%	41%	56%	44%	44%	56%	35%	65%	46.1%	48.9%
GroupM UK Limited ¹	4.9%	14.0%	-13.3%	71.3%	49%	51%	43%	57%	46%	54%	40%	60%	9.4%	9.1%
Hill & Knowlton Limited	6.0%	10.5%	14.3%	18.3%	42%	58%	28%	72%	32%	68%	30%	70%	31.8%	33.2%
Hogarth Worldwide Limited	17.7%	18.3%	0.0%	67.1%	63%	37%	50%	50%	48%	52%	36%	64%	9.2%	9.2%
MediaCom Holdings Limited	9.9%	24.6%	0.0%	58.2%	58%	42%	39%	61%	44%	56%	43%	57%	86.9%	87.7%
Mindshare Media UK Limited	17.9%	26.2%	0.6%	60.3%	54%	46%	44%	56%	37%	63%	35%	65%	41.7%	39.1%
Ogilvy & Mather Group (Holdings) Limited	21.6%	29.4%	40.0%	65.5%	56%	44%	37%	63%	31%	69%	30%	70%	20.9%	18.4%
Salmon Limited/Wunderman Thompson Commerce	22.2%	25.6%	0.0%	32.4%	86%	14%	72%	28%	55%	45%	56%	44%	71.2%	68.8%
Wavemaker Limited	14.3%	16.5%	-202.7%	42.9%	52%	48%	39%	61%	37%	63%	34%	66%	8.5%	4.7%
WPP 2005 Limited	27.3%	23.0%	26.1%	64.7%	64%	36%	63%	37%	49%	51%	43%	57%	41.5%	40.0%
WPP Brands (UK) Limited ²	22.1%	22.1%	0.0%	38.3%	52%	48%	44%	56%	33%	67%	32%	68%	38.2%	35.1%
Wunderman Thompson UK Limited	23.6%	22.6%	0.0%	22.7%	61%	39%	53%	47%	38%	62%	36%	64%	84.9%	84.7%
Total	17.2%	23.2%	9.9%	64.8%	58%	42%	46%	54%	41%	59%	38%	62%	40.1%	37.1%

2021	Median Gender Pay Gap (Difference)	Mean Gender Pay Gap (Difference)	Median Bonus Gender Pay Gap (Difference)	Mean Bonus Gender Pay Gap (Difference)	Quartile 4 (Top Quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 2 (Lower Middle Quartile)		Quartile 1 (Lower Quartile)		% Males who received a bonus	% Females who received a bonus
					Male	Female	Male	Female	Male	Female	Male	Female		
Essence Global Group Limited	16.8%	14.7%	3.8%	37.5%	55%	45%	50%	50%	39%	61%	42%	58%	67.3%	58.3%
Hill & Knowlton Limited	8.5%	8.9%	5.6%	34.3%	43%	57%	29%	71%	25%	75%	36%	64%	24.0%	23.4%
Hogarth Worldwide Limited	15.8%	21.3%	70.0%	95.8%	60%	40%	51%	49%	43%	57%	37%	63%	1.6%	1.2%
MediaCom Holdings Limited	7.8%	35.0%	0.0%	88.6%	53%	47%	42%	58%	40%	60%	44%	56%	92.5%	90.9%
MediaCom North Limited ³	0.6%	10.0%	0.0%	-4.8%	66%	34%	40%	60%	45%	55%	60%	40%	93.7%	94.7%
Mindshare Media UK Limited	16.9%	23.6%	20.6%	29.9%	54%	46%	44%	56%	40%	60%	35%	65%	50.1%	45.0%
Ogilvy & Mather Group (Holdings) Limited	23.0%	24.4%	40.0%	47.1%	58%	42%	43%	57%	36%	64%	30%	70%	33.7%	25.3%
Salmon Limited/Wunderman Thompson Commerce	21.8%	24.0%	23.5%	46.3%	84%	16%	67%	33%	58%	42%	57%	43%	68.6%	70.9%
Wavemaker Limited	8.5%	11.2%	0.0%	20.1%	53%	47%	47%	53%	42%	58%	44%	56%	24.1%	18.3%
WPP 2005 Limited	23.6%	23.8%	49.2%	54.2%	66%	34%	68%	32%	47%	53%	47%	53%	36.1%	37.2%
WPP Brands (UK) Limited ²	9.4%	10.4%	15.9%	43.1%	52%	48%	47%	53%	42%	58%	43%	57%	10.4%	14.4%
WPP Health Limited ⁴	11.5%	1.6%	-14.3%	-30.8%	34%	66%	44%	56%	37%	63%	23%	77%	9.3%	15.6%
Wunderman Thompson UK Limited	13.8%	19.8%	0.0%	28.0%	64%	36%	47%	53%	50%	50%	40%	60%	85.7%	84.5%
Total	15.6%	22.2%	20.3%	63.7%	58%	42%	46%	54%	43%	57%	40%	60%	47.5%	43.2%

¹ In 2021, GroupM UK Limited did not meet the 250 employee threshold for reporting.

² Formerly Young & Rubicam Group Limited.

³ In 2022, MediaCom North Limited did not meet the 250 employee threshold for reporting.

⁴ In 2022, WPP Health Limited did not meet the 250 employee threshold for reporting.

DECLARATION

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jennifer Remling

JENNIFER REMLING
Global Chief People Officer