OmnicomGroup

2021 CORPORATE RESPONSIBILITY REPORT

RESPONSIBLY RELENTLESS: Progress at Scale

In 2021, as the news spotlight moved on and conversations shifted, our commitments did not. Powered by more than 70,000 of the industry's most innovative, collaborative and diverse talent, we remained steadfast in doing the hard work it takes to deliver real change and make a difference where it counts — for our people and for the world we all inhabit.

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Letter from Our Chairman and CEO

I'll remember 2021 as the year we adapted to new ways of living and working and, as a result, forging a new path forward. One thing that didn't change during this transformational time was Omnicom's relentless commitment to creating a positive and lasting impact on the world. If anything, the commitment only grew stronger.

The resilience our people exhibited in the face of the continued challenges of COVID-19, and more recently, by the senseless war in Ukraine, has been extraordinary, These and other experiences we've shared over the past year and into 2022 remind us how closely we're all connected and what we can accomplish when we all work together.

Omnicom's exceptional and diverse teams delivered amazing results in support of our clients in 2021. At the same time, our colleagues around the globe made time to contribute to their communities in many meaningful ways. This report documents our efforts to further develop a dynamic and diverse workforce, support our communities, manage our environmental footprint and ensure strong governance.

In 2021, our work in diversity, equity and inclusion (DE&I) continued to be guided by OPEN 2.0, which we launched in July 2020. Anchored by four key tenets – culture, collaboration, clients and community – this action plan is helping us achieve our goal of systemic equity throughout Omnicom. One of our immediate priorities in 2021 was to expand and empower our OPEN Leadership Team, which has grown to nearly 40 leaders who are helping to oversee and advance DE&I efforts at every level of our organization. Additionally, we introduced four new global OPEN Employee Resource Groups (ERGs) last year to join our existing ERGs, Omniwomen and OPEN Pride. They are OPEN DisAbility, Black Together, Asian Leaders Circle and AcentO for our LatinX community. You can find more details on our DE&I efforts on Pages 10-20 and in our inaugural 2021 DE&I Report published earlier this year.

Also in 2021, we expanded on our existing Health and Welfare benefits that are responsive to our LGBTQIA+ community. These and other internal efforts helped us achieve a perfect score for the sixth consecutive year on the Human Rights Campaign Foundation's Corporate Equality Index, which designated us as a 2022 "Best Place to Work for LGBTQ Equality." Also, Forbes included us on its 2021 list of "Best Employers for Diversity." While I applaud these achievements, we still have work to do to realize our goal of systemic equity across Omnicom.

As part of our commitment to our global communities, we joined the United Nations Global Compact in 2016, and we remain steadfast in supporting and protecting internationally proclaimed human rights and eliminating discrimination with respect to employment. We're also committed to supporting the UN Sustainable Development Goals through volunteering and engagement with local communities. This year, that includes the substantial time and resources our agencies are devoting to provide humanitarian assistance to our Ukrainian colleagues.

Our focus on environmental sustainability has manifested in measurable goals and policies, as well as established partnerships that will help reduce our carbon footprint. We've joined the Science Based Targets initiative, which publicly audits companies on their emissions reduction efforts to ensure adherence. And as a founding member of #ChangeTheBrief Alliance, we're actively working to harness our advertising power and influence to promote sustainable consumer choices and behaviors. Across our operations, we're constantly exploring innovative ways to lessen our impact on the environment.

To strengthen our oversight of, and transparency on, environmental, social and governance matters in 2021, we have added disclosures specific to our industry to this year's report from the Sustainability Accounting Standards Board (SASB). Other governance-related improvements made in 2021 include the launch of global, mandatory unconscious bias training, which joins existing mandatory business ethics, security awareness and cybersecurity training for all Omnicom colleagues.

I'm honored and privileged to share this report on our corporate responsibility activities and progress. In the following pages, you'll read about our efforts to be responsibly relentless and live out our pledge to our employees, customers, shareholders and communities. On behalf of everyone at Omnicom, thank you for supporting our efforts.

John D. Wren
Chairman & Chief Executive Officer

About Omnicom Group

Omnicom is a strategic company of leading advertising, marketing and corporate communications companies. Our branded networks and agencies provide a diverse, comprehensive range of global, regional and local solutions in the following disciplines:

- **Advertising**
- **Precision Marketing**
- **Commerce & Brand Consulting**
- **Experiential**
- **Execution & Support**
- **Public Relations**
- **Healthcare**

Our portfolio of companies provides the best talent, creativity, technology and innovation to many of the world's most iconic and successful brands.

6 MAJOR NETWORKS
AS PART OF OUR WORLDWIDE FAMILY OF COMPANIES

BBDO

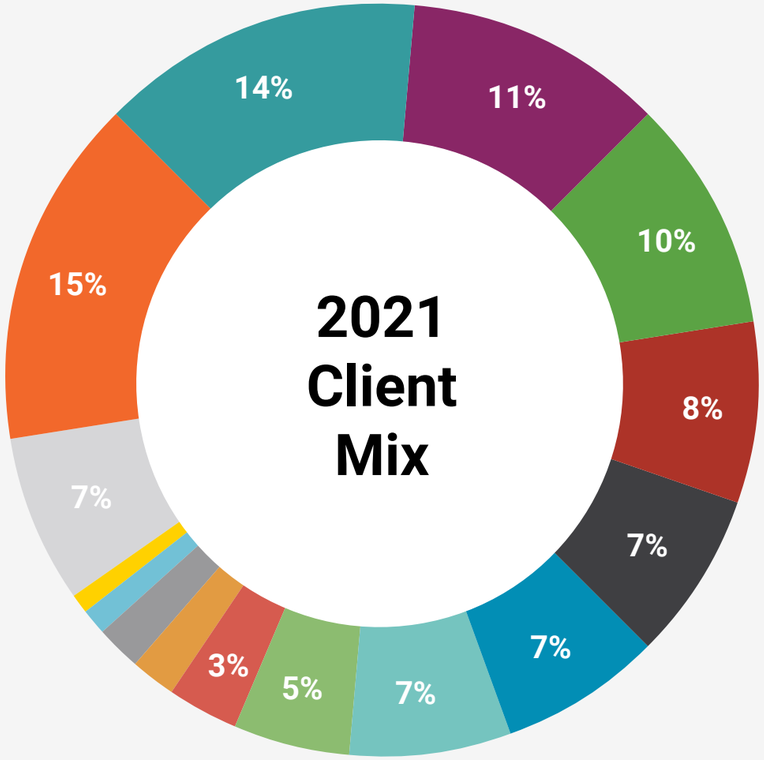
Group of Companies

Communications Consultancy Network

Doyle Dane Bernbach

TBWA The Disruption® Company

OMG Omnicom MediaGroup



15%	Pharma & Healthcare	5%	Telecommunications
14%	Food & Beverage	3%	Government
11%	Technology	2%	Services
10%	Auto	2%	Oil, Gas & Utilities
8%	Consumer Products	1%	Not-for-Profit
7%	Financial Services	1%	Education
7%	Retail	7%	Other
7%	Travel & Entertainment		

2021 REVENUE (IN MILLIONS)

Full Year

	$ Mix	% of Rev
UNITED STATES	$7,245.90	50.7%
OTHER NORTH AMERICA	$463.80	3.2%
UNITED KINGDOM	$1,518.50	10.6%
EURO MARKETS & OTHER EUROPE	$2,701.10	18.9%
ASIA PACIFIC	$1,796.40	12.6%
LATIN AMERICA	$296.10	2.1%
MIDDLE EAST & AFRICA	$267.60	1.9%
TOTAL	$14,289.40	100%

Financial Summary (In Millions)

	2021	2020	2019
REVENUE	$14,289.40	$13,171.10	$14,953.70
OPERATING INCOME	$2,197.90	$1,598.80	$2,122.30
NET INCOME	$1,507.60	$1,020.80	$1,339.10

*For in-depth financial information, please see our **2021 Form 10-K**.*

AWARDS AND RECOGNITIONS

HUMAN RIGHTS CAMPAIGN

2022 HRC Corporate Equality Index (100%)

THE BEST EMPLOYERS FOR DIVERSITY
Forbes 2021
POWERED BY STATISTA

Forbes' America's Best Employers for Diversity 2021

AMERICA'S MOST RESPONSIBLE COMPANIES
2022
Newsweek
statista

Newsweek's America's Most Responsible Companies 2022

Year in Review:

OMNICOM CORPORATE RESPONSIBILITY GOALS AND HIGHLIGHTS

In 2021, we made significant progress across all four of our focus areas: People, Community, Environment and Governance. We describe these efforts in this report and on our website.

PEOPLE

- Grew our OPEN Leadership Team to nearly 40 members, with an executive DE&I leader for each network and practice area reporting directly to their CEO.
- Hosted seven Omnicom University programs in our first fully virtual format, with more than 300 participants across 20 countries.
- Launched "Roleseeker" to expand career mobility for Omnicom employees.
- Strengthened our commitment to the disability community by signing on as one of the Iconic 15 companies that will be creating inclusive tools alongside The Valuable 500.
- Expanded parental leave, caregiver and family forming benefits to better support employees' diverse family needs.

COMMUNITY

- Provided pro bono consulting, research, media and digital communications support for our multiyear partner, Theirworld, to advance their work in addressing barriers to education for youth around the globe.
- Supported the UN Sustainable Development Goals (SDGs) and our local communities through client and pro bono work, along with volunteer contributions from our agencies across the globe.
- Omnicom agencies quickly mobilized to source and send 40 tonnes of essential supplies to Ukraine. More than 150 open Omnicom roles around the world (including Australia, Sweden, Dubai and Portugal) have been made available to employees from Ukraine.

GOAL: In Progress

REDUCE ENERGY USE BY
20% PER PERSON
GLOBALLY BY 2023
USING A 2015 BASELINE

GOAL: In Progress

INCREASE USE OF ELECTRICITY FROM
RENEWABLE RESOURCES
GLOBALLY TO 20% BY 2023

ENVIRONMENT

- Began work with a renowned environmental management consultancy to set a baseline with a full global carbon footprint, finalize an Environmental Strategy including future emissions reduction goals and formally submit to the Science Based Targets initiative.
- Reduced energy use by 40.5% per person globally in 2021, exceeding our goal of a 20% reduction by 2023.
- Increased use of electricity from renewable sources globally to 21.5% in 2021, exceeding our goal to reach 20% by 2023.

GOVERNANCE

- Continued our Board refreshment with the addition to our Board of Directors, Patricia Salas Pineda and Mark D. Gerstein.
- Prioritized diverse representation on our 10-member board, which includes nine independent or outside directors – six of whom are women, four who are African American, including our Lead Independent Director, and one who is Latina.

People

Our people are fundamental to the impact we make at Omnicom due to their work with clients and efforts in communities around the world. Their relentless creativity, integrity and determination define who we are as a company and set us apart from the competition. During a time when the war for talent was fierce, we were more driven than ever to create industry-leading working environments that reinforce our people's sense of belonging, growth, health and well-being.

Diversity, Equity and Inclusion

At Omnicom, we're relentlessly pursuing opportunities to strengthen diversity, equity and inclusion (DE&I) within our organization. Created in 2020, OPEN 2.0 is our action plan to achieve systemic equity throughout Omnicom. It guides our improvement efforts and helps us turn our words into meaningful actions. Through the Omnicom People Engagement Network (OPEN), we have the overarching structure and support we need to implement OPEN 2.0 throughout our global organization.

Since the launch of OPEN 2.0, we have made notable progress that has positively impacted our people, clients and communities. While we are proud of this progress, we know there is still much more work to be done. Our 2021 actions and ongoing efforts are summarized here and explored in depth in our stand-alone 2021 DE&I Report: Responsibly Relentless: Equity for All.

For a comprehensive look at our DE&I efforts, see our 2021 Report: *Responsibly Relentless: Equity for All*

Through culture, collaboration, client engagement and community, we are making Omnicom an even more OPEN space where people feel seen, heard and can create award-winning, innovative work.

In our 2021 DE&I Report, we announced publicly five key performance indicators (KPIs). These KPIs measure our progress against the Four Tenets and Eight Actions of OPEN 2.0. Every Omnicom agency is required to determine specific actions, with deadlines, to advance these KPIs. Executive compensation at Omnicom and its agencies are determined, in part, by how well we fulfill them.

OPEN 2.0 Key Performance Indicators

Hiring

- In 2021, one in four new hires at the Executive or Senior Level Officials/Managers level* in the U.S. was BIPOC.
- Almost 40% of all new hires in the U.S. in 2021 were BIPOC.

Promotion/Career Advancement

- BIPOC representation in Executive or Senior Level Officials/ Managers and First/Mid-Level Officials and Managers* in the U.S. has increased steadily over the last four years.
- At the conclusion of 2021, 20% of those in an Executive or Senior Level Official/Manager* position in the U.S. were BIPOC, a 25% increase in BIPOC percentage since 2018.
- Women represent 49% of Executive or Senior Level Official/ Manager* roles in the U.S.

Retention/Representation

- During 2021, the percentage of U.S.-based BIPOC talent at Omnicom increased by 7%.
- Growth in the percentage of Hispanic/LatinX representation in the U.S. increased 9% during 2021.
- Largest growth group in 2021 was Black talent with a 15% increase in representation.

*As defined by the EEOC.

Training

- Over 68,000 employees across Omnicom's global workforce have completed Unconscious Bias training.
- Since August 2021, employees have completed over 34,000 hours of DE&I training globally.

ERG Participation

- Launched three new ERGs in 2021.
- Expanded the global reach of our existing ERGs, OPEN Pride and OPEN DisAbility.
- In 2021, ERG membership grew by over 100%.
- One in four global Omnicom employees has participated in ERG programming/content.

Additional data related to our workforce diversity is included within our SASB Index on Page 65.

CULTURE AT OMNICOM

Making authentic and enduring changes to our culture takes all of us, especially in an established company like Omnicom. Strengthening our culture requires engagement, resolve and buy-in throughout the organization.

We have more than 40 leaders whose full-time job is to advance DE&I. To foster an inclusive and engaging work environment, Omnicom also has six global employee resource groups (ERGs) designed to embrace intersectionality, cross-cultural dialogue and community support. The ERGs are an environment for employee communities and allies to learn together, develop on-the-job skills, and engage in fellowship and candid dialogue.

To center DE&I throughout our business, we've developed a shared language through training initiatives. Our executive and agency leadership teams have participated in live, facilitated conversations and trainings on inclusive leadership. In 2021, all Omnicom employees worldwide were asked to complete an online DE&I training course that addressed some of our society's toughest challenges, such as unconscious bias and micro inequities.

As an organization, we're deeply committed to attracting and recruiting the next generation of communicators and leaders. Through our OPEN Exchange Program, we share recruiting initiatives and leverage DE&I efforts across the agency network. We have also created a series of collaborative community partnerships with universities, multicultural student programs, nonprofit organizations and historically Black colleges and universities (HBCUs).

A FRAMEWORK OF COLLABORATION

We see collaboration as a framework to advance our DE&I initiatives effectively and efficiently. We know that we're better when we work together.

Through proactive solutions, Omnicom agencies have pushed boundaries and broadened perspectives. For example, our 2021 **Creative Jam** with Adobe challenged Omnicom agencies to design applications to drive DE&I efforts throughout the organization.

We also see our role as a connector to our clients. We launched Omnicom's Diverse Content Creators Network to build a pathway for clients to access diverse content from Asian, Black, LatinX and LGBTQIA+ creators with ease.

ENGAGING CLIENTS ON DE&I

We believe DE&I is a business imperative. We know that in a diverse and multicultural world, companies that fail to fully embrace inclusion risk alienating key stakeholders and losing a business advantage.

In 2021, we launched several new client-focused initiatives to truly integrate DE&I into every facet of our client work. To embed DE&I principles in the beginning of a client relationship, we created our Inclusion from the Start framework. We built this initiative to elevate the right voices, provoke new thinking and challenge the status quo. Omnicom also established a client DE&I Communications Program to regularly update clients by creating a library of OPEN 2.0 resources and reports for clients detailing our progress against our DE&I goals. Additionally, we identified global, specialized DE&I client counselors to advise clients on DE&I strategy. This bespoke DE&I Council offers timely perspective and relevant approaches to apply DE&I to current client work.

Omnicom also launched our first OPEN DE&I Client Summit, where we highlighted our clients' DE&I work and lessons learned during a two-day series of virtual panel discussions.

CREATING COMMUNITY THROUGH EDUCATION AND PARTNERSHIPS

Across Omnicom, we are committed to creating, producing and launching initiatives where we can share insights, information and perspectives.

We launched our OPEN Chats video series to engage in candid conversations about DE&I topics that are relevant within Omnicom and beyond, such as stopping Asian hate, courageous leadership and racial reckoning.

In 2021, Omnicom Media Group (OMG) formed a landmark strategic partnership with the National Minority Supplier Development Council (NMSDC) – America's most influential and successful minority business development organization. To expand opportunities for creators of color and offer OMG clients a new channel for diverse investment, we established a grant program and will offer access to OMG's comprehensive media and advertising education program in the NMSDC Academy.

Our partnerships with nonprofits committed to DE&I, such as GLAAD and ADCOLOR, help Omnicom affect far-reaching change in new and exciting ways. We can deepen our knowledge, as well as contribute to the collective good, through our work with these community-focused organizations. For example, we strengthened our commitment to the disability community by signing on as one of the Iconic 15 companies that will be creating inclusive tools alongside The Valuable 500. We are currently collaborating with consumer goods giant P&G and The Valuable 500 team to co-create the Customer Experience (CX) Audit tool, an interactive instrument that will allow The Valuable 500 companies to audit their customer journeys, identify the barriers and optimize them to be more inclusive of people with disabilities. We are also participating in Generation Valuable, a mentorship program by The Valuable 500 that pairs rising disabled employees with a C-suite level mentor within the organization.

Training and Development

The breadth and depth of Omnicom agencies and their respective expertise represents boundless opportunities for our people to grow, develop and thrive in their careers. In 2021, we expanded our training efforts to provide both virtual and in-person opportunities for continued learning and development across our global network.

OMNICOM UNIVERSITY

Omnicom University is a preeminent management and leadership program, with curriculum based on the Harvard Business School case study method and led by professors from Harvard Business School and the IESE Business School in Spain. In the 27 years since its founding, Omnicom University has grown to offer programs across two continents with more than 3,500 global alumni.

Our commitment to providing development opportunities for rising leaders continued even as the COVID-19 pandemic adjusted in-person plans. In 2021, we launched our first fully virtual Omnicom University programs with more than 300 participants from more than 20 countries. The seven programs focused on the following four areas to cultivate leaders at different stages in their careers:

Senior Management Undergraduate and Graduate Programs (SMP) – SMP is an invitation-only, two-year commitment for the most senior executives in the company. Students attend a six-day Undergraduate Program focused on leading-edge management thinking, followed by a four-day Graduate Program one year later.

Senior Management Postgraduate Program – A four-day Postgraduate Program is offered to SMP graduates to reinforce concepts and build upon the enthusiasm experienced in the original SMP program.

Advanced Management Program (AMP) – AMP is a three-day immersive training experience for future leaders and rising stars throughout Omnicom that teaches the core principles of managing a professional service firm. Three AMPs are taught each fall: two in the United States and one in Europe.

Agency Leadership Program (ALP) – ALP is a hands-on course designed for relatively new leaders running an office, a large account or team. Over the week-long course, students are broken out into teams to work on an agency simulation program, with situations and events that our agency leaders face on a regular basis.

In 2022, we will continue to focus on the above areas using a blend of virtual and in-person programming.

Omnicom University · Omnicom University

TALENT OMNIA VINCIT

SENIOR MANAGEMENT GRADUATE PROGRAMS

> Every time I leave an Omnicom University program, I feel as though I've left behind an old bit of me, and found someone new. Like shedding my snake skin. I leave reignited, reenergized, ready to be better, do better as a leader.

ADVANCED MANAGEMENT PROGRAM

> Excellent, top-notch engagement across the board. Feeling lucky to have received this time to reflect, learn and grow with the best.

OMNICOM MEDIA GROUP LAUNCHES GLOBAL LEADERSHIP DEVELOPMENT PROGRAM: OMG ACCELERATE

In its inaugural year, OMG Accelerate brought together nearly 700 of OMG's top talent from across the globe over the course of six months. Participants tackled organizational challenges with the help of their peers, senior mentors, and a variety of high caliber internal and external speakers. With 17 virtual sessions and 25 speakers, OMG Accelerate is uniquely designed to equip participants with the skills and network required to lead the agency of the future.

As a result, the engagement scores of OMG Accelerate participants, which includes their happiness at work and their willingness to recommend their agency as a great place to work, are over 20% higher than the average OMG population.

Coming off the success of OMG Accelerate, Omnicom Media Group has launched a new global leadership development program for 2023: OMG Ignite for rising stars with three to five years' experience in agencies. Moving forward OMG Accelerate will be offered every other year, and the new OMG Ignite will be offered every year.

All OMG Global Leadership development programs are rooted in the pillars of Inspiration, Capability Demonstration and Practical Application.

DDB: THE PHYLLIS INDIA PROJECT

Named after the legendary Phyllis Robinson, DDB's first copywriter and the first female copy chief in U.S. history, the Phyllis India Project is a training and mentorship program that drives professional growth and helps women thrive in leadership roles.

As a localized version of DDB's global program, the Phyllis India Project was launched by DDB Mudra with the fundamental belief that real change requires consistent effort. The program is built around four key pillars: personalized mentoring, professional training, inspiration and community building.

The program includes training modules and fireside chats on key topics such as balancing motherhood and a career, overcoming imposter syndrome, courage and self-belief and making your voice heard.

The Phyllis India Project kicked off in 2020 with 19 participants. Since its launch, the project has hosted 25 engagements and facilitated more than 120 mentoring conversations.

Roleseeker

OMNICOM ROLESEEKER

A long-standing priority at Omnicom has been to attract, retain and develop the best talent in the industry. Part of our commitment to our people is to offer a work experience that supports the growth and expansion of their career. With this in mind, we launched **Roleseeker** in 2021 in the United States. This initiative provides employees access to information about open job opportunities across our network of agencies.

To make Roleseeker a success, all Omnicom agencies have committed to the following set of guiding principles to manage internal mobility:

- Employees may explore an opportunity at another Omnicom company without being required to inform their current agency or manager.
- The search for a different opportunity within Omnicom will not negatively impact an employee's current employment situation.
- The process, including applications, interviews, reference checks and offers, will be managed in the same manner as with any job hire.

In 2021, we laid the groundwork for Roleseeker 2.0, a talent advancement platform that allows users to self-identify the information about themselves they want to share, such as race, gender and ethnicity, to help them develop a personalized plan for their professional progress.

More information about the next phase of Roleseeker, which will stand at the intersection of technology, talent development and inclusion, can be found in our **2021 DE&I Report**.

Health and Well-being

The health and well-being of our people is always our top priority at Omnicom. In 2021, we enhanced our focus on supporting employees' healthcare, families and mental health. To that end, Omnicom continues to expand our range of comprehensive and quality benefits to support our employees' diverse and evolving wellness needs.

FAMILY BENEFITS

In 2021, we launched new benefit offerings to enhance our support of employees and their diverse family needs.

Cariloop is an online support platform designed to help our employees find the caregivers they need. This care support benefit offers employees a dedicated partner in addressing the challenges of caregiving, whether it's for themselves, their children or other loved ones.

We've also partnered with Carrot, an organization focused on making high-quality fertility care more accessible, to offer new family forming benefits for all U.S. employees. These include assistance with fertility and infertility treatments, adoption, foster care, surrogacy and cryopreservation. Carrot provides a variety of services to meet the family forming needs of our employees, including:

- A dedicated care team to provide personalized guidance.
- Pregnancy and maternity services, including midwives and doulas.
- A library of expert resources.
- Unlimited, free virtual visits with Carrot's family forming experts, including reproductive endocrinologists, urologists, adoption experts, LGBTQIA+ family forming experts and more.

We also added Health and Welfare Benefits that are responsive to our LGBTQIA+ community and expand on our existing comprehensive offerings, which include domestic partner coverage, health benefits, gender affirming benefits, emotional health, family support, family care and financial health.

EXPANDED PARENTAL LEAVE BENEFITS

Effective Jan. 1, 2021, we updated our U.S. parental leave offerings, providing employees who have been with Omnicom for at least one year the opportunity to enjoy 10 weeks of paid parental leave, in addition to applicable short-term disability benefits.

Family Support Round

TBWA\WORLDHEALTH AND OMG

Providing support to employees and their families

In addition to Omnicom-wide efforts to enhance family benefits, our agencies introduced several initiatives to help their employees care for the health and well-being of their loved ones.

TBWA\WorldHealth offered Mentor Circles dedicated to supporting working parents and parents of young children amid the challenges of the remote work environment. The agency also offered a Mental Health Awareness for Managers training co-authored by its human resources business partner. More than 40 managers participated to learn about the role they can play in identifying and supporting employees as they navigate difficult and uncertain situations.

Omnicom Media Group (OMG) and its OMG Working Parents Network launched a partnership in the U.S. with Peace At Home Parenting Solutions to provide support and coaching for working parents. Peace At Home offers classes, conversations, coaching and community connections for working parents. Employees can take advantage of OMG-specific content or access community-wide Peace At Home content.

RETURN TO OFFICE

To protect the health and safety of our employees, we encouraged all Omnicom employees to get vaccinated against COVID-19 as vaccines became available in their area. In the second half of 2021, we began welcoming back employees to our offices all over the world with safety precautions including temperature checks, desk reservations, contact tracing, mask wearing and enhanced cleaning protocols.

Our flexible, hybrid working model embraces both in-office and remote work. This model allows for us to be nimble and flexible, such as when the COVID-19 Omicron variant caused a surge in cases at the end of 2021. Employees across the network seamlessly pivoted back to remote work, allowing us to continue serving our clients without interruption. Moving forward, we will continue to embrace this hybrid approach that provides our people desired flexibility and planning.

Flex Time Roundup

TBWA KOREA AND OMD NEW ZEALAND

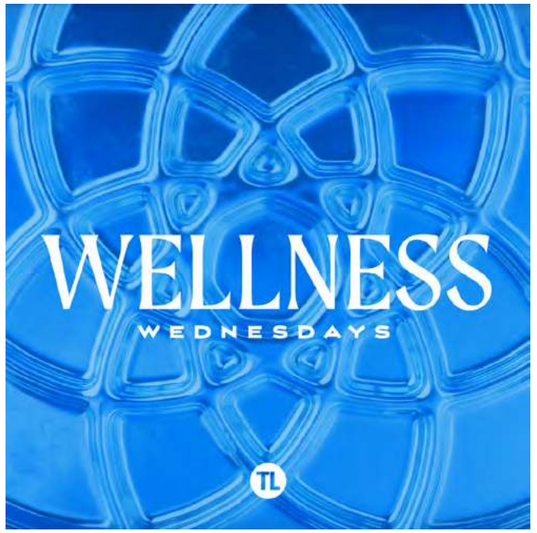
THE Mindful LEADER

Expanding flexible work policies

Since the beginning of the pandemic, flexible work arrangements have allowed people to balance work needs and personal responsibilities. In 2021, many of our agencies continued expanding flexible work options to help employees more successfully manage work and family life.

TBWA Korea introduced "Disruption Friday," which allows employees to take a half day off on the third Friday of every month. This initiative, combined with the agency's hybrid work policy that allows employees to work from home for part of the week and set working hours best suited for their schedules, offers employees more flexibility than most advertising agencies in Korea.

OMD New Zealand established "Meeting Siestas" to allow employees time to focus on a piece of work, exercise, meditate or have a quiet lunch without any disruptions. Every day from 12:30-2 p.m., employees' calendars are blocked to encourage dedicated time to focus on mental and physical well-being.



Employee Well-being Roundup

OMG HONG KONG, PORTER NOVELLI, TRACYLOCKE

Promoting employee health and well-being

Several Omnicom agencies around the world are spearheading programs to promote employee self-care.

- In honor of World Mental Health Day, **Omnicom Media Group** in Hong Kong declared a day off for all employees on Friday, Oct. 8, 2021.
- **TracyLocke** hosted educational seminars and lunch-and-learns focused on topics including managing worry and anxiety, maintaining work-life balance, and demystifying counseling and therapy. The sessions provided employees coping mechanisms for stressful times and encouraged use of the company's Employee Assistance Program for counseling and advice.
- **TBWA Sydney** expanded their Heart on My Sleeve Mental Health and Well-being program to address employee mental health issues during lockdown. These efforts included a peer-to-peer support program with a trained psychologist during each session, as well as an education session about "Managing the Meh," directly addressing the feelings of weariness in lockdown.

Spark Beyond Binary Code

CLEMENGER GROUP AUSTRALIA AND NEW ZEALAND

Rewriting the internet to be more gender inclusive

To make the way organizations collect gender data online more inclusive, **Clemenger Group** worked with OutLine, an all-ages rainbow mental health organization in New Zealand, and nonbinary communities to create the Beyond Binary Code. Part of a broader resource to educate businesses on gender inclusivity, the single piece of code automatically updates a website's data fields with inclusive gender options so that all users can be seen and valued.

International Paralympic Committee #WeThe15

FLEISHMANHILLARD

Advocating for people with disabilities

15% of the global population has a disability. This community is the world's largest marginalized group, but it's often forgotten in today's inclusivity agenda. #WeThe15 is a joint effort between **FleishmanHillard** and the International Paralympic Committee to shift the narrative around people with disabilities away from harmful and degrading stereotypes. The campaign lit iconic landmarks around the world purple, the international color for disability, and secured over 2,000 pieces of coverage, reaching 30% of the world's population.

Community

Omnicom is dedicated to creating a positive impact on the communities where we live and work including industry initiatives, employee volunteerism, and client and pro bono campaigns. When we mobilize our unrelenting desire to make the world a better place with our communications expertise, our work makes a positive impact worldwide.

Ensuring Equitable Education for All

Omnicom has a long-standing commitment to support the **United Nations (UN) Sustainable Development Goals (SDGs)**. While our work touches a number of SDGs, we have a specific focus on UN SDG No. 4: Quality Education, which promotes inclusive, high caliber learning for children around the world.

OUR PROGRESSIVE PARTNERSHIP WITH THEIRWORLD

The global charity, Theirworld, works to ensure that every child can fulfill their potential by targeting and solving the complex barriers preventing youth from receiving a quality education. In 2021, Omnicom agencies supported Theirworld's goals by providing strategic consulting, research and digital expertise for its innovative campaigns.

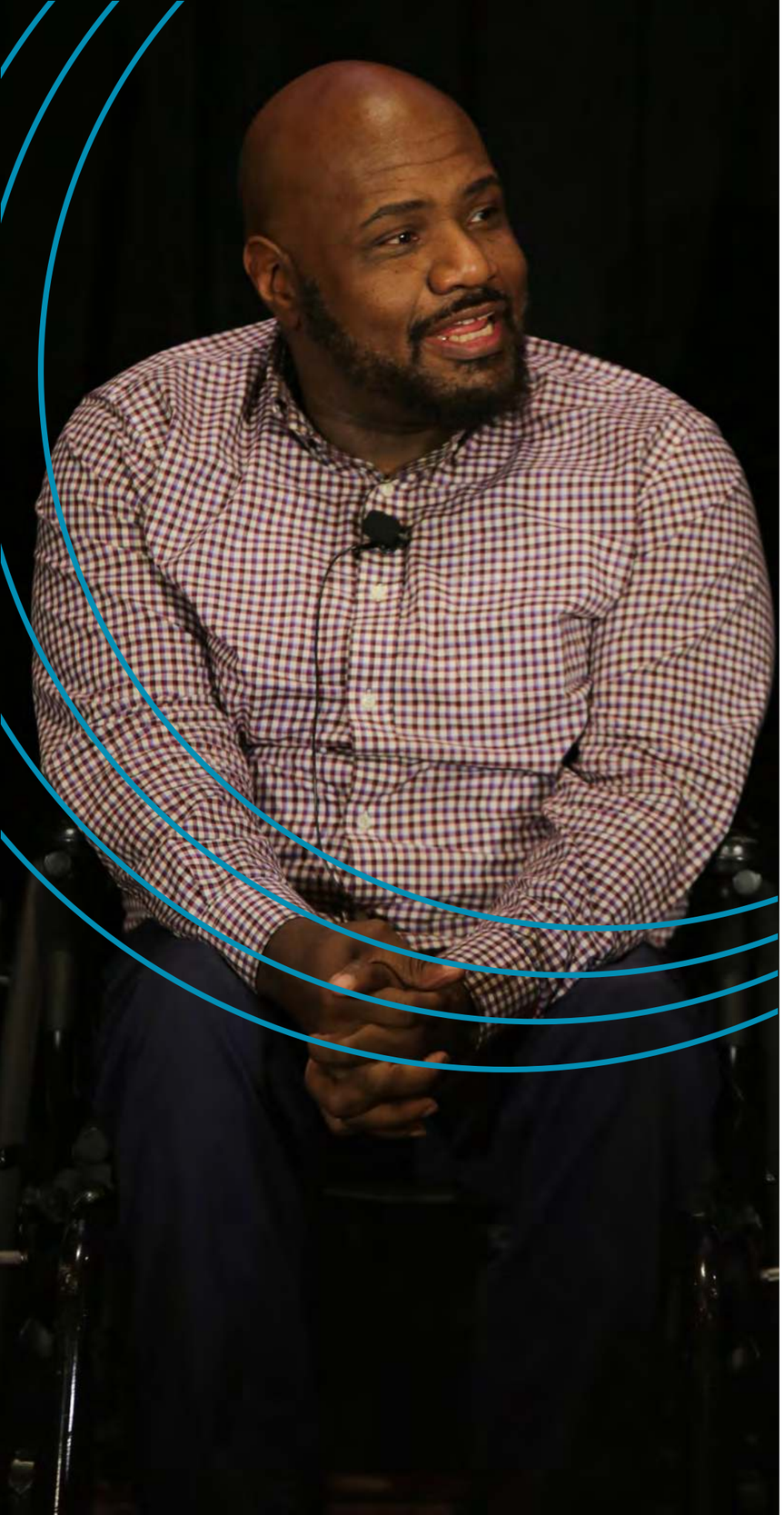
Half the children in the world do not receive an education. In preparation for the United Nations' renewed focus on the global education crisis at the United Nations General Assembly in September 2022, Omnicom is helping Theirworld highlight the severity of the crisis.

Theirworld's goal is to secure $20 billion to address this crisis, consisting of a $10 billion donation from the World Bank and $10 billion from a new fund for low- to middle-income countries. If secured, Theirworld will use the funds in these three areas:

- Supporting marginalized groups, including children with disabilities and children caught in humanitarian crises.
- Enlisting global technology companies to solve the digital divide and increase access to digital education capabilities for the most excluded students.
- Investing in training and support for teachers worldwide.

"I really look forward to what we can make happen this year, and we value our relationship with Omnicom so much — it enables us to reach out far wider and higher than we ever could on our own."

– **Sarah Brown**, *Chair of Trustees, Theirworld*



STRATEGIC CONSULTING TO DRIVE EDUCATION EQUITY INITIATIVES

Throughout 2021, Omnicom and its agencies offered strategic consulting for a variety of pro bono clients, with significant consulting work for Theirworld.

Porter Novelli supported with strategic communications counsel to help launch a U.S. wide competition identifying cities wanting to demonstrate their innovation and commitment to youth skills.

Changing Our World, an Omnicom nonprofit and philanthropic consulting firm specializing in fundraising, corporate social engagement, and research and analytics, assisted with strategic consulting for private sector and foundation fundraising to advance Theirworld's mission of ending the global education crisis.

Additional support across our global agencies in 2021 included:

BBDO produced a **short film** voiced by actor David Tennant to highlight the critical issue of education inequality ahead of the G7 and G20 summits. The video encourages viewers to unlock big changes by supporting Theirworld's initiatives.

RAPP helped Theirworld audit their social media and website data and shared strategic recommendations on maximizing their digital footprint and developing audience-specific content.

Mother Tongue helped translate Theirworld's websites and digital tools into multiple languages to improve access to education resources around the world.

> "Omnicom agencies have supported Theirworld and their mission to unlock education for all at a time when COVID and hybrid working have been very challenging for them. This demonstrates our commitment to such an important cause."
>
> – **Emma Sergeant,** EMEA President, DAS Group of Companies

HALL & PARTNERS' STUDY ON EDUCATION INEQUALITIES FROM COVID-19

Hall & Partners collaborated with Theirworld to facilitate research and generate insights about the impact of the COVID-19 pandemic on education for girls in the U.K. Their research revealed two-thirds (66%) of girls and women between the ages of 14 and 24 said they spent more time cooking for their families because of the pandemic, compared with just under a third (31%) of boys in the same age group. The study suggests that while increased home demands and resulting disruption to time available for education over the past year is affecting all school children in the U.K., the impact on girls is greater than boys.

These findings helped renew calls on governments to put education, especially for girls, at the heart of their responses to the pandemic, amid concern that the pandemic could undo decades of progress for girls and women.

OMNIWOMEN UK MBA SPONSORSHIP

Throughout 2021, Omnicom and its agencies offered strategic consulting for a variety of pro bono clients. Omniwomen UK + Allies raised funds to support three refugee women living in Lebanon through a three-year MBA project 'Future3' – 3 women, 3 years, 3 future leaders in the making. The project gives women in challenging and potentially traumatic circumstances an opportunity to advance through business learning, and ultimately fulfill their potential by becoming business leaders — perfectly aligning with Omniwomen UK + Allies' commitment to supporting women in leadership positions.

Humanitarian Crisis in Ukraine

Omnicom and its agencies came together in early 2022 to offer support to our Ukrainian employees and their families. As the war continues, our agencies in the region have implemented a wide range of actions and activities to support those directly impacted by the conflict — including supporting Ukrainian colleagues who chose to leave the country, meeting them after they made it through days-long border crossings, and providing other humanitarian assistance including transportation, accommodation, visas and refugee papers, translation services, relocation support, supplies and medical aid.

Many of our employees in countries surrounding Ukraine have opened their homes to our Ukrainian colleagues and their families, while others have provided essential transportation support to and from the Ukrainian border. Others have given time and resources to secure and renovate safe housing, providing WiFi and laptops for displaced Ukrainians.

On behalf of Omnicom, all Ukrainian team member salaries are guaranteed through the end of 2023. Omnicom has also donated to three humanitarian organizations focused on addressing the needs of Ukrainians: the International Rescue Committee, International Committee of the Red Cross, and Razom for Ukraine.

AGENCY IMPACT BY THE NUMBERS

500

boxes of clothing

for teenagers sourced and supplied by OMG23.

40

tonnes of essential supplies

to Ukraine donated by our agencies in Germany.

125 and **100**

first-aid kits **survival kits**

sourced and sent by teams in Poland and Slovakia to Ukraine.

More than

150

open Omnicom roles

around the world (including Australia, Sweden, Dubai and Portugal) have been made available to employees from Ukraine.

A TBWA Ukraine colleague and her daughter are greeted by a TBWA Poland colleague at the Poland border.

The TBWA Team, Reunited

Since the start of the war in Ukraine, TBWA teams have worked around the clock to coordinate support for their 40-person team based in Ukraine. In February and March, efforts focused on helping those who needed to leave cross the border safely into neighboring countries. TBWA continues to provide support to Ukrainian colleagues through advanced payroll, securing accommodations in neighboring countries, and offering critical resources like food and medical supplies.

Baby Maria-Victoria, born two days before the war began, photographed after her safe arrival in Bulgaria.

The U.S. Hearts & Science Team Opens Up Their Homes

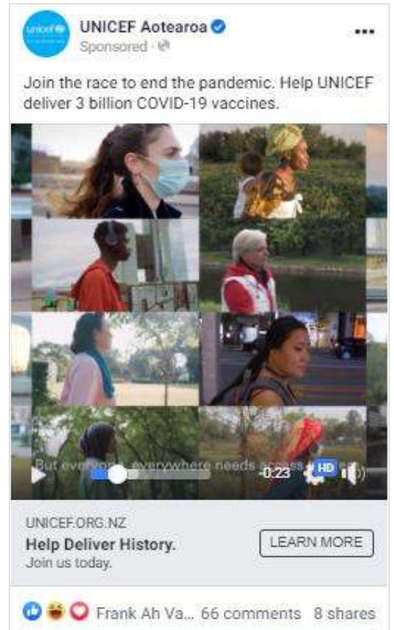
A U.S. Hearts & Science employee connected with our relief team to help his cousin, young family and parents exit Ukraine safely. For 10 days, our Romanian colleagues worked with the family and were able to pick them up when they crossed the border. The local OMG teams welcomed them into their home and quickly found the family, including a baby born only two days before the war began, a furnished apartment in Sofia, Bulgaria, for as long as needed.

PUMA Team for Humanity

DDB MUDRA GROUP

Supporting families in India after the loss of a loved one

In India, more than 250,000 families have faced the indescribable loss of a loved one due to COVID-19. **DDB Mudra Group** – in partnership with GiveIndia and PUMA – started the Team for Humanity fundraiser to support families who lost their primary wage-earner to COVID-19 and were at risk of poverty. The fundraiser has led to nearly 30 million Indian Rupees in funds to support more than 640 Indian families.



UNICEF COVID Vaccine

HEARTS & SCIENCE NEW ZEALAND

Delivering COVID-19 vaccines to populations in need

As the COVID-19 vaccine rolled out around the world, Hearts & Science New Zealand helped UNICEF on their mission to deliver 3 billion vaccines to underprivileged people worldwide. By encouraging consumer donations to increase access to COVID-19 vaccinations in developing countries, the team drove reach through paid and earned media, as well as digital campaigns. The donation campaign reached more than 80% of the target audience and resulted in nearly $250,000 driven by strategic media placements.

USA Service Day

CREDERA

Honoring Juneteenth with companywide volunteer service

Each year **Credera** hosts a USA Service Day where U.S. employees step away from work to participate in a day of service where they volunteer as teams to support their Community Impact partners. Service Day 2021 was held on June 18, with focused volunteer work and activities to raise awareness of Juneteenth, a United States federal holiday commemorating emancipation of the last remaining enslaved African Americans, and support local Black-owned businesses. Approximately 400 employees participated in the event.

Advancing Sustainable Development Goals

Omnicom agencies around the globe oftentimes contribute to aspects of the UN SDGs through their work with local communities.

SDG NO. 3: IMPROVING HEALTH AND WELL-BEING FOR GIRLS IN KENYA

Girls in Kenya are undereducated about their menstrual health and lack safe access to feminine hygiene products. As a result, many girls stop attending school during their periods. To address this gap in education for girls in Kenya, **Entrée Health** partnered with the ZanaAfrica Foundation to educate girls about reproductive care, family planning and menstrual products. Since its inception, ZanaAfrica has impacted over 70,000 beneficiaries with this solution and is on a path to reach 200,000 more by the end of 2023.

SDG NO. 4: ADVANCING RACIAL EQUITY IN HIGHER EDUCATION

For two years, **Ketchum** has partnered with HBCU Week to foster higher education opportunities for Black students across the U.S. In 2021, a hybrid event presented an opportunity to position HBCU Week as a truly national career fair – removing the barriers of travel costs for low-income families and budget-strained HBCUs. The 2021 event earned more than 12.4 million online and broadcast media impressions, potential social reach of more than 2.7 million through influencer partnerships and 6.9 million paid social impressions.

SDG NO. 5: SUPPORTING EQUAL ACCESS TO EDUCATION FOR WOMEN

FleishmanHillard partners with the Asian University of Women (AUW), a nonprofit organization helping women from displaced, marginalized and remote communities across Asia and the Middle East. After the Taliban takeover in August 2021, AUW successfully evacuated 148 students and alumnae from Afghanistan to the United States and recently enrolled a new cohort of 500 Afghan women to provide them with the opportunity to pursue higher education.

SDG NO. 8: FOSTERING THE NEXT GENERATION OF TALENT

More than 15 years ago, **TBWA France** created Nouvelle Cour, a communications agency focused on promoting the integration of young communications graduates from underserved communities into meaningful careers. Since its founding, more than 50 jobs have been filled by talented graduates from disadvantaged neighborhoods.

SDG NO. 15: PLANTING TREES IN SWITZERLAND

In late 2021, **OMG Switzerland** planted trees in a local forest in partnership with MYBLUEPLANET, a local NGO for climate actions. One hundred trees were planted, one for each employee of the agency.

Environment

With offices in more than 70 countries, Omnicom has the opportunity to scale our efforts to further reduce the impact our global operations have on the environment. We have long empowered our people to help us increase efficiency, reduce waste and advance our sustainability priorities wherever we do business. In 2021, we took significant steps to advance these commitments.

Reducing Our Carbon Footprint

Omnicom has set achievable energy-usage goals and is making strong commitments to reduce the carbon emissions associated with our operations. In 2021, we committed to joining the **Science Based Targets initiative**, which audits participating companies on their emissions reduction goals and evaluates whether they are in line with the global imperative to limit global warming to 1.5°C and prevent the worst effects of climate change.

In an effort to drive progress at scale, we are working with an expert third party to get a comprehensive view of our global carbon footprint with the aim of establishing enhanced targets in the near future. Meanwhile, we continue to monitor our progress against our 2023 goals to reduce our energy usage and increase the amount of electricity we consume from renewable resources.

2023 GOAL	2021 PROGRESS
• Reduce energy use by 20% per person globally by 2023 using a 2015 baseline • Increase use of electricity from renewable sources globally to 20% by 2023	• 40.5% reduction per person globally per 2015 baseline • 45.9% increase in use of electricity from renewable resources per 2015 baseline, from 8% in 2015 to 21.5% in 2021

In 2021, we appointed Karen van Bergen as our first **Chief Environmental Sustainability Officer**, demonstrating our commitment to driving environmental progress at the highest levels of Omnicom. In this new role, Karen oversees our climate change initiatives and processes, which includes setting measurable goals and policies, establishing partnerships that will reduce our carbon footprint, and using our marketing and communications expertise to collaborate with clients and their stakeholders to address climate change.

FACTORING COVID-19'S IMPACT ON OUR EFFORTS

The COVID-19 pandemic drastically reduced the usage of buildings across our footprint in both 2020 and 2021. While travel and commuting started to increase in 2021, activity still fell well short of pre-COVID levels. These factors impacted our energy use, which contributed to our progress toward the environmental metrics we track. While we know that some of the energy use shifted to homes and other remote work locations, we are unable to accurately measure the impact beyond our owned and leased facilities.

INCREASING EFFICIENCY ACROSS OUR OPERATIONS: AGILE AND FLEXIBLE WORK

Omnicom closely examines all our owned and leased properties to identify opportunities to optimize our environmental footprint. We recognize the emission of greenhouse gases from office facilities remains a challenge around the world, and we strive to do our part to mitigate this trend. We are progressing in our efforts to transform our workplaces into more environmentally friendly destinations.

The future of work has arrived at Omnicom. In many parts of the world, employees are settling into more agile and flexible work arrangements. With more employees splitting their time between office and remote work, we are adjusting our spaces to accommodate this shift. Our goal is to create environments that allow our people to continue providing excellent service to clients while maintaining the ability to connect and collaborate safely and conveniently.

In many instances, we're eliminating dedicated workstations and replacing them with unassigned desks that people can reserve on the days they're in the office. We're introducing diverse spaces – from small booths for private, focused work, to large collaborative areas where teams can meet and share ideas – helping us increase efficiency and optimize our footprint. We're designing our offices to give employees flexibility without affecting productivity. At the same time, we're effectively reducing our net square footage and, in 2021, eliminated 435,000 square feet of space from our footprint.

Our global planning standard, which includes Leadership in Energy and Environmental Design (LEED®) principles, guides our building and retrofitting activities. We prioritize the use of energy-efficient lighting, heating and cooling, and we're focused on reducing and reusing materials. Our transition to more shared spaces, state-of-the-art video conferencing and virtual file storage and printing centers all contribute to our energy savings and waste reduction.

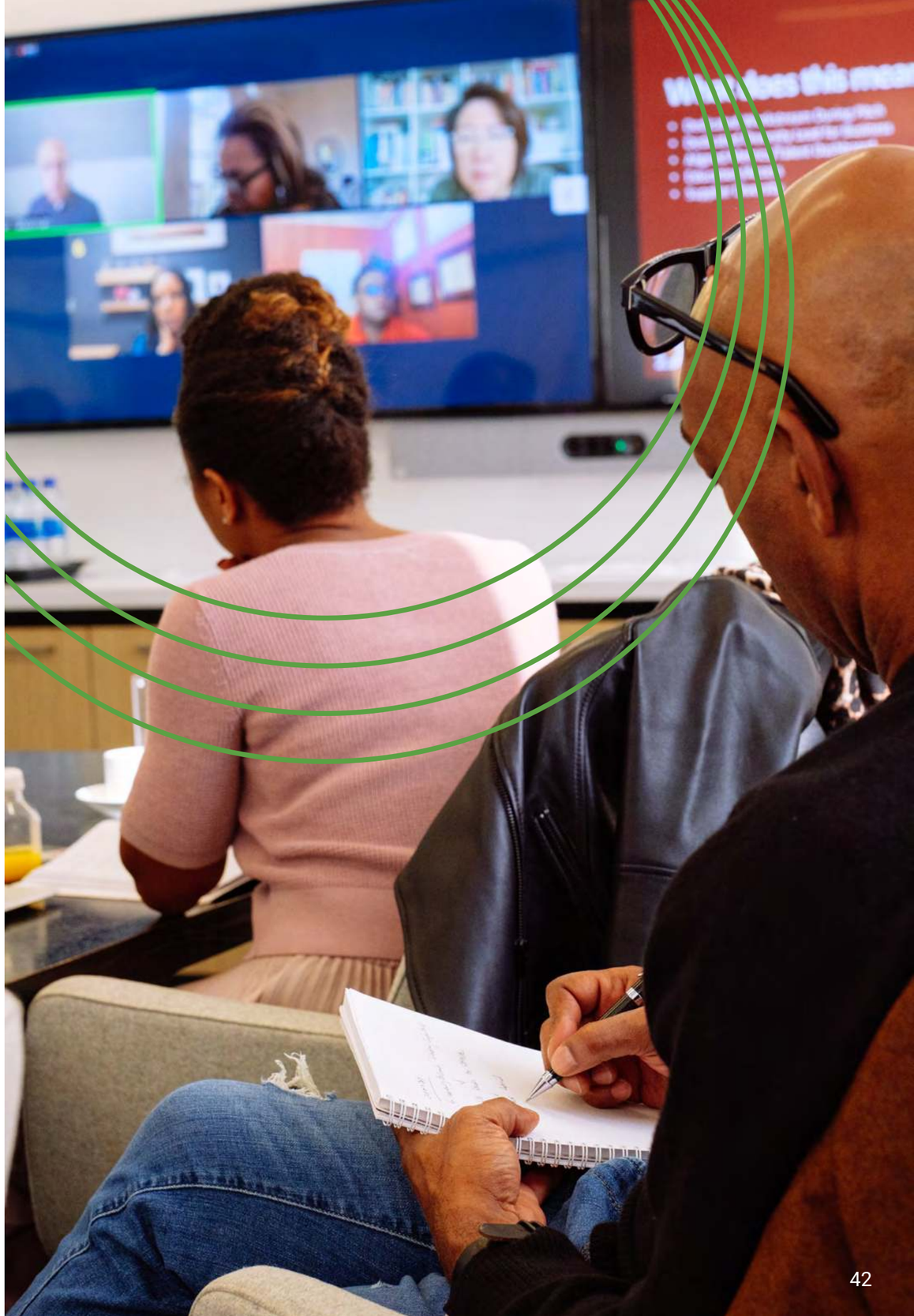
REDUCING OUR ENERGY FOOTPRINT

We continued to take steps to reduce energy consumption in 2021, but the lingering effects of the COVID-19 pandemic continued to challenge our ability to accurately measure the true impact.

In 2021, we once again cut our global energy consumption, using 80,258 megawatt-hours (MWh) of energy, a 30.2% reduction compared to 2020. We also cut our electricity use by 13.9%, from 105,164 MWh in 2020 to 90,491 MWh in 2021.

We reduced greenhouse gas emissions across our footprint by 12.3% in 2021, compared to 2020.

As part of Omnicom's strategy to curb our carbon footprint, we derive a portion of our electricity needs from renewable sources. These efforts are spearheaded in the U.K., where we are buying green power in buildings we manage through electricity purchasing agreements. In the U.S., more than 78% of our electricity spend is through landlords in our leased spaces, and we encourage them to seek renewable energy sources whenever possible. In 2021, total electricity purchased from renewable resources was 19,486 MWh, accounting for 21.5% of total electricity, compared to 19.2% of total electricity in 2020. This exceeded our goal to increase our use of electricity from renewable sources globally to 20% by 2023.



GLOBAL ENERGY FOOTPRINT	2021	2020	2019	2018
Total energy used (MWh)	99,907	114,901	146,119	153,023
Total electricity used (MWh)	90,491	105,164	131,990	150,929
Total GHG emissions (Metric Tonnes of CO_2e <$MTCO_2e$)	64,665	73,732	200,376	240,124

GLOBAL GHG EMISSIONS ($MTCO_2E$)	2021	2020	2019	2018
Scope 1	12,566	7,609	32,409	30,614
Scope 2	38,279	37,352	58,005	65,407
Scope 3	13,820	28,771	109,962	144,103
Total GHG emissions	64,665	73,732	200,376	240,124

GLOBAL ELECTRICITY FROM RENEWABLE SOURCES (MWh)	2021	2020	2019	2018
Purchased (MWh)	19,485	20,165	21,200	14,987
% of total	21.5	19.2	16.1	10.6

Green Turn

BBDO GROUP GERMANY

Powered by green

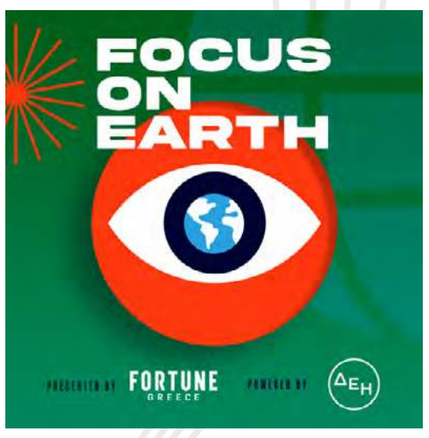
As part of its ongoing GREEN TURN initiative, **BBDO Germany's** 2,500 employees work consistently to advance sustainability throughout their offices and through their work with clients. In 2021, all seven of the company's agency locations became climate neutral. For their continued commitment to climate protection, international CSR rating platform EcoVadis awarded the company the silver medal, putting BBDO Germany among the top 8% in CSR ratings across the industry.

Media Flights for Good

OMG SWITZERLAND

Setting an industry example

In April 2021, **OMG Switzerland** developed its "Media Flights for Good" client initiative, which pushed the industry to rethink environmental impact. By acknowledging the fact that every media campaign causes CO_2 emissions, the initiative encouraged clients to donate to MYBLUEPLANET's efforts to reduce CO_2 emissions. Every client donation was doubled in a match by OMG Switzerland – totaling 6,400 CHF ($6,700 USD).



World Earth Day

OMD GREECE

Promoting renewable energy on World Earth Day

On World Earth Day, Public Power Corporation in Greece supplied 4.5 million households with 24 hours of energy from exclusively renewable sources, reducing 8,000 tons of carbon dioxide (CO_2). **OMD Greece** helped the electric power company tell this story with a 360-degree campaign, including dynamic television advertisements that reached 1.9 million viewers, digital activations across multiple platforms and a social campaign that earned 10.6 million impressions.

Raise The Floor

RAPP WORLDWIDE

Planting for the forest

In partnership with Ecologi, a donation pool organization, **RAPP Worldwide** set out to invest its employee Christmas card money in something meaningful. RAPP's "Raise The Floor" initiative encourages agencies and brands to plant a forest equal to the square footage of their office space. The agency itself has pledged to plant 4,500 trees each year for the next 10 years in Madagascar, working with Ecologi to ensure the rainforests grow stronger.

Standard Chartered

TBWA\SINGAPORE

Progress doesn't have to cost the planet

Standard Chartered is the bank of emerging markets, connecting East and West for over 160 years. While both markets are growing, they face great risks from climate change as they rely on cheap and harmful energy sources to progress. To help encourage countries and businesses to accelerate their transition to carbon neutrality, **TBWA\Singapore** helped Standard Chartered launch a new film that demonstrates the impact of carbon, highlights the bank's commitment to tackling carbon emissions and outlines how the bank helps its clients finance a transition to net-zero.

Hope Grows

AMV BBDO

Restoring a vital ecosystem

Coral reefs are a vital ecosystem for aquatic life, but 90% of the world's reefs will be gone by 2043 without interventions. **AMV BBDO** worked with cat food brand SHEBA® to develop the "Hope Grows" campaign, a love letter to the ocean. The Nature Conservancy, Google and National Geographic Creative Works brought their idea to life by regrowing a degraded coral reef in Indonesia's Spermonde Archipelago. The regrown reef spells the word "hope," showcasing SHEBA's commitment to sustainability and environmental restoration.

Governance

At Omnicom, we are committed to regularly reviewing and strengthening our corporate structure and policies. We maintain alignment with our stakeholders and ensure high levels of trust by setting clear standards and championing transparency.

The vast experience and varied perspectives of each member of our Board of Directors and leadership team is highly valued and integral to our process. Guided by their expert and diverse points of view, we are committed to maintaining the highest ethical standards and oversight across our networks and agencies.

Deborah J. Kissire

Valerie M. Williams

Ronnie S. Hawkins

Patricia Pineda

Mary C. Choksi

Linda Johnson Rice

Leonard S. Coleman

Gracia C. Martore

Mark D. Gerstein

BOARD OF DIRECTORS

Our distinguished Board of Directors is among the most diverse of any U.S.-based corporation. This diversity has been facilitated, in large part, by prioritizing Board refreshment to ensure a balanced mix of perspectives, institutional knowledge and strong oversight.

In 2022, we appointed two new members to our Board: Patricia Salas Pineda, former Group Vice President of Hispanic Business Strategy for Toyota Motor North America, Inc., and Mark D. Gerstein, Partner at Latham & Watkins LLP. Patricia and Mark add a new dimension of diversity to our Board and bring a wealth of expertise in corporate responsibility areas including DE&I, environmental affairs and governance.

Our 10-member Board includes nine independent or outside directors – six of whom are women, four of whom are African American, including our Lead Independent Director, and one who is Latina. John Wren serves as our Chairman and Chief Executive Officer. Each director stands for election annually and, every year, the Board elects our Lead Independent Director and evaluates the role's scope and nature to ensure it has robust responsibilities.

COMMITMENT TO ETHICS AND INTEGRITY

Our **Code of Business Conduct** underscores our commitment to upholding the highest ethical standards. The Code comprises our values, beliefs and policies that all Omnicom employees agree to uphold – regardless of level or location. The Code carries over and applies to our contractors, vendors, Board of Directors and everyone else who represents Omnicom.

With an enhanced Code of Business Conduct rolled out across the Omnicom network in 2018, we then achieved our goal to establish business ethics and anti-bribery training for our full-time, regular employees worldwide in 2020. In 2021, employees across the network completed the training at exceptionally high rates.

We encourage employees who witness or learn of violations of the Code, the law or our policies to raise concerns and ask questions by:

- Discussing with a supervisor or senior manager, the agency or network financial manager or the agency or network legal department.
- Contacting Omnicom's Legal Department by email or mail.
- Calling Omnicom's anonymous Internal Control Line.

POLITICAL CONTRIBUTIONS POLICY AND DISCLOSURES

In 2021, Omnicom's Board of Directors adopted our **U.S. Political Contributions Policy** to formalize our long-standing practices and provide oversight to the very limited number of political contributions our agencies may make from time to time. The policy governs Omnicom's consideration and approval of political activities in the U.S., including political contributions at the federal, state and local levels. Omnicom does not make political contributions at the holding company level and does not have a company-sponsored Political Action Committee. Following input from our shareholders, we disclosed that for 2020 and 2021, Omnicom and its agencies made no U.S. political contributions or contributions to 527 organizations, including PACs. In 2022, Omnicom enhanced its trade association membership disclosures in response to ongoing shareholder feedback to include payments made in 2021 to U.S. trade associations that received more than $50,000 in Omnicom dues or contributions, and the amount of such dues or contributions that those trade associations used for lobbying or political activity payments.

Our disclosures related to U.S. political contributions and payments to U.S. trade associations is available on our **Corporate Governance website**.

SUPPLIER CODE OF CONDUCT

After finalizing our **Supplier Code of Conduct** in 2020, we updated it in early 2021, detailing the high standards we expect from those who provide goods and services to us. All individuals and organizations in the Omnicom supply chain must follow our values by operating ethically and complying with the Code, which covers 15 fundamental principles of how we do business – ranging from human rights and workplace safety to environmental responsibility and risk management. A reliable and ethical supply chain is critical for our business, and we expect our suppliers to hold their suppliers to the same standards.

About This Report

Omnicom's approach to corporate responsibility is built upon our long and enduring commitment to diversity, equity and inclusion, environmental stewardship, a culture of ethics and sound corporate governance. This report provides a high-level overview of Omnicom's corporate responsibility commitments, activities and progress in 2021 and includes some anecdotal information from early 2022.

The report is organized to reflect our four focus areas: People, Community, Environment and Governance. In this report, and online at **csr.omnicomgroup.com**, we have included a select number of case studies from our diverse network of agencies to characterize Omnicom's commitment to relentlessly drive progress in our workplace, our communities and the environment.

MATERIAL TOPICS IDENTIFICATION

In developing this report, we consulted various global reporting frameworks – including the Global Reporting Initiative (GRI) Standards and G4 Media Sector Disclosures, the Sustainability Accounting Standards Board (SASB), the United Nations Global Compact (UNGC) and the UN SDGs – and internal and external stakeholders to determine relevant material topics.

Our material topics are:

- **DIVERSITY, EQUITY AND INCLUSION**
- **EMPLOYEE ATTRACTION, DEVELOPMENT AND RETENTION**
- **COMMUNITY ENGAGEMENT**
- **ENVIRONMENT**
- **ETHICS AND INTEGRITY**
- **GOVERNANCE**

The content of this report was developed primarily through interviews with Omnicom executives, subject matter experts and Omnicom agency employees. We also relied on previous conversations with some of our largest shareholders, as well as NGO partners, clients and investors, to solicit feedback on our recent corporate responsibility reports. These interviews informed our reporting strategy and provided further stakeholder input into our corporate responsibility efforts.

As part of our regular governance efforts, we reached out to shareholders holding 70% of our outstanding shares, and we spoke to every shareholder who accepted our invitation for engagement. The constructive feedback we received from shareholders, which often included corporate responsibility topics such as diversity, equity and inclusion and environmental sustainability, is shared with and discussed by the full Board of Directors on a regular basis.

SCOPE

The quantitative data in this report covers Omnicom's global operations in fiscal year 2021 (from Jan. 1 to Dec. 31, 2021). Numbers throughout the report are estimates based on available data. Unless otherwise noted, data within the report reflects our United States operations. Our last published report, released in summer 2021, covered primarily 2020 data and activities.

We plan to continue publishing an annual corporate responsibility report that references the GRI Standards and SASB Marketing and Advertising Sustainability Accounting Standard (2018) and fulfills our commitment as a UNGC signatory to produce a Communication on Progress.

Omnicom UN Global Compact Communication on Progress

This report provides information on our corporate responsibility strategy and performance for fiscal year 2021 and covers the UN Global Compact Communication on Progress requirements.

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Omnicom's commitment to support and respect human rights is embodied in our Human Rights Policy, Code of Business Conduct and Supplier Code of Conduct. The Code of Business Conduct covers our commitment to comply with all laws of the places where we do business, our prohibition against insider trading, our duty to advance our employer's legitimate interest and our commitment to equal opportunity. Our Supplier Code of Conduct holds our vendors to the same high standards we hold ourselves. The Human Rights Policy, Code of Business Conduct and Supplier Code of Conduct are available on our Corporate Governance website. For more information on our commitment to respecting human rights, see the Governance section of this report.

LABOR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Omnicom's directors, officers and employees are required to comply with our Code of Business Conduct, which sets the foundation for how we should do business on a day-to-day basis. We are an equal opportunity employer and do not discriminate against employees or job applicants on the basis of race, religion, sex, national origin, age, disability, sexual orientation, gender identity and/or expression, pregnancy or any similar status or condition. For more information on our commitment to fair labor, see the People section of this report.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Omnicom is committed to promoting greater environmental responsibility and regularly reports on environmental performance throughout our operations. Omnicom's Environmental Policy outlines our approach to minimize our impact by encouraging our companies to consider their environmental footprint in terms of conscious design of office space, energy efficiency, travel and commuting, procurement, and recycling and waste management. For more information on our commitment to environmental sustainability, see the Environment section of this report.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Omnicom operates in an increasingly complex global environment, and our commitment to the highest ethical standards in the communities where we do business is outlined in our Code of Business Conduct. Omnicom directors, officers and employees undergo mandatory training for, and are required to comply with, all applicable anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act of 2010, and any other local anti-corruption and anti-bribery laws where we do business. For more information on our commitment to ethics and compliance, see the Governance section of this report.

GRI Reporting Index

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
General Disclosures	102-01	Name of the organization	Omnicom Group
General Disclosures	102-02	Activities, brands, products, and services	2021 10-K, Page 1 (Our Business)
General Disclosures	102-03	Location of headquarters	437 Madison Avenue, New York, New York
General Disclosures	102-04	Location of operations	2021 10-K, Page 6 (Item 2: Properties), 7 (Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations)
General Disclosures	102-05	Ownership and legal form	2021 10-K, Page 1 (Our Business), 7 (Item 5: Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities)
General Disclosures	102-06	Markets served	2021 10-K, Page 1 (Our Business), 2 (Our Clients), 7 (Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations) 2021 CR Report, Page 6 (About Omnicom Group)
General Disclosures	102-07	Scale of the organization	2021 10-K, Page 2 (Human Capital Resources), 6 (Item 2: Properties), F-4-F-8 (Consolidated Balance Sheets) 2021 CR Report, Page 6 (About Omnicom Group), 2021 DE&I Report, Page 15 (DE&I Data)
General Disclosures	102-08	Information on employees and other workers	2021 10-K, Page 2 (Human Capital Resources) 2021 CR Report, Page 6 (About Omnicom Group), 2021 DE&I Report, Page 15 (DE&I Data)

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
General Disclosures	102-09	Supply chain	2021 CR Report, Page 51 (Supplier Code of Conduct), 2021 DE&I Report, Page 39 (Innovating Supplier Diversity)
General Disclosures	102-10	Significant changes to the organization and its supply chain	2021 10-K, Page 10 (Acquisitions and Goodwill)
General Disclosures	102-11	Precautionary Principle or approach	Omnicom Environmental Policy 2022 Proxy Statement, Page 26 (Risk Oversight)
General Disclosures	102-12	External initiatives	4A's Multicultural Advertising Intern Program, AdGreen, AdNetZero, American Advertising Federation Most Promising Multicultural Students program, Business Ambition Pledge for 1.5°C, CEO Action, Civic Alliance, Common Ground, Generation Valuable, Partnership for Global LGBTIQ+ Equality, Science Based Targets initiative (SBTi), UN Global Compact
General Disclosures	102-13	Membership of associations	ADCOLOR, Ad Council, American Advertising Federation, American Association of Advertising Agencies (4A's), Asian University for Women, Do The WeRQ, Deutsche Stiftung Weltbevölkerung (DSW), GLAAD, Institute for Public Relations, Shave for a Cure, The LAGRANT Foundation, The Valuable 500, Theirworld, Unstereotype Alliance
General Disclosures	102-14	Statement from senior decision-maker	2021 CR Report, Page 4 (Letter from Our Chairman and CEO)
General Disclosures	102-15	Key impacts, risks, and opportunities	2021 10-K, Page 3 (Item 1A: Risk Factors)
General Disclosures	102-16	Values, principles, standards, and norms of behavior	Omnicom Code of Business Conduct 2021 CR Report, Page 51 (Commitment to Ethics and Integrity)
General Disclosures	102-17	Mechanisms for advice and concerns about ethics	Omnicom Code of Business Conduct Internal Control Line

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
General Disclosures	102-18	Mechanisms for advice and concerns about ethics	The Company's Governance Committee works with management to adopt and make recommendations to the Company's Code of Business Conduct, which includes economic, environmental and social topics. See also: 2021 DE&I Report, Page 7 (DE&I Starts at the Top) 2022 Proxy Statement, Pages 33-36 (Board Leadership Structure)
General Disclosures	102-19	Delegating authority	2022 Proxy Statement, Page 27 (Item 1 - Election of Directors)
General Disclosures	102-20	Executive-level responsibility for economic, environmental, and social topics	Omnicom's leadership team oversees economic, environmental, social and governance initiatives. The leadership team includes our Chief Communications Officer, Chief Diversity Officer, Chief Environmental Sustainability Officer, Chief Financial Officer, General Counsel and Secretary, and Dean of Omnicom University.
General Disclosures	102-21	Consulting stakeholders on economic, environmental, and social topics	2022 Proxy Statement, Page 6 (Shareholder Engagement) 2021 CR Report, Page 52 (About This Report)
General Disclosures	102-22	Composition of the highest governance body and its committees	2022 Proxy Statement, Pages 14-24 (2022 Director Nominees) 2021 CR Report, Page 50 (Board of Directors), 2021 DE&I Report, Page 7 (DE&I Starts at the Top)
General Disclosures	102-23	Chair of the highest governance body	2022 Proxy Statement, Page 33 (Board Leadership Structure)
General Disclosures	102-24	Nominating and selecting the highest governance body	2022 Proxy Statement, Page 25 (Shareholder Nomination Process), 26 (Majority Voting Standard for Election of Directors)
General Disclosures	102-25	Conflicts of interest	2022 Proxy Statement, Pages 38-39 (Ethical Business Conduct)

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
General Disclosures	102-26	Role of highest governance body in setting purpose, values, and strategy	2022 Proxy Statement, Page 26 (Board's Role and Responsibilities) Governance Committee Charter
General Disclosures	102-27	Collective knowledge of highest governance body	Senior management (see General Disclosure 102-20) regularly discusses economic, environmental, social and governance topics during shareholder engagement meetings conducted annually.
General Disclosures	102-28	Evaluating the highest governance body's performance	2022 Proxy Statement, Pages 13-14 (Qualifications of the Members of the Board)
General Disclosures	102-29	Identifying and managing economic, environmental, and social impacts	2022 Proxy Statement, Page 26 (Board's Role and Responsibilities) Governance Committee Charter
General Disclosures	102-30	Effectiveness of risk management processes	2022 Proxy Statement, Page 26 (Board's Role and Responsibilities)
General Disclosures	102-31	Review of economic, environmental, and social topics	2022 Proxy Statement, Page 26 (Board's Role and Responsibilities), Pages 34-36 (Board Operations and Committee Structure)
General Disclosures	102-32	Highest governance body's role in sustainability reporting	Reviewed by Chief Financial Officer
General Disclosures	102-33	Communicating critical concerns	2022 Proxy Statement, Page 33 (Shareholder Communications with Board Members)
General Disclosures	102-34	Nature and total number of critical concerns	Partially Reported: 2022 Proxy Statement, Pages 4-10 (Meeting Agenda and Voting Recommendations)
General Disclosures	102-35	Remuneration policies	2022 Proxy Statement, Pages 8-9 (Executive Compensation Highlights), 39 (Directors' Compensation for Fiscal Year 2021), 42-72 (Executive Compensation)
General Disclosures	102-36	Process for determining remuneration	2022 Proxy Statement, Page 50 (Compensation Discussion & Analysis), 62 (Role of the Independent Compensation Consultant)

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
General Disclosures	102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement, Page 41 (Item 2: Advisory Resolution to Approve Executive Compensation)
General Disclosures	102-38	Annual total compensation ratio	2022 Proxy Statement, Page 72 (Pay Ratio Disclosure)
General Disclosures	102-40	List of stakeholder groups	2021 CR Report, Page 53 (Material Topics Identification) See Also: Stakeholder groups listed throughout 2021 CR Report and 2021 DE&I Report
General Disclosures	102-41	Collective bargaining agreements	0% of Omnicom employees in the United States are covered by collective bargaining agreements.
General Disclosures	102-42	Identifying and selecting stakeholders	2021 CR Report, Page 53 (Material Topics Identification)
General Disclosures	102-43	Approach to stakeholder engagement	2021 CR Report, Page 53 (Material Topics Identification)
General Disclosures	102-44	Key topics and concerns raised	2021 CR Report, Page 53 (Material Topics Identification)
General Disclosures	102-45	Entities included in the consolidated financial statements	2021 10-K, Exhibit 21 (Subsidiaries of Registrant)
General Disclosures	102-46	Defining report content and topic Boundaries	2021 CR Report, Page 52 (About This Report)
General Disclosures	102-47	List of material topics	2021 CR Report, Page 53 (Material Topics Identification)
General Disclosures	102-48	Restatements of information	No material restatements
General Disclosures	102-49	Changes in reporting	None

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
General Disclosures	102-50	Reporting period	Calendar year 2021
General Disclosures	102-51	Date of most recent report	2020
General Disclosures	102-52	Reporting cycle	Annual
General Disclosures	102-53	Contact point for questions regarding the report	csr@omnicomgroup.com
General Disclosures	102-54	Claims of reporting in accordance with the GRI Standards	This report references disclosures from the GRI Standards 2020 and the GRI G4 Media Sector Disclosures, as detailed in this index.
General Disclosures	102-55	GRI content index	2021 CR Report, Page 56 (GRI Reporting Index)
General Disclosures	102-56	External assurance	This report has not been externally assured.
Management Approach	103-1	Explanation of the material topic and its Boundary	2021 CR Report, Page 16 (Training and Development), 25 (Community), 38 (Environment), 49 (Governance), 54 (Omnicom UN Global Compact Communication on Progress) 2021 DE&I Report, Pages 8-14 (Making Omnicom More OPEN)
Management Approach	103-2	The management approach and its components	See General Disclosure 103-1
Management Approach	103-3	Evaluation of the management approach	See General Disclosure 103-1
Economic Performance	201-1	Direct economic value generated and distributed	2021 10-K, F-4-F-8 (Consolidated Balance Sheets)
Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	2021 10-K, Pages 3-6 (Item 1A: Risk Factors)

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	2021 10-K, Pages F-24-F-25 (Defined Benefit Pension Plans)
Market Presence	202-2	Proportion of senior management hired from the local community	Partially reported: The majority of our senior management at the Omnicom holding company level are hired from the countries they work in.
Indirect Economic Impacts	203-2	Significant indirect economic impacts	2021 CR Report, Page 25 (Community), 54 (Omnicom UN Global Compact Communication on Progress)
Procurement Practices	204-1	Proportion of spending on local suppliers	Most of Omnicom's buying decisions are made at the agency level in the context of the production of client products and campaigns.
Anti-corruption	205-1	Operations assessed for risks related to corruption	Partially reported: 2021 CR Report, Page 55 (Omnicom UN Global Compact Communication on Progress: Anti-Corruption) 2021 10-K, Pages 3-6 (Item 1A: Risk Factors)
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Partially reported: 2021 CR Report, Page 51 (Commitment to Ethics and Integrity) Omnicom Code of Business Conduct
Energy	302-1	Energy consumption within the organization	2021 CR Report, Page 43 (Global Energy Footprint)
Energy	302-2	Energy consumption outside of the organization	Partially reported: 2021 CR Report, Page 42 (Reducing Our Energy Footprint)
Energy	302-4	Reduction of energy consumption	2021 CR Report, Page 42 (Reducing Our Energy Footprint)
Emissions	305-1	Direct (Scope 1) GHG emissions	2021 CR Report, Page 43 (Global GHG Emissions ($MTCO_2e$)
Emissions	305-2	Energy indirect (Scope 2) GHG emissions	2021 CR Report, Page 43 (Global GHG Emissions ($MTCO_2e$)

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
Emissions	305-3	Other indirect (Scope 3) GHG emissions	2021 CR Report, Page 43 (Global GHG Emissions ($MTCO_2e$)
Emissions	305-5	Reduction of GHG emissions	2021 CR Report, Page 42 (Reducing Our Energy Footprint)
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Partially reported: Supplier Code of Conduct
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The percentage of part-time employees at the Omnicom holding company level is insignificant. Omnicom doesn't track this information at the agency level.
Employment	401-3	Parental leave	2021 CR Report, Page 21 (Expanded Parental Leave Benefits)
Training and Education	404-1	Average hours of training per year per employee	Partially reported: 2021 CR Report, Page 17 (Omnicom University) Partially reported: 2021 DE&I Report, Page 27 (Diversity, Equity and Inclusion Development and Training)
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	2021 CR Report, Page 17 (Omnicom University)
Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	Employee performance and career development reviews are conducted at the agency level.
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	2021 DE&I Report, Page 7 (DE&I Starts at the Top)
Human Rights Assessment	412-2	Employee training on human rights policies or procedures	Partially reported: 2021 CR Report, Page 51 (Commitment to Ethics and Integrity) Omnicom Human Rights Policy Omnicom Code of Business Conduct

TITLE	DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 LOCATION/RESPONSE
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Partially reported: Supplier Code of Conduct
Public Policy	415-1	Political contributions	Partially reported: U.S. Political Contributions Policy
Media	G4-DMA	Portrayal of Human Rights	Various Omnicom agencies are doing positive work in this area. See: 2021 CR Report, Pages 33-37 (Community: Case Studies) See: 2021 DE&I Report, 26 (Black Moments that Matter), 32 (Agencies in (Inter)Action), 33 (3in5 Challenge), Page 34 (Looking Inside Omnicom), 39 (OPEN Chats), 41 (The Valuable 500)
Media	G4-DMA	Cultural Rights	Various Omnicom agencies are doing positive work in this area. See: 2021 DE&I Report, Page 32 (Agencies in (Inter)Action)
Media	M7	Media Literacy	Omnicom, at the holding company level, contributes to partners that empower audiences and society to develop skills. See: 2021 CR Report, Page 25 (Community)

SASB Standards Index

Omnicom's 2021 SASB Report has been prepared in alignment with the Sustainability Accounting Standards Board (SASB) Advertising and Marketing Standard, Version 2018-10. Disclosures and metrics cover calendar year 2021, unless otherwise indicated. This report complements our annual Corporate Responsibility Report, available at csr.omnicomgroup.com

TOPIC	SASB CODE	ACCOUNTING METRIC	RESPONSE
Data Privacy	SV-AD-220A.1	Discussion of policies and practices relating to behavioral advertising and consumer privacy	Omnicom has a number of affiliates engaged in the business of buying and placing media using behavioral advertising practices. Such activities primarily occur through Omnicom Media Group and its subsidiaries OMD, PHD and Hearts & Science. At times, Omnicom and its subsidiaries use in-house tools and data to launch behavioral advertising campaigns for Omnicom's advertiser clients. At other times, Omnicom and its subsidiaries use industry standard providers to do so on Omnicom's behalf, such as Facebook, Google, numerous demand-side platforms and other providers. Omnicom and its subsidiaries take privacy compliance very seriously and have ingrained it into the company's culture. In the United States, Omnicom complies with the California Consumer Privacy Act (CCPA), guidance from the Federal Trade Commission (FTC) and generally accepted industry self-regulatory standards. In the EU and UK, Omnicom complies with the General Data Protection Regulation (GDPR). Each Omnicom subsidiary maintains a thorough privacy policy, including the following: **https://omnicommediagroup.com/privacy-notice/** and **https://www.annalect.com/privacy/**. Such policies and Omnicom's behavioral advertising practices are regularly reviewed to stay on top of new legal requirements and prevailing industry best practices. Consumers can exercise certain choices regarding the processing of their information as described in such privacy policies or by contacting **privacy@omnicommediagroup.com**.
	SV-AD-220A.2	Percentage of online advertising impressions that are targeted to custom audiences	Omnicom's aim is to help its advertiser clients achieve their goals by serving the right advertisement at the right time to the right audience. This benefits both the advertiser who wants to reach specific audiences, and consumers, who then receive advertisements that are relevant to their interests. Advertising campaigns may involve many methods to do so, including targeting advertisements to custom audiences. Campaigns may also involve contextual advertising, the use of influencers, promotions on social media and advertising on traditional media. Given the complexity of such campaigns and the wide variety of methods used for Omnicom's thousands of clients, it is not feasible to provide a specific percentage of impressions that are targeted to custom audiences.
	SV-AD-220A.3	Total amount of monetary losses as a result of legal proceedings associated with consumer privacy	In the ordinary course of its business, Omnicom may receive third-party subpoenas from regulators or private litigants regarding the customer privacy practices of Omnicom's advertising clients. These inquiries are generally not based on the activities of Omnicom. There have been no material monetary losses incurred by Omnicom as a result of legal proceedings associated with customer privacy to the extent based upon the acts or omissions of Omnicom.

TOPIC	SASB CODE	ACCOUNTING METRIC	RESPONSE
Advertising Integrity	SV-AD-270A.1	Total amount of monetary losses as a result of legal proceedings associated with false, deceptive or unfair advertising	In the ordinary course of its business, Omnicom may be involved in legal proceedings brought by regulators or private litigants who object to the advertising or marketing campaigns disseminated by Omnicom's advertiser clients. Such proceedings may involve allegations that the advertising at issue is false, deceptive or misleading. These proceedings, however, are typically based on the actions of Omnicom's clients and handled by such clients. There have been no material monetary losses incurred by Omnicom as a result of legal proceedings associated with allegations of false, deceptive or unfair advertising.
	SV-AD-270A.2	Percentage of campaigns reviewed for adherence with the Advertising Self-Regulatory Council (ASRC) procedures, percentage of those in compliance	While Omnicom's advertiser clients are ultimately responsible for the advertising claims made about their products or services and for defending their campaigns before the Advertising Self-Regulatory Council (ASRC), Omnicom's attorneys and business affairs teams are familiar with the guidance and precedent set forth by the National Advertising Division (NAD), National Advertising Review Board (NARB), Children's Advertising Review Unit (CARU) and ASRC's other self-regulatory programs. Omnicom takes this ASRC guidance into account when reviewing the various U.S. advertising and marketing campaigns it develops on behalf of clients. Accordingly, Omnicom is confident that 100% of the advertising campaigns it develops that require review are reviewed for adherence with ASRC procedures.
	SV-AD-270A.3	Percentage of campaigns that promote alcohol or tobacco products	3.5% of 2019 revenue, 3.5% of 2020 revenue and 4.2% of 2021 revenue was associated with campaigns for alcohol and tobacco clients. In each of the years, alcohol clients comprised the large majority of these percentages, and a portion of our work for tobacco clients promoted tobacco cessation programs and smoke-free tobacco products.

TOPIC	SASB CODE	ACCOUNTING METRIC	RESPONSE
Workforce Diversity & Inclusion	SV-AD-330A.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals and (3) all other employees	**Omnicom's U.S. Equal Employment Opportunity Commission (EEOC) Data** as of Dec. 31, 2020 and Dec. 31, 2021

	Black 2020	Black 2021	Asian 2020	Asian 2021	Hispanic 2020	Hispanic 2021	White 2020	White 2021	Female 2020	Female 2021
EXECUTIVE MANAGERS	3.1%	3.5%	7.7%	7.5%	5.0%	5.5%	82.6%	81.7%	49.7%	50.9%
MID MANAGERS	4.9%	5.5%	9.0%	9.2%	8.6%	9.6%	74.6%	72.6%	59.9%	58.5%
PROFESSIONALS	5.6%	7.5%	11.2%	11.1%	10.7%	12.0%	69.4%	65.8%	59.7%	62.0%

We believe that these statistics, and the diversity of our Board with six of ten director nominees being women, four being African American and one being Latina, clearly reflect the value Omnicom places on workplace diversity and the strength of its efforts to promote professional opportunities for women and diverse individuals.

Activity Metrics	SV-AD-000.A	Median reach of advertisements and marketing campaigns	Given the scope and variety of Omnicom's advertising and marketing campaigns, this metric cannot be accurately quantified.
	SV-AD-000.B	Number of exposures to advertisements or marketing campaigns	Given the scope and variety of Omnicom's advertising and marketing campaigns, this metric cannot be accurately quantified.
	SV-AD-000.C	Median frequency of exposures	Given the scope and variety of Omnicom's advertising and marketing campaigns, this metric cannot be accurately quantified.
	SV-AD-000.D	Number of employees	Omnicom had 70,000 employees as of Dec. 31, 2019, 64,100 employees as of Dec. 31, 2020 and 71,700 employees as of Dec. 31, 2021.

If you have questions or comments regarding this report, please email csr@omnicomgroup.com.

Read more at csr.omnicomgroup.com.