

SUSTAINABILITY COMMITTEE REPORT

Committee members

- Keith Weed CBE (Chair)
- Sally Susman (stepped down as Co-Chair 8 June 2021)
- Angela Ahrendts DBE (appointed 1 January 2021)
- Jasmine Whitbread
- Dr. Ya-Qin Zhang (appointed 15 March 2022)

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

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

Key responsibilities

- Understanding the sustainability risks and opportunities for the Company
- Assisting the Board in its oversight of corporate responsibility, sustainability, health and safety and reputation matters taking into account the Company's purpose, strategy and culture
- Assessing the Company's current sustainability footprint, reviewing sustainability targets and commitments and materiality
- Reviewing and considering the Company's Modern Slavery Statement and sustainability-related policies, including Environment Policy for approval by the Board

The Committee's terms of reference are reviewed annually by the Committee and adopted by the Board most recently on 19 January and 8 February 2022 respectively. A copy of the Committee's terms of reference is available on the Company's website at wpp.com/investors/corporate-governance

Attendance at Committee meetings during the year can be found on page 119 of the Annual Report 2021.



KEITH WEED CBE
CHAIR OF THE
SUSTAINABILITY COMMITTEE

DEAR SHAREHOLDER

As the Chair of the Committee, I am pleased to present the Committee's 2021 report.

I would like to firstly take the opportunity to thank Sally for Co-Chairing the Committee with me until June this year and for her very significant contribution to the success of the Committee since its formation.

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.

The ongoing impact of the Covid-19 pandemic, social unrest, political division, and climate-related disasters around the globe continue to drive a focus on environmental, social and governance (ESG) matters, with significant risks and opportunities for our business and our clients.

A large part of the focus of the Board and the organisation in 2021 has been the development and launch of a new sustainability strategy for WPP, detailed on pages 10 and 11, which sets out how WPP aims to use the power of creativity to build better futures for our people, planet, clients and communities.

CLIMATE CRISIS

Recognising the growing urgency of the climate crisis, the Committee had regular in-depth progress reviews as the Company developed new and industry-leading commitments to reach net zero carbon emissions across its own operations by 2025 and across its value chain by 2030. In June, this ambition was underpinned by science-based targets, verified by the Science Based Targets initiative. In November, WPP executives attended COP26 in Glasgow, hosting a panel discussion alongside the United Nations Framework Convention on Climate Change (UNFCCC) to explore the role of production and consumption in accelerating the transition. The planet section on pages 29-36 sets out the Company's net zero commitments and performance. In 2022, the Company will develop a detailed roadmap to deliver against these commitments.

HEALTH AND SAFETY

The Committee assists the Board in its oversight of health and safety-related matters, and in 2021, received an update on WPP's new Crisis Management and Business Resilience Unit, established in March, to ensure that WPP agencies and people are well prepared to recognise and respond to existing and emerging disruptive events.

In February of this year, the Committee was updated on the Company's investment in mental health and wellbeing (see page 28), which will be a continued area of focus for the Board and the Committee in 2022.

Throughout the year, the Committee, alongside the Board, received regular updates on WPP's response to the Covid-19 pandemic, including a WPP Covid relief fund to give financial support to WPP employees and their families in real time in countries most affected by the pandemic and its work with the World Health Organization Foundation on the Go Give One fundraising campaign. Further details can be found on page 46.



UN CLIMATE CHANGE CONFERENCE (COP26)

Making it easier for consumers to live more sustainably and reducing the carbon emitted in production both require innovation. Spurring innovation often requires consumer preferences to shift, which is where the power of creativity is required. It is here that WPP plays a vital role through the work we do with our clients and valued partners such as the UNFCCC.

WPP is a partner to the UNFCCC and, at COP26 in Glasgow, we hosted an important discussion with the UNFCCC's Deputy Executive Secretary, Ovais Sarmad. Joining the discussion were the CFO of Alphabet and Google, Ruth Porat, and the CEO of Reckitt Benckiser, Laxman Narasimhan. The panel was moderated by Bloomberg Television's Maria Tadeo and focussed on the role responsible consumption and production can play in accelerating the transition to deliver the Paris Agreement on climate change.

TRANSPARENCY AND ENGAGEMENT

The Committee continues to support management's engagement strategy on sustainability. During the year, management hosted a series of town halls to discuss ESG topics with employees, and held its first ESG investor presentation. I also enjoyed engaging with key investors on ESG topics and look forward to a continued dialogue in 2022.

The Committee will continue to monitor sustainability KPIs to measure delivery against the Company's strategy and targets. Progress relies on accountability so, in 2021, we included diversity, equity and inclusion goals in our incentive plans for senior executives for the first time. We also included our carbon-reduction targets in incentive plans for Executive Directors from 2021.

The Committee notes that the ongoing Covid-19 pandemic has affected the Company's ability to meet its commitment to phase out single-use plastics across its offices and this will be a priority for the Committee to address in 2022.

In August, the Committee participated in the selection process to appoint a new independent assurance provider, PricewaterhouseCoopers LLP ('PwC') to support WPP's assurance programme for certain non-financial data disclosed in this report.

Throughout this report, selected content highlighted with the symbol  was subject to independent limited assurance procedures by PwC for the year ended 31 December 2021. For the details and results of the limited assurance see page 58.

Selected content highlighted with the symbol  in the Governance section of the TCFD statement on pages 214-216 of the Annual Report 2021 was also subject to external independent limited assurance procedures by PwC for the year ended 31 December 2021. For the details and results of this limited assurance see wpp.com/sustainabilityreport2021.

TERMS OF REFERENCE

The Committee's terms of reference are reviewed annually by the Committee and adopted by the Board most recently on 19 January and 8 February 2022 respectively. A copy of the Committee's terms of reference is available on the Company's website at wpp.com/investors/corporate-governance

I would like to thank the members of the Committee and the management team for their commitment throughout the year and look forward to continuing our work in 2022.

Keith Weed
Chair of the
Sustainability Committee
31 March 2022

The directors of WPP plc are solely responsible for the preparation and presentation of this report. We have established objective reporting criteria for preparing and presenting the non-financial information and the reported performance measures are in accordance with the reporting criteria.