



IPG Supplier Management Principles

Interpublic Group of Companies
Last Revised: December 2024

The Interpublic Group of Companies, including its subsidiaries (collectively, “IPG,” the “Company” or “us”) is a purpose-driven company, committed to achieving the highest standards in environmental, social and governance (ESG) practices. As a leading global provider of marketing solutions, Interpublic recognizes the impact that our business activities can have on the world around us, and we are committed to operating our business with the highest standards of integrity and with sustainable practices. Interpublic seeks to engage suppliers and business partners who share our values and standards, and who uphold this commitment in the work they do for Interpublic.

Scope

This Policy covers all companies in the Interpublic network around the world, and applies to all suppliers, including their employees, agents and subcontractors.

By “supplier” we mean any company, organization or individual that provides a product or service to Interpublic or indirectly to any of its clients.

Policy

Supplier Code Of Conduct: All of our suppliers are required to agree to comply with our Supplier Code of Conduct, available at <https://www.interpublic.com/about/corporate-governance/> (the “Code” or “Supplier Code of Conduct”) and to disclose any potential conflicts as part of that process.

Interpublic employees who are engaged in selecting or retaining suppliers are expected to use reasonable efforts to require suppliers to agree to comply with the Code.

Governance & Oversight: Each year, Interpublic purchases products and services from more than 75,000 suppliers around the world, guided by our Strategic Sourcing & Procurement (SS&P) team as part of the Strategic Program Office.

Oversight and enforcement of this Policy and the Supplier Code of Conduct are the responsibility of Interpublic senior management. Interpublic’s Controller function leads our efforts in this area – with support from Business Controls, Business Transformation and Legal/Corporate Compliance.

The Interpublic Board of Directors reviews and considers the implications of social responsibility issues that affect the Company. The Board’s Corporate Governance and Social Responsibility Committee oversees issues of global corporate citizenship and social responsibility and makes recommendations to the full Board regarding the Company’s policies and practices on these issues.

Supplier Code Of Conduct – Matters Covered

The Supplier Code of Conduct shall require Interpublic suppliers and their representatives to conduct their business activities in full compliance with applicable laws and regulations, act with integrity, and to make commitments regarding anti-corruption compliance, privacy, security and data protection and employment practices, among other values. The Code shall also require suppliers to acknowledge and share our commitments to sustainability and human rights, as described below.

- **Legal Compliance and Ethical Business Practices:** The Code shall set forth detailed requirements and expectations that our suppliers will comply with laws and act with integrity in connection with providing services to Interpublic.
- **Sustainability:** Interpublic is committed to the highest environmental standards and fulfillment of our responsibility on climate action, protecting natural resources, limiting pollution and being transparent about our progress. The Code shall require suppliers to share in our commitment to sustainability and to comply with all applicable environmental laws and regulations.
- **Diversity:** Interpublic is committed to working with partners that reflect the diversity of our world, our stakeholders, our clients and our clients’ customers. The Code shall communicate Interpublic’s commitment to supplier diversity.
- **Human Rights:** The Code shall provide that suppliers are expected to adhere to our Human Rights Policy (SP&P 423), including but not limited to fair working conditions, ensuring health and safety, protecting the rights to organize and vote, and providing a fair and living wage.

Supplier Selection & Risk Management Program

The Interpublic Strategic Sourcing & Procurement team applies a structured approach to supplier selection and risk management. Our sourcing process includes thorough due diligence to evaluate key criteria, as well as commitment to diversity and sustainability.

With support from the Board of Directors, Interpublic also utilizes a Third Party Risk Management (TPRM) process to identify, assess and manage risks associated with third-party partnerships. The TPRM process begins with an initial evaluation of all new supplier requests based on risk-based due diligence. Suppliers found to have high inherent risk are required to complete detailed control questionnaires and submit supporting documentation for a comprehensive assessment in any of the risk domains including privacy, information security, compliance, corruption and modern slavery.

Interpublic's supplier management initiatives have led to the creation of a preferred list of thoroughly vetted third-party suppliers. The criteria for selecting preferred suppliers include financial strength, capabilities, credibility, quality, and competitive pricing. Additional evaluations focus on their commitment to sustainability, diversity and inclusion, human rights, and environmental impact.

Communication

This Policy and the Code will be communicated throughout Interpublic and is available for public review. It will be reviewed on a regular basis to evaluate continued relevance, to monitor compliance and to drive continual improvement.

Reporting Concerns

If any of our stakeholders believe that an Interpublic employee, supplier or other business partner is in violation of this Policy, the Supplier Code of Conduct, or any laws or regulations, they are strongly encouraged to report the situation immediately.

If you wish to report a questionable behavior or possible violation of this Policy or the Supplier Code of Conduct, please contact your manager or any other manager who you trust, or you may inform the Interpublic Legal Department at Compliance@interpublic.com. If you wish to remain anonymous, you may make a report through our [Alertline](#). We have zero tolerance for retaliation against anyone who, in good faith, reports a violation, or who participates in any investigation.