



Interpublic

Gender Equality Disclosure

Interpublic Group of Companies

The metrics/information below are as of the end of FY23 and reflect at least 80% of our global workforce unless otherwise specified. Some metrics may differ slightly from other IPG disclosures/reports based on the dates the data was pulled.

KPI	Disclosure
Leadership	
Percentage of women on company board	40%
Board chairperson is a woman	No
Percentage of various committees of the board of directors chaired/co-chaired by a woman	67%
Chief Executive Officer (CEO) is a woman	No
Percentage of women executive officers	25%
Chief Diversity Officer (CDO) appointed	Yes
Talent Pipeline	
Percentage of women in total management	59% Total management includes all managers with senior-, middle- and lower-level supervisory responsibilities.
Percentage of women in senior management	55% Senior management includes managers within two levels of executive management.
Percentage of women in middle or lower management	63% Middle or lower management includes managers that are three or more levels from executive management.
Percentage of women in non-managerial positions	60%
Percentage of women in total workforce	60%
Percentage of women total promotions	63%
Percentage of women new hires	60%
Percentage of total separations that are women	58%

KPI	Disclosure
<p>Public, quantitative time-bound action plan with targets to increase the representation of women in leadership positions</p>	<p>Gender equity is a major component of our commitment to diversity, equity and inclusion. Although we do not currently have a time-bound action plan, we understand the need to continually work toward increasing the representation of women in leadership positions and in the company overall. We have a variety of global programs and incentives in place that focus on the hiring, retention and promotion of women across the company. As a result of these programs, we have achieved gender parity at all levels (junior, mid and senior) both in the U.S. and globally. The Women’s Leadership Network is one of our most active Business Resource Groups and continually works to advance the role of women in leadership in our company.</p>
<p>Public, quantitative time-bound action plan with targets to increase the representation of women in the company</p>	<p>At the Board level, our Policy on Board Diversity reflects our commitment to actively seek out women and ethnically diverse candidates when identifying and evaluating director candidates.</p>
<p>Pay</p>	
<p>Adjusted mean gender pay gap</p>	<p>We comply with all country-specific pay gap disclosure requirements, but do not currently publish our global pay gap figures. We are committed to pay equity across our network, and to increasing representation of women in senior roles.</p>
<p>Global mean (average) raw gender pay gap</p>	
<p>Public, quantitative time-bound action plan to close gender pay gap</p>	<p>Although we do not currently have a time-bound action plan, we annually conduct pay equity reviews in conjunction with an external consultant to compare compensation on the basis of gender and race between employees who are similarly situated with respect to factors such as job function, experience and geography. Our analysis covers the U.S. and many international markets, representing more than 90% of our global workforce. We are gradually expanding to cover our full population. Based on analyses to date, there are no findings of widespread pay inequalities. We take steps to correct any individual anomalies that have been identified.</p>

KPI	Disclosure
Inclusive Culture	
Number of weeks of fully paid primary parental leave offered	Although we do not track our parental leave policies for 80% or more of our global workforce, IPG offers a minimum of 12 weeks family leave at 100% pay to all U.S. employees, regardless of whether they are primary or secondary caregivers. This benefit is fully inclusive of adoptive and surrogate parents, and can also be applied to care of a spouse or parent. Many employees will receive additional paid time off depending on duration of need, tenure with the company and local paid leave provisions.
Number of weeks of fully paid secondary parental leave offered	
Percentage of women employees that remained employed by the company 12 months after their return from parental leave	77%
Percentage of all employees that remained employed by the company 12 months after their return from parental leave	77%
Back-up family care services or subsidies through the company	We offer backup family care services/subsidies through the company for a subset of our employees, representing less than 80% of our global workforce.
Flexible working policy (company offers option to control start or end times and/or location where employees work)	Yes When possible, we encourage flexible working models for all employees.
Employee resource groups for women	Yes Our Business Resource Group, the Women's Leadership Network (WLN), leverages new findings on gender equality to advocate for every colleague to contribute to creating a more inclusive workplace that recruits, retains, and advances women at all levels throughout Interpublic.
Unconscious bias training offered to all employees	IPG's corporate organizations and many agencies offer various types of content and learning opportunities aimed at anti-discrimination, biases, allyship and other topics including unconscious bias training; however, this is not tracked globally at this time.
Annual anti-sexual harassment training offered to all employees	Yes