

WPP SCANGROUP PLC

BOARD DIVERSITY AND INCLUSION POLICY


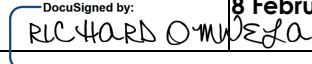
	DESIGNATION	SIGNATURE	DATE
Prepared by	Company Secretary		
Reviewed by	Nomination, Governance and Remuneration Committee	<div>DocuSigned by:</div>  <div>6296EECA5D64404...</div>	5 February 2024
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1. PURPOSE
- 1.1 The objective of the WPP Scangroup Plc Board Diversity and Inclusion Policy ("the Policy") is to ensure diversity and inclusion is taken into consideration in the succession planning, selection, nomination,

operation and evaluation of the Board of Directors of WPP Scangroup Plc ("the Board"), to ensure that the Board represents the markets and societies in which we operate.

- 1.2 The Policy applies only to the Board of WPP Scangroup Plc ("the Company").

2. **APPLICATION**

- 2.1 Diversity and difference powers creativity – from background, lived experience, gender, race and ethnicity, to thinking style, sexual orientation, age, disability, family status and so much more. Our ambition is to unleash the creative potential in every individual across the organisation.
- 2.2 The Company is committed to building a diverse, inclusive and collaborative culture. We recognize and embrace the benefits of having a diverse Board and see diversity at board level as an essential and progressive element in supporting the achievement of the Company's strategic objectives and maintaining a competitive advantage. A diverse Board will include and make good use of a variety of perspectives and approaches offered by Directors.
- 2.3 In determining and planning the Board's composition, diversity will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately with consideration of those from a wide range of backgrounds including, but not limited to, those listed in paragraph 2.1 above.
- 2.4 We remain committed to an inclusive culture in the Boardroom where Directors believe that their views are heard and that they serve in an environment where bias, discrimination or any form of harassment are not accepted, as reflected in the Company's Code of Conduct available on our website.

3. **REVIEW AND MONITORING**

- 3.1 The Nomination and Governance Committee ("the Committee") supports the Board in applying this Policy by reviewing the composition and succession planning of the Board and Board committees, taking into consideration the skills, experience and diversity of the Directors ahead of making recommendations to the Board for any proposed changes.
- 3.2 The Committee also oversees the conduct of the annual review of Board effectiveness and reports annually to the Board, on the progress it has made on the implementation of this Policy. Progress will also be reported as part of the Corporate Governance Section of the Company's Annual Report.