Click here to access information about UN Global Compact Communication on Progress
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.
Interpublic Group is a global provider of marketing solutions. Through our 50,200 employees in all major world markets, our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialty marketing.

IPG agencies create customized marketing programs for many of the world’s largest companies through our comprehensive global services. The work our agencies produce helps clients build brands, increase sales of their products and services and gain market share.

The work we provide 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 100 countries, we can operate in a single region, or deliver globally integrated programs.

IPG agency brands can be viewed [here](https://www.interpublic.com/our-agencies).

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 100+ countries by a single vision: to help brands play a meaningful role in people’s lives. The network is comprised of agencies that emphasize creativity, innovation and performance. The global components of McCann Worldgroup are McCann, one of the world’s largest advertising agency networks; MRM//McCann, a digital marketing and relationship management agency; Momentum Worldwide, a brand experience agency; McCann Health, a professional and direct-to-consumer health communications network; ChaseDesign, a shopper marketing specialist; PMK-BNC, the talent, entertainment and brand agency; and CRAFT, the network’s global adaptation and production arm. UM (media management), Weber Shandwick (public relations) and FutureBrand (consulting/design) align with McCann Worldgroup to deliver fully integrated solutions.

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 agencies, MullenLowe Group is rich in local culture and scale, present in more than 65 markets with over 90 agencies. With a hyperbundled operating model, global specialties include expertise in brand strategy, 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
Universal Standards: Organizational Profile

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, having topped the Effie Index as the most effective global network in terms of points per dollar of revenue for the past seven consecutive years.

IPG Mediabrands manages IPG’s global media-related assets and oversees marketing investment for many of the world’s most iconic brands. 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. IPG Mediabrands’ expansive network of agencies includes UM, Initiative, Cadreon, Orion Worldwide and Reprise as well as specialty business units including Healix, Identity, IPG Media Lab, MAGNA and Rapport. The specialist agencies focus on media innovation, forecasting, product development, branded content, emerging technology, mobile, search and social, out-of-home and more.

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, 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.

We list approximately 100 of our companies on our website under the “Our Agencies” 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.

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-4</td>
<td></td>
</tr>
</tbody>
</table>

Disclosure 102-4

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.
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 agencies are located in over 100 countries, including every significant world market. IPG continues to invest and expand its presence in high-growth and strategic geographic regions. In recent years, we have made significant investments in Russia, Brazil, India and China, further strengthening our position in these important developing markets.

IPG also holds a majority stake in the Middle East Communication Networks (“MCN”), among the region’s premier marketing services companies. MCN is headquartered in Dubai, with 75 offices across 13 countries. In China, where IPG operates 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.

Interpublic group is headquartered in New York City, with Corporate Offices in the U.S. and Europe.

**Headquarters**

New York

909 Third Avenue

New York, NY 10022

United States

Phone: (212) 704-1200

**Regional Office US**
Universal Standards: Organizational Profile

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
Universal Standards: Organizational Profile

Disclosure 102-5

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 [https://interpublicgroup.gcs-web.com/](https://interpublicgroup.gcs-web.com/)
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Disclosure 102-6

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. Through our 50,200 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.

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

<table>
<thead>
<tr>
<th>% of Total Revenue</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td>59.8%</td>
<td>59.7%</td>
<td>58.8%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>8.6%</td>
<td>8.9%</td>
<td>9.0%</td>
</tr>
<tr>
<td>Continental Europe</td>
<td>9.1%</td>
<td>8.9%</td>
<td>9.2%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>11.6%</td>
<td>11.8%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Latin America</td>
<td>4.5%</td>
<td>4.7%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Other</td>
<td>6.4%</td>
<td>6.0%</td>
<td>6.0%</td>
</tr>
</tbody>
</table>
Disclosure 102-7

1. Report the scale of the organization, including:
   - Total number of employees
   - Total number of operations
   - Net sales (for private sector organizations) or net revenues (for public sector organizations)
   - Total capitalization broken down in terms of debt and equity (for private sector organizations)
   - Quantity of products or services provided
   - At year-end 2017, IPG employed 50,200 employees. IPG agencies are located in over 100 countries, including every significant world market. Our geographic revenue breakdown is listed below, as is our consolidated revenue for the last three years.

<table>
<thead>
<tr>
<th>% of Total Revenue</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
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<td>Latin America</td>
<td>4.5%</td>
<td>4.7%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Other</td>
<td>6.4%</td>
<td>6.0%</td>
<td>6.0%</td>
</tr>
</tbody>
</table>
Universal Standards: Organizational Profile

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Year Ended December 31 (in millions)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$7,882.4</td>
</tr>
<tr>
<td>2016</td>
<td>$7,846.6</td>
</tr>
<tr>
<td>2015</td>
<td>$7,613.8</td>
</tr>
</tbody>
</table>
Universal Standards: Organizational Profile

**GRI Indicator** 102-8

**Reporting Level**

Disclosure 102-8

**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 companywide 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.

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.

**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 medical 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 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.

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 rolespecific 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.

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.
Universal Standards: Organizational Profile

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reporting Level</th>
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<tbody>
<tr>
<td>102-9</td>
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</tbody>
</table>

Disclosure 102-9

Describe the organization’s 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 which can be accessed at the following link: http://www.interpublic.com/about/corporate-governance.

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 http://www.interpublic.com/about/corporate-governance while they are conducting business with and/or on behalf of IPG.
a. 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 in the structure of the IPG supply chain or relationships with suppliers. 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 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.

During 2015, we completed five acquisitions, four of which were included in the IAN operating segment, and one of which was included in the CMG operating segment. The most significant acquisitions included a full-service digital agency in the U.K., a group of creative marketing agencies based in Russia, and a media planning and buying agency with significant digital capabilities in Canada. During 2015, we recorded approximately $61.0 of goodwill and intangible assets related to these acquisitions.

The results of operations of our acquired companies were included in our consolidated results from the closing date of each acquisition. We did not make any payments in stock related to our acquisitions in 2017, 2016 or 2015.
Universal Standards: Organizational Profile

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 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 child abuse, encouraging sustainability 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.

Advertising Educational Foundation
American Advertising Federation
American Association of Advertising Agencies
American Heart Association
American Red Cross
Appeal of Conscience Foundation
Baruch College Fund
Brooklyn Academy of Music
Catalyst
Charities Aid Foundation of America
Children of Fallen Patriots
Committee Encouraging Corporate Philanthropy Community Funds Inc.
Italian welfare League
James Lenox House Association
John A. Reisenbach Foundation
Lincoln Center Corporate Fund
Naomi Berrie Diabetes Center
National Academy Foundation
National Center on Addiction and Substance Abuse
New Alternatives for Children
New York City Center
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
Advertising Council, Inc.
The Fund for Public Schools – IPG Scholarships
The New York Pops
The Paley Center for Media
Visiting Nurse Association of Central New Jersey Foundation
Whitney Museum of American Art Year Up, Inc.
**Universal Standards: Organizational Profile**

**GRI Indicator 102-13**

**Disclosure 102-13**

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 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**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Agency</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>3% Movement</td>
<td>MullenLowe U.S.</td>
<td>Advisory Board</td>
</tr>
<tr>
<td>4A’s Communications Committee</td>
<td>MullenLowe U.S.</td>
<td>Member</td>
</tr>
<tr>
<td>4A’s New England Regional Board</td>
<td>MullenLowe U.S.</td>
<td>Committee Member</td>
</tr>
<tr>
<td>4A’s OOH Committee</td>
<td>Rapport</td>
<td>Member</td>
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<tr>
<td>4A’s Strategy Committee</td>
<td>MullenLowe U.S.</td>
<td>Committee Member</td>
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<tr>
<td>4A’s Talent Conference</td>
<td>Hill Holliday</td>
<td>Member</td>
</tr>
<tr>
<td>A Place at the Table</td>
<td>Octagon</td>
<td>Member</td>
</tr>
<tr>
<td>Academy of Motion Pictures, Arts and Sciences</td>
<td>Rogers &amp; Cowan</td>
<td>Member</td>
</tr>
<tr>
<td>Account Planning Group (APG)</td>
<td>LOLA MullenLowe</td>
<td>Board Member</td>
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<td>Adcraft Club of Detroit</td>
<td>Campbell Ewald</td>
<td>Board Member</td>
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<td>AdFed</td>
<td>Carmichael Lynch</td>
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<td>AdLedger</td>
<td>Reprise</td>
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<td>Ad Ops</td>
<td>MAGNA</td>
<td>Advisory Council</td>
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<td>Adopt-A-Family Inc.</td>
<td>Octagon</td>
<td>Member</td>
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<tr>
<td>Advertising Agencies Association of India</td>
<td>MullenLowe Lintas Group</td>
<td>Member</td>
</tr>
<tr>
<td>Advertising Club of New York (The Ad Club)</td>
<td>Hill Holliday, Initiative</td>
<td>Member, Board Member</td>
</tr>
<tr>
<td>Advertising Council</td>
<td>Campbell Ewald, FCB, Hill Holliday, Initiative, McCann, MullenLowe US, Octagon, R/GA, Weber Shandwick</td>
<td>Board Member, Substantive Funding, Council Member</td>
</tr>
<tr>
<td>Advertising Educational Foundation (ANA Educational Foundation)</td>
<td>Deutsch, IW Group, McCann, R/GA, Weber Shandwick</td>
<td>Board Member, Advisory Board, Member</td>
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Allie’s Friends Foundation
ALS of Arkansas
Alzheimer’s Foundation of America
American Advertising Federation
American Association of Advertising Agencies (4As)
American Dance Movement
American Diabetes Association
American Heart Association
American Library Association
American Lung Association in Rhode Island
American Marketing Association
American National Red Cross Rhode Island Chapter
Amos House
AMREF Board
APG Consultancy Ltd Tokyo
APG Germany
Arizona State University College of Law Sports
Arthritis Foundation, New England Region
Arthur W. Page Society
ArtsBoston
Asian & Pacific Islander American Chamber of Commerce & Entrepreneurship
Asian & Pacific Islander American Scholarship Fund
Asian American Advertising Federation
Asian Americans Advancing Justice
Asian Real Estate Association of America
Asociación Española de Agencias de Comunicación Publicitaria (AEACP)
Asociación Española de Anunciantes (AEA)
Association Communication Publique (Public Communication Association)
ACA SA (Association for Communication and Advertising, South Africa)
Association of National Advertisers (ANA)
Association of National Advertisers - Alliance for Inclusive and Multicultural Marketing (ANA-AIMM)
Association of the British Pharmaceutical Industry (ABPI)
ATAS
Autism Charlotte
Autism Project

Octagon
FCB, Hill Holliday, R/GA, Weber Shandwick
Rogers & Cowan
Octagon
Octagon
Huge
Carmichael Lynch
Octagon
Octagon
Octagon
Rogers & Cowan
MullenLowe Profero
Octagon Talent+Properties
GHG MullenLowe
Octagon Talent+Properties
Golin, IW Group, Weber Shandwick
MullenLowe U.S.
IPG, IW Group
IW Group
LOLA MullenLowe
LOLA MullenLowe
MullenLowe France
MullenLowe South Africa
Hill Holliday, The Martin Agency
IW Group
Virgo Health
Rogers & Cowan
Octagon
Octagon
Member
Member
Member
Board Member, Advisory Board
Board Member, Committee
Member, Council
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Member
Member
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Board Member
Board Member
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Board Member
Board Director and Chair
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Board Member
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Member
Universal Standards: Organizational Profile

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Civil Institute of Advertising Auto-regulation (ICAP) | FCB | Board Member
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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 | Member
Council on Foreign Relations | Weber Shandwick | Committee
Creative Alliance | Huge | 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 | Member
Dallaglio Foundation | The Brooklyn Brothers | Member
Day One | Octagon | Member
DePaul University | Golin | Member
Direct Marketing Association of Detroit | Campbell Ewald | 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
Earth University | The Martin Agency | Member
Economic Club | FCB Chicago, Octagon Talent+Properties | Board 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 | Committee
European Sponsorship Association | Octagon | 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, FindSpark, First Tee, Forbes Agency Council, Free The Bid, French Agencies Association (AACC), Friends of Barrington Senior Center, Fort Hays State University Entrepreneurship Advisory Council, Fundacion Compaz Centro de Recursos para La Paz 2017, Futures & Options, GAIN/USAID.

Gaits of Harmony Therapeutic Riding, Gamble Aware.


Golf Fights Cancer, Golf For All, Golf Foundation of RI Button Hole, Goodman Theatre, Greater Boston Chamber of Commerce.

Greater Portland Boys & Girls Club, Greater Richmond ARC, Greater Richmond Partnership, Greater Providence YMCA, Greater West Point YMCA, Healthcare Consultancies Association.


IAC Video Excellence Council, IAB (Interactive Advertising Bureau).

I-COM Chief Data Officer Council, IMA India - ‘The India Chief Marketing Officers’ Forum, Independence Charter School.

Board Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member, Member.
Indy Women in Tech Foundation
Inspiring Minds
Institute for Public Relations (IPR)
Institute of Communications and Advertising (ICA), Canada
Institute of Directors
Institute of Practitioners in Advertising (IPA)
Inter-Faith Food Shuttle
International Advertising Association
International Agencies Council for the EACA (European Association of Communication Agencies)
International Association of Business Communicators
International Market Assessment India Private Limited
International Pharmaceutical Federation (FIP)
International Society for Medical Publication Professionals (ISMPPP)
International Tennis Hall of Fame
Iona Women’s Advisory Board
IPA Council
IPA Digital Business Group/Brand Tech Group
IPA Effectiveness Leadership Group
IPG Media Futures Group
Japan Advertising Agency Association
Japanese American Citizens League
Japanese American Cultural & Community Center
Japan Magazine Advertising Association
JDRF
Jewish Alliance of Greater Rhode Island
JFL42 Comedy Festival, Toronto, Canada
JNBA
Joe Andruzzi Foundation
Journal of Communication in Healthcare
Junior Achievement of Rhode Island
Kingston University Marketing Experts Committee
Kizuna
Korean Youth and Community Center
LAGRANT Foundation
Latino Policy Leadership Forum
Octagon
Octagon
Golin
Weber Shandwick
FCB
FCB, Initiative, Mediabrands
Insights, MullenLowe London, Rapport
Octagon
McCann
MullenLowe London
Weber Shandwick
MullenLowe London
McCann Health
Virgo Health, McCann Health
Octagon Talent+Properties
FCB
MullenLowe London
MullenLowe London
MullenLowe London
Initiative, UM
McCann
IW Group
IW Group
Octagon
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Weber Shandwick
Carmichael Lynch Relate
Octagon
Virgo Health
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IW Group
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PRSA Los Angeles
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Providence Children’s Museum
RADA
Raleigh City Farm
Red Sox Foundation
Rhode Island Community Food Bank
Rhode Island Parent Information Network
Rhode Island Public Radio
Rhode Island Sponsoring Education (RISE)
Richmond Forum
Right to Play
Ron Brown Scholar Program
Ronald MacDonald House
Roosevelt University
Route – The Audience Research Body for Outdoor Advertising
Royal Society for the Encouragement of Arts
Sacred Heart Board
San Miguel School
Sarah Hardwig Golf Outing
Save the Bay
Save the Children
Serve Rhode Island
She Runs It (formerly Advertising Women of New York)
Sojourner House
Sophia Academy
Somerset House
Spanbild Holdings Ltd
Special Olympics International
Special Olympics Rhode Island
Sports Backers
Spurwink RI
Stadium Theatre Foundation
Stanford School of Earth, Energy & Environmental Sciences
Super Bowl 52
Superbrands Council
Susan G. Komen
Sustainability Board for the British Chamber of Commerce in Singapore
Sydney Marketing Society
TAP-In, Inc.
Techfront Australia Pty Ltd
Tech Point Foundation for Youth
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The Advertising Standards Council of India (ASCI)
Golin, IW Group
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Octagon
MullenLowe London
The Martin Agency
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Octagon
FCB
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Advisory Board,
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Chairman,
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Board Member
Board Member,
Committee
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Fellow
Member
Member
Member
Member
Board Member
Member
Board Member
Member
Board Member
Member
Board of Trustees
Global Partner
Member
Board Member
Member
Member
Board Member
Member
Member
The Base
The BrandLab
The Christie NHS Trust
The College of New Jersey Foundation
The Concussion Legacy Institute
The Community College of Philadelphia Foundation
The Creative District Philadelphia
The First Tee of Northwest Arkansas
The Foundation for Excellence in Women’s Health Care
The Greater Philadelphia Chamber of Commerce
The Greater Richmond Chamber of Commerce
The Greater West Point Family YMCA
The IAB
The International Radio & TV Society Foundation
The James Beard Foundation
The Learning Center for the Deaf
The National Institute for Health and Care Excellence (NICE)
The Path to Purchase Institute
The Performance Theatre
The Point Foundation
The Providence Center
The Rotary Club
The Seminar
The Shockoe Partnership
The Sports Museum
The United Way of Southeastern PA and Southern New Jersey

ThinkLA
Tide’s Family Services
Time’s Up Advertising

Tokyo Advertising Health Insurance Association
Turkish Advertising Association
UCLA Communications Dept
UK Effies Committee
UN Commission on Lifesaving Commodities for Women and Children
UN Every Woman Every Child Initiative
UN Foundations Communications Corps Advisory Panel
UN Private Sector Constituency of the Partnership for Maternal, Newborn and Child Health
UN Program for Private Sector Partnerships
UNC School of Media and Journalism

Octagon
Carmichael Lynch
McCann Health
Weber Shandwick
Octagon Talent+Properties
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FCB
Weber Shandwick
Rogers & Cowan
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IW Group
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MullenLowe Istanbul
Rogers & Cowan
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Member
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Board Member
Advisory Board
Committee
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Founder
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Council Member
Board Member,
Committee
Member
Board of Directors
Member
Member,
Founding
Member
Committee
Member
Board Member
Board Member
Member
Member
Supporting
Member
Advisory Panel
Member
Supporting
Member
Advisory Board
Member
UNHCR Advisory Council
Union Colombiana de Empresas Publicitarias -
Colombian Association of Advertising Agencies (UCEP)
Union of French Media Agencies (UDECAM)
University of Delaware Alfred Lerner College of
Business & Economics
University of Florida Public Relations Advisory Council
University of Georgia’s Grady School
University of Iowa
University of Minnesota Journalism School
University of Minnesota’s National Diversity Board
University of Southern California PR Advisory Council
University of Wisconsin
University of Wisconsin - Madison, School of
Journalism and Mass Communications
URI Foundation – Golf Team
U.S. African Development Foundation
U.S. Ultimate Association
USAID Advisory Committee on Voluntary Foreign Aid
USC Center for Public Relations
USGA
VCU Brandcenter
VCU Robertson School of Media & Culture
Venture Richmond
Virginia Commonwealth University
Virginia Film Festival
Virginia Tech Department of Communication
Virginia Tech Pamplin College of Business
VNA Health Group
WACL – Gather Committee
WACL – Vote 100 Committee
Warehouse Project & Gallery
Weave Youth & Community Services
Western Connecticut State University Marketing Advisory Council
Wharton School of Business: Wharton Future of Advertising Program
Wine and Business Club
WISE
Women in Sports & Events
Women’s Fund of Central Indiana
Women’s Leadership Network
Woonsocket Education Department
World Business Chicago
Wounded Warrior
WTA
Weber Shandwick
MullenLowe SSP3
IPG Mediabrands
Octagon
Golin
Carmichael Lynch Relate
Carmichael Lynch
Golin, IW Group
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MullenLowe U.S.
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Jack Morton
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FCB Chicago
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Board of Visitors
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Chairman of Advisory Committee
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Board Member
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Chair of Advisory Committee
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Board Member
Board of Trustees
Member
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Board Member
Member
Member
Global Advisory Board
Member
National Chairperson
Member
Advisory Board
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Board Member
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Board of Directors
<table>
<thead>
<tr>
<th>Organization</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year Up</td>
<td>Octagon</td>
</tr>
<tr>
<td>YMCA Arts and Letters Foundation</td>
<td>Initiative, Member</td>
</tr>
<tr>
<td>YMCA</td>
<td>Octagon, Tierney Member</td>
</tr>
<tr>
<td>Young Presidents Organization</td>
<td>The Martin Agency Member</td>
</tr>
<tr>
<td>Youth Pride</td>
<td>Octagon, HUGE Member</td>
</tr>
<tr>
<td>YPO Washington DC</td>
<td>The Martin Agency Committee</td>
</tr>
<tr>
<td>Zero Touch Digital</td>
<td>Advisory Board Member</td>
</tr>
</tbody>
</table>
During the past year, we have taken steps to strengthen our commitment to operating sustainably, which we define 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 belonging. Our sustainable operations are aligned with the long-term health of the communities where our employees live and work.

In this, our fourth year of reporting on our sustainability initiatives utilizing the new GRI Standards 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 all buildings globally over 50,000 square feet as of the end of 2017. The boundary was expanded from last year’s which included all of North America over 50,000 square feet, and select buildings in the UK and France. This expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

IPG continues to make strides in our areas of environmental focus – energy usage, recycling, travel and green building practices, as outlined in our recently updated sustainability policy – with a 38% reduction in square foot per employee from 2004 to 2016 and a 66% reduction in power consumption in our central IT operations since 2008. And, in terms of our greenhouse gas emissions, we’ve set a 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. Some of our agencies’ work in this important area includes client partnerships that bring clean water to areas where it is sorely lacking, as well as corporate initiatives like our donation this year to fund a rehabilitated hand pump for a well in Ethiopia that will help bring clean water to hundreds there. IPG and Huge were recognized by the United Nations for our work with Common Ground, the initiative that brings together the large holding companies in our sector in support
of the Sustainable Development Goals. Huge helped create a **youtube campaign** aimed at garnering Gen Z’s support of the SDGs.

We have **involved our employees in these efforts too**, and IPG agencies continue to engage on issues of concern in their local communities and globally. Recent projects have included **work with the #metoo movement, bringing awareness to PTSD sufferers**, and **encouraging blood marrow donations**. 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. 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. IPG has committed substantial resources and expertise to increasing diversity in our ranks and to forging a sustainable culture of inclusion at our company. In 2017, IPG’s diversity and inclusion group executed nearly 100 programs reaching thousands of people. At IPG, we encourage, protect and celebrate our diversity. For us to compete effectively, our workforce has to reflect the world’s changing demographics and more important, its changing marketplace.

We are 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 on our sustainability website, **STRONGER.**
Universal Standards: Ethics & Integrity

Disclosure 102-16

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. 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 2016 Code of Conduct:

97%

For 2017 Code of Conduct

97%
Universal Standards: Governance

Disclosure 102-18

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.

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 starting on page 9 of our 2018 Proxy Statement here:

http://investors.interpublic.com/static-files/0b7d974e-c0f5-4094-9086-51327379e0d6

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
## Universal Standards: Stakeholder Engagement

**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.

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

In addition to these three key groups, we took into account other stakeholder groups such as NGOs, government, academia and our industry peers, which all provide important insight into the sustainability issues that are important to IPG, our clients and our industry.

Based on the results of this stakeholder-inclusive materiality process, we have chosen the GRI aspects and indicators that we include as part of this report. In addition, we are continuing to improve the way

<table>
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<th>GRI Indicator</th>
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...
Universal Standards: Stakeholder Engagement

we engage with these important stakeholders on an ongoing basis to further inform our sustainability strategy moving forward.

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.
Universal Standards: Stakeholder Engagement

Disclosures 102-40, 42, 43

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Universal Standards: Stakeholder Engagement

### GRI Indicator | Reporting Level
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Universal Standards: Stakeholder Engagement

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Universal Standards: Stakeholder Engagement

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.

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 our STRONGER website which is devoted exclusively to the coverage of sustainability.

Recent work in this area has included:

- Partnering with charity: water to help bring water to communities in need through an innovative partnership
- Advancing diversity and inclusion in the workforce
- Raising awareness about air pollution

For a more extensive summary of our sustainability programs, please visit STRONGER.
Universal Standards: Reporting Practice

Disclosure 102-45

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.

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

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 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 customers, 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. In the future, we will update the report content to include the results of these engagements and considerations as we continue to develop our sustainability program.
Universal Standards: Reporting Practice

This year in our transition to the GRI Standards we examined the mapping of the material G4 topics and indicators identified in our comprehensive stakeholder-driven materiality assessment described in this report.

The resulting material GRI Standards that we have included in this report are listed below:

- 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

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<tbody>
<tr>
<td>102-49</td>
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</table>
This year Interpublic continued to expand its calculation of GHG emissions by expanding the boundary to include all offices which are over 50,000 square feet worldwide. Last year, we included all of North America over 50,000 square feet, and select buildings in the UK and France.

The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%), and 53% of our worldwide square footage (up from 45%).
Topic-Specific Standards:

Universal Standards: Management Approach

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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<tbody>
<tr>
<td>103-2</td>
<td>☑</td>
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</tbody>
</table>

Disclosure 103-2

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. 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.
Payments to providers of capital

Debt service – As of December 31, 2017, we had outstanding short-term borrowings of $84.9 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 through 2024. See the table below for the maturity schedule of our long-term debt.

The following summarizes our estimated contractual cash obligations and commitments as of December 31, 2017 and their effect on our liquidity and cash flow in future periods.

Principal Markets

Our agencies are located in over 100 countries, including every significant world market. Our geographic revenue breakdown is listed below.
## Topic-Specific Standards:

<table>
<thead>
<tr>
<th>Revenue Breakdown by Region</th>
<th>% of Total Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Domestic</td>
<td>59.8%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>8.6%</td>
</tr>
<tr>
<td>Continental Europe</td>
<td>9.1%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>11.6%</td>
</tr>
<tr>
<td>Latin America</td>
<td>4.5%</td>
</tr>
<tr>
<td>Other</td>
<td>6.4%</td>
</tr>
</tbody>
</table>

*Reference: 2017 Annual Report, Page 6*
Coverage of the organization’s defined benefit plan obligations
a. Where the plan’s liabilities are met by the organization’s general resources, report the estimated value of those liabilities.

b. 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
   - The basis on which that estimate has been arrived at
   - When that estimate was made

c. 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.

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

e. 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).

a. Where the plan’s liabilities are met by the organization’s general resources, report the estimated value of those liabilities.
   - Please see form 10 K, “a” on page 64. 2016 10 K can be accessed at the following link:

b. 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 form 10 K, “b” on page 64. 2016 10 K can be accessed at the following link:
   - The basis on which that estimate has been arrived at

Please See (b.) on page 32 of 10K. 2016 10 K can be accessed at the following link:
   - When that estimate was made – All estimates are as of 12/31/16

c. Where a fund set up to pay the plan’s pension liabilities is not fully covered, explain the
**Topic-Specific Standards:**

strategy, if any, adopted by the employer to work toward full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.

- See (c.) on page 66 of Form 10K.

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

- We do not disclose this information

e. 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: Indirect Economic Impacts**

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>203-2</th>
<th>Reporting Level</th>
</tr>
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</table>

Disclosure 203-2

Significant indirect economic impacts, including the extent of impacts

Report examples of the significant identified positive and negative indirect economic impacts the organization has. These may include:

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 STRONGER section of our website and include partnering with the United Nations on [furthering Sustainable Development Goal #6](https://www.interpublic.com/about/stronger/strongerpost?id=11571), access to clean water and sanitation, [encouraging voter participation](https://www.interpublic.com/about/stronger/strongerpost?id=11567) 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.
Topic-Specific Standards:
ECONOMIC: Anti-Corruption

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<tbody>
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<td>205-1</td>
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</table>

Disclosure 205-1

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

Report the total number and percentage of operations assessed for risks related to corruption.

Report the significant risks related to corruption identified through the risk assessment

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.

ECONOMIC: Anti-Corruption

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<tbody>
<tr>
<td>205-2</td>
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</table>

Disclosure 205-2

Communication and training on anti-corruption policies and procedures

a. Report the total number and percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to, broken down by region.

b. Report the total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.

c. Report the total number and percentage of business partners that the organization’s anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.

d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.

e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

IPG regularly communicates its anti-corruption policies and procedures by a variety of methods. Some messages are intended for a broad audience, while other messages are targeted to specific audiences. Communications are also tailored to specific jurisdictions or in connection with circumstances that may pose increased risks. For example, during the MidAutumn Festival (a Chinese holiday in which business associates traditionally exchange gifts), IPG sends a reminder to Chinese employees of the company’s
Gift Policy. To have maximum impact, this reminder is sent by local management in the Chinese language.

All employees, worldwide, are required to take an annual Code of Conduct training, which includes anti-corruption matters. In addition, IPG Legal, Risk and Internal Audit personnel regularly conduct live, in-person training sessions for key personnel in significant, high-risk markets such as China, India, South Africa and Brazil.

a. Report the total number and percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to, broken down by region.
   1. IPG’s Board of Directors is regularly apprised of our anti-corruption program.

b. Report the total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.
   1. 100% of employees are advised of the anti-corruption policies and procedures.

c. Report the total number and percentage of business partners that the organization’s anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.
   1. Our vendors are aware that we expect their compliance with IPG’s Supplier Code of Conduct. It is referenced in invoices and/or contracts. For business partners that present an elevated risk level, we include detailed provisions relating to anticorruption in the relevant contracts.

d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.
   1. 100% of governance body members receive training on anti-corruption.

e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.
   1. All employees, worldwide, are required to take an annual Code of Conduct training, which includes anti-corruption matters. In addition, IPG Legal, Risk and Internal Audit personnel regularly conduct live, in-person training sessions for key personnel in significant, high-risk markets such as China, India, The Middle East, South Africa and Brazil.
Topic-Specific Standards: 
ENVIRONMENTAL: Energy

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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

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 continued our journey of calculating GHG emissions by expanding our boundary to include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

Our Scope 1 and Scope 2 calculations in all countries besides the UK were completed using Measurabl, the online sustainability data software, which aligns its carbon accounting algorithms to the WRI/WBSCD’s GHG Protocol, Revised Edition methodologies. 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.

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 was estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:
2016: 2,485.6 MTCO2e
2017: 2,358.1 MTCO2e Scope 2:
  2016: 26,975.1 MTCO2e
  2017: 25,877.4 MTCO2e
Below are our Electricity and Fuel usage (Natural Gas and Heating Oil)

Electricity
  2016: 75,102.2 MWh
  2017: 74,030.2 MWh

Fuel (Natural Gas & Heating Oil)
  2016: 13,991.6 MWh
  2017: 12,916.9 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:
  2016: 3.84 MWh per Employee
  2017: 3.77 MWh per Employee

Energy Per Square Foot:
  2016: .0169 MWh per Sq Ft
  2017: .0166 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
  2016: 1.22 MTCO2e per Employee
  2017: 1.17 MTCO2e per Employee

GHG Emissions Per Square Footage
  2016: .0054 MTCO2e per Sq Ft
  2017: .0051 MTCO2e per Sq Ft

GHG Emissions Target
IPG has a Scope 2 relative intensity target for 10% reduction by 2030 in metric tons CO2e per employee
from a baseline of 2015.
This year Interpublic continued our journey of calculating GHG emissions by expanding our boundary to include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

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Below are the combined calculated Scope 1 and 2 emissions:

Scope 1

- 2016: 2,485.6 MTCO2e
- 2017: 2,358.1 MTCO2e

Scope 2

- 2016: 26,975.1 MTCO2e
- 2017: 25,877.4 MTCO2e

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

- 2016: 75,102.2 MWh
- 2017: 74,030.2 MWh

Fuel (Natural Gas & Heating Oil)

- 2016: 13,991.6 MWh
- 2017: 12,916.9 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:

- 2016: 3.84 MWh per Employee
- 2017: 3.77 MWh per Employee

Energy Per Square Foot:

- 2016: .0169 MWh per Sq Ft
- 2017: .0166 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

- 2016: 1.22 MTCO2e per Employee
- 2017: 1.17 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2016: .0054 MTCO2e per Sq Ft
- 2017: .0051 MTCO2e per Sq Ft

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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
**Topic-Specific Standards:**

**ENVIRONMENTAL: Energy**

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 include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

Our Scope 1 and Scope 2 calculations in all countries besides the UK were completed using Measurabl, the online sustainability data software, which aligns its carbon accounting algorithms to the WRI/WBCSD’s **GHG Protocol, Revised Edition** methodologies. 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.

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 was estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

**Scope 1:**
- 2016: 2,485.6 MTCO2e
- 2017: 2,358.1 MTCO2e

**Scope 2:**
- 2016: 26,975.1 MTCO2e
- 2017: 25,877.4 MTCO2e

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

**Electricity**
- 2016: 75,102.2 MWh
- 2017: 74,030.2 MWh

**Fuel (Natural Gas & Heating Oil)**
- 2016: 13,991.6 MWh
- 2017: 12,916.9 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:**
- 2016: 3.84 MWh per Employee
- 2017: 3.77 MWh per Employee
• 2016: .0169 MWh per Sq Ft
• 2017: .0166 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**

• 2016: 1.22 MTCO2e per Employee
• 2017: 1.17 MTCO2e per Employee

**GHG Emissions Per Square Footage**

• 2016: .0054 MTCO2e per Sq Ft
• 2017: .0051 MTCO2e per Sq Ft

**GHG Emissions Target**

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

### GRI Indicator Reporting Level

**Disclosure 302-5**

**Reductions in energy requirements of products and services**

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 a 70/30 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.
This year Interpublic continued our journey of calculating GHG emissions by expanding our boundary to include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

Our Scope 1 and Scope 2 calculations in all countries besides the UK were completed using Measurabl, the online sustainability data software, which aligns its carbon accounting algorithms to the WRI/WBCSD’s GHG Protocol, Revised Edition methodologies. 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.

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 was estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:
- 2016: 2,485.6 MTCO2e
- 2017: 2,358.1 MTCO2e

Scope 2:
- 2016: 26,975.1 MTCO2e
- 2017: 25,877.4 MTCO2e

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

Electricity
- 2016: 75,102.2 MWh
- 2017: 74,030.2 MWh

Fuel (Natural Gas & Heating Oil)
Topic-Specific Standards:

ENVIRONMENTAL: Emissions

- 2016: 13,991.6 MWh
- 2017: 12,916.9 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:

- 2016: 3.84 MWh per Employee
- 2017: 3.77 MWh per Employee

Energy Per Square Foot:

- 2016: .0169 MWh per Sq Ft
- 2017: .0166 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

- 2016: 1.22 MTCO2e per Employee
- 2017: 1.17 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2016: .0054 MTCO2e per Sq Ft
- 2017: .0051 MTCO2e per Sq Ft

GRI Indicator 305-2 Reporting Level

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 include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

Our Scope 1 and Scope 2 calculations in all countries besides the UK were completed using Measurabl, the online sustainability data software, which aligns its carbon accounting algorithms to the WRI/WBCSD’s GHG Protocol, Revised Edition methodologies. 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.

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Below are the combined calculated Scope 1 and 2 emissions:

**Scope 1:**
- 2016: 2,485.6 MTCO2e
- 2017: 2,358.1 MTCO2e

**Scope 2:**
- 2016: 26,975.1 MTCO2e
- 2017: 25,877.4 MTCO2e

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

**Electricity**
- 2016: 75,102.2 MWh
- 2017: 74,030.2 MWh

**Fuel (Natural Gas & Heating Oil)**
- 2016: 13,991.6 MWh
- 2017: 12,916.9 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:**
- 2016: 3.84 MWh per Employee
- 2017: 3.77 MWh per Employee

**Per Square Foot:**
- 2016: .0169 MWh per Sq Ft
- 2017: .0166 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.
**Topic-Specific Standards:**

**ENVIRONMENTAL: Emissions**

**GHG Emissions Per Employee**

- 2016: 1.22 MTCO2e per Employee
- 2017: 1.17 MTCO2e per Employee

**GHG Emissions Per Square Footage**

- 2016: .0054 MTCO2e per Sq Ft
- 2017: .0051 MTCO2e per Sq Ft

**GHG Emissions Target**

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

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**GRI Indicator 305-3**

**Reporting Level**

**Disclosure 305-3**

**Other indirect greenhouse gas (GHG) emissions (Scope 3)**

**Other indirect greenhouse gas (GHG) emissions (Scope 3)**

IPG’s 50,200 employees around the world travel nearly 300 million miles each year on airplanes. Several years ago, the IPG travel department developed a new way to track carbon emissions related to that travel and a way for our business travelers to play a big part in reducing those emissions.

While we work to limit our travel where possible, in a client services business, some of our travel is essential. Efficient travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to. To help ensure that travel across our organization is as sustainable as possible, we have enhanced our online booking tool to allow business travelers to sort air travel by carbon dioxide (CO2) emissions as well as by time and cost. This tracking system has been turned on in nearly all countries where online booking is available, allowing our business travelers to assess comparative CO2 emissions between IPG preferred carriers, allowing us to make smarter travel choices that are also less damaging to the environment.

By understanding the impact each of us can have upon the economic, environmental, and social sustainability of our communities, our employees can contribute in small ways to the ongoing health of our communities. Our travel program that takes carbon emissions into consideration was one of the first of its kind to be instituted at a Fortune 500 company.

In 2017, IPG employees around the world traveled a total of 298,386,176 miles, with total emissions of 59,842 tCO2e (metric tons of carbon dioxide equivalent).
This year Interpublic continued our journey of calculating GHG emissions by expanding our boundary to include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

Our Scope 1 and Scope 2 calculations in all countries besides the UK were completed using Measurabl, the online sustainability data software, which aligns its carbon accounting algorithms to the WRI/WBCSD’s GHG Protocol, Revised Edition methodologies. 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. 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 was estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

**Scope 1**
- 2016: 2,485.6 MTCO2e
- 2017: 2,358.1 MTCO2e

**Scope 2**
- 2016: 26,975.1 MTCO2e
- 2017: 25,877.4 MTCO2e

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

**Electricity**
- 2016: 75,102.2 MWh
2017: 74,030.2 MWh
Fuel (Natural Gas & Heating Oil)

- 2016: 13,991.6 MWh
- 2017: 12,916.9 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:

- 2016: 3.84 MWh per Employee
- 2017: 3.77 MWh per Employee

Energy Per Square Foot:

- 2016: .0169 MWh per Sq Ft
- 2017: .0166 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

- 2016: 1.22 MTCO2e per Employee
- 2017: 1.17 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2016: .0054 MTCO2e per Sq Ft
- 2017: .0051 MTCO2e per Sq Ft

GHG Emissions Target

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

ENVIRONMENTAL: Emissions

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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
This year Interpublic continued our journey of calculating GHG emissions by expanding our boundary to include all offices which are over 50,000 square feet worldwide. The boundary was expanded from last year’s which included all of North America over 50,000 square feet and select buildings in the UK and France. The expanded boundary as of the end of 2017 now includes 48% of our worldwide headcount (up from 37%) and 53% of our worldwide square footage (up from 45%).

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Below are the combined calculated Scope 1 and 2 emissions:

**Scope 1**
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- 2017: 2,358.1 MTCO2e

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- 2017: 12,916.9 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:
• 2016: 3.84 MWh per Employee
• 2017: 3.77 MWh per Employee

Energy Per Square Foot:
• 2016: 0.169 MWh per Sq Ft
• 2017: 0.166 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

• 2016: 1.22 MTCO2e per Employee
• 2017: 1.17 MTCO2e per Employee

GHG Emissions Per Square Footage

• 2016: 0.0054 MTCO2e per Sq Ft
• 2017: 0.0051 MTCO2e per Sq Ft

GHG Emissions Target

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

ENVIRONMENTAL: Supplier Environmental Assessment

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

308-1

Percentage of new suppliers that were screened using environmental criteria

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

414-1

Percentage of new suppliers that were screened using labor practices criteria

Report the percentage of new suppliers that were screened using labor practices criteria.

414-1

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

414-1
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 the following link:

http://www.interpublic.com/about/corporate-governance

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.
Topic-Specific Standards: SOCIAL: Employment

GRI Indicator | Reporting Level
---|---
401-1 |  

Disclosure 401-1

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.

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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 selfemployed, 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:

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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 medical benefits.

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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.

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.

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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.

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Topic-Specific Standards: SOCIAL: Employment

GRI Indicator | Reporting Level
--- | ---
401-2 | [ ]

Disclosure 401-2

IPG Employees

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Topic-Specific Standards: SOCIAL:
Training and Education

IPG Employees

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**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

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.
Topic-Specific Standards: SOCIAL: Diversity and Equal Opportunity

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.

Human Rights Assessment

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

6,084 completed x 39 minutes to complete = 237,276 minutes = 3,944 hours Completion Rate—97%
### Supplier Social Assessment

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>414-1</td>
<td></td>
</tr>
</tbody>
</table>

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

#### 308-1

Percentage of new suppliers that were screened using environmental criteria

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

#### 414-1

Percentage of new suppliers that were screened using human rights criteria

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 the following link:

[http://www.interpublic.com/about/corporate-governance](http://www.interpublic.com/about/corporate-governance)

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:
Topic-Specific Standards: SOCIAL:

- 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.
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. 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
# Universal Standards: Organizational Profile

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-1</td>
<td></td>
<td>Report the name of the organization</td>
<td>Interpublic Group of Companies, Inc.</td>
<td></td>
</tr>
<tr>
<td>102-2</td>
<td></td>
<td>Report the primary activities, brands, products and services</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>102-3</td>
<td></td>
<td>Report the location of the organization’s headquarters</td>
<td>909 Third Avenue, New York, New York 10022</td>
<td></td>
</tr>
<tr>
<td>102-4</td>
<td></td>
<td>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</td>
<td>IPG is a global company with offices in over 100 countries.</td>
<td></td>
</tr>
<tr>
<td>102-5</td>
<td></td>
<td>Report the nature of ownership and legal form</td>
<td>IPG is a publicly traded company.</td>
<td></td>
</tr>
<tr>
<td>102-6</td>
<td></td>
<td>Report the markets served</td>
<td>We are one of the world’s premier global advertising and marketing services companies.</td>
<td></td>
</tr>
<tr>
<td>102-7</td>
<td></td>
<td>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</td>
<td>IPG is a global company with employees and operations in more than 100 countries.</td>
<td></td>
</tr>
</tbody>
</table>
a. Report the total number of employees by employment contract and gender.

b. Report the total number of permanent employees by employment type and gender.

c. Report the total workforce by employees and supervised workers and by gender.

d. Report the total workforce by region and gender.

e. Report whether a substantial portion of the organization’s 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.

f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).

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

**Principle 4: Labour**

**STRONGER**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/01/2018</td>
<td>IPG Leaders Participate in 3% Conference</td>
</tr>
<tr>
<td>11/13/2018</td>
<td>IPG Hosts Inclusion Forum Cal</td>
</tr>
<tr>
<td>12/06/2018</td>
<td>IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion</td>
</tr>
</tbody>
</table>

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102-9

Describe the organization’s supply chain.

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

---

102-10

a. 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

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.

---

102-11

Report whether and how the precautionary approach or principle is addressed by the organization.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-12</td>
<td></td>
<td>List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses</td>
<td>IPG is committed to good corporate citizenship.</td>
<td></td>
</tr>
<tr>
<td>102-13</td>
<td></td>
<td>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</td>
<td>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.</td>
<td></td>
</tr>
</tbody>
</table>
# Universal Standards: Strategy

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-14</td>
<td></td>
<td>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</td>
<td>Message from Michael Roth, Chairman and CEO of Interpublic</td>
<td></td>
</tr>
</tbody>
</table>
## Universal Standards: Ethics & Integrity

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-16</td>
<td></td>
<td>Describe the organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics</td>
<td>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.</td>
<td>Principle 10: AntiCorruption</td>
</tr>
</tbody>
</table>
# Universal Standards: Governance

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-18</td>
<td><img src="image" alt="Green Circle" /></td>
<td>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</td>
<td>Our Proxy Statement provides detailed information on our governance structure.</td>
<td></td>
</tr>
</tbody>
</table>
## Universal Standards: Stakeholder Engagement

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-40</td>
<td></td>
<td>Provide a list of stakeholder groups engaged by the organization</td>
<td>Note this response will be crossreferenced for Disclosures 102-40,102-42 and 102-43</td>
<td></td>
</tr>
<tr>
<td>102-41</td>
<td></td>
<td>Report the percentage of total employees covered by collective bargaining agreements.</td>
<td>The percentage of IPG employees covered by collective bargaining is zero – 0 percent.</td>
<td></td>
</tr>
<tr>
<td>102-42</td>
<td></td>
<td>Report the basis for identification and selection of stakeholders with whom to engage.</td>
<td>Note this response will be crossreferenced for Disclosures 102-40,102-42 and 102-43</td>
<td></td>
</tr>
<tr>
<td>102-43</td>
<td></td>
<td>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.</td>
<td>Note this response will be crossreferenced for Disclosures 102-40,102-42 and 102-43</td>
<td></td>
</tr>
<tr>
<td>102-44</td>
<td></td>
<td>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</td>
<td>Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.</td>
<td></td>
</tr>
</tbody>
</table>

## Universal Standards: Reporting Practice

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<tbody>
<tr>
<td></td>
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</tbody>
</table>
### 102-45

| a. | List all entities included in the organization’s consolidated financial statements or equivalent documents. |
| b. | 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.

---

### 102-46

| 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.

---

### 102-47

|   | List all the material topics identified in the process for defining report content |
|   | This year, IPG transitioned to the GRI Standards. |

---

### 102-48

| a. | 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. |

---

### 102-49

| a. | Report significant changes from previous reporting periods in the Scope and Aspect Boundaries |
|   | Interpublic has expanded its reporting boundary each year since 2014. |

---

### 102-50

|   | Reporting period (such as fiscal or calendar year) for information provided |
|   | We are reporting on a calendar year cycle. |

---

### 102-51

|   | Date of most recent previous report |
|   | IPG published its last sustainability report in March of 2018. We update our sustainability site, STRONGER, on a weekly basis. |

---

### 102-52

|   | Reporting cycle |
|   | IPG reports annually. |

---

### 102-53

|   | The reporting organization shall report the following information: |
| a. | 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 |

---

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<th>Reference/Response</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
</table>
The reporting organization shall report the following information:

a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either:
   i. 'This report has been prepared in accordance with the GRI Standards: Core option';
   ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.

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.

This report provides a GRI Standards Content Index and references the GRI Standards. This material references:

- GRI Standards 101: Foundation 2016
- GRI Standards 102: General Disclosures 2016
- GRI Standards 103: Management Approach 2016
- GRI Standards 203: Indirect Economic Impacts 2016
- GRI Standards 205: Anti-corruption 2016
- GRI Standards 302: Energy 2016
- GRI Standards 305: Emissions 2016
- GRI Standards 308: Supplier Environmental Assessment 2016
- GRI Standards 401: Employment 2016
- GRI Standards 404: Training and Education 2016
- GRI Standards 405: Diversity and Equal Opportunity 2016
- GRI Standards 414: Supplier Social Assessment 2016
- GRI Standards 414: Supplier Social Assessment
- GRI Standards 415: Public Policy
- GRI Standards 414: Supplier Social Assessment

The Content Index can be found here: https://www.interpublic.com/about/stronger/gri/index?report_id=122
The reporting organization shall report the following information:

a. A description of the organization’s policy and current practice with regard to seeking external assurance for the report.

b. If the report has been externally assured:
   i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;
   ii. The relationship between the organization and the assurance provider;
   iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization’s sustainability report.

Other than data pulled directly from our Annual Report, the data in this report has not been externally assured.

### Universal Standards: Management Approach

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<th>Reference/Response</th>
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</tr>
</thead>
<tbody>
<tr>
<td>103-1</td>
<td></td>
<td>For each material Aspect, report unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report. Within the material for all except otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report. Within the material for all except...</td>
<td>We have embedded our discussion on management approach in each of our indicators. Please see individual indicators for information.</td>
<td></td>
</tr>
</tbody>
</table>

We have embedded our discussion on management approach in each of our indicators. Please see individual indicators for information.
<table>
<thead>
<tr>
<th>Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms</th>
</tr>
</thead>
<tbody>
<tr>
<td>We provide our employees with a number of different approaches to express concerns about their work environments.</td>
</tr>
</tbody>
</table>
## Topic-Specific Standards: ECONOMIC: Economic Performance

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-1</td>
<td>green</td>
<td>Direct economic value generated and distributed</td>
<td>Direct economic value generated and distributed</td>
<td></td>
</tr>
<tr>
<td>201-3</td>
<td>orange</td>
<td>Coverage of the organization’s defined benefit plan obligations</td>
<td>Please see link below for more information on IPG’s defined benefit plans.</td>
<td></td>
</tr>
</tbody>
</table>
## Topic-Specific Standards:
### ECONOMIC: Indirect Economic Impacts

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<th>Description</th>
<th>Reference/Response</th>
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</tr>
</thead>
<tbody>
<tr>
<td>203-2</td>
<td></td>
<td>Significant indirect economic impacts, including the extent of impacts</td>
<td>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</td>
<td></td>
</tr>
</tbody>
</table>

**STRONGER**

Lifebuoy Create Hand Sanitizing Stations in India 10/29/2018
# Topic-Specific Standards: ECONOMIC: Anti-Corruption

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>205-1</td>
<td></td>
<td>Total number and percentage of operations assessed for risks related to corruption and the significant risks identified</td>
<td>Interpublic assesses 100% of our operations for risks related to corruption.</td>
<td>Principle 10: AntiCorruption</td>
</tr>
<tr>
<td>205-2</td>
<td></td>
<td>Communication and training on anti-corruption policies and procedures</td>
<td>IPG regularly communicates its anticorruption policies and procedures by a variety of methods.</td>
<td>Principle 10: AntiCorruption</td>
</tr>
</tbody>
</table>
## Topic-Specific Standards: ENVIRONMENTAL: Energy

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>302-5</td>
<td></td>
<td>Reductions in energy requirements of products and services</td>
<td>To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people.</td>
<td>Principle 7: Environment Principle 8: Environment Principle 9: Environment</td>
</tr>
</tbody>
</table>
### Topic-Specific Standards: ENVIRONMENTAL: Emissions

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>305-1</td>
<td></td>
<td>Direct greenhouse gas (GHG) emissions (Scope 1)</td>
<td>Note this response is crossreferenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 7: Environment Principle 8: Environment</td>
</tr>
<tr>
<td>305-2</td>
<td></td>
<td>Energy indirect greenhouse gas (GHG) emissions (Scope 2)</td>
<td>Note this response is crossreferenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 7: Environment Principle 8: Environment</td>
</tr>
<tr>
<td>305-3</td>
<td></td>
<td>Other indirect greenhouse gas (GHG) emissions (Scope 3)</td>
<td>Smart travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to.</td>
<td>Principle 7: Environment Principle 8: Environment</td>
</tr>
<tr>
<td>305-4</td>
<td></td>
<td>Greenhouse gas (GHG) emissions intensity</td>
<td>Note this response is crossreferenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 7: Environment Principle 8: Environment</td>
</tr>
<tr>
<td>305-5</td>
<td></td>
<td>Reduction of greenhouse gas (GHG) emissions</td>
<td>Note this response is crossreferenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 8: Environment Principle 9: Environment</td>
</tr>
</tbody>
</table>
# Topic-Specific Standards: ENVIRONMENTAL: Supplier Environmental Assessment

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<th>Reference/Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>308-1</td>
<td></td>
<td>Percentage of new suppliers that were screened using environmental criteria</td>
<td>Please note this response is crossreferenced for 308-1 and 414-1.</td>
<td></td>
</tr>
</tbody>
</table>
# Topic-Specific Standards: SOCIAL: Employment

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>401-1</td>
<td></td>
<td>Total number and rates of new employee hires and employee turnover by age group, gender and region</td>
<td>Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.</td>
<td>Principle 6: Labour</td>
</tr>
<tr>
<td>401-2</td>
<td></td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation</td>
<td>Note this response is crossreferenced for 102-8, 401-1, 401-2, 404-2, and 404-3.</td>
<td></td>
</tr>
</tbody>
</table>
## Topic-Specific Standards: SOCIAL: Training and Education

<table>
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<tbody>
<tr>
<td>404-2</td>
<td></td>
<td>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</td>
<td>Note this response is crossreferenced for 102-8, 401-1, 401-2, 404-2, and 404-3.</td>
<td>Principle 6: Labour</td>
</tr>
<tr>
<td>404-3</td>
<td></td>
<td>Percentage of employees receiving regular performance and career development reviews, by gender and by employee category</td>
<td>Note this response is crossreferenced for 102-8, 401-1, 401-2, 404-2, and 404-3.</td>
<td>Principle 6: Labour</td>
</tr>
</tbody>
</table>
## Topic-Specific Standards: SOCIAL:
### Diversity and Equal Opportunity

<table>
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<tbody>
<tr>
<td>405-1</td>
<td></td>
<td>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity</td>
<td>Diversity and Inclusion have been priorities for IPG for more than a decade.</td>
</tr>
</tbody>
</table>

**STRONGER**

- IPG Hosts Inclusion Leaders Participate in 3% Conference 11/1/2018
- IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion 12/6/2018

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- Principle 6: Labour
## Topic-Specific Standards: SOCIAL: Human Rights Assessment

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>412-2</td>
<td>★</td>
<td>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</td>
<td>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.</td>
<td>Principle 1: Human Rights</td>
</tr>
</tbody>
</table>
# Topic-Specific Standards: SOCIAL: Supplier Social Assessment

<table>
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</thead>
<tbody>
<tr>
<td>414-1</td>
<td></td>
<td>Percentage of new suppliers that were screened using human rights criteria</td>
<td>Please note this response is crossreferenced for 308-1 and 414-1.</td>
<td>Principle 4: Labour Principle 5: Labour Principle 8: Environment</td>
</tr>
</tbody>
</table>
## Topic-Specific Standards: SOCIAL: Public Policy

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<tbody>
<tr>
<td>415-1</td>
<td></td>
<td>Total value of political contributions by country and recipient/beneficiary</td>
<td>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.</td>
<td></td>
</tr>
</tbody>
</table>