

SUSTAINABILITY COMMITTEE REPORT

Committee members in 2020

- Sally Susman (Co-Chair)
- Keith Weed (Co-Chair)
- Angela Ahrendts (appointed 1 January 2021)
- Jasmine Whitbread

Regular attendees include the Chief Executive Officer, the Chief Financial Officer, the Chief People Officer, the Director of Sustainability, the Global Corporate Affairs Director, the Senior Independent Director and the Group Chief Counsel.

The Company Secretary is Secretary to the Committee and attends all meetings.

Key responsibilities

- Understanding the sustainability risks and opportunities for the Group
- Assisting the Board in its oversight of corporate responsibility, sustainability and reputation matters taking into account the Group's purpose, strategy and culture
- Assessing the Group's current sustainability footprint, reviewing sustainability targets and commitments and materiality

Attendance at Committee meetings during the year can be found on page 123 of our Annual Report 2020.



SALLY SUSMAN
CO-CHAIR OF THE
SUSTAINABILITY COMMITTEE

DEAR SHAREHOLDER

As the Co-Chairs of the Sustainability Committee, we are pleased to present the Committee's 2020 report.

The challenges created by the Covid-19 pandemic, racial unrest, political division, and climate-related disasters around the globe have accelerated focus on environmental, social and governance (ESG) matters and sustainability, with significant risks and opportunities for our business and our clients.

The Committee was formed in December 2019 to give increased focus on sustainability for the Board and the Company to strive to meet the expectations of our stakeholders as well as to ensure we are managing our risks and taking advantage of the opportunities.

In its inaugural year, the Committee first identified what was material in forming WPP's sustainability strategy, with an in-depth review of sustainability workstreams in January. The Committee also reviewed WPP's sustainability assessment.

SUSTAINABILITY FRAMEWORK

The focus for the Board and the Company in 2020 has been the development of a new sustainability strategy for WPP, set out on page 8. In July, the Sustainability Committee discussed a sustainability framework with workstreams focused on environmental reset, social impact and governance. The framework was designed to deliver a new sustainability objective and targets for the Company. The Committee reviewed progress against these workstreams in December. Critical to this programme of work has been a sustainability audit across 21 markets to establish a "baseline" of ESG performance across the Company.



KEITH WEED CBE
CO-CHAIR OF THE
SUSTAINABILITY COMMITTEE

CLIMATE CHANGE

Recognising the growing urgency of the climate crisis, and as part of the Company's sustainability strategy review, WPP revised its purpose to include the word "planet". The Committee had regular in-depth progress reviews as the Company's built an inventory of its value chain emissions (scope 1, 2 and 3). The "planet" section on pages 28-36 sets out the Company's new commitment to reach net zero emissions across its value chain by 2030, an ambition which will be underpinned by science-based targets in 2021.

LAUNCH OF SUSTAINABILITY STRATEGY

In December, our attention turned to the launch of WPP's sustainability strategy. The Committee will continue to monitor sustainability KPIs to measure delivery against the Company's strategy and targets, and supporting management's engagement strategy on sustainability.

We would like to thank the members of the Committee and the management team for their continued commitment throughout the year and look forward to continuing our work in 2021.

Sally Susman **Keith Weed**
Co-Chairs of the
Sustainability Committee
29 April 2021