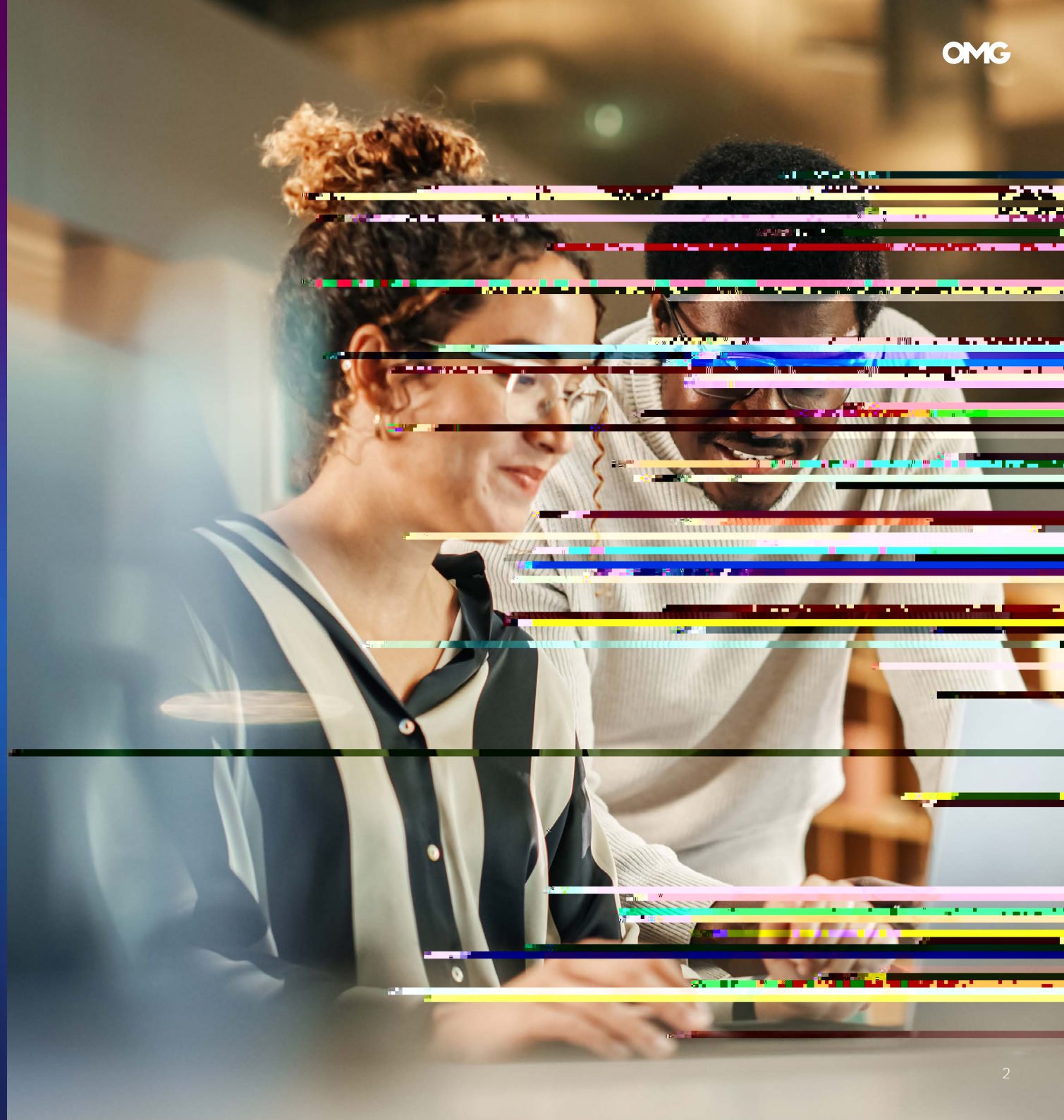


GENDER PAY GAP REPORT 2023

OMG

Our DEI vision at Omnicom Media Group UK (OMG UK) is to be an agency group where difference is valued and everyone can thrive in a culture of equality, inclusion and belonging. We are committed to creating an environment that reflects today's society where each individual is able to bring their true selves to work and where diverse voices and backgrounds are valued, heard and well represented.



WHAT IS THE GENDER

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. OMG UK's eligible payroll headcount, as a snapshot on 5th April 2023, covered 252 employees.

WHAT IS THE GENDER PAY GAP?

WHO IS INCLUDED IN OUR REPORTING AND WHAT IS THE SNAPSHOT DATE?

We follow the legislative requirements of reporting and includes all employees and workers on payroll as 5th April 2023 (the snapshot date), at OMG UK, but excludes any employee on reduced pay i.e. maternity, sick pay or other adjusted pay.

Next year's reporting snapshot date will be 5th April 2024.

Please note the data reported includes all OMG UK employees but does not include the data from our individual agencies (MG OMD, PHD UK, OMD UK, Hearts & Science, Drum). If these agencies meet the criteria for reporting, they will report individually.

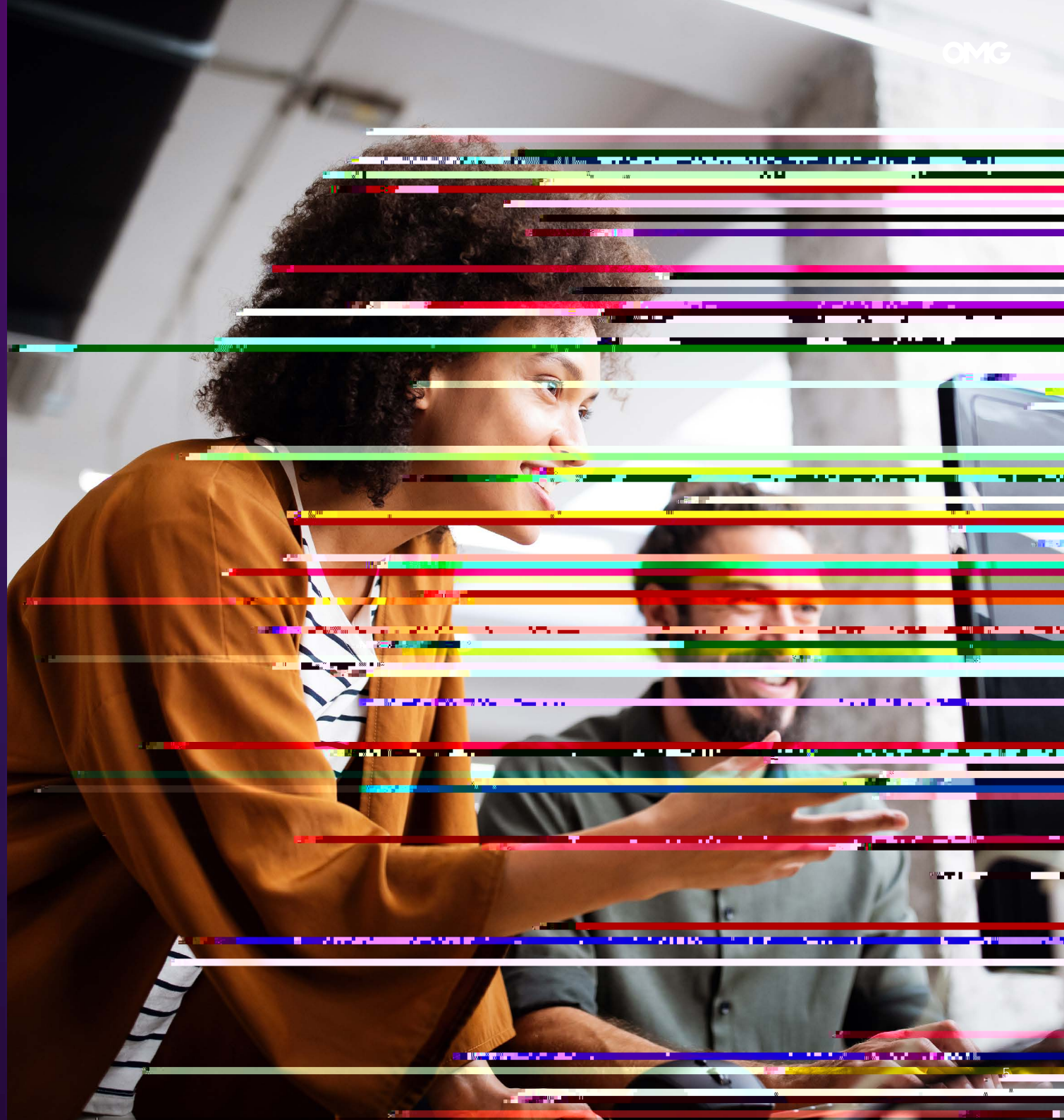
WHAT PERIOD ARE THE BONUS GAPS CALCULATED OVER?

Bonus gaps are calculated over the 12 months leading up to the snapshot date. The period covered in this report is 6th April 2022 – 5th April 2023.



THERE'S LOTS OF MATHS: WHICH FIGURE IS MOST COMMONLY USED AND QUOTED?

In this report the data is defined in terms of median and mean. Generally, the median figure is the more representative figure, and this is the figure used by the Office of National Statistics (ONS). This is because the median is not skewed or affected by extreme values. According to ONS, the 2023 UK national median gender pay gap is 14.3% and the UK mean gender pay gap is 13.2%.



PAY GAP

WHAT IS THE MEDIAN FIGURE AT OMG UK?

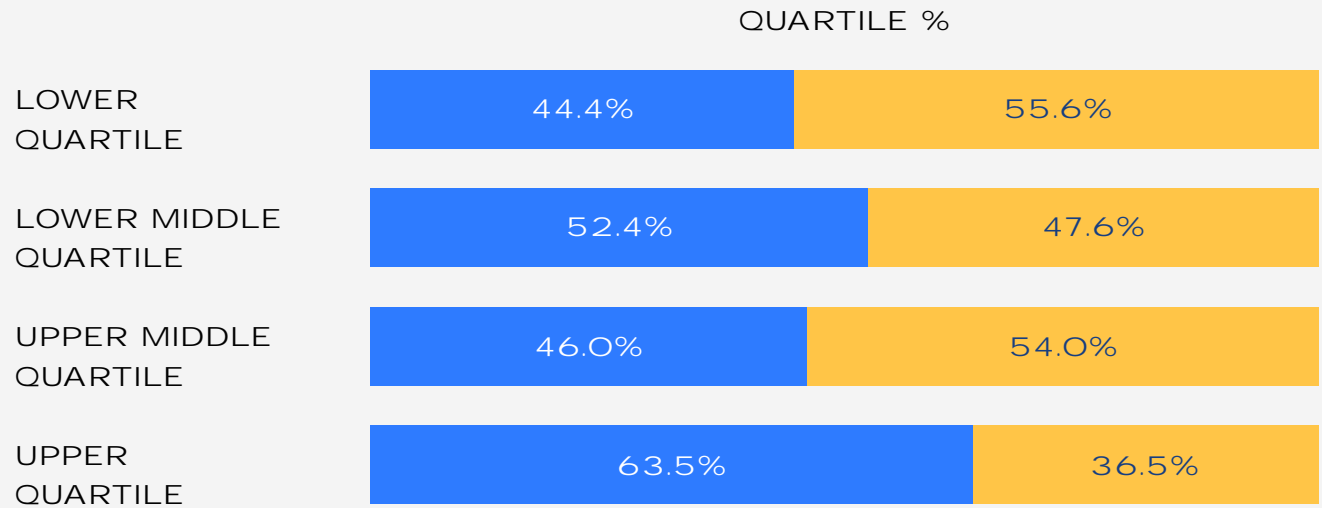
12%

OMG UK's 2023 median gender pay gap is 12%.

WHAT IS THE MEAN FIGURE AT OMG UK?

17.4%

OMG UK's 2023 mean gender pay gap is 17.4%.



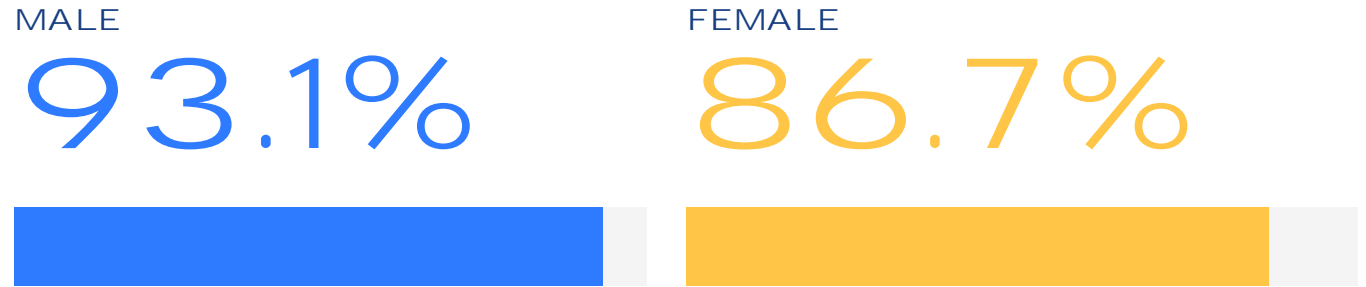
BONUS

WHAT IS INCLUDED AS A BONUS?

- 
REFERRAL/ RECRUITMENT BONUS
- 
RETURN TO WORK BONUS POST FAMILY LEAVE
- 
BABY BONUS
- 
CHRISTMAS VOUCHERS
- 
ANNUAL BONUS

At the discretion of the agency leadership, an annual performance related bonus may be given to senior level individuals. These are awarded on a discretionary basis.

WHAT IS THE PERCENTAGE OF MEN AND WOMEN RECEIVING SOME FORM OF BONUS PAY?



WHAT IS THE MEDIAN BONUS GAP AT OMG UK?



Our median bonus gap is 0%. This is reflective of the substantial number of both men and women receiving discretionary rewards of the same amount.

WHAT IS THE MEAN BONUS GAP AT OMG UK?



Our mean bonus gap is 79.2%. This is because there are a small number of senior men who are entitled to large discretionary bonuses.

WORKING TO CLOSE THE GAP

- Omniwomen, an Omnicom-wide employee resource group, serves as a catalyst for increasing the influence and number of women leaders throughout the Omnicom network. In the UK, one of the key initiatives every year is the Omniwomen + Allies event aimed at supporting and inspiring our future leaders.
- We give additional benefits for parents through enhanced Maternity, Adoption, Surrogacy, Shared Parental Leave and Paternity financial packages, including return to work bonus and flexible working options.
- We have created Reboot: Return to Work – a structured return to work programme for those returning from maternity, adoption, surrogacy or shared parental leave.
- We continue to evolve our policies to reflect our employee's needs. Policies include Fertility & Trying to Conceive, Miscarriage & Pregnancy Loss, Menopause (including free access to the Bupa Menopause Plan), Supporting Carers and Time Off For Dependents.
- OMG UK has been fully agile since 2017 and we continue to explore smarter ways of working, whether this is core hours, 50:50 hybrid work/office working, or working at our clients' business or with partners at their offices.
- We continue to actively support the industry's All In Actions designed to increase belonging and create a more inclusive industry, and we were one of the first agency groups to be awarded All In Champion status.

I confirm that the statistics reported are accurate and have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



LAURA FENTON

CEO Omnicom Media Group UK Limited

Dated 30 March 2024