Global Reporting Initiative Index 2019

Universal Standards

Organizational Profile	Strategy	Ethics and Integrity	Governance
Stakeholder Engagement	Reporting Practice	Management Approach	

Topic-Specific Standards

Economic Performance	Indirect Economic Impacts	Anti-Corruption	Energy
Emissions	Supplier Environmental Assessment	Employment	Diversity and Equal Opportunity
Human Rights Assessment	Supplier Social Assessment	Public Policy	Training and Education

Global Reporting Initiative Index 2019

Interpublic is committed to operating sustainably. To us, this means measuring our carbon footprint and working toward limiting that footprint; respecting and encouraging diversity; and being a good corporate citizen of the communities where our employees live and work.

Organizational Profile
Universal Standards

GRI Indicator	Reporting Level
102-1	**Complete**

Report the name of the organization

Interpublic Group of Companies, Inc.

102-1

Report the Name of the Organization

Interpublic Group of Companies, Inc.

GRI Indicator	Reporting Level
102-2	**Complete**

Report the primary activities, brands, products and services

IPG operates in all major world markets – our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines.

We are one of the world's premier global advertising and marketing services companies. Through our 54,000 employees in all major world markets, our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines. Our agencies create customized marketing programs for clients that range in scale from large global marketers to regional and local clients. Comprehensive global services are critical to effectively serve our multinational and local clients in markets throughout the world as they seek to build brands, increase sales of their products and services, and gain market share.

The work we produce for our clients is specific to their unique needs. Our solutions vary from project-based activity involving one agency to long-term, fully integrated campaigns created by multiple IPG agencies working together. With offices in over 110 countries, we can operate in a single region or deliver global integrated programs.

The role of our holding company is to provide resources and support to ensure that our agencies can best meet clients' needs. Based in New York City, our holding company sets company-wide financial objectives and corporate strategy, establishes financial management and operational controls, guides personnel policy, directs collaborative inter-agency programs, conducts investor relations, manages corporate social responsibility programs, provides enterprise risk management and oversees mergers and acquisitions. In addition, we provide certain centralized functional services that offer our companies operational efficiencies, including accounting and finance, executive compensation management and recruitment assistance, employee benefits, marketing information retrieval and analysis, internal audit, legal services, real estate expertise and travel services.

Interpublic is home to some of the world's best-known and most innovative communications specialists. We have three global networks: McCann Worldgroup, Foote, Cone & Belding

("FCB") and MullenLowe Group, which provide integrated, large-scale advertising and marketing solutions for clients. Our global media services companies include UM and Initiative, which operate under the IPG Mediabrands umbrella. We also have a range of best-in-class global specialized communications assets as well as premier domestic integrated and digital agencies that are industry leaders.

- McCann Worldgroup is a leading global marketing solutions network united across more than 100 countries by a single vision: to help brands play a meaningful role in people's lives. The network, ranked by the 2018 Global Effie Index as the world's most creatively effective network in the world, is comprised of agencies that emphasize creativity, innovation and performance. Agencies aligned with McCann Worldgroup to deliver fully integrated solutions include: McCann (advertising), MRM//McCann (digital marketing/relationship management), Momentum Worldwide (total brand experience), McCann Health (professional/dtc communications), CRAFT (production), PMK-BNC (entertainment/brand/popular culture), Weber Shandwick (public relations) and FutureBrand (consulting/design).
- FCB is a global marketing communications company. Based on an understanding of diversified markets and cultures, FCB focuses on creating "Never Finished" ideas for clients that reflect each brand's past and anticipate its future. FCB also offers a range of best-in-class, integrated and specialist marketing capabilities: FCB Health, one of the world's most awarded healthcare marketing networks; shopper-first agency FCB/RED; design agency Chute Gerdeman; experiential agency FCBX; production studios Lord + Thomas and FuelContent; CRM agency FCB/SIX; and digital agencies New Honor Society and HelloComputer.
- MullenLowe Group is a creatively driven integrated marketing communications network with a strong entrepreneurial heritage and challenger mentality. A global creative boutique of distinctive diverse agencies, MullenLowe Group is present in more than 65 markets. With a hyperbundled-operating model, global specialties include expertise in brand strategy, and through-the-line advertising with MullenLowe; digital transformation with MullenLowe Profero; media and communications planning and buying with MullenLowe Mediahub; customer experience activation with MullenLowe Open; and consumer and corporate PR with MullenLowe PR and MullenLowe salt. The group is focused on delivering an "Unfair Share of Attention" for clients and is consistently ranked among the most awarded creative and effective agency networks in the world, and in 2018 was named to the ***Ad Age*** Agency A-List.
- IPG Mediabrands, the global media and data arm of IPG, manages tens of billions of dollars in marketing investment on behalf of its clients, employing over 12,000 marketing communication specialists in over 100 countries. The agency group delivers business results for clients by providing strategic counsel and advisory services to navigate the fast-evolving consumer and media landscape. These solutions are developed and executed through integrated, data-driven marketing strategies. Full-service and global agencies within the

IPG Mediabrands network include UM and Initiative. Additional leading brands and specialist business units include Cadreon, Healix, IPG Media Lab, MAGNA, Orion Holdings, Rapport and Reprise.

- We also have exceptional global marketing specialists across a range of disciplines. Our industry-leading public relations agencies such as Weber Shandwick, Golin, DeVries Global, Axis, Creation and Current Marketing have expertise in every significant area of communication management. Jack Morton is a global brand experience agency, and FutureBrand is a leading brand consultancy. Octagon is a global sports, entertainment and lifestyle marketing agency. Our digital specialist agencies, led by R/GA, Huge and MRM//McCann, are among the industry's most award-winning digital agencies. Our premier healthcare communications specialists reside within our global creative networks.
- Our domestic integrated independent agencies include some of advertising's most recognizable and storied agency brands, including Carmichael Lynch, Deutsch, Hill Holliday and The Martin Agency. The marketing programs created by these agencies incorporate all media channels, CRM, public relations and other marketing activities and have helped build some of the most powerful brands in the U.S., across all sectors and industries.
- Acxiom, which IPG acquired in 2018, provides the data foundation for many of the world's largest and most sophisticated marketers. Acxiom's solutions help clients organize, cleanse and store data in a secure and compliant fashion and will substantially enhance our ability to provide marketing insights and actions to our clients.

We list approximately 100 of our companies on our website under the "Our Companies" section, with descriptions, case studies, social media channels and office locations for each. To learn more about our broad range of capabilities, visit our website at www.interpublic.com.

GRI Indicator	Reporting Level
102-3	Complete

Report the location of the organization's headquarters

909 Third Avenue, New York, New York 10022

GRI Indicator	Reporting Level
102-4	**Complete**

Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report

IPG is a global company with offices in over 110 countries.

IPG continues to invest in and expand our presence in high-growth and strategic geographic regions. In recent years, we have made significant investments in Brazil, India and China, further strengthening our position in these important developing markets. Our operations in India are best-in-class, and we will continue to invest in partnerships and talent in this key market. We also hold a majority stake in the Middle East Communication Networks ("MCN"), among the region's premier marketing services companies. MCN is headquartered in Dubai, with offices across 13 countries. In China, where we operate with all of our global networks and across the full spectrum of marketing services, we continue to invest organically in the talent of our agency brands and opportunistically acquire specialty offerings. Additional areas of investment include key strategic markets in North America, Asia Pacific, Latin America and Africa.

Headquarters

New
York
909 Third
Avenue
New York, NY
10022
United
States
Phone: (212) 704-1200

Regional Office US

13801 FNB
Parkway

Omaha, NE
68154
United
States
Phone: (402) 965-4800

Regional Office Europe

3 Grosvenor
Gardens
London, SW1W
OBD
England
Phone: +44 (0) 20 7082 0120

GRI Indicator	Reporting Level
102-5	Complete

Report the nature of ownership and legal form

IPG is a publicly traded company.

Details regarding the nature of ownership of Interpublic Group may be found within the Annual Report and the Annual Form 10K- Item 1 Business:

investors.interpublic.com

Organizational Profile
Universal Standards

GRI Indicator	Reporting Level
102-6	**Complete**

Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).

We are one of the world's premier global advertising and marketing services companies.

We are one of the world's premier global advertising and marketing services companies. Through our 54,000 employees in all major world markets, our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines. Our agencies create customized marketing programs for clients that range in scale from large global marketers to regional and local clients. Comprehensive global services are critical to effectively serve our multinational and local clients in markets throughout the world as they seek to build brands, increase sales of their products and services, and gain market share.

The work we produce for our clients is specific to their unique needs. Our solutions vary from project-based activity involving one agency to long-term, fully integrated campaigns created by multiple IPG agencies working together. With offices in over 110 countries, we can operate in a single region or deliver global integrated programs.

Our geographic revenue breakdown is listed below:

% of Total Revenue			
	2019	2018	2017
Domestic	62.3%	60.2%	59.9%
United Kingdom	8.5%	9.1%	8.6%
Continental Europe	8.2%	8.6%	8.6%
Asia Pacific	10.8%	12.1%	12.2%
Latin America	4.2%	4.0%	4.3%
Other	5.9%	6.0%	6.4%
Total Consolidated	100.0%	100.0%	100.0%

Organizational Profile

Universal Standards

GRI Indicator	Reporting Level
102-7	Complete

Report the scale of the organization, including: total number of employees, total number of operations, net sales or net revenues, total capitalization broken down in terms of debt and equity, quantity of products or services provided

IPG is a global company with employees and operations in more than 110 countries.

As of December 31, 2018, IPG employed approximately 54,000 people. IPG agencies are located in over 110 countries, including every significant world market. Our geographic revenue breakdown is listed below, as is our consolidated revenue for the last three years.

% of Total Revenue			
	2019	2018	2017
Domestic	62.3%	60.2%	59.9%
United Kingdom	8.5%	9.1%	8.6%
Continental Europe	8.2%	8.6%	8.6%
Asia Pacific	10.8%	12.1%	12.2%
Latin America	4.2%	4.0%	4.3%
Other	5.9%	6.0%	6.4%
Total Consolidated	100.0%	100.0%	100.0%

Total Revenue Year Ended Dec 31st (in millions)	
2019	$10,221.30
2018	$9,714.40
2017	$9,047.60

GRI Indicator	Reporting Level
102-9	**Complete**

Describe the organization's supply chain.

Understanding and Monitoring the Conduct and Impact of our Supply Chain

Each year, IPG spends over $2 billion on products and services from more than 75,000 suppliers around the world.

The Global Sourcing & Procurement (GS&P) function at IPG leverages the collective buying power of all of our agencies across the world and applies a disciplined approach to sourcing and procurement in the categories where we have significant spend, including pass thru spend.

GS&P follows a standard strategic sourcing process. Included in the process is a due diligence phase during which we assess a number of key criteria, including the financial strength, capabilities, capacity, quality of products and services, commitment to diversity and sustainability, and the total cost of ownership associated with suppliers we do business with. Read more about this in our Supplier Code of Conduct.

Supplier diversity and sustainability are key components of our strategic sourcing process and our current and potential clients are highly interested in our approach. We are firmly committed to providing an inclusive environment for minority- and women-owned businesses.

On an ongoing basis, we conduct business review meetings with our key suppliers during which we discuss the feedback we have received from our business units regarding the supplier's performance. In conjunction with supplier reviews, we continually assess the competitive landscape within each of our key supplier verticals. Based upon the feedback received from the business units and the competitive landscape, RFP timelines are established to ensure IPG agencies and clients are receiving best-in-class service and pricing.

IPG understands that suppliers are independent entities, but the business practices and actions of a supplier may significantly impact and/or reflect upon us, our reputation and our brands. Because of this, and because we are committed to operating sustainably, IPG expects all suppliers and their employees, agents and subcontractors (their representatives) to adhere to the IPG Code of Conduct while they are conducting business with and/or on behalf of IPG.

GRI Indicator	Reporting Level
102-10	**Complete**

Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination

There have been no significant changes during the reporting period in IPG's size, structure, ownership, or supply chain.

IPG's relationships with suppliers are governed by our Supplier Code of Conduct which asks that IPG suppliers follow the IPG Code of Conduct. In addition, and as indicated in the Supplier Code, IPG expects that its suppliers share the same social responsibility as IPG with regard to sustainability, diversity, human rights and equal opportunity in the workplace.

During 2018, we completed five acquisitions, one of which was included in the IAN reportable segment, three of which were included in the CMG reportable segment, and Acxiom which is included in the "Corporate and other" group. These acquisitions include a full-service digital agency based in Brazil, an entertainment marketing and brand licensing agency in the fashion and lifestyle sector based in the U.K., a content-focused social creative agency based in the U.K., a data and technology company based in the U.S., and a content production firm based in Israel. During 2018, we recorded approximately $2,131.0 of goodwill and other intangible assets related to our acquisitions.

During 2017, we completed ten acquisitions, eight of which were included in the Integrated Agency Networks ("IAN") operating segment, and two of which were included in the Constituency Management Group ("CMG") operating segment. These acquisitions included a digital marketing agency based in the U.S., a data science and business intelligence firm based in the U.S. with operations in China, an advertising and consulting company based in Indonesia, a strategic communications agency based in the U.K., an independent creative agency based in the U.K., a retail branding and design firm based in the U.S., a content creation and marketing agency based in the Netherlands, an independent media agency and digital consultancy based in Finland, and an integrated marketing communications agency based in Canada. During 2017,

we recorded approximately $62.0 of goodwill and intangible assets related to our acquisitions.

During 2016, we completed ten acquisitions, three of which were included in the IAN operating segment, and seven of which were included in the CMG operating segment. The most significant acquisitions included a product and service design consultancy based in the U.S., an integrated healthcare marketing communications agency based in the U.S., a content creation and digital agency with offices in the U.S. and the U.K., a mobile consultancy and application development agency based in the U.K., a full-service public relations and digital agency based in China, a search engine optimization and digital content marketing agency based in the U.K., and a mobile-focused digital agency based in the U.K. During 2016, we recorded approximately $149.0 of goodwill and intangible assets related to these acquisitions.

GRI Indicator	Reporting Level
102-11	Complete

Report whether and how the precautionary approach or principle is addressed by the organization

The precautionary approach generally applies to manufacturing, rather than service companies. Since IPG is a provider of marketing services, we do not consider the precautionary approach.

GRI Indicator	Reporting Level
102-12	**Complete**

List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses

IPG is committed to good corporate citizenship.

IPG is committed to operating as sustainably as possible. And we define sustainability broadly to include diversity and inclusion, the betterment of our communities and conducting our business in a way that is in sync with the long-term health of our planet.

IPG is a participant in the United Nations Global Compact, an initiative that encourages companies to align strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and to report on the actions the company takes to advance these societal goals. Additionally, we are part of Common Ground, an initiative that brings together the companies in our sector in support of the UN Sustainable Development Goals. IPG has adopted Goal #6, access to water and sanitation, and is working on a number of initiatives in support of this goal including a partnership with charity: water that funded a rehabilitated hand pump for a well in Ethiopia, a community where about 70% of the population previously lacked access to clean water.

We also aim to strengthen the communities where our employees live and work. Every day, around the world, teams from our agencies are working in their local markets on projects that include raising awareness of mental health, domestic violence and women's empowerment in its offices and celebrating diversity and equal rights around the world.

Each year, IPG contributes financially as well as through in-kind donations to many organizations focused on economic justice, environmental, health and social impact, that have a positive effect on the communities where our employees live and work. Below is a list of some of the organizations to which IPG has contributed during the past year.

The Advertising Council, Inc.

Advertising Educational Foundation

American Museum of Natural History

American Red Cross

The Apollo Theater Foundation

Baruch College Fund

Catalyst

charity: water

Committee Encouraging Corporate Philanthropy

Dress for Success Worldwide

The Fresh Air Fund

The Fund for Public Schools – IPG Scholarships

Holy Apostles Soup Kitchen

James Lenox House Association

LiLY

Lincoln Center Corporate Fund

Muscular Dystrophy Association

National Association of Basketball Coaches Foundation

National Center on Addiction and Substance Abuse

National Medical Fellowships

National Kidney Foundation

New York City Center

The New York Pops

New York Presbyterian Hospital

NYC Outward Bound Center

NYWICI Foundation

Partnership for Drug-Free Kids

Partnership for New York City

Ronald McDonald House of New York

She Runs It

St. Francis Food Pantries & Shelters

The New Jersey Sharing Network

The Paley Center for Media

The Wrap Women Foundation

UJA Federation

United Nations Foundation

Whitney Museum of American Art

GRI Indicator	Reporting Level
102-13	**Complete**

List memberships of associations and national or international advocacy organizations to which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic

IPG takes its role as a corporate citizen seriously. This includes membership and leadership roles in trade associations as well as community organizations that impact the lives of communities where our employees live and work.

IPG and its agencies support numerous national and international advocacy organizations that are strategic to our business and impact communities where our employees live and work. A representative list is below.

INTERPUBLIC GROUP MEMBERSHIPS OF ASSOCIATIONS AND ORGANIZATIONS

Organization	Agency	Position
3% Movement	MullenLowe U.S.	Advisory Board Member
4A's Communications Committee	MullenLowe U.S.	Committee Member
4A's New England Regional Board	MullenLowe U.S.	Board Member
4A's OOH Committee	Rapport	Member
4A's Strategy Committee	MullenLowe U.S.	Committee Member
4A's Talent Conference	Hill Holliday	Member
A Place at the Table	Octagon	Member
Academy of Motion Pictures, Arts and Sciences	Rogers & Cowan	Member
Account Planning Group (APG)	LOLA MullenLowe	Board Member
Adcraft Club of Detroit	Campbell Ewald	Board Member
AdFed	Carmichael Lynch	Board Member
AdLedger	Reprise	Board Member
Ad Ops	MAGNA	Advisory Council

Adopt-A-Family Inc.	Octagon	Member
Advertising Agencies Association of India	MullenLowe Lintas Group	Member
Advertising Club of New York (The Ad Club)	Hill Holliday, Initiative	Member, Board Member
Advertising Council	Campbell Ewald, FCB, Hill Holliday, Initiative, McCann, MullenLowe US, Octagon, R/GA, Weber Shandwick	Board Member, Substantive Funding, Council Member
Advertising Educational Foundation (ANA Educational Foundation)	Deutsch, IW Group, McCann, R/GA, Weber Shandwick	Board Member, Advisory Board Member
Advertising Foundation	MullenLowe Istanbul	Board Member
Advertising Research Foundation	Huge	Member
Agency Circle	303 MullenLowe	Member
Alex's Lemonade Stand Foundation	Tierney	Board Member
Allie's Friends Foundation	Octagon	Member
ALS of Arkansas	Octagon	Member
Alzheimer's Foundation of America	Octagon	Member
American Advertising Federation	FCB, Hill Holliday, R/GA, Weber Shandwick	Board Member, Member, Advisory Board
American Association of Advertising Agencies (4As)	Campbell Ewald, Carmichael Lynch, Deutsch, FCB, Golin, Hill Holliday, Huge, Identity, Initiative, IPG Mediabrands, Jack Morton, MAGNA, MullenLowe Group, New Honor Society, The Martin Agency, McCann, Rapport, R/GA, Society, UM, Weber Shandwick	Board Member, Committee Member, Council Member, Member
American Dance Movement	Rogers & Cowan	Board Member
American Diabetes Association	Octagon	Member
American Heart Association	Octagon	Member
American Library Association	Huge	Committee Member
American Lung Association in Rhode Island	Octagon	Member
American Marketing Association	Carmichael Lynch	Member
American National Red Cross Rhode Island Chapter	Octagon	Member
Amos House	Octagon	Member
AMPAS	Rogers & Cowan	Member
AMREF Board	MullenLowe Profero	Member

APG Consultancy Ltd Tokyo	Octagon Talent+Properties	Advisory Board
APG Germany	GGH MullenLowe	Member
Arizona State University College of Law Sports	Octagon Talent+Properties	Advisory Board, Member
Arthritis Foundation, New England Region	Octagon	Member
Arthur W. Page Society	Golin, IW Group, Weber Shandwick	Member, Board of Trustees
ArtsBoston	MullenLowe U.S.	Board Member
Asian & Pacific Islander American Chamber of Commerce & Entrepreneurship	IPG, IW Group	Board Member, National Chairman
Asian & Pacific Islander American Scholarship Fund	IW Group	Advisory Member
Asian American Advertising Federation	IW Group	Board Member
Asian Americans Advancing Justice	IW Group	Board Member
Asian Real Estate Association of America	IW Group	Advisory Council
Asociación Española de Agencias de Communicación Publicitaria (AEACP)	LOLA MullenLowe	Board Member
Asociación Española de Anunciantes (AEA)	LOLA MullenLowe	Board Member
Association Communication Publique (Public Communication Association)	MullenLowe France	Member
ACA SA (Association for Communication and Advertising, South Africa)	MullenLowe South Africa	Board Director and Chair
Association of National Advertisers (ANA)	Hill Holliday, The Martin Agency	Member
Association of National Advertisers – Alliance for Inclusive and Multicultural Marketing (ANA-AIMM)	IW Group	Board Member
Association of the British Pharmaceutical Industry (ABPI)	Virgo Health	Member
ATAS	Rogers & Cowan	Member
Autism Charlotte	Octagon	Board Member
Autism Project	Octagon	Member
BalletX	Tierney	Board Member
B-Corporation	MullenLowe Salt	Ambassador
BAM	R/GA	Board Member
Barrington Education Foundation	Octagon	Member
Barrington High School Parents Association: Afterprom	Octagon	Member
Bayside YMCA	Octagon	Member
Bayuda en Acción Colombia	MullenLowe SSP3	Board of Directors
Berlin School	R/GA	Board Member

BIMA, A MITX Organization	MullenLowe US	Executive Committee
Blackstone Valley Prep Mayoral Academy	Octagon	Member
Bottom Line	Hill Holliday	Board of Directors
Boys & Girls Club	Octagon	Member
Brain Injury Association of RI	Octagon	Member
Brand Activation Association	FCB/RED, FCB X	Board Member
Brigham and Women's Hospital	Hill Holliday	Board Member
Bright Pink	Golin, Octagon	Board Member, Member
Brighter Futures Zambia	MullenLowe Open	Trustee
Brightwater Culinary School	Octagon	Member
British Independent Film Association	MullenLowe London	Chairman
Build Our Kids Success (BOKS)	Octagon	Member
C&F Bank	The Martin Agency	Board Member
Canadian Council of Public Relations Firms	Weber Shandwick	Member
Canadian Foundation for AIDS Research	Weber Shandwick	Board Member
Canadian Foundation for Pharmacy	McCann Health	Executive Committee
Canadian Public Relations Society	Weber Shandwick	Member
CARITAS Metro Richmond	The Martin Agency	Board Member
Celiac Disease Foundation	Hill Holliday	Member
Center for Asian American Media	IW Group	Board Member
Center for Asian Pacifics United for Self-Empowerment	IW Group	Board Member
Center for Environmental Farming Systems	Octagon	Member
Center of Resilience	Octagon	Member
Centre Street Food Pantry	Octagon	Board Member
Cerebral Palsy Alliance Research Foundation	IPG Mediabrands	Board Member
Chamber RVA (formerly Greater Richmond Chamber)	The Martin Agency	Board Member
Champions for Learning (Education Foundation)	Octagon	Member
Chicago Association of Direct Marketing	FCB Chicago	Board Member
Chicago Children's Choir	Golin	Board Member
Chicago Foundation for Women	FCB/RED	Board Member
Chicago Ideas Week	FCB	Board Member
Chicago Parks Foundation	Octagon	Substantive Funding
Chicago Public Library Foundation	FCB Chicago	Board Member

Chief Executives' Club of Boston	Hill Holliday	Board of Governors
Child Care Services Association	Octagon	Member
Children's Advocacy Center of Benton County	Octagon	Member
Children's Wish Group of RI	Octagon	Member
Circulo de Creativos del Paraguay	MullenLowe SSP3	President
Circumnavigators Foundation	Weber Shandwick	Member
City and County of San Francisco – Mayor's Small Business Advisory Council	IW Group	Member
City Center	McCann	Board Member
City Year Boston	Jack Morton	Board Member
City Year Providence	Octagon	Member
Civil Institute of Advertising Auto-regulation (ICAP)	FCB	Board Member
Clinton Global Initiative Disability Working Group	Weber Shandwick	Member
Club de Creativos	LOLA MullenLowe	Member
Coalition of Asian Pacifics in Entertainment	IW Group	Board Member
Codelicious	Octagon	Member
College for Creative Studies	Campbell Ewald	Board Member
College of Social Innovation	Jack Morton	Advisory Board
College Visions	Octagon	Member
ColorComm	Weber Shandwick	Board Member
Community Foundation	Octagon	Member
Community Prep	Octagon	Member
Community Scholarship Fund of Barrington	Octagon	Member
Conetoe Family Life Center	Octagon	Member
Conservation Lands Foundation	Cassidy & Associates	Board Member
Council on Foreign Relations	Weber Shandwick	Member
Creative Alliance	Huge	Committee Member
Creative Council of South Africa	MullenLowe South Africa	Member
Crossroads Education	Octagon	Member
Crossroads Rhode Island	Octagon	Member
Curiosity.com	Weber Shandwick	Member
D&AD Advisory Board	MullenLowe Group	Board Member
Dallaglio Foundation	The Brooklyn Brothers	Trustee
Day One	Octagon	Member
DePaul University	Golin	Board Member
Direct Marketing Association of Detroit	Campbell Ewald	Board Member
DMA	FCB Chicago	Board Member

D-Show	Campbell Ewald	Board Member
Duke Global Health Institute	Weber Shandwick	Chairman, Advisory Board
Duke of Edinburgh	The Brooklyn Brothers	Committee Member
Earth University	The Martin Agency	Board Member
Economic Club	FCB Chicago, Octagon Talent+Properties	Member, Board of Directors
Economic Progress Institute	Octagon	Member
El Sol Festival	LOLA MullenLowe	Advisory Board
Eleven Fifty Academy	Octagon	Member
Elfreth's Alley Association, a National Historic Landmark	Tierney	President
Elizabeth Glaser Pediatric AIDS Foundation	Weber Shandwick	Board Member
Emma Pendleton Bradley Hospital	Octagon	Member
Epilepsy Foundation of America	Carmichael Lynch	Board Member
Equity Lifestyle Properties, Inc.	The Martin Agency	Board Member
European Sponsorship Association	Octagon	Committee Member
Executives Club	FCB Chicago	Member
Experian Client Advisory Board	FCB Chicago	Member
Facebook Creative Council	FCB, R/GA	Board Member, Member
Factory Theatre Toronto	Weber Shandwick	Board Member
Farm Fresh Rhode Island	Octagon	Member
Feeding America	Octagon	Partnership
Fenway Health	MullenLowe U.S.	Board Member
Film2Future	Deutsch	Partner
Financial Executives International	Golin	Board Member
FindSpark	Hill Holliday	Member
First Tee	Octagon	Member
Forbes Agency Council	Carmichael Lynch	Member
Free The Bid	Huge, New Honor Society	Member
French Agencies Association (AACC)	MullenLowe France	Board Member
Friends of Barrington Senior Center	Octagon	Member
Fort Hays State University Entrepreneurship Advisory Council	IW Group	Member
Fundacion Compaz Centro de Recursos para La Paz 2017	Weber Shandwick	Board Member
Futures & Options	IPG Mediabrands	Board Member
GAIN/USAID	McCann Health	Consulting Advisor

Gaits of Harmony Therapeutic Riding	Octagon	Member
Gamble Aware	MullenLowe London	Advisor
GeoPath	Rapport	Board Member
Girl Scouts of Eastern PA	Tierney	Board Member
Girl Scouts of Central Indiana	Octagon	Member
Girl Scouts of Southeastern New England	Octagon	Member
Girls on the Run	Octagon	Volunteer
Global Workspace (GWA)	GGH MullenLowe	Member
Gloria Gemma Breast Cancer Resource Foundation	Octagon	Member
Golf Fights Cancer	Octagon	Member
Golf For All	Octagon	Member
Golf Foundation of RI Button Hole	Octagon	Member
Goodman Theatre	Golin	Board Member
Greater Boston Chamber of Commerce	Hill Holliday, MullenLowe U.S.	Board Member, Board of Directors, Member
Greater Portland Boys & Girls Club	Octagon Talent+Properties	Director
Greater Richmond ARC	The Martin Agency	Board Member
Greater Richmond Partnership	The Martin Agency	Member
Greater Providence YMCA	Octagon	Member
Greater West Point YMCA	The Martin Agency	Board Member
Healthcare Consultancies Association	Virgo Health	Finance Committee
Highlander Charter School	Octagon	Member
HK Board for the Wilson Global Initiative	Golin	Board Member
Hockomock Area YMCA	Octagon	Member
Hole in the Wall Gang Camp	Octagon	Member
Honorary Prize Corazon Verde	MullenLowe SSP3	Jury
Hope Hospice & Palliative Care Rhode Island	Octagon	Member
Hugo Group	FCB	Member
Humane Society of Charlotte	Octagon	Committee Member
IAC Video Excellence Council	Initiative	Board Member
IAB (Interactive Advertising Bureau)	Ansible, Deutsch, FCB, LOLA MullenLowe, UM	Board Member, Member, Committee Member
I-COM Chief Data Officer Council	Huge	Member
IMA India – 'The India Chief Marketing Officers' Forum	MullenLowe Lintas Group	Member

Independence Charter School	Tierney	Board Member
Indy Women in Tech Foundaton	Octagon	Member
Inspiring Minds	Octagon	Member
Institute for Public Relations (IPR)	Golin	Board Member
Institute of Communications and Advertising (ICA), Canada	Weber Shandwick	Board Member
Institute of Directors	FCB	Member
Institute of Practitioners in Advertising (IPA)	FCB, Initiative, Mediabrands Insights, MullenLowe London, Rapport	Member, President
Inter-Faith Food Shuttle	Octagon	Member
International Advertising Association	McCann	Committee Member
International Agencies Council for the EACA (European Association of Communication Agencies)	MullenLowe London	Member
International Association of Business Communicators	Weber Shandwick	Member
International Market Assessment India Private Limited	MullenLowe Lintas Group	Advisory Council Member
International Pharmaceutical Federation (FIP)	McCann Health	Board Member
International Society for Medical Publication Professionals (ISMPP)	Virgo Health, McCann Health	Member, Board Member
International Tennis Hall of Fame	Octagon Talent+Properties	Board of Governors, Committee Member
Iona Women's Advisory Board	FCB	Member
IPA Council	MullenLowe London	Fellow, Council Member
IPA Digital Business Group/Brand Tech Group	MullenLowe London	Member
IPA Effectiveness Leadership Group	MullenLowe London	Fellow
IPG Media Futures Group	Initiative, UM	Committee Member
Japan Advertising Agency Association	McCann	Committee Member
Japanese American Citizens League	IW Group	Board Member, Regional Governor
Japanese American Cultural & Community Center	IW Group	Board Member

Japan Magazine Advertising Association	McCann	Committee Member
JDRF	Octagon	Member
Jewish Alliance of Greater Rhode Island	Octagon	Member
JFL42 Comedy Festival, Toronto, Canada	Weber Shandwick	Board Member
JNBA	Carmichael Lynch Relate	Advisory Board
Joe Andruzzi Foundation	Octagon	Member
Journal of Communication in Healthcare	Virgo Health	Board Member
Junior Achievement of Rhode Island	Octagon	Member
Kingston University Marketing Experts Committee	MullenLowe Open	Member
Kizuna	IW Group	Board Member
Korean Youth and Community Center	IW Group	Board Member
LAGRANT Foundation	IW Group, Weber Shandwick, Golin	Board of Directors, Board Member
Latino Policy Leadership Forum	The Axis Agency	Board Member
Level Field Fund/Ross Powers Foundation	Octagon Talent+Properties	Director
LIFT Academy	Octagon	Member
Loaves & Fishes Rhode Island	Octagon	Member
Loyola School of Mass Communications	MullenLowe U.S.	Board Member
M-School: Institute of Marketing at LMU	Deutsch	Member
MAIP	Carmichael Lynch, Hill Holliday, New Honor Society	Member
MGGB	MullenLowe London	Member
Maine Sports Hall of Fame	Octagon Talent+Properties	Director
Make-A-Wish Foundation of Greater Virginia	The Martin Agency	Member, Committee Member
Make-A-Wish Foundation of Japan	McCann	Committee Member
March of Dimes	Octagon, Rogers & Cowan	Member, Board Member
Marcus Graham Project	FCB	Board Member
Market on Market	Octagon	Member
Marketing Committee for Old City District	Tierney	Board Member
Marketing Society of the UK	MullenLowe Group, MullenLowe London	Member, Chairman
Marriott Foundation	Golin	Board Member
Marwen	FCB	Board Member
Mas Mujeres Creativas (More Creative Women)	LOLA MullenLowe	Member

MassART	MullenLowe US	Advisory Board
Media360	MullenLowe London	Advisory Board
Media Federation of Australia (MFA)	303 MullenLowe	Member
Media For All (MEFA)	MullenLowe London	Founding Member
Meet Minneapolis, Convention and Visitors Association	Carmichael Lynch Relate	Board Member
Meeting Street	Octagon	Member
Mercy Hospital Foundation	Octagon	Member
Miami Ad School	GGH MullenLowe, R/GA	Member, Board Member
Minneapolis Community Alliance	Carmichael Lynch Relate	Member
Minneapolis Downtown Council	Carmichael Lynch Relate	Committee Member
Mpls MadWomen	Carmichael Lynch	Member
Museum of Work and Culture	Octagon	Member
Musicopia	Tierney	Board Member
NABS Fast Forward	MullenLowe London	Chairman
National 4-H Council	Dailey	Board Member
National Association for Corporate Directors, New England Chapter	Hill Holliday	Advisory Council
National Association of Asian American Professionals	IW Group	Board Member
National Fallen Firefighters Foundation	Octagon	Committee Member
National Gallery Singapore	MullenLowe Group APAC	Advisory Member
National Kidney Foundation	Initiative	Board Member
National Student Advertising Competition	Hill Holliday	Member
NC Junior Chef Competition	Octagon	Member
NCH Healthcare Foundation	Octagon	Member
Network of Executive Women	Octagon	Member
NetBase Customer Advisory Board	Carmichael Lynch Relate	Advisory Board
New Leash on Life	Tierney	Board Member
New York Women in Communications (NYWICI)	Weber Shandwick	President, Board Member
Nextech	Octagon	Member
Ngee Ann Polytechnic School of Film & Media Studies	MullenLowe Group APAC	Advisory Member
NHS Blood and Transplant Liver Advisory Group	Virgo Health	Lay Advisor

NHS Research, Innovation and Novel Technologies Advisory Group	Virgo Health	Chairman
Nielsen	IW Group	Advisory Council
Northwest Arkansas Children's Shelter	Octagon	Member
Northwest Arkansas Food Bank	Octagon	Member
NYU Tisch School of Fine Arts	R/GA	Board Member
OCA National	IW Group	Advisory Council
Off the Street Club	FCB/RED, Golin	Board Member
Old Colony Habitat for Humanity	Octagon	Member
One Club	FCB, The Martin Agency, McCann, R/GA	Board Member, Member
One Million Degrees	FCB	Board Member
Origen	MullenLowe SSP3	Board of Directors
Our Sister's School	Octagon	Member
Paley Center for Media	Deutsch	Board Member
Palmetto Ridge High	Octagon	Member
Paraguayan Association of Advertising Agencies	MullenLowe SSP3	Member
Parsons New School of Design	R/GA	Board Member
Partnerships Panel Committee	MullenLowe London	Member
Pathology Quality and Clinical Governance Committee	Virgo Health	Committee Member
PBS	IW Group, The Martin Agency	Board Member
PeaceLove Foundation	Octagon	Member
Philadelphia Ad Club	Tierney	Board Member, Committee Member
Pilobolus Dance Theater	R/GA	Board Member
Point Foundation	MullenLowe U.S.	Emeritus Board Member
Portuguese Association of Advertising, Communication and Marketing Agencies (APAP)	FCB	Board Member
PR Council	Carmichael Lynch, Current, Devries Global, Golin, Huge, Weber Shandwick	Board of Directors, Board Member, Member
President's Advisory Council on Doing Business In Africa	Weber Shandwick	Member
President's Commission on Asian Americans and Pacific Islanders	IW Group	Commissioner

Project Art	Devries Global	Board Member
Project Lead the Way	Octagon	Member
Project Undercover	Octagon	Member
PRSA Foundation	Carmichael Lynch Relate, Weber Shandwick	Board Member, President
PRSA Los Angeles	Golin, IW Group	Board Member, Member
Providence After School Alliance	Octagon	Member
Providence Children's Museum	Octagon	Member
RADA	MullenLowe London	Member
Raleigh City Farm	Octagon	Member
Red Sox Foundation	Octagon	Member
Rhode Island Community Food Bank	Octagon	Member
Rhode Island Parent Information Network	Octagon	Member
Rhode Island Public Radio	Octagon	Member
Rhode Island Sponsoring Education (RISE)	Octagon	Member
Richmond Forum	The Martin Agency	Board Member
Right to Play	Octagon Talent+Properties	Board of Directors
Ron Brown Scholar Program	Weber Shandwick	Advisory Board, Chairman
Ronald MacDonald House	McCann, Octagon	Chairman, Member
Roosevelt University	Golin	Board Member
Route – The Audience Research Body for Outdoor Advertising	Rapport	Board Member, Committee Member
Royal Society for the Encouragement of Arts	MullenLowe London	Fellow
Sacred Heart Board	FCB	Member
San Miguel School	Octagon	Member
Sarah Hardwig Golf Outing	Octagon	Member
Save the Bay	Octagon	Member
Save the Children	FCB	Board Member
Serve Rhode Island	Octagon	Member
She Runs It (formerly Advertising Women of New York)	Weber Shandwick	Board Member
Sojourner House	Octagon	Member
Sophia Academy	Octagon	Member
Somerset House	MullenLowe London	Board of Trustees
Spanbild Holdings Ltd	FCB	Board Member
Special Olympics International	Octagon	Global Partner

Special Olympics Rhode Island	Octagon	Member
Sports Backers	The Martin Agency	Board Member
Spurwink RI	Octagon	Member
Stadium Theatre Foundation	Octagon	Member
Stanford School of Earth, Energy & Environmental Sciences	Cassidy & Associates	Board Member
Super Bowl 52	Carmichael Lynch Relate	Committee Member
Superbrands Council	Jack Morton	Member
Susan G. Komen	Octagon	Partnership
Sustainability Board for the British Chamber of Commerce in Singapore	MullenLowe Salt	Co-Chair
Sydney Marketing Society	Reprise	Member
Tap-In, Inc.	Octagon	Member
Techfront Australia Pty Ltd	FCB	Board Member, Chairman
Tech Point Foundation for Youth	Octagon	Member
Texterchmiede	GGH MullenLowe	Member
The Advertising Standards Council of India (ASCI)	MullenLowe Lintas Group	Member
The Base	Octagon	Member
The BrandLab	Carmichael Lynch	Board Member
The Christie NHS Trust	McCann Health	Board Member
The College of New Jersey Foundation	Weber Shandwick	Board Member
The Concussion Legacy Institute	Octagon Talent+Properties	Advisory Board
The Community College of Philadelphia Foundation	Tierney	Committee Member
The Creative District Philadelphia	Tierney	Founder
The First Tee of Northwest Arkansas	Octagon	Member
The Foundation for Excellence in Women's Health Care	FCB	Board Member
The Greater Philadelphia Chamber of Commerce	Tierney	Board Member
The Greater Richmond Chamber of Commerce	The Martin Agency	Board Member
The Greater West Point Family YMCA	The Martin Agency	Board Member
The iAB	R/GA	Board Member
The International Radio & TV Society Foundation	IPG Mediabrands	Board Member
The James Beard Foundation	Octagon	Member
The Learning Center for the Deaf	Octagon	Member

The National Institute for Health and Care Excellence (NICE)	Virgo Health	Board Member
The Path to Purchase Institute	FCB/RED	Member
The Performance Theatre	Weber Shandwick	Member
The Point Foundation	Rogers & Cowan	Board Member
The Providence Center	Octagon	Member
The Rotary Club	Octagon	Member
The Seminar	IW Group	Member
The Shockoe Partnership	The Martin Agency	Board Member
The Sports Museum	Octagon	Council Member
The United Way of Southeastern PA and Southern New Jersey	Tierney	Board Member, Committee Member
ThinkLA	Deutsch	Board of Directors
Tide's Family Services	Octagon	Member
Time's Up Advertising	The Martin Agency, McCann	Member, Founding Member
Tokyo Advertising Health Insurance Association	McCann	Committee Member
Turkish Advertising Association	MullenLowe Istanbul	Board Member
UCLA Communications Dept	Rogers & Cowan	Board Member
UK Effies Committee	MullenLowe London	Member
UN Commission on Lifesaving Commodities for Women and Children	McCann Health	Member
UN Every Woman Every Child Initiative	McCann Health	Supporting Member
UN Foundations Communications Corps Advisory Panel	McCann Health	Advisory Panel
UN Private Sector Constituency of the Partnership for Maternal, Newborn and Child Health	McCann Health	Member
UN Program for Private Sector Partnerships	McCann Health	Supporting Member
UNC School of Media and Journalism	FCB	Advisory Board Member
UNHCR Advisory Council	Weber Shandwick	Board Member
Unión Colombiana de Empresas Publicitarias – Colombian Association of Advertising Agencies (UCEP)	MullenLowe SSP3	Board of Directors
Union of French Media Agencies (UDECAM)	IPG Mediabrands	Member

University of Delaware Alfred Lerner College of Business & Economics	Octagon	Leadership Advisory Board
University of Florida Public Relations Advisory Council	IW Group	Member
University of Georgia's Grady School	Golin	Board Member
University of Iowa	Golin	Member
University of Minnesota Journalism School	Carmichael Lynch Relate	Member
University of Minnesota's National Diversity Board	Carmichael Lynch	Board Member
University of Southern California PR Advisory Council	Golin, IW Group	Member
University of Wisconsin	Golin	Board Member
University of Wisconsin – Madison, School of Journalism and Mass Communications	MullenLowe U.S.	Board of Visitors
URI Foundation – Golf Team	Octagon	Member
U.S. African Development Foundation	Weber Shandwick	Chairman
U.S. Ultimate Association	Jack Morton	Board of Directors
USAID Advisory Committee on Voluntary Foreign Aid	Weber Shandwick	Chairman of Advisory Committee
USC Center for Public Relations	Golin	Board Member
USGA	Octagon	Member
VCU Brandcenter	FCB, MullenLowe U.S.	Board Member
VCU Robertson School of Media & Culture	The Martin Agency	Chair of Advisory Committee
Venture Richmond	The Martin Agency	Board Member
Virginia Commonwealth University	R/GA	Board Member
Virginia Film Festival	The Martin Agency	Board Member
Virginia Tech Department of Communication	The Martin Agency	Board Member
Virginia Tech Pamplin College of Business	FCB	Board Member
VNA Health Group	Weber Shandwick	Board of Trustees
WACL – Gather Committee	MullenLowe London	Member
WACL – Vote 100 Committee	The Brooklyn Brothers	Member
Warehouse Project & Gallery	FCB Chicago	Board Member
Weave Youth & Community Services	Jack Morton	Board Member
Western Connecticut State University Marketing Advisory Council	IW Group	Member
Wharton School of Business: Wharton Future of Advertising Program	Deutsch	Global Advisory Board

Wine and Business Club	MullenLowe France	Member
WISE	Octagon	Member
Women in Sports & Events	Octagon	National Chairperson
Women's Fund of Central Indiana	Octagon	Member
Women's Leadership Network	The Martin Agency	Advisory Board
Woonsocket Education Department	Octagon	Member
World Business Chicago	FCB	Board Member
Wounded Warrior	Octagon	Member
WTA	Octagon Talent+Properties	Board of Directors
Year Up	Octagon	Member
YMCA Arts and Letters Foundation	Initiative	Board Member
YMCA	Octagon, Tierney	Member, Board Member, Committee Member
Young Presidents Organization	The Martin Agency	Member
Youth Pride	Octagon	Member
YPO Washington DC	HUGE	Committee Member
Zero Touch Digital	The Martin Agency	Advisory Board

Organizational Profile

Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-1	Complete	Report the name of the organization	Interpublic Group of Companies, Inc.	
102-2	Complete	Report the primary activities, brands, products and services	IPG operates in all major world markets – our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines.	
102-3	Complete	Report the location of the organization's headquarters	909 Third Avenue, New York, New York 10022	
102-4	Complete	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	IPG is a global company with offices in over 110 countries.	
102-5	Complete	Report the nature of ownership and legal form	IPG is a publicly traded company.	

102-6	Complete	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	We are one of the world's premier global advertising and marketing services companies.	
102-7	Complete	Report the scale of the organization, including: total number of employees, total number of operations, net sales or net revenues, total capitalization broken down in terms of debt and equity, quantity of products or services provided	IPG is a global company with employees and operations in more than 110 countries.	
102-9	Complete	Describe the organization's supply chain.	Understanding and Monitoring the Conduct and Impact of our Supply Chain	

102-10	Complete	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	There have been no significant changes during the reporting period in IPG's size, structure, ownership, or supply chain.	
102-11	Complete	Report whether and how the precautionary approach or principle is addressed by the organization	The precautionary approach generally applies to manufacturing, rather than service companies. Since IPG is a provider of marketing services, we do not consider the precautionary approach.	
102-12	Complete	List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	IPG is committed to good corporate citizenship.	

102-13	Complete	List memberships of associations and national or international advocacy organizations to which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic	IPG takes its role as a corporate citizen seriously. This includes membership and leadership roles in trade associations as well as community organizations that impact the lives of communities where our employees live and work.	

GRI Indicator	Reporting Level
102-14	**Complete**

Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability

Message from Michael Roth, Chairman and CEO of Interpublic

This year, IPG has continued to strengthen our commitment to operating sustainably. We define sustainability broadly as conducting our business ethically, committing to create marketing messages that promote sustainable consumption patterns, minimizing our environmental impact, and fostering a culture of inclusion and equity. Our sustainable operations are aligned with the long-term health of the communities where our employees live and work.

In this, our fifth year of reporting on our sustainability initiatives utilizing the GRI framework, we have continued to strengthen our commitment. This year, we expanded the measurement of our emissions and other environmental impacts using GHG Protocol Corporate Standards to include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%). And, in terms of our greenhouse gas emissions, we remain committed to our Scope 2 relative intensity target for 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

We once again renewed our support of the United Nations Global Compact and committed to uphold the Compact's 10 principles in the areas of environmental sustainability, fair labor practices, human rights and anti-corruption.
This year, IPG has continued its support of United Nations Sustainable Development Goal #6, access to water and sanitation for all, along with our other purpose-driven work that aligns with IPG's role as a member of the Business Roundtable and a signatory to its new Statement on the Purpose of a Corporation, which aims to promote an economy that serves all Americans.

Throughout the year, IPG agencies continue to engage on issues of concern in their local

communities and globally. Recent projects have included promoting organic farming, breaking down gender stereotypes and bringing awareness to mental health. Doing what's right for our communities is an important part of our DNA and of our history. It's also critical to our continued success.

The single most important factor in our company's success is talent – our human capital. And our talent is drawn from people of varying ages, backgrounds, cultures, faiths, genders, physical abilities, races, gender identity, and sexual orientations – to name but a few of the qualities that make each of us unique. As part of our human capital management, IPG has committed substantial resources and expertise to increasing diversity in our ranks and to forging a sustainable culture of inclusion at our company. This past year, IPG's diversity and inclusion group executed programs that reached thousands of people around the network. At IPG, we encourage, protect and celebrate our diversity, understanding its importance to our success as an employer, and in the marketplace. We also work to ensure that we provide world-class benefits, training and career development for our talent.

We remain committed to working to deepen and broaden our commitment to sustainability during the year ahead. You can read more about IPG's commitment to communities where our employees live and work is featured in the Sustainability and Purpose area of our website.

Strategy
Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-14	Complete	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	Message from Michael Roth, Chairman and CEO of Interpublic	

Ethics and Integrity

Universal Standards

GRI Indicator	Reporting Level
102-16	**Complete**

Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics

Interpublic's Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs.

Interpublic's Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs. Each year, employees are required to take a course that reviews the code and focuses on particularly relevant topics in the code. We have had great success with employee participation in these courses. Participation rates for the past two years follow:

For 2017 Code of Conduct: 97%

For 2018 Code of Conduct: 95%

Ethics and Integrity

Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-16	Complete	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Interpublic's Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs.	**Principle 10:** Anti-Corruption

GRI Indicator	Reporting Level
102-18	**Complete**

Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts

Our Proxy Statement provides detailed information on our governance structure.

Our Proxy Statement provides detailed information on our governance structure.

Information on the governance structure of IPG including the committees of the highest governance body which are responsible for decision-making on economic, environmental and social impacts can be found in the Corporate Governance Section of or Proxy Statement beginning on page 9.

Detailed charters for several important IPG board committees can be found on the IPG website in the Corporate Governance Section:

Audit Committee Charter

Corporate Governance Committee Charter

Compensation Committee Charter

Governance

Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-18	Complete	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Our Proxy Statement provides detailed information on our governance structure.	**Principle 10:** Anti-Corruption

Stakeholder Engagement

Universal Standards

GRI Indicator	Reporting Level
102-40	**Complete**

Provide a list of stakeholder groups engaged by the organization

Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43

102-40: Provide a list of stakeholder groups engaged by the organization.

102-42: Report the basis for identification and selection of stakeholders with whom to engage.

102-43: Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Interpublic Group's most important stakeholders are our clients, our employees and our investors.

We work with our clients to ensure that the marketing communications programs we design for them are most efficiently and effectively moving their businesses forward. In order to ensure that our clients are successful and that we maintain our competitive positioning in the marketplace, we must always make certain that our business is aligned with clients' changing needs and the ever-changing consumer landscape. Ours is a talent business and, to serve our clients in the best way possible, we must recruit and retain top talent.

Finally, as a public company, it's essential that we meet the expectations of our shareholders who make it possible for us to do best-in-class work on behalf of our clients.

Interpublic Group conducted a materiality assessment with the assistance of our sustainability consultant, Governance & Accountability Institute, the exclusive data partner for the Global Reporting Initiative in the United States.

We conducted research with our clients, our employees and our investors. In addition, we had discussions with internal proxies representing these groups to learn more about which areas are critical for us to focus on in our sustainability strategy. We also engage regularly with these key stakeholder groups during our normal business operations. Increasingly we are receiving various questions and surveys from clients asking about particular aspects of our sustainability program

which enable us to learn more about their areas of focus as well as their concerns.

GRI Indicator	Reporting Level
102-41	**Complete**

Report the percentage of total employees covered by collective bargaining agreements.

The percentage of IPG employees covered by collective bargaining is zero – 0 percent.

Disclosure 102-41

Report the percentage of total employees covered by collective bargaining agreements

The percentage of IPG employees covered by collective bargaining is zero – 0 percent.

We have not had any labor union organizing activity at our offices in the United States, nor do we have any employees in the US who are covered by collective bargaining agreements. Some of our offices in Europe do have Works Councils – and IPG management teams at these offices work collaboratively and cooperatively with the Works Councils as applicable.

Stakeholder Engagement

Universal Standards

GRI Indicator	Reporting Level
102-43	**Complete**

Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43

Disclosures 102-40, 42, 43

102-40: Provide a list of stakeholder groups engaged by the organization.

102-42: Report the basis for identification and selection of stakeholders with whom to engage.

102-43: Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

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Stakeholder Engagement

Universal Standards

GRI Indicator	Reporting Level
102-44	**Partial**

Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.

Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.

Disclosure 102-44

Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.

At IPG, we define sustainability broadly to include minimizing our environmental footprint, ensuring diversity and inclusion at all of our companies, and giving back to communities where our employees live and work. Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders. We regularly engage with each of these groups on these topics, as we do on all matters of mutual importance. IPG and its agencies work with clients on projects that highlight such matters of importance and many of these engagements are featured on the Sustainability and Purpose area of our website.

Recent work in this area has included:

Partnering with charity: water to help bring water to communities in need

Advancing diversity, equity and inclusion

Raising awareness about waste reduction

For a more extensive summary of our sustainability programs, please visit the Sustainability and Purpose area of our website.

Stakeholder Engagement

Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-40	Complete	Provide a list of stakeholder groups engaged by the organization	Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43	**Principle 10:** Anti-Corruption
102-41	Complete	Report the percentage of total employees covered by collective bargaining agreements.	The percentage of IPG employees covered by collective bargaining is zero – 0 percent.	**Principle 10:** Anti-Corruption
102-43	Complete	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43	**Principle 10:** Anti-Corruption

102-44	Partial	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.	**Principle 10:** Anti-Corruption

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-45	**Complete**

List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.

Please see Part 1 - Item 1, Business, Page 2 of IPG 10K, which can be accessed at the following link:

This information can be accessed at the following link:

https://interpublicgroup.gcs-web.com/2019-proxy-materials

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-46	**Partial**

a .Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.

Interpublic completed a comprehensive materiality process.

Interpublic completed a comprehensive materiality process with the assistance of The Governance & Accountability Institute, an independent third party. IPG examined the importance of each GRI indicator and various sustainability issues to key important stakeholder groups including our peers, largest clients, employees and investors.

We then reviewed the results with an internal team of senior management to make the final decisions on what is considered to be material to Interpublic and its stakeholders.

Based on this process, we selected our material aspects, indicators and report content.

We are continuing as an organization to engage with our stakeholders, and further examining what additional sustainability aspects are important to them and to our business. We will continue to update the report content to include the results of these engagements and considerations as we further develop our sustainability program.

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-47	**Complete**

List all the material topics identified in the process for defining report content

This year, IPG transitioned to the GRI Standards.

IPG undertook a comprehensive materiality analysis. Below are the GRI Standards topics covered in the report

GRI 201 – Economic Performance

GRI 203 – Indirect Economic Impacts

GRI 205 – Anti-Corruption

GRI 302 – Energy

GRI 305 – Emissions

GRI 308 – Supplier Environmental Assessment

GRI 401 – Employment

GRI 404 – Training and Education

GRI 405 – Diversity and Equal Opportunity

GRI 412 – Human Rights Assessment

GRI 414 – Supplier Social Assessment

GRI 415 – Public Policy

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-48	**Complete**

Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements

There are no restatements of information provided in previous reports.

GRI Indicator	Reporting Level
102-49	**Complete**

a. **Report significant changes from previous reporting periods in the Scope and Aspect Boundaries**

Interpublic has expanded its reporting boundary each year since 2014.

This year Interpublic continued to expand its calculation of GHG emissions by expanding our boundary to include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Reporting Practice

Universal Standards

GRI Indicator	Reporting Level
102-50	**Complete**

Reporting period (such as fiscal or calendar year) for information provided

We are reporting on a calendar year cycle.

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-51	**Complete**

Date of most recent previous report

IPG published its last sustainability report in March of 2019. We update the Sustainability and Purpose information on our website on a frequent basis.

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-52	**Complete**

Reporting cycle

IPG reports annually.

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-53	**Complete**

The reporting organization shall report the following information: The contact point for questions regarding the report or its contents.

Jemma Gould, Senior Director, Corporate Responsibility and Communications 212-704-1327, Jemma.Gould@Interpublic.com

Reporting Practice

Universal Standards

GRI Indicator	Reporting Level
102-54	**Complete**

Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be in accordance with the Guidelines.

This report provides a GRI Standards Content Index and references the GRI Standards including: GRI 101 - Foundation GRI 102 - General Disclosures GRI 103 - Management Approach GRI 201 - Economic Performance GRI 203 - Indirect Economic Impacts GRI 205 - Anti-corruption GRI 302 - Energy GRI 305 - Emissions GRI 308 - Supplier Environmental Assessment GRI 401 - Employment GRI 404 - Training and Education GRI 405 - Diversity and Equal Opportunity GRI 414 - Supplier Social Assessment GRI 412 - Human Rights Assessment GRI 414 - Supplier Social Assessment GRI 415 - Public Policy, GRI 414 - Supplier Social Assessment

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level
102-55	**Complete**

GRI Content Index The reporting organization shall report the following information:

a. **The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.**
b. **For each disclosure, the content index shall include:**
    i. **the number of the disclosure (for disclosures covered by the GRI Standards);**
    ii. **the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;**
    iii. **if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.**

The Content Index can be found here: https://www.interpublic.com/gri-index

Reporting Practice
Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-45	Complete	List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.	Please see Part 1 - Item 1, Business, Page 2 of IPG 10K, which can be accessed at the following link:	**Principle 10:** Anti-Corruption
102-46	Partial	a .Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	Interpublic completed a comprehensive materiality process.	**Principle 10:** Anti-Corruption
102-47	Complete	List all the material topics identified in the process for defining report content	This year, IPG transitioned to the GRI Standards.	**Principle 10:** Anti-Corruption

102-48	Complete	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	There are no restatements of information provided in previous reports.	**Principle 10:** Anti-Corruption
102-49	Complete	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Interpublic has expanded its reporting boundary each year since 2014.	**Principle 10:** Anti-Corruption
102-50	Complete	Reporting period (such as fiscal or calendar year) for information provided	We are reporting on a calendar year cycle.	**Principle 10:** Anti-Corruption
102-51	Complete	Date of most recent previous report	IPG published its last sustainability report in March of 2019. We update the Sustainability and Purpose information on our website on a frequent basis.	**Principle 10:** Anti-Corruption
102-52	Complete	Reporting cycle	IPG reports annually.	**Principle 10:** Anti-Corruption
102-53	Complete	The reporting organization shall report the following information: The contact point for questions regarding the report or its contents.	Jemma Gould, Senior Director, Corporate Responsibility and Communications 212-704-1327, Jemma.Gould@Interpublic.com	**Principle 10:** Anti-Corruption

102-54	Complete	Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be in accordance with the Guidelines.	This report provides a GRI Standards Content Index and references the GRI Standards including: GRI 101 - Foundation GRI 102 - General Disclosures GRI 103 - Management Approach GRI 201 - Economic Performance GRI 203 - Indirect Economic Impacts GRI 205 - Anti-corruption GRI 302 - Energy GRI 305 - Emissions GRI 308 - Supplier Environmental Assessment GRI 401 - Employment GRI 404 - Training and Education GRI 405 - Diversity and Equal Opportunity GRI 414 - Supplier Social Assessment GRI 412 - Human Rights Assessment GRI 414 - Supplier Social Assessment GRI 415 - Public Policy, GRI 414 - Supplier Social Assessment	**Principle 10:** Anti-Corruption

102-55	Complete	GRI Content Index The reporting organization shall report the following information: a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s)	The Content Index can be found here: https://www.interpublic.com/gri-index	**Principle 10:** Anti-Corruption

Management Approach

Universal Standards

GRI Indicator	Reporting Level
103-1	**Complete**

Explanation of the material topic and its boundary.

Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.

Management Approach

Universal Standards

GRI Indicator	Reporting Level
103-2	**Complete**

Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms

We provide our employees with a number of different approaches to express concerns about their work environments.

We provide our employees with a number of different approaches to express concerns about their work environments. As described in the Interpublic Code of Conduct, which covers all employees, IPG employees may report concerns to their managers, to local Human Resources offices, to corporate Human Resources, to IPG Legal staff, or to IPG's Chief Risk Officer. We also provide a telephone hotline, as required by U.S. law, which is called the "IPG Alertline." This hotline is available by telephone or email 24 hours a day, seven days a week. Where permitted by local law, reports to the Alertline may be made anonymously. All reports are investigated, and our policy very clearly states that there will be no retaliation against anyone who makes a report in good faith.

Management Approach

Universal Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
103-1	Complete	Explanation of the material topic and its boundary.	Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.	**Principle 10:** Anti-Corruption
103-2	Complete	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	We provide our employees with a number of different approaches to express concerns about their work environments.	**Principle 10:** Anti-Corruption

Economic Performance

Topic-Specific Standards

GRI Indicator	Reporting Level
201-1	**Complete**

Direct economic value generated and distributed

Direct economic value generated and distributed

Years Ended December 31	2018	2017	2016	2015	2014
Statement of Operations Data					
Revenue	$8,031.60	$7,473.50	$7,452.30	N/A	N/A
Salaries and related expenses	5,298.30	4,990.70	1,942.20	4,765.80	4,723.40
Office and general expenses	1,355.10	1,268.80	12,749.90	1,682.50	17,121.00
Operating income	1,008.80	938.4	936.40	874.80	788.40
Provision for income taxes	199.2	271.3	196.90	282.80	216.50

Payments to providers of capital

Debt service – As of December 31, 2018, we had outstanding short-term borrowings of $73.7 from our
uncommitted lines of credit used primarily to fund seasonal working capital needs. The remainder of our debt is
primarily long-term, with maturities scheduled from 2020 through 2048. On September 21, 2018, we issued
$2,000.0 in aggregate principal amount of unsecured senior notes (in four separate series of $500.0 each, together
the "Senior Notes"). On October 1, 2018, we borrowed an additional $500.0 through debt financing arrangements
with third-party lenders under a three-year term loan agreement (the "Term Loan Agreement"), $100.0 of which we
repaid on December 3, 2018. See Note 3 in Item 8, Financial Statements and Supplementary Data for further
information.

Reference: 2018 Annual Report, Page 30

The following summarizes our estimated contractual cash obligations and commitments as of December 31, 2018, and their effect on our liquidity and cash flow in future periods.

Years Ended December 31	2019	2020	2021	2022	2023
Long term debt.....	$0.1	$496.9	$896.8	$248.2	$497.7
Interest payments on long term debt.....	157.1	141.6	121.0	93.9	73.6
Non-cancelable operating lease obligations.....	344.3	319.1	280.1	241.2	183.4
Contingent acquisition payments.....	95.8	50.6	66.5	10.4	13.7
Uncertain tax positions.....	18.0	184.6	48.1	23.4	6.5
Total.....	$615.3	$1,192.8	$1,412.5	$617.1	$774.9

Our agencies are located in over 100 countries, including every significant world market. Our geographic revenue
breakdown is listed below.

% of Total Revenue			
	2019	2018	2017
Domestic	62.3%	60.2%	59.9%
United Kingdom	8.5%	9.1%	8.6%
Continental Europe	8.2%	8.6%	8.6%
Asia Pacific	10.8%	12.1%	12.2%
Latin America	4.2%	4.0%	4.3%
Other	5.9%	6.0%	6.4%
Total Consolidated	100.0%	100.0%	100.0%

Economic Performance

Topic-Specific Standards

GRI Indicator	Reporting Level
201-3	**Partial**

Coverage of the organization's defined benefit plan obligations

Please see link below for more information on IPG's defined benefit plans.

a. **2019-201-3**Economic Performance
Reporting Level: Partial

Description

Coverage of the organization's defined benefit plan obligations

Reference/Response

Please see link below for more information on IPG's defined benefit plans.

1. Where the plan's liabilities are met by the organization's general resources, report the estimated value of those liabilities.

Please see 2018 Form 10k, "a" on page 79

https://investors.interpublic.com/sec-filings/financial-reports

1. Where a separate fund exists to pay the plan's pension liabilities, report:
   - The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them

Please see 2018 Form 10k, "b" on page 79

https://investors.interpublic.com/sec-filings/financial-reports

   - The basis on which that estimate has been arrived at

Please see form "c" on page 35 of 2018 Form 10K

https://investors.interpublic.com/sec-filings/financial-reports

- When that estimate was made

All estimates are as of 12/31/18

1. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage

We do not disclose this information.

1. Report the percentage of salary contributed by employee or employer.

We do not disclose this information

1. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).

We do not disclose this information

Economic Performance

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
201-1	Complete	Direct economic value generated and distributed	Direct economic value generated and distributed	**Principle 10:** Anti-Corruption
201-3	Partial	Coverage of the organization's defined benefit plan obligations	Please see link below for more information on IPG's defined benefit plans.	**Principle 10:** Anti-Corruption

Indirect Economic Impacts

Topic-Specific Standards

GRI Indicator	Reporting Level
203-2	**Complete**

Significant indirect economic impacts, including the extent of impacts

Sustainability in all its forms -- environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices --is important and integral to the way we do business around the world.

See also:

Lowe Lintas and Lifebuoy Create Hand Sanitizing Stations in India 10/29/2018

Report examples of the significant identified positive and negative indirect economic impacts the organization has.

Sustainability in all its forms — environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices –is important and integral to the way we do business around the world.

In terms of suppliers, IPG actively assesses the credentials and qualifications of our partners and encourages them to adopt environmentally friendly policies. At IPG, we source from a wide base of suppliers to ensure economic advantage for our clients.

Each year, around the world, IPG agencies work to make a difference in the communities where our agencies operate. These projects can be seen on the Sustainability and Purpose section of our website and include partnering with the United Nations on furthering Sustainable Development Goal #6, access to clean water and sanitation, helping those who are differently abled and taking a stand on issues of bias in communities where our employees live and work.

In developing nations where IPG operates, IPG agencies, by the nature of their business, help local businesses to be more productive in terms of their marketing and promotional activities. IPG agencies in local markets around the world purchase goods and services from local businesses and entrepreneurs and, of course, employ individuals from local communities. All of these activities benefit the local economies where IPG agencies operate.

Indirect Economic Impacts

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
203-2	Complete	Significant indirect economic impacts, including the extent of impacts	Sustainability in all its forms -- environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices --is important and integral to the way we do business around the world. See also: Lowe Lintas and Lifebuoy Create Hand Sanitizing Stations in India 10/29/2018	**Principle 10:** Anti-Corruption

Anti-Corruption

Topic-Specific Standards

GRI Indicator	Reporting Level
205-1	**Complete**

Total number and percentage of operations assessed for risks related to corruption and the significant risks identified

Interpublic assesses 100% of our operations for risks related to corruption.

The entirety of our operations is assessed for risks related to corruption. Some of our offices undergo more in-depth assessments, in the form of internal audits. Internal audits take place periodically at offices and geographic locations that are perceived to be high-risk, based on a matrix of objective and subjective factors. The significant risks identified relate, primarily, to the typical risks associated with using third-party vendors to assist with respect to winning or maintaining government client accounts in countries that are known for high levels of corruption. We attempt to address these risks through our anti-corruption policies that require, among other things, engaging in third-party due diligence, requiring third parties to agree in writing to comply with anti-corruption laws, and by training our employees to understand how to comply with these policies

Anti-Corruption

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
205-1	Complete	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Interpublic assesses 100% of our operations for risks related to corruption.	**Principle 10:** Anti-Corruption

Energy

Topic-Specific Standards

GRI Indicator	Reporting Level
302-1	**Partial**

Energy consumption within the organization

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Methodology

- *All Offices Worldwide Over 50,000 Square Feet (excluding the UK)*
  Our Scope 1 and Scope 2 calculations for offices worldwide over 50,000 square feet in all countries besides the UK were completed using Measurabl, the online sustainability data software.Measurabl aligns its carbon accounting algorithms to the WRI/WBCSD's GHG Protocol, Revised Edition

To calculate carbon emissions, we use US EPA e-Grid emissions factors for buildings within the United States and national-level emissions factors for buildings outside the United States.

All Offices Under 50,000 Square Feet in North America

For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office's Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

For Canada, we used the intensity factors of the Commercial and Institutional Consumption of Energy Survey by Natural Resources Canada (2005). Energy intensity is provided by region (British Columbia, Ontario, Prairies, and Quebec) in GJ/m2. We determined the electric and natural gas intensities by multiplying the energy intensity for offices in the different regions with the percentages of principal sources of energy used in each region and converting to kWh/sqft and to therms/sqft. Canada regional emission factors for electricity (in kgCO2e/kWh) were provided by the carbon footprint database (last updated August 2018) and vary by Province

For each office, we multiplied the intensity factor with the square footage to obtain the total electricity and natural gas usage per year.

All Offices Located in the United Kingdom (UK)

To calculate our UK emissions we were supplied with an annual emissions report by Green Element. The calculations completed by Green Element are in accordance with the GHG Protocol using 2017 conversions factors for purchased electricity and gas. Where up to 3 months' worth of data was not available or accurate, the missing data were estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:

- 2017: 4,786.3 MTCO2e
- 2018: 4,762.9 MTCO2e

Scope 2:

- 2017: 29,546.8 MTCO2e
- 2018: 27,781.9 MTCO2e

Below are our Electricity and Fuel usage (Natural Gas and Heating Oil)

Electricity

- 2017: 76,192.9 MWh
- 2018: 72,689.6 MWh

Fuel (Natural Gas & Heating Oil)

- 2017: 26,006.3 MWh
- 2018: 25,865.4 MWh

Energy Intensity

These numbers include electricity, fuel (natural gas & heating oil), and central steam/heating where it was available, and use the number of full-time employees or square footage within our boundary as an intensity denominator.

Energy Per Employee:

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

Energy Per Square Foot:

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

Energy

Topic-Specific Standards

GRI Indicator	Reporting Level
302-3	**Partial**

Energy intensity

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

302-1 – Energy consumption within the organization

302-3 – Reduction of energy consumption

302-4 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-1 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-2 – Reduction of greenhouse gas (GHG) emissions

305-4 – Energy intensity

305-5 – Greenhouse gas (GHG) emissions intensity

This year Interpublic continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Methodology

All Offices Worldwide Over 50,000 Square Feet (excluding the UK)
Our Scope 1 and Scope 2 calculations for offices worldwide over 50,000 square feet in all countries besides the UK were completed using Measurabl, the online sustainability data

software.Measurabl aligns its carbon accounting algorithms to the WRI/WBCSD's GHG Protocol, Revised EditionTo calculate carbon emissions, we use US EPA e-Grid emissions factors for buildings within the United States and national-level emissions factors for buildings outside the United States.

All Offices Under 50,000 Square Feet in North America
For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office's Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

For Canada, we used the intensity factors of the Commercial and Institutional Consumption of Energy Survey by Natural Resources Canada (2005). Energy intensity is provided by region (British Columbia, Ontario, Prairies, and Quebec) in GJ/m2. We determined the electric and natural gas intensities by multiplying the energy intensity for offices in the different regions with the percentages of principal sources of energy used in each region and converting to kWh/sqft and to therms/sqft. Canada regional emission factors for electricity (in kgCO2e/kWh) were provided by the carbon footprint database (last updated August 2018) and vary by Province

For each office, we multiplied the intensity factor with the square footage to obtain the total electricity and natural gas usage per year.

All Offices Located in the United Kingdom (UK)
To calculate our UK emissions we were supplied with an annual emissions report by Green Element. The calculations completed by Green Element are in accordance with the GHG Protocol using 2017 conversions factors for purchased electricity and gas. Where up to 3 months' worth of data was not available or accurate, the missing data were estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:

- 2017: 4,786.3 MTCO2e
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Energy Intensity

These numbers include electricity, fuel (natural gas & heating oil), and central steam/heating where it was available, and use the number of full-time employees or square footage within our boundary as an intensity denominator.

Energy Per Employee:

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

Energy Per Square Foot:

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

Energy

Topic-Specific Standards

GRI Indicator	Reporting Level
302-4	**Partial**

Reduction of energy consumption

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Methodology

- *All Offices Worldwide Over 50,000 Square Feet (excluding the UK)*
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buildings outside the United States.

All Offices Under 50,000 Square Feet in North America

For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office's Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

For Canada, we used the intensity factors of the Commercial and Institutional Consumption of Energy Survey by Natural Resources Canada (2005). Energy intensity is provided by region (British Columbia, Ontario, Prairies, and Quebec) in GJ/m2. We determined the electric and natural gas intensities by multiplying the energy intensity for offices in the different regions with the percentages of principal sources of energy used in each region and converting to kWh/sqft and to therms/sqft. Canada regional emission factors for electricity (in kgCO2e/kWh) were provided by the carbon footprint database (last updated August 2018) and vary by Province

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All Offices Located in the United Kingdom (UK)

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Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:

- 2017: 4,786.3 MTCO2e
- 2018: 4,762.9 MTCO2e

Scope 2:

- 2017: 29,546.8 MTCO2e
- 2018: 27,781.9 MTCO2e

Below are our Electricity and Fuel usage (Natural Gas and Heating Oil)

Electricity

- 2017: 76,192.9 MWh

- 2018: 72,689.6 MWh

Fuel (Natural Gas & Heating Oil)

- 2017: 26,006.3 MWh
- 2018: 25,865.4 MWh

Energy Intensity

These numbers include electricity, fuel (natural gas & heating oil), and central steam/heating where it was available, and use the number of full-time employees or square footage within our boundary as an intensity denominator.

Energy Per Employee:

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

Energy Per Square Foot:

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

GRI Indicator	Reporting Level
302-5	**Complete**

Reductions in energy requirements of products and services

To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people.

To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people.

Information Technology – to improve IT operational efficiencies and reduce energy consumption, IPG has migrated its IT infrastructure and applications operations to the state-of-the-art Scott Technology Center facilities located on the campus of the University of Nebraska at Omaha.

IPG consolidated its four Global IT Data Centers to this new facility, which utilizes energy-efficient technology and virtualization. As a result, since 2008, IPG IT has decreased the number of physical servers in our production and disaster recovery facilities by 30% while increasing its hosting services; more than doubling the amount of storage. IPG also achieved a 66% reduction in IT power consumption and reduced the Central IT data center square footage by half when we centralized our data centers (starting in 2008). IPG is now sustaining an 80/20 ratio of virtual to physical machines which have decreased racks, ports, and overall carbon footprint.

IPG IT continues to adopt new energy-efficient technology as older servers and storage age out and need replacement, and over the years, we have been able to continue to reduce the number of server racks and power required to run IPG's enterprise infrastructure and applications while continually adding new feature functionality. Additionally, Central IT moved from New York City to Jersey City, NJ, and achieved Gold level LEED certification in our new IT headquarters.

Energy

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
302-1	Partial	Energy consumption within the organization	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 10:** Anti-Corruption
302-3	Partial	Energy intensity	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 8:** Environment
302-4	Partial	Reduction of energy consumption	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 9:** Environment
302-5	Complete	Reductions in energy requirements of products and services	To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people.	**Principle 9:** Environment

Emissions

Topic-Specific Standards

GRI Indicator	Reporting Level
305-1	**Partial**

Direct greenhouse gas (GHG) emissions (Scope 1)

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Methodology

- *All Offices Worldwide Over 50,000 Square Feet (excluding the UK)*
  Our Scope 1 and Scope 2 calculations for offices worldwide over 50,000 square feet in all

countries besides the UK were completed using Measurabl, the online sustainability data software.Measurabl aligns its carbon accounting algorithms to the WRI/WBCSD's GHG Protocol, Revised EditionTo calculate carbon emissions, we use US EPA e-Grid emissions factors for buildings within the United States and national-level emissions factors for buildings outside the United States.

All Offices Under 50,000 Square Feet in North America

For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office's Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

For Canada, we used the intensity factors of the Commercial and Institutional Consumption of Energy Survey by Natural Resources Canada (2005). Energy intensity is provided by region (British Columbia, Ontario, Prairies, and Quebec) in GJ/m2. We determined the electric and natural gas intensities by multiplying the energy intensity for offices in the different regions with the percentages of principal sources of energy used in each region and converting to kWh/sqft and to therms/sqft. Canada regional emission factors for electricity (in kgCO2e/kWh) were provided by the carbon footprint database (last updated August 2018) and vary by Province

For each office, we multiplied the intensity factor with the square footage to obtain the total electricity and natural gas usage per year.

All Offices Located in the United Kingdom (UK)

To calculate our UK emissions we were supplied with an annual emissions report by Green Element. The calculations completed by Green Element are in accordance with the GHG Protocol using 2017 conversions factors for purchased electricity and gas. Where up to 3 months' worth of data was not available or accurate, the missing data were estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:

- 2017: 4,786.3 MTCO2e
- 2018: 4,762.9 MTCO2e

Scope 2:

- 2017: 29,546.8 MTCO2e
- 2018: 27,781.9 MTCO2e

Below are our Electricity and Fuel usage (Natural Gas and Heating Oil)

Electricity

- 2017: 76,192.9 MWh
- 2018: 72,689.6 MWh

Fuel (Natural Gas & Heating Oil)

- 2017: 26,006.3 MWh
- 2018: 25,865.4 MWh

Energy Intensity

These numbers include electricity, fuel (natural gas & heating oil), and central steam/heating where it was available, and use the number of full-time employees or square footage within our boundary as an intensity denominator.

Energy Per Employee:

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

Energy Per Square Foot:

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

Emissions

Topic-Specific Standards

GRI Indicator	Reporting Level
305-2	**Partial**

Energy indirect greenhouse gas (GHG) emissions (Scope 2)

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Methodology

All Offices Worldwide Over 50,000 Square Feet (excluding the UK)
Our Scope 1 and Scope 2 calculations for offices worldwide over 50,000 square feet in all countries besides the UK were completed using Measurabl, the online sustainability data software.Measurabl aligns its carbon accounting algorithms to the WRI/WBCSD's GHG Protocol, Revised EditionTo calculate carbon emissions, we use US EPA e-Grid emissions factors for

buildings within the United States and national-level emissions factors for buildings outside the United States.

All Offices Under 50,000 Square Feet in North America
For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office's Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

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All Offices Located in the United Kingdom (UK)
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Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:

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Energy Intensity

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Energy Per Employee:

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

Energy Per Square Foot:

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

GRI Indicator	Reporting Level
305-4	**Partial**

Greenhouse gas (GHG) emissions intensity

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

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GHG Emissions Per Square Footage

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- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

Emissions

Topic-Specific Standards

GRI Indicator	Reporting Level
305-5	**Partial**

Reduction of greenhouse gas (GHG) emissions

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

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305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year's disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

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GHG Emissions Intensity

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GHG Emissions Per Employee

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GHG Emissions Per Square Footage

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GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

Emissions

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
305-1	Partial	Direct greenhouse gas (GHG) emissions (Scope 1)	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 8:** Environment
305-2	Partial	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 8:** Environment
305-4	Partial	Greenhouse gas (GHG) emissions intensity	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 8:** Environment
305-5	Partial	Reduction of greenhouse gas (GHG) emissions	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.	**Principle 9:** Environment

Supplier Environmental Assessment

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment

Employment

Topic-Specific Standards

GRI Indicator	Reporting Level
401-1	**Partial**

Total number and rates of new employee hires and employee turnover by age group, gender and region

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

Ours is a talent-driven business and our employees are our most important asset. We understand that to be successful in a creative industry, it is key that our employee base reflects the diversity of our clients' consumers, and that we ensure a workplace that encourages and fosters diversity, equity and inclusion at all levels.

IPG began its formal diversity and inclusion (D&I) commitment more than a decade ago and was the first company in our industry to hire a dedicated Director of Diversity and Inclusion. To ensure accountability, our executives' compensation is linked to their agencies' performance on diversity and inclusion and we have instituted a comprehensive company-wide diversity and inclusion program. D&I initiatives include our business resource groups that develop career-building programs, as well as training around topics like unconscious bias. We also regularly measure the inclusiveness of our culture with a company-wide climate for inclusion survey. IPG has received numerous honors for its diversity and inclusion programs. Most recently these include 11 years on the HRC's Corporate Equality Index, and first-time inclusion on the Bloomberg Gender Equality Index.

The information in this section focuses on the composition of our workforce as well as how our employees are trained through our varied and robust development programs.

102-8 and 401-1 Report the total number of employees by employment contract and gender, number of permanent employees by employment type and gender, total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organizations work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers

Total number and rates of new employee hires and employee turnover by age group, gender and region

IPG exceeded the US National External Workforce Benchmark in both "Officials and Managers" and "Professionals" categories for women in 2018

Additional results from IPG's 2018 workforce data show that:

- Total minorities make up 21.6% of US "Officials and Managers," an increase of 123% since 2005.
- The "Professional" talent base is 29.2% minority, an increase of 52% since 2005.
- Women make up 55% of all the company's managers – including executive, senior and mid management – an increase of 18% since 2005

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Full-time and part-time employees working 20 hours or more on a regular basis receive a full range of benefits. For the temporary employee population, an employee must work an average of 30 hours per week or more over a 12-month period in order to be eligible for the IPG Medical plan only. They are excluded from all other benefits.

We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

404-2 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Ending

Recruiting, retaining and promoting great talent is key to IPG's long-term success. Skills training and executive development are important components of how we work with our people to ensure their success and the continued success of IPG.

Educational Assistance

IPG encourages and financially supports continuing education and development programs that

meet the career goals of our employees which are aligned with the needs of our business. Regular full-time and part-time employees can achieve professional career goals by taking job-related courses at an accredited school, college or university and be reimbursed for up to 75 percent of the tuition expenses. Whether taking a standalone course, or making a commitment to a bachelor's or master's degree program, attending traditional-style classes or non-traditional (e.g., on-line or accelerated) programs, employees and their managers work together to support development.

Individual Department Training

It is critical for employees to maintain required credentials, gain skills with new technologies, manage department change, keep up with role-specific information, and onboard to new roles. Whatever the situation, individual departments provide training through a variety of means including staff meetings, global conferences, in-house speakers, periodicals/online services and colleague-to-colleague instruction.

Skills-Building Training

IPG offers managers and employees skill-building training via live classroom and live and recorded webcasts for employees across the globe to enhance foundational skills including coaching, interviewing, project management, workplace respect, unconscious bias, career development, presentation skills, business writing, emotional intelligence, communication, conflict resolution, customer service and performance management. Our training programs aim to educate employees on core competencies and empower participants to bring to life such skills in the workplace.

Global Training

Operating ethically and with the highest standards of integrity is critical to our continued success. IPG's Code of Conduct forms the basis of how we interact with each other, with our vendors and with our clients. Each year, IPG provides employees with training on the Code of Conduct, and highlights different topics of particular importance to focus on during these trainings.

Empowership

Empowership is a one-year remote-access learning and development program that helps professional women thrive by building their leadership competencies from the inside out. Empowership provides 24/7 access to relevant and dynamic training resources, uplifting inspiration, practical how-to guidance, and a robust female community. Through webinars, group calls, Q&A sessions with industry experts, digital resources and a peer forum, we empower women to thrive in all areas of their lives.

IPG Leadership Lab The IPG Leadership Lab is a selective global executive development program for senior-level leaders within IPG agencies. The program draws high potential executives from across IPG and provides an intensive leadership development experience featuring in-market immersion, engagement with IPG executives, cross-agency peer coaching, and personal leadership feedback and planning. Held yearly since 2013, the IPG Leadership Lab has strengthened agency leadership while enhancing collaboration across IPG.

Internship Program

The IPG Internship program offers students meaningful projects that provide an introduction to our industry while also developing a highly-valued future talent pool. Interns are provided with the tools and guidance that allow their roles to be hands-on educational experiences. Working with knowledgeable mentors, interns gain exposure to a broad range of processes and new technologies as well as substantive knowledge about our industry. Internships are offered during the summer and in a limited number of areas, year round.

Transition Assistance

IPG provides employees with support, as needed, through many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence or transitioning to retirement). This might include retirement and financial planning resources, coaching and career guidance, work-life balance resources and flexible work arrangements.

IPG Learning & Development Site – This site provides a wealth of diverse online courses and provides resources at employees' fingertips. There are multiple skill-building courses offered on management and leadership, performance management, writing & communication, diversity & inclusion, customer service, project management and personal development. Also offered are a wide variety of technical courses. Many of these courses are offered in multiple languages to meet the needs of our global population.

MyLead – MyLead is an IPG enterprise-wide offered program, targeting senior managers for leadership development. It is an interactive leadership immersion experience which includes business simulation and real-time executive coaching. The program is designed to develop areas

of responsibility that are most relevant to leadership roles in our industry and include Business Leadership, Client Leadership, and People Leadership.

The Art and Science of Leadership (TASL) – Like MyLead, TASL is an IPG enterprise-wide offering. This offering targets newer managers or those who need to further develop their core management skills. TASL participants learn key facets of leadership via an on-line, interactive experience. Participants are also involved in business simulations in which they face realistic skill challenges. An executive coach partners with each participant to discuss his/her activities, provides the participant with specific behavioral feedback, helps plan for future development, and helps the participant to apply the new skills back at work.

404-3

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

IPG advocates for all employees to actively participate and invest in performance management. Aligning individual goals with organizational objectives not only allows employees to better understand what is expected of them, and how important their contributions are to the business, but it also empowers them to champion their own personal development.

Our corporate process is guided by an ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.

Employment

Topic-Specific Standards

GRI Indicator	Reporting Level
401-2	**Partial**

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

Disclosure 401-2

IPG Employees

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3

Ours is a talent-driven business and our employees are our most important asset. We understand that to be successful in a creative industry, it is key that our employee base reflects the diversity of our clients' consumers, and that we ensure a workplace that encourages and accepts diversity.

IPG began its formal diversity and inclusion (D&I) commitment more than a decade ago and was the first company in our industry to hire a dedicated Director of Diversity and Inclusion. To ensure accountability, our executives' compensation is linked to their agencies' performance on diversity and inclusion and we have instituted a comprehensive company-wide diversity and inclusion program. D&I initiatives include our business resource groups that develop career-building programs, as well as training around topics like unconscious bias. We are also unique in our industry in that we regularly measure the inclusiveness of our culture with a company-wide climate for inclusion survey. IPG has received numerous honors for its diversity and inclusion programs. These include the 2016 Champions of Diversity Exemplary Best Practices Award from the New York Urban League, nine 100 percent scores on the Corporate Equality Index, an annual survey by the Human Rights Campaign (HRC) ranking companies based on their policies and practices relating to gay, lesbian, bisexual and transgender employees and recognition for gender diversity on our board by the Women's Forum of New York.

The information in this section focuses on the composition of our workforce as well as how our employees are trained through our varied and robust development programs.

102-8 and 401-1 Report the total number of employees by employment contract and gender, number of permanent employees by employment type and gender, total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organizations work is performed by

workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers

Total number and rates of new employee hires and employee turnover by age group, gender and region

IPG exceeded the U.S. Ad Industry External Workforce Benchmark in both "Officials and Managers" and "Professionals" categories for women and total minorities in 2017, the most recent annual filings.

Additional results from IPG's 2017 workforce data show that:

- Total minorities make up 21% of US "Officials and Managers," an increase of 117% since 2005.
- The "Professional" talent base is 28% minority, an increase of 48% since 2005.
- Women make up 55% of all the company's managers – including executive, senior and mid management – an increase of 17% since 2005.

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We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

404-2 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Ending

Recruiting, retaining and promoting great talent is key to our long-term success. Skills training and executive development are important components of how we work with our people to ensure their success and the continued success of IPG.

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Educational Assistance IPG encourages and financially supports continuing education and development programs that meet the career goals of our employees which are aligned with the needs of our business. Regular full-time and part-time employees can achieve professional career goals by taking job-related courses at an accredited school, college or university and be reimbursed for up to 75 percent of the tuition expenses. Whether taking a standalone course or making a commitment to a bachelor's or master's degree program, attending traditional-style classes or non-traditional (e.g., on-line or accelerated) programs, employees and their managers work together to support development.

Individual Department Training It is critical for employees to maintain required credentials, gain skills with new technologies, manage department change, keep up with role-specific information, and onboard to new roles. Whatever the situation, individual departments provide training through a variety of means including staff meetings, global conferences, in-house speakers, periodicals/online services and colleague-to-colleague instruction.

Skills-Building Training

IPG offers managers and employees skill-building training via live classroom and live and recorded webcasts for employees across the globe to enhance foundational skills including coaching, interviewing, project management, workplace respect, unconscious bias, career development, presentation skills, communication, conflict resolution, customer service and performance management. Our training programs aim to educate employees on core competencies and empower participants to bring to life such skills in the workplace.

Global Training

Operating ethically and with the highest standards of integrity is critical to our continued success. IPG's Code of Conduct forms the basis of how we interact with each other, with our vendors and with our clients. Each year, IPG provides employees with training on the Code of Conduct, and highlights different topics of particular importance to focus on during these trainings.

Empowership

Empowership is a one-year remote-access learning and development program that helps professional women thrive by building their leadership competencies from the inside out. Empowership provides 24/7 access to relevant and dynamic training resources, uplifting inspiration, practical how-to guidance, and a robust female community. Through webinars, group calls, Q&A sessions with industry experts, digital resources and a peer forum, we empower women to thrive in all areas of their lives.

IPG Leadership Lab The IPG Leadership Lab is a selective global executive development

program for senior-level leaders within IPG agencies. The program draws high potential executives from across IPG and provides an intensive leadership development experience featuring in-market immersion, engagement with IPG executives, cross-agency peer coaching, and personal leadership feedback and planning. Held yearly since 2013, the IPG Leadership Lab has strengthened agency leadership while enhancing collaboration across IPG.

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provides the participant with specific behavioral feedback, helps plan for future development, and helps the participant to apply the new skills back at work.

404-3 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category Performance Management – IPG advocates for all employees to actively participate and invest in performance management. Aligning individual goals with organizational objectives not only allows employees to better understand what is expected of them and how important their contributions are to the business, but it also empowers them to champion their own personal development. Our corporate process is guided by a new ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.

Employment

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
401-1	Partial	Total number and rates of new employee hires and employee turnover by age group, gender and region	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	**Principle 6:** Labour
401-2	Partial	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	**Principle 6:** Labour

Diversity and Equal Opportunity

Topic-Specific Standards

GRI Indicator	Reporting Level
405-1	**Complete**

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Diversity and Inclusion have been priorities for IPG for more than a decade.

See also:

IPG Hosts Inclusion Forum Call 11/01/2018
IPG Leaders Participate in 3 % Conference 11/13/2018
IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion 12/06/2018

Disclosure 405-1

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Three out of eleven of IPG's board members, or more than 25% are women.

In 2011, Dawn Hudson, Vice Chairman of the Parthenon Group was elected to the board. In 2007, Jocelyn Carter-Miller, President of TechEdVentures, a community empowerment firm that educates children, families and the community through charter schools and community-based programs, joined the board. Also in 2007, Mary J. Steele Guilfoile joined our board and agreed to serve on its audit committee.

Additional results from IPG's 2017 workforce data show that:

- Total minorities make up 21% of US "Officials and Managers," an increase of 117% since
- The "Professional" talent base is 28% minority, an increase of 48% since 2005.
- Women make up 55% of all the company's managers – including executive, senior and mid

management – an increase of 17% since 2005.

Diversity and Equal Opportunity

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
405-1	Complete	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Diversity and Inclusion have been priorities for IPG for more than a decade. See also: IPG Hosts Inclusion Forum Call 11/01/2018 IPG Leaders Participate in 3 % Conference 11/13/2018 IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion 12/06/2018	**Principle 6:** Labour

Human Rights Assessment

Topic-Specific Standards

GRI Indicator	Reporting Level
412-2	**Complete**

Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

IPG understands the importance of training, particularly as it relates to ensuring a workplace that operates ethically and transparently and is also free from any type of harassment.

Disclosure 412-2

Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operation, including the percentage of employees trained.

IPG provides Code of Conduct training each year as well as anti-harassment training to all new hires in the US and to senior managers outside the U.S. Every two years, we re-train California managers, and every four years, we re-train all US employees. Our Chief Executive Officer invites and encourages all employees to take these courses and we have had good success in obtaining high levels of employee participation. Specifically:

New Hire Code of Conduct

9,351 Completions x 38 minutes to complete = 355,338 minutes = 5,922 hours

Completion Rate – 98%

California Anti-Harassment Course Employees/Supervisors

129 Completed x 124 minutes to complete = 15,989 minutes =

266 hours

Completion Rate – 98%

Anti-Harassment Course Employees/Supervisors

3,043 Completed x 19 minutes to complete = 57,817 minutes =

964 hours

Completion Rate – 99%

Code of Conduct Course – Current Employees

Data Protection and Information Security

27,306 Completed x 46 minutes to complete = 1,256,076 minutes = 20,935 hours

Completion Rate – 95%

Code of Conduct Course – Current Employees

Creating a Culture of Integrity & Inclusiveness

26,422 Completed x 36 minutes to complete = 951,192 minutes = 15,853 hours

Completion Rate – 96%

⚖️ Human Rights Assessment

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
412-2	Complete	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	IPG understands the importance of training, particularly as it relates to ensuring a workplace that operates ethically and transparently and is also free from any type of harassment.	**Principle 1:** Human Rights

Supplier Social Assessment

Topic-Specific Standards

GRI Indicator	Reporting Level
414-1	**Partial**

Percentage of new suppliers that were screened using human rights criteria

Please note this response is cross-referenced for 308-1 and 414-1.

308-1

- Report the percentage of new suppliers that were screened using environmental criteria.

414-1

- Percentage of new suppliers that were screened using criteria for impacts on society.

Interpublic is committed to operating as sustainably as possible. And we expect the same from our suppliers. To ensure that this is the case, we have adopted a Supplier Code of Conduct. The Code is summarized below and can be viewed in its entirety at this link.

The Supplier Code of Conduct is part of our corporate standard policies and procedures and focuses on the following areas:

Legal and Regulatory Compliance Practices including:

Compliance with anti-corruption laws, anti-trust and fair competition laws

Adherence to environmental laws and regulations

Business Practices including:

- The expectation that our suppliers and their representatives should conduct their business interactions with integrity and in accordance with their obligations to IPG including:
- Honestly and accurately reporting all business information
- Creating, retaining and disposing of business records in compliance with all legal and regulatory requirements
- Protecting and responsibly using the physical and intellectual assets of IPG
- Using discretion when offering gifts or entertainment to IPG employees
- Avoiding the appearance of or actual improprieties or conflicts of interest
- Avoiding insider trading by buying or selling IPG stock when in possession of information about IPG that is not available to the investing public.

Employment Practices

IPG expects its suppliers to share its commitment to human rights and equal opportunity in the workplace. This includes:

- Cooperating with IPG's commitment to a workforce free of harassment and unlawful discrimination
- Providing a safe and healthy work environment
- Using only voluntary labor
- Complying with local minimum working and laws and requirements and not utilizing child labor

Sustainability

IPG expects its suppliers to share its commitment to operating in sync with the long-term health of the environment.

Diversity

IPG is committed to being among the most diverse companies in the world and we expect a commitment to diversity from our suppliers.

We also expect that our suppliers comply with our Code of Conduct.

Supplier Social Assessment

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
414-1	Partial	Percentage of new suppliers that were screened using human rights criteria	Please note this response is cross-referenced for 308-1 and 414-1.	**Principle 8:** Environment

Public Policy

Topic-Specific Standards

GRI Indicator	Reporting Level
415-1	**Complete**

Total value of political contributions by country and recipient/beneficiary

Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries.

Disclosure 415-1

Total value of political contributions by country and recipient/beneficiary

Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries.

Taken from IPG's Code of Conduct (page 44)

Political Activities

Personal Political Activities

IPG Employees are all permitted to positively support our communities by participating in the political activities that interest us. However, we must be careful to uphold IPG's reputation by only participating in such activities on our own time and at our own expense. We may not allow any campaign or candidate to use Interpublic funds or assets, equipment or trademarks. In addition, we should never use IPG's name while taking part in these activities. We must never use our position of authority to make another employee feel compelled or pressured to participate in any way in any political event or cause, or for any political purpose.

Corporate Political Activities

Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries. "Political contributions" include IPG funds and anything of value, including loans, contributions or use of goods, facilities, or services (except services which are part of the regular business activities of your agency). These restrictions apply not only to direct contributions made to individual candidates, political committees, or political parties, but also to indirect contributions that would ultimately be used

to support individual candidates, political committees, or political parties, such as tickets to a fundraising dinner or similar event.

IPG's Standard Policies and Procedures (SP&Ps) also address the issue of political contributions. Specifically, IPG's Anti-corruption policy, SP&P 309, states:

Due to the inherently sensitive nature of political contributions, you may not pay or furnish Company funds, facilities, or services of any kind to any candidate for public office, any political party or official thereof, any political action committee, or any political initiative, referendum, or other form of political campaign without prior approval from the Company's General Counsel and Chief Risk Officer.

The foregoing restriction does not apply to political marketing and communications services or ordinary lobbying activities conducted by an agency whose regular business activities consist of such services or activities.

Nothing in this Policy shall preclude political contributions by Personnel from their personal funds and for personal reasons, but Personnel may not use personal funds to make any payments or contributions on behalf of, or for the benefit of, the Company.

These policies are in force for employees in all countries in which IPG operates

🏛 Public Policy

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
415-1	Complete	Total value of political contributions by country and recipient/beneficiary	Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries.	**Principle 8:** Environment

Training and Education

Topic-Specific Standards

GRI Indicator	Reporting Level
404-2	**Partial**

Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

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IPG began its formal diversity and inclusion (D&I) commitment more than a decade ago and was the first company in our industry to hire a dedicated Director of Diversity and Inclusion. To ensure accountability, our executives' compensation is linked to their agencies' performance on diversity and inclusion and we have instituted a comprehensive company-wide diversity and inclusion program. D&I initiatives include our business resource groups that develop career-building programs, as well as training around topics like unconscious bias. We also regularly measure the inclusiveness of our culture with a company-wide climate for inclusion survey. IPG has received numerous honors for its diversity and inclusion programs. Most recently these include 11 years on the HRC's Corporate Equality Index, and first-time inclusion on the Bloomberg Gender Equality Index.

The information in this section focuses on the composition of our workforce as well as how our employees are trained through our varied and robust development programs.

102-8 and 401-1 Report the total number of employees by employment contract and gender, number of permanent employees by employment type and gender, total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organizations work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers

Total number and rates of new employee hires and employee turnover by age group, gender and region

IPG exceeded the US National External Workforce Benchmark in both "Officials and Managers" and "Professionals" categories for women in 2018

Additional results from IPG's 2018 workforce data show that:

- Total minorities make up 21.6% of US "Officials and Managers," an increase of 123% since 2005.
- The "Professional" talent base is 29.2% minority, an increase of 52% since 2005.
- Women make up 55% of all the company's managers – including executive, senior and mid management – an increase of 18% since 2005

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Full-time and part-time employees working 20 hours or more on a regular basis receive a full range of benefits. For the temporary employee population, an employee must work an average of 30 hours per week or more over a 12-month period in order to be eligible for the IPG Medical plan only. They are excluded from all other benefits.

We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

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404-3

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

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Our corporate process is guided by an ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.

Training and Education

Topic-Specific Standards

GRI Indicator	Reporting Level
404-3	**Partial**

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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Full-time and part-time employees working 20 hours or more on a regular basis receive a full range of benefits. For the temporary employee population, an employee must work an average of 30 hours per week or more over a 12-month period in order to be eligible for the IPG Medical plan only. They are excluded from all other benefits.

We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

404-2 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Ending

Recruiting, retaining and promoting great talent is key to IPG's long-term success. Skills training and executive development are important components of how we work with our people to ensure their success and the continued success of IPG.

Educational Assistance

IPG encourages and financially supports continuing education and development programs that

meet the career goals of our employees which are aligned with the needs of our business. Regular full-time and part-time employees can achieve professional career goals by taking job-related courses at an accredited school, college or university and be reimbursed for up to 75 percent of the tuition expenses. Whether taking a standalone course, or making a commitment to a bachelor's or master's degree program, attending traditional-style classes or non-traditional (e.g., on-line or accelerated) programs, employees and their managers work together to support development.

Individual Department Training

It is critical for employees to maintain required credentials, gain skills with new technologies, manage department change, keep up with role-specific information, and onboard to new roles. Whatever the situation, individual departments provide training through a variety of means including staff meetings, global conferences, in-house speakers, periodicals/online services and colleague-to-colleague instruction.

Skills-Building Training

IPG offers managers and employees skill-building training via live classroom and live and recorded webcasts for employees across the globe to enhance foundational skills including coaching, interviewing, project management, workplace respect, unconscious bias, career development, presentation skills, business writing, emotional intelligence, communication, conflict resolution, customer service and performance management. Our training programs aim to educate employees on core competencies and empower participants to bring to life such skills in the workplace.

Global Training

Operating ethically and with the highest standards of integrity is critical to our continued success. IPG's Code of Conduct forms the basis of how we interact with each other, with our vendors and with our clients. Each year, IPG provides employees with training on the Code of Conduct, and highlights different topics of particular importance to focus on during these trainings.

Empowership

Empowership is a one-year remote-access learning and development program that helps professional women thrive by building their leadership competencies from the inside out. Empowership provides 24/7 access to relevant and dynamic training resources, uplifting inspiration, practical how-to guidance, and a robust female community. Through webinars, group calls, Q&A sessions with industry experts, digital resources and a peer forum, we empower women to thrive in all areas of their lives.

IPG Leadership Lab The IPG Leadership Lab is a selective global executive development program for senior-level leaders within IPG agencies. The program draws high potential executives from across IPG and provides an intensive leadership development experience featuring in-market immersion, engagement with IPG executives, cross-agency peer coaching, and personal leadership feedback and planning. Held yearly since 2013, the IPG Leadership Lab has strengthened agency leadership while enhancing collaboration across IPG.

Internship Program

The IPG Internship program offers students meaningful projects that provide an introduction to our industry while also developing a highly-valued future talent pool. Interns are provided with the tools and guidance that allow their roles to be hands-on educational experiences. Working with knowledgeable mentors, interns gain exposure to a broad range of processes and new technologies as well as substantive knowledge about our industry. Internships are offered during the summer and in a limited number of areas, year-round.

Transition Assistance

IPG provides employees with support, as needed, through many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence or transitioning to retirement). This might include retirement and financial planning resources, coaching and career guidance, work-life balance resources and flexible work arrangements.

IPG Learning & Development Site – This site provides a wealth of diverse online courses and provides resources at employees' fingertips. There are multiple skill-building courses offered on management and leadership, performance management, writing & communication, diversity & inclusion, customer service, project management and personal development. Also offered are a wide variety of technical courses. Many of these courses are offered in multiple languages to meet the needs of our global population.

MyLead – MyLead is an IPG enterprise-wide offered program, targeting senior managers for leadership development. It is an interactive leadership immersion experience which includes business simulation and real-time executive coaching. The program is designed to develop areas

of responsibility that are most relevant to leadership roles in our industry and include Business Leadership, Client Leadership, and People Leadership.

The Art and Science of Leadership (TASL) – Like MyLead, TASL is an IPG enterprise-wide offering. This offering targets newer managers or those who need to further develop their core management skills. TASL participants learn key facets of leadership via an on-line, interactive experience. Participants are also involved in business simulations in which they face realistic skill challenges. An executive coach partners with each participant to discuss his/her activities, provides the participant with specific behavioral feedback, helps plan for future development, and helps the participant to apply the new skills back at work.

404-3

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

IPG advocates for all employees to actively participate and invest in performance management. Aligning individual goals with organizational objectives not only allows employees to better understand what is expected of them, and how important their contributions are to the business, but it also empowers them to champion their own personal development.

Our corporate process is guided by an ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.

Training and Education

Topic-Specific Standards

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
404-2	Partial	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	**Principle 6:** Labour
404-3	Partial	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	**Principle 6:** Labour