

# WPP JUBILEE LIMITED

Annual report and financial statements  
for the year ended 31 December 2022

Registered number: 08286875

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## OFFICERS AND PROFESSIONAL ADVISERS

### Directors

A. Ashby  
A. Payne  
R. Payne

### Registered office

Sea Containers House,  
18 Upper Ground,  
London, SE1 9GL  
United Kingdom

### Auditor

Deloitte LLP  
Statutory Auditor  
London  
United Kingdom

## STRATEGIC REPORT

The Directors, in preparing this strategic report, have complied with s414C of the Companies Act 2006. This strategic report has been prepared for WPP Jubilee Limited and its subsidiary undertakings ("the Group") and therefore gives greater emphasis to those matters which are significant to WPP Jubilee Limited and its subsidiary undertakings when viewed as a whole.

### REVIEW OF THE BUSINESS

WPP Jubilee Limited is a company incorporated in the UK and registered in England and Wales, under the Companies Act. The address of the registered office is Sea Containers House, 18 Upper Ground, London, SE1 9GL. The Company has acted as an intermediate holding company in the WPP group since its incorporation on 8 November 2012.

In 2022, the Group had a strong year with high demand for our services and strong growth despite global economic turbulence and uncertainty. There was like-for-like growth across all major creative, media, public relations and specialist agencies. Revenue has grown by 13% from 2021 to 2022 with operating profit increased by 9%. As at 31 December 2022, the Group was in a net current assets of £4,918.2 million (2021: £7,282.6 million) and net assets of £12,094.4 million (2021: £12,987.5 million). The number of people in the Group averaged 114,129 in 2022 compared to 104,808 in 2021.

During 2022, investments were made to enhance our capabilities through a number of acquisitions that expanded our offer in experience, commerce and technology, and built our presence in strategically important regions. We also invested organically to support long-term growth opportunities, integrate and accelerate our data capabilities, embed AI into our workflows and drive innovation.

Further details on the performance of the Group are discussed in the WPP plc annual report which does not form part of this report and is available at [www.wpp.com](http://www.wpp.com).

### KEY PERFORMANCE INDICATORS

#### Operational

Client satisfaction enables the retaining of satisfied clients which is a key driver of our revenue. This measures how satisfied our clients are with our services. In 2022, we scored 8 out of 10 overall with Quality of Work at 8.1, and DE&I at 8.2, maintaining the high levels achieved in 2021, and showing an improvement over 2018-2020. We aim to maintain top-quartile performance.

Digital % of media billings (GroupM) measures the digital mix of the media market. Given digital media accounts for the majority of the media market (67%), this KPI ensures that we are staying relevant to our clients. This data was not available for 2022, however, GroupM's digital billings increased to 48% in 2021 compared with 43% in 2020. This was driven by the rapid growth in demand from clients for digital commerce services, including connected TV and retail media.

Proportion of revenue less pass-through costs from experience, commerce and technology – Experience, commerce and technology are attractive faster-growth areas of the market. Revenue less pass-through costs growth in the areas of experience, commerce and technology was an estimated 9% in 2022. The share of these areas in the business mix of our global integrated agencies, excluding GroupM, increased to 39% in 2022. Our goal is to further increase the proportion in these areas.

Gross annual savings from our transformation programme which is designed to simplify WPP, build greater collaboration, drive efficiency and free up funds for reinvestment in growth. Our goal is to achieve £600 million of annual cost savings against a 2019 base by 2025. By the end of 2022, we delivered around £375m of gross annual savings against a 2019 base, ahead of planned savings of £300m, reflecting cost savings mostly in property, procurement and ways of working.

#### People

Proportion of women in executive leadership roles – We believe that diversity powers our creativity and growth as a business. We continue to focus on driving greater gender balance throughout the Company and, in particular, at the most senior levels. We aim to achieve equal representation of women at the Board and all other levels. In 2022, the proportion of women in executive leadership roles increased to 40% (2021: 39%). Across the broader workforce we increased the proportion among senior management positions to 54%, up from 52% in 2021.

#### Sustainability

Carbon emissions per person from our owned operations (tCO<sub>2</sub>e, Scope 1 and 2) enables us to measure carbon emission per employee as headcount is closely linked to levels of business activity. We are committed to achieving net zero emissions across our owned operations by 2025 and across our supply chain by 2030. In 2022 carbon emissions per employee fell 32% compared with 2021 and by 73% since our 2019 baseline.

Share of electricity purchased from renewable sources to reduce carbon emissions – During 2022, we purchased 83% of our electricity from renewable sources compared with 74% in 2021, reflecting good progress towards our target of 100% by 2025.

#### Financial

Revenue growth is one of our strategic goals and during 2022, we delivered strong growth across all key WPP agencies resulting in overall revenue growth of 12.7%.

Headline operating profit margin is a key indicator of our profitability. It comprises profit on trading activities, excluding certain one-off or exceptional items. These items are excluded because their size and nature mask the true underlying performance year-on-year. In 2022, our headline operating margin increased to 15.6% due to revenue growth and cost savings from the transformation programme. In 2023, we expect the margin to improve to around 15% and to reach 15.5-16.0% over the medium term.

### PRINCIPAL RISKS AND UNCERTAINTIES

The Group has considered the principal risks and uncertainties affecting the Group as at 31 December 2022 and up to the date of this report. These are described in detail in the annual report of WPP plc which does not form part of this report and is available at [www.wpp.com](http://www.wpp.com).

By Order of the Board



R. Payne  
29 June 2023

# DIRECTORS' REPORT

The Directors present their annual report and the audited financial statements for the year ended 31 December 2022.

## RESULTS AND DIVIDENDS

The audited financial statements are set out on pages 13 to 128. The profit before taxation for the year from continuing operations was £1,297.2 million (2021: £1,032.9 million). The Company paid and declared ordinary dividends of £2,052.5 million during the year (2021: nil).

## GROUP ACTIVITIES

The principal activity of the Group continues to be the provision of communications services worldwide. The Company acts only as a holding company and does not trade.

## RISK MANAGEMENT AND FINANCIAL INSTRUMENTS

### FOREIGN CURRENCY RISK

The Group's results in pounds sterling are subject to fluctuation as a result of exchange rate movements. The Group does not hedge this translation exposure to its earnings but does partially hedge the currency element of its net assets using foreign currency borrowings, cross-currency swaps, and forward foreign exchange contracts.

### INTEREST RATE RISK

The Group is exposed to interest rate risk on both interest-bearing assets and interest-bearing liabilities. The Group has a policy of actively managing its interest rate risk exposure while recognising that fixing rates on all its debt eliminates the possibility of benefiting from rate reductions and, similarly, having all its debt at floating rates unduly exposes the Group to increases in rates.

### GOING CONCERN AND LIQUIDITY RISK

In considering going concern and liquidity risk, the Directors have reviewed the Group's future cash requirements and earnings projections. The Directors believe these forecasts have been prepared on a prudent basis and have also considered the impact of a range of potential changes to trading performance. The impact of the Russian invasion of Ukraine and sanctions response from governments has been considered. Considering the Group's bank covenant and liquidity headroom and cost mitigation actions which could be implemented, the Company and the Group would be able to operate with appropriate liquidity and within its banking covenants and be able to meet its liabilities as they fall due. Therefore, the Directors have concluded that the Company and the Group will be able to operate within its current facilities and comply with its banking covenants for the foreseeable future and therefore believe it is appropriate to prepare the financial statements of the Company and the Group on a going concern basis and that there are no material uncertainties which give rise to a significant going concern risk.

### TREASURY ACTIVITIES

Treasury activity is managed centrally, from London, New York, and Hong Kong, and is principally concerned with the monitoring of working capital, managing external and internal funding requirements and the monitoring and management of financial market risks, in particular interest rate and foreign exchange exposures.

### CAPITAL RISK MANAGEMENT

The Group manages its capital to ensure that entities in the Group will be able to continue as a going concern while maximising the return to stakeholders through the optimisation of the debt and equity balance. The capital structure of the Group consists of debt, cash and cash equivalents and equity attributable to equity holders of the parent, comprising issued capital, reserves and retained earnings.

### CREDIT RISK

The Group's principal financial assets are cash and short-term deposits, trade and other receivables and investments, the carrying values of which represent the Group's maximum exposure to credit risk in relation to financial assets.

The Group's credit risk is primarily attributable to its trade receivables. The majority of the Group's trade receivables are due from large national or multinational companies where the risk of default is considered low.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are high-rated (AAA) funds, banks with high credit-ratings assigned by international credit-rating agencies or banks that have been financed by their government.

### FINANCIAL INSTRUMENTS

The Group utilises currency derivatives to hedge significant future transactions and cash flows and the exchange risk arising on translation of the Group's investments in foreign operations. The Group is a party to a variety of foreign currency derivatives in the management of its exchange rate exposures. The instruments purchased are primarily denominated in the currencies of the Group's principal markets.

The Group uses interest rate swaps as hedging instruments in fair value hedges to manage its exposure to interest rate movements on its borrowings. More information on the Group's principal risks and risk management policies and financial instruments are set out in notes 23 and 24 of the consolidated financial statements.

## CORPORATE GOVERNANCE ARRANGEMENTS

Refer to the Annual Report of WPP plc available at [www.wpp.com](http://www.wpp.com) for information on the Group's corporate governance arrangements.

## ENERGY AND CARBON REPORTING

Refer to the Annual Report of WPP plc available at [www.wpp.com](http://www.wpp.com) for the Group's energy and carbon disclosures.

## DIRECTORS' DUTIES

The Directors of the Company, as those of all UK companies, must act in accordance with section 172 of the UK Companies Act 2006. This company acts only as a holding company and does not trade. Refer to pages 109 to 111 of the Annual Report of WPP plc available at [wpp.com](http://wpp.com) for more on how the Group Directors meet their duty.

## DIRECTORS' indemnities

The Company has made qualifying third-party indemnity provisions for the benefit of its Directors which were made during the year and remain in force at the date of this report.

## DIRECTORS' REPORT (CONTINUED)

### EMPLOYEES

Our non-discrimination and anti-harassment policies are included in our Group Code of Conduct. In the case of disability, our policy is to provide continuing employment and training wherever practicable. Refer to pages 36 and 37 of the Annual Report of WPP plc for more detail.

### DIRECTORS

The Directors who served throughout the year were as follows:

A. Ashby (Appointed on 30 September 2022)

D. Conaghan (Resigned on 8 July 2022)

A. Payne

R. Payne (Appointed on 1 July 2022)

C. van der Welle (Resigned on 30 September 2022)

### GOING CONCERN

The Directors are required to consider whether it is appropriate to adopt the financial statements on the basis that the Company and the Group are going concerns. The going concern assessment of WPP Jubilee Limited is directly related to the going concern assessment of the WPP plc Group. The Directors assess the WPP plc Group's prospects on a regular basis through the financial reporting and planning process, business reviews at each Board meeting, quarterly reviews of our businesses by the executive team and ongoing reviews of the Group's profitability, cash flows and funding requirements. The Directors have considered the longer-term risks and opportunities for the Group and the potential impact of competition for talent and competition from consulting firms, technological disruption, climate change and regulation.

The Directors have reviewed WPP plc Group's future cash requirements and earnings projections. The Directors believe these forecasts have been prepared on a prudent basis and have also considered the impact of a range of potential changes to trading performance. The impact of the Russian invasion of Ukraine and sanctions response from governments has been considered. WPP plc Group has modelled a range of revenue less pass-through costs compared with the year ended 31 December 2022 and a number of mitigating cost actions that are available. In addition, the Company has net assets of £11,526,400,000 and can therefore meet its short and long-term obligations as they fall due.

Furthermore, considering WPP plc Group's bank covenant and liquidity headroom and cost mitigation actions which could be implemented, the Company and the Group would be able to operate with appropriate liquidity and within any banking covenants and be able to meet its liabilities as they fall due. The likelihood of such a decline to impact the going concern conclusion is considered remote as compared to WPP plc Group's expectations and external benchmarks, including previously witnessed declines in times of economic stress or external forces such as the pandemic. Therefore, the Directors have concluded that the Group will be able to operate within its current facilities and comply with its banking covenants for the foreseeable future and therefore believe it is appropriate to prepare the financial statements of the Group on a going concern basis and that there are no material uncertainties which give rise to a significant going concern risk.

### STATEMENT OF DISCLOSURE OF INFORMATION TO THE AUDITOR

So far as the Directors currently in office are aware, there is no relevant audit information of which the Company's auditor is unaware; and the Directors have taken all the steps that ought to have been taken as Directors to make themselves aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

### INDEPENDENT AUDITOR

Deloitte LLP are deemed to be re-appointed in accordance with an elective resolution made under s487 of the Companies Act 2006.

### FUTURE DEVELOPMENTS

The Directors will continue to monitor, review, and take any appropriate steps to respond to the impact of the other current and emerging risks and uncertainties we face as a business such as the Russian invasion of Ukraine and sanctions response from governments and sustained inflation in key markets where we operate.

By Order of the Board



R. Payne  
29 June 2023

## DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the Group financial statements in accordance with International Financial Reporting Standards (IFRSs) pursuant to Regulation (EC) No 1606/2002 and the parent company financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period.

In preparing the parent company financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

In preparing the Group financial statements, International Accounting Standard 1 requires that Directors:

- properly select and apply accounting policies;
- present information, including accounting policies, in a manner that provides relevant, reliable, comparable and understandable information;
- provide additional disclosures when compliance with the specific requirements in IFRS are insufficient to enable users to understand the impact of particular transactions, other events and conditions on the entity's financial position and financial performance; and
- make an assessment of the Company's ability to continue as a going concern.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## ACCOUNTING POLICIES

The consolidated financial statements of WPP Jubilee Limited and its subsidiaries ("the Group") for the year ended 31 December 2022 have been prepared in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) as they apply to the financial statements of the Group for the year ended 31 December 2022.

### BASIS OF PREPARATION

The consolidated financial statements have been prepared under the historical cost convention, except for the revaluation of certain financial instruments. The financial statements have been prepared using the going concern basis of accounting. The principal accounting policies are set out below.

### BASIS OF CONSOLIDATION

The consolidated financial statements include the results of the Company and all its subsidiary undertakings made up to the same accounting date. All intra-Group balances, transactions, income and expenses are eliminated in full on consolidation. The results of subsidiary undertakings acquired or disposed of during the period are included or excluded from the consolidated income statement from the effective date of acquisition or disposal.

### NEW IFRS ACCOUNTING PRONOUNCEMENTS

The Group has elected to adopt the hedge accounting requirements of IFRS 9 Financial Instruments from 1 January 2022. The IFRS 9 hedge accounting requirements are applied prospectively, and all hedge arrangements in place at the point of transition are regarded as continuing hedging relationships under IFRS 9. Accordingly, prior year financial information is not required to be restated and remains as reported under IAS 39. Management has elected not to take the 'cost of hedging' approach, and instead the currency basis risk has been designated in the hedge relationships. There has been no significant impact on the financial statements as a result of the adoption of the hedge accounting requirements of IFRS 9, both at the point of transition and in the year ended 31 December 2022.

The Group has applied the following amendments for the first time for their annual reporting period commencing 1 January 2022:

- Property, Plant and Equipment: Proceeds before Intended Use – Amendments to IAS 16
- Onerous Contracts – Cost of Fulfilling a Contract – Amendments to IAS 37
- Annual Improvements to IFRS Standards 2018-2020
- Reference to the Conceptual Framework – Amendments to IFRS 3

*The amendments listed above did not have any impact on the amounts recognised in prior periods, did not have a significant impact on the amounts recognised in the current period, and are not expected to significantly affect the future periods.*

At the date of authorisation of these financial statements, there were a number of standards or amendments to standards, which have not been applied in these financial statements, that were in issue but not yet effective. The Group does not consider that any of these standards or amendments to standards in issue but not yet effective will have a significant impact on the financial statements.

### GOODWILL AND OTHER INTANGIBLE ASSETS

Intangible assets comprise goodwill, certain acquired separable corporate brand names, acquired customer relationships, acquired proprietary tools and capitalised computer software not integral to a related item of hardware.

Goodwill represents the excess of fair value attributed to investments in businesses or subsidiary undertakings over the fair value of the underlying net assets, including intangible assets, at the date of their acquisition.

Goodwill impairment reviews are undertaken annually or more frequently if events or changes in circumstances indicate a potential impairment. The carrying value of goodwill is compared to the recoverable amount, defined as the higher of fair value less costs of disposal and value in use. The net present value of future cash flows, to determine value in use, is derived from the underlying assets using a projection period of up to five years for each cash-generating unit. After the projection period, a steady growth rate representing an appropriate long-term growth rate for the industry is applied. Any impairment is recognised immediately as an expense and is not subsequently reversed.

Corporate brand names, customer relationships and proprietary tools acquired as part of acquisitions of businesses are capitalised separately from goodwill as intangible assets if their value can be measured reliably on initial recognition and it is probable that the expected future economic benefits that are attributable to the asset will flow to the Group.

Certain corporate brands of the Group are considered to have an indefinite economic life because of the institutional nature of the corporate brand names, their proven ability to maintain market leadership and profitable operations over long periods of time and the Group's commitment to develop and enhance their value. The carrying value of these intangible assets is reviewed at least annually for impairment and adjusted to the recoverable amount if required.

Amortisation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life as follows:

- brand names (with finite lives) – 10-20 years
- customer-related intangibles – 3-10 years
- other proprietary tools – 3-10 years
- other (including capitalised computer software) – 3-5 years

### CONTINGENT CONSIDERATION

Contingent consideration is accounted for in accordance with IFRS 3 Business Combinations. Contingent consideration only applies to situations where contingent payments are not dependent on future employment of vendors and any such payments are expensed when they relate to future employment.

Future anticipated payments to vendors in respect of contingent consideration (earnout agreements) are initially recorded at fair value which is the present value of the expected cash outflows of the obligations. The obligations are dependent on the future financial performance of the interests acquired (typically over a four- to five-year period following the year of acquisition) and assume the operating companies improve profits in line with Directors' estimates. The Directors derive their estimates from internal business plans together with financial due diligence performed in connection with the acquisition.

Subsequent adjustments to the fair value are recorded in the consolidated income statement within revaluation and retranslation of financial instruments. The effect of any revisions to fair value adjustments that had been determined provisionally at the immediately preceding balance sheet date are accounted for as revisions to goodwill, as permitted by IFRS 3 Business Combinations.

### PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment are shown at cost less accumulated depreciation and any provision for impairment with the exception of freehold land which is not depreciated. The Group assesses the carrying value of its property, plant and equipment to determine if any impairment has occurred. Where this indicates that an asset may be impaired, the Group applies the requirements of IAS 36 Impairment of Assets in assessing the carrying amount of the asset. This process includes comparing its recoverable amount with its carrying value, where the recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset on a straight-line basis over its estimated useful life, as follows:

- freehold buildings – 50 years
- leasehold land and buildings – over the term of the lease or life of the asset, if shorter
- fixtures, fittings and equipment – 3-10 years
- computer equipment – 3-5 years

#### **INTERESTS IN ASSOCIATES AND JOINT VENTURES**

An associate is an entity over which the Group has significant influence. In certain circumstances, significant influence may be represented by factors other than ownership and voting rights, such as representation on the Board of Directors.

The Group's share of the profits less losses of associate undertakings net of tax, interest and non-controlling interests is included in the consolidated income statement and the Group's share of net assets is shown within interests in associates and joint ventures in the consolidated balance sheet. The Group's share of the profits less losses and net assets is based on current information produced by the undertakings, adjusted to conform with the accounting policies of the Group.

The Group assesses the carrying value of its associate undertakings to determine if any impairment has occurred. Where this indicates that an investment may be impaired, the Group applies the requirements of IAS 36 in assessing the carrying amount of the investment. This process includes comparing its recoverable amount with its carrying value. The recoverable amount is defined as the higher of fair value less costs of disposal and value in use.

The Group accounts for joint venture investments under the equity method which is consistent with the Group's treatment of associates.

#### **OTHER INVESTMENTS**

Certain equity investments are designated as either fair value through other comprehensive income or fair value through profit or loss. Movements in fair value through profit or loss are recorded in the consolidated income statement within revaluation and retranslation of financial instruments.

The Group generally elects to classify equity investments as fair value through other comprehensive income where the Group forms a strategic partnership with the investee.

#### **NON-CURRENT ASSETS HELD FOR SALE AND DISCONTINUED OPERATIONS**

Under IFRS 5 Non-current Assets Held for Sale and Discontinued Operations, where certain conditions are met, an asset or disposal group that is for sale is recognised as "held for sale". The Group has classified a 'disposal group' as held for sale if the carrying amount will be recovered principally through a sale transaction rather than through continuing use. For this to be the case, the disposal group must be available for immediate sale in its present condition subject only to terms that are usual and customary for sales of such assets and its sale must be highly probable. Such assets are measured at the lower of carrying amount and fair value less costs for disposal, and are not depreciated or amortised, excluding certain assets that are carried at fair value under IFRS 5. Furthermore, when an associate is classified as held for sale, equity accounting ceases.

A discontinued operation is a component of the entity that has been disposed of or is classified as held for sale and that represents a separate major line of business or geographical area of operations, is part of a single co-ordinated plan to dispose of such a line of business or area of operations, or is a subsidiary acquired exclusively with a view to resale. The profit or loss from a discontinued operation is shown as a single amount on the face of the income statement and the comparatives and related notes restated accordingly. This represents total post-tax profit of the disposal group for the whole of the financial year including any post-tax gain or loss on the measurement of fair value less costs of disposal, as well as the post-tax loss on sale of the disposal group. Assets and liabilities classified as held for sale are shown as a separate line on the balance sheet.

#### **ACCRUED AND DEFERRED INCOME**

Accrued income is a contract asset, within the scope of IFRS 9 Financial Instruments, and is recognised when a performance obligation has been satisfied but has not yet been billed. Contract assets are transferred to receivables once the right to consideration becomes unconditional and billed per the terms of the contractual agreement.

In certain cases, payments are received from customers or amounts are billed with an unconditional right to receive consideration prior to satisfaction of performance obligations and recognised as deferred income. These balances are considered contract liabilities and are typically related to prepayments for third-party expenses that are incurred shortly after billing.

#### **TRADE RECEIVABLES AND WORK IN PROGRESS**

Trade receivables are stated net of loss allowances. Work in progress includes outlays incurred on behalf of clients, including production costs, and other third-party costs that have not yet been billed and are considered receivables under IFRS 15 Revenue from Contracts with Customers.

#### **EXPECTED CREDIT LOSSES**

The Group has applied the simplified approach to measuring expected credit losses, as permitted by IFRS 9 Financial Instruments. This has been applied to trade receivables, contract assets and lease receivables. Under this approach, the Group utilises a provision matrix based on the age of the trade receivables and historical loss rates to determine the expected credit losses. The Group also considers forward-looking information. Therefore, the Group does not track changes in credit risk, but recognises a loss allowance based on the financial asset's lifetime expected credit loss. For all other assets, the general approach has been applied and a loss allowance for 12-month expected credit losses is recognised.

Under IFRS 9, the expected credit losses are measured as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Given the short-term nature of the Group's trade receivables, work in progress and accrued income, which are mainly due from large national or multinational companies, the Group's assessment of expected credit losses includes provisions for specific clients and receivables where the contractual cash flow is deemed at risk.

The Group considers that the credit risk increased significantly since initial recognition when the credit rating changes, the debtor has significant financial difficulty or if there was a breach of contract. For balances that are beyond 180 days overdue it is presumed to be an indicator of a significant increase in credit risk.

Financial assets are written off when there is evidence indicating that the debtor is in severe financial difficulty and the Group has no realistic prospect of recovery. Receivables written off are still subject to enforcement activity and pursued by the Group. Further details on expected credit losses are provided in note 16.

#### **FOREIGN CURRENCY AND INTEREST RATE HEDGING**

The Group's policy on interest rate and foreign exchange rate management sets out the instruments and methods available to hedge interest and currency risk exposures and the control procedures in place to ensure effectiveness.

The Group uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The Group does not hold or issue derivative financial instruments for speculative purposes.

Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each balance sheet date. The resulting gain or loss is recognised in profit or loss immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in profit or loss depends on the nature of the hedge relationship.

At inception of the hedge relationship, the Group documents the relationship between hedging instruments and hedged items, including whether changes in the cash flows of the hedging instruments are expected to offset changes in the fair values or cash flows of hedged items. Furthermore the Group documents its risk management objectives and its strategy for undertaking various hedge transactions.

Note 24 contains details of the fair values of the derivative instruments used for hedging purposes.

Changes in the fair value of derivatives that are designated and qualify as fair value hedges are recorded in profit or loss immediately, together with any changes in the fair value of the hedged items that are attributable to the hedged risk.

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow or net investment hedges is recognised in other comprehensive income and deferred in equity. The gain or loss relating to the ineffective portion is recognised immediately in profit or loss. Amounts deferred in equity are recycled in profit or loss in the periods when the hedged item is recognised in profit or loss. However, when the forecast transaction that is hedged results in the recognition of a non-financial asset or a non-financial liability, the gains and losses previously deferred in equity are transferred from equity and included in the initial measurement of the cost of the asset or liability.

Hedge accounting is discontinued when the hedging instrument expires or is sold, terminated, exercised, or no longer qualifies for hedge accounting. At that time, any cumulative gain or loss on the hedging instrument recognised in equity is retained in equity until the forecast transaction occurs. If a hedged transaction is no longer expected to occur, the net cumulative gain or loss recognised in equity is transferred to profit or loss for the period.

Derivatives embedded in other financial liabilities or other host contracts are treated as separate derivatives when their risks and characteristics are not closely related to those of host contracts and the host contracts are not carried at fair value with unrealised gains or losses reported in the consolidated income statement.

#### **LIABILITIES IN RESPECT OF OPTION AGREEMENTS**

Option agreements that allow the Group's equity partners to require the Group to purchase a non-controlling interest are treated as derivatives over the Group's own equity instruments and are recorded in the consolidated balance sheet initially at the present value of the redemption amount in accordance with IAS 32 Financial Instruments: Presentation and subsequently, the financial liability is measured in accordance with IFRS 9 Financial Instruments. On initial recognition, the corresponding amount is recognised against the equity reserve, which is subsequently reversed on derecognition, either through exercise or non-exercise of the option agreement. Changes in the measurement of the financial liability due to the unwinding of the discount or changes in the amount that the Group could be required to pay are recognised in profit or loss within revaluation and retranslation of financial instruments in the consolidated income statement.

#### **DERECOGNITION OF FINANCIAL LIABILITIES**

In accordance with IFRS 9 Financial Instruments, a financial liability of the Group is only removed from the statement of financial position when the underlying legal obligation is extinguished.

#### **DEBT**

Interest-bearing debt is recorded at the proceeds received, net of direct issue costs.

#### **CASH AND CASH EQUIVALENTS**

Cash and cash equivalents comprise cash at bank and in hand and short-term highly liquid investments which are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value, including bank deposits and money market funds. The Group's overdrafts are included in cash and cash equivalents where they are repayable on demand, are components of the Group's centralised treasury strategy employed across the Group and form an integral part of the Group's cash management, in accordance with IAS 7 Statement of Cash Flows.

#### **BORROWING COSTS**

Finance costs of borrowing are recognised in the consolidated income statement over the term of those borrowings.

#### **REVENUE RECOGNITION**

The Group is a leading worldwide creative transformation organisation offering national and multinational clients a comprehensive range of communications, experience, commerce and technology services. Contracts often involve multiple agencies offering different services in different countries. As such, the terms of local, regional and global contracts can vary to meet client needs and regulatory requirements. Consistent with the industry, contracts are typically short-term in nature and tend to be cancellable by either party with 90 days' notice. The Group is generally entitled to payment for work performed to date.

The Group is generally paid in arrears for its services. Invoices are typically payable within 30 to 60 days. Revenue comprises commissions and fees earned in respect of amounts billed and is stated exclusive of VAT, sales taxes and trade discounts. Pass-through costs comprise fees paid to external suppliers when they are engaged to perform part or all of a specific project and are charged directly to clients, predominantly media costs. As the contracts are generally short-term in nature, the Group has applied the practical expedient permitted by IFRS 15 to expense costs to obtain a contract as incurred, where applicable.

In most instances, promised services in a contract are not considered distinct or represent a series of services that are substantially the same with the same pattern of transfer to the customer and, as such, are accounted for as a single performance obligation. However, where there are contracts with services that are capable of being distinct, are distinct within the context of the contract, and are accounted for as separate performance obligations, revenue is allocated to each of the performance obligations based on relative stand-alone selling prices.

Revenue is recognised when a performance obligation is satisfied, in accordance with the terms of the contractual arrangement. Typically, performance obligations are satisfied over time as services are rendered. Revenue recognised over time is based on the proportion of the level of service performed. Either an input method or an output method, depending on the particular arrangement, is used to measure progress for each performance obligation. For most fee arrangements, costs incurred are used as an objective input measure of performance. The primary input of substantially all work performed under these arrangements is labour. There is normally a direct relationship between costs incurred and the proportion of the contract performed to date. In other circumstances relevant output measures, such as the achievement of any project milestones stipulated in the contract, are used to assess proportional performance.

For our retainer arrangements, we have a stand-ready obligation to perform services on an ongoing basis over the life of the contract. The scope of these arrangements

is broad and generally not reconcilable to another input or output criteria. In these instances, revenue is recognised using a time-based method resulting in straight-line revenue recognition.

The amount of revenue recognised depends on whether we act as an agent or as a principal. Certain arrangements with our clients are such that our responsibility is to arrange for a third party to provide a specified good or service to the client. In these cases we are acting as an agent as we do not control the relevant good or service before it is transferred to the client. When we act as an agent, the revenue recorded is the net amount retained. Costs incurred with external suppliers (such as production costs and media suppliers) are excluded from revenue and recorded as work in progress until billed.

The Group acts as principal when we control the specified good or service prior to transfer. When the Group acts as a principal (such as when supplying in-house production services, events and branding), the revenue recorded is the gross amount billed. Billings related to out-of-pocket costs such as travel are also recognised at the gross amount billed with a corresponding amount recorded as an expense.

Further details on revenue recognition are detailed by sector below.

#### GLOBAL INTEGRATED AGENCIES

Revenue is typically derived from integrated product offerings including media placements and creative services. Revenue may consist of various arrangements involving commissions, fees, incentive-based revenue or a combination of the three, as agreed upon with each client. Revenue for commissions on purchased media is typically recognised at the point in time the media is run.

The Group receives volume rebates from certain suppliers for transactions entered into on behalf of clients that, based on the terms of the relevant contracts and local law, are either remitted to clients or retained by the Group. If amounts are passed on to clients they are recorded as liabilities until settled or, if retained by the Group, are recorded as revenue when earned.

Variable incentive-based revenue typically comprises both quantitative and qualitative elements. Incentive compensation is estimated using the most likely amount and is included in revenue up to the amount that is highly probable not to result in a significant reversal of cumulative revenue recognised. The Group recognises incentive revenue as the related performance obligation is satisfied.

#### PUBLIC RELATIONS AND SPECIALIST AGENCIES

Revenue for these services is typically derived from retainer fees and fees for services to be performed subject to specific agreement. Most revenue under these arrangements is earned over time, in accordance with the terms of the contractual arrangement.

#### DISCONTINUED OPERATIONS (DATA INVESTMENT MANAGEMENT)

Revenue for market research services is typically recognised over time based on input measures. For certain performance obligations, output measures such as the percentage of interviews completed, percentage of reports delivered to a client and the achievement of any project milestones stipulated in the contract are used to measure progress.

While most of the studies provided in connection with the Group's market research contracts are undertaken in response to an individual client's or group of clients' specifications, in certain instances a study may be developed as an off-the-shelf product offering sold to a broad client base. For these transactions, revenue is recognised when the product is delivered. When the terms of the transaction provide for licensing the right to access a product on a subscription basis, revenue is recognised over the subscription period, typically on a straight-line basis.

#### TAXATION

Corporate taxes are payable on taxable profits at current rates. The tax expense represents the sum of the tax currently payable and deferred tax.

The Group is subject to corporate taxes in a number of different jurisdictions and judgement is required in determining the appropriate provision for transactions where the ultimate tax determination is uncertain. In such circumstances, the Group recognises liabilities for anticipated taxes based on the best information available and where the anticipated liability is both probable and able to be estimated, liabilities are classified as current. Any interest and penalties accrued are included in corporate income taxes both in the consolidated income statement and balance sheet. Where the final outcome of such matters differs from the amount recorded, any differences may impact the income tax and deferred tax provisions in the period in which the final determination is made.

The tax laws that apply to the Group's subsidiaries may be amended by the relevant tax authorities. Such potential amendments are regularly monitored and adjustments are made to the Group's tax liabilities and deferred tax assets and liabilities where necessary.

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the consolidated income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The Group's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the balance sheet date.

Deferred tax is the tax expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the balance sheet liability method. Deferred tax liabilities are recognised for all taxable temporary differences unless specifically excepted by IAS 12 Income Taxes. Deferred tax is charged or credited in the consolidated income statement, except when it relates to items charged or credited to other comprehensive income or directly to equity, in which case the deferred tax is also recognised within other comprehensive income or equity. Deferred tax assets are recognised to the extent that it is probable that taxable profits will be available against which deductible temporary differences can be utilised, which can require the use of accounting estimation and the exercise of judgement. Such assets and liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill or other assets and liabilities (other than in a business combination) in a transaction that affects neither the taxable profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax liabilities are recognised for taxable temporary differences arising on investments in subsidiaries and associates, and interests in joint ventures, except where the Group is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority and the Group intends to settle its current tax assets and liabilities on a net basis.

Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised based on enacted or substantively enacted legislation.

### **RETIREMENT BENEFIT COSTS**

The Group accounts for retirement benefit costs in accordance with IAS 19 Employee Benefits.

For defined contribution plans, contributions are charged to the consolidated income statement as payable in respect of the accounting period.

For defined benefit plans the amounts charged to operating profit are the current service costs, past service costs, administrative expenses and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the consolidated income statement when the related plan amendment occurs. Net interest expense is calculated by applying the discount rate to the recognised overall surplus or deficit in the plan.

Actuarial gains and losses are recognised immediately in other comprehensive income.

Where defined benefit plans are funded, the assets of the plan are held separately from those of the Group, in separate independently managed funds. Pension plan assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent currency and term to the plan liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

Recognition of a surplus in a defined benefit plan is limited based on the economic gain the Group is expected to benefit from in the future by means of a refund or reduction in future contributions to the plan, in accordance with IAS 19.

### **PROVISIONS FOR LIABILITIES AND CHARGES**

Provisions comprise liabilities where there is uncertainty about the timing of settlement, but where a reliable estimate can be made of the amount. These include provisions for other property-related liabilities such as onerous contracts and dilapidations. Also included are other provisions, primarily long-term employee benefits such as deferred compensation plans, and legal claims, where the likelihood of settlement is considered probable.

### **LEASES**

The Group leases most of its offices in cities where it operates. Other lease contracts include office equipment and motor vehicles.

At inception of a contract, the Group assesses whether a contract is, or contains, a lease based on whether the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured based on the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred, less any lease incentives received. The assets are depreciated over the term of the lease using the straight-line method. The lease term includes periods covered by an option to extend if the Group is reasonably certain to exercise that option.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate for the same term as the underlying lease. Lease payments included in the measurement of lease liabilities comprise fixed payments less any lease incentives receivable and variable lease payments that depend on an index or a rate as at the commencement date. Lease modifications result in remeasurement of the lease liability.

Depreciation is recognised in both costs of services and general and administrative costs and interest expense is recognised under finance costs in the consolidated income statement.

The Group has elected to use the exemption not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less and leases of low-value assets (under \$5,000). The payments associated with these leases are recognised as cost of services and general and administrative costs within the consolidated income statement on a straight-line basis over the lease term.

The Group assesses at the reporting date whether there are any indicators of impairment and performs an impairment test when an impairment indicator exists. The Group tests a right-of-use asset as a stand-alone asset for impairment when it either meets the definition of investment property which generates independent cash flows or it is vacant with minimal to no continued utility for the Group. When a right-of-use asset is tested as a stand-alone asset, an impairment loss is recognised when the carrying amount of the right-of-use asset exceeds its recoverable amount. The recoverable amount of a right-of-use asset is estimated mainly based on the present value of the estimated sublease income, discounted using the property yield rates.

The property held by the Group as right-of-use assets to earn rentals is classified as investment property. The Group measures its investment property applying the cost model.

## TRANSLATION OF FOREIGN CURRENCIES

Foreign currency transactions arising from normal trading activities are recorded at the rates in effect at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the year-end are translated at the year-end exchange rate. Foreign currency gains and losses are credited or charged to the consolidated income statement as they arise.

The income statements of foreign subsidiary undertakings are translated into pounds sterling at average exchange rates and the year-end net assets of these companies are translated at year-end exchange rates.

Exchange differences arising from retranslation of the opening net assets and on foreign currency borrowings (to the extent that they hedge the Group's investment in such operations) are reported in the consolidated statement of comprehensive income.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

## HYPERINFLATION IN ARGENTINA AND TURKEY

During 2022 and 2021 Argentina was designated as a hyperinflationary economy. In 2022, Turkey was designated as a hyperinflationary economy. The financial statements of the Group's subsidiaries in Argentina and Turkey have been adjusted for the effects of inflation in accordance with IAS 29 Financial Reporting in Hyperinflationary Economies.

IAS 29 requires that the income statement is adjusted for inflation in the period and translated at the year-end foreign exchange rate and that non-monetary assets and liabilities on the balance sheet are restated to reflect the change in purchasing power caused by inflation from the date of initial recognition. In 2022, this resulted in an increase in goodwill of £82.6 million (2021: £23.9 million), an increase in other intangibles of £16.3 million (2021: £7.6 million), and an increase in property, plant and equipment of £41.5 million (2021: £20.3 million). A consumer price index (CPI) of 1,134.6 was used at 31 December 2022 (2021: 582.5) for Argentina. For Turkey, a CPI of 1,128.5 was used at 31 December 2022. The impact on other non-monetary assets and liabilities and the impact on the Group's income statement in the year were immaterial.

## SHARE-BASED PAYMENTS

The Group issues equity-settled share-based payments (including share options) to certain employees and accounts for these awards in accordance with IFRS 2 Share-Based Payment. All such payments are settled in WPP plc shares. The Group funds the ESOP trust to purchase WPP plc shares and such investments are included in other investments. Equity-settled share-based payments are measured at fair value (excluding the effect of non-market-based vesting conditions) at the date of grant. Details regarding the fair value of equity settled share-based transactions are set out in notes 21 and 25.

The fair value determined at the grant date is recognised in the consolidated income statement as an expense on a straight-line basis over the relevant vesting period, based on the Group's estimate of the number of shares that will ultimately vest and adjusted for the effect of non-market-based vesting conditions.

## GOVERNMENT SUPPORT

In reaction to the Covid-19 pandemic, certain governments have introduced measures to assist companies. A reduction to operating costs is recorded in relation to government subsidies/schemes where these amounts will never have to be repaid. Further details of such amounts are included in note 3. In other cases, this involves the deferral of certain tax payments in order to stimulate the economy. The deferral of payments does not impact the income statement and these are charged as normal in the period they are incurred.

## NON-CONTROLLING INTERESTS

Non-controlling interests in acquired companies are measured at the non-controlling interests' proportionate share of the acquiree's identifiable net assets. The acquisition of a non-controlling interest in a subsidiary, and the sale of an interest while retaining control, is accounted for within equity, and the cash cost of such purchases is included within "financing activities" in the cash flow statement.

## CRITICAL JUDGEMENTS AND ESTIMATION UNCERTAINTY IN APPLYING ACCOUNTING POLICIES

Management is required to make key decisions and judgements whilst acknowledging there is estimation uncertainty in the process of applying the Group's accounting policies. These estimates and judgements are reviewed on an ongoing basis. Where judgement has been applied or estimation uncertainty exists, the key factors taken into consideration are disclosed in the accounting policies and the appropriate note in these financial statements.

The most significant area of estimation uncertainty is:

- **Goodwill:** the discounted cash flow methodology employed by the Group when testing for goodwill impairment requires estimates regarding operating margins and discount rates. Further details of the methodology, discount rates and estimates used in relation to the goodwill impairment, and sensitivities to these estimates are set out in note 12

# CONSOLIDATED INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £m	2021 £m
<b>Continuing operations</b>			
Revenue	2	14,428.7	12,801.1
Costs of services	3	(11,890.1)	(10,597.5)
<b>Gross profit</b>		<b>2,538.6</b>	<b>2,203.6</b>
General and administrative costs	3	(1,198.0)	(976.3)
<b>Operating profit</b>		<b>1,340.6</b>	<b>1,227.3</b>
(Loss)/earnings from associates – after interest and tax	4	(60.4)	23.8
<b>Profit before interest and taxation</b>		<b>1,280.2</b>	<b>1,251.1</b>
Finance and investment income	6	308.5	159.9
Finance costs	6	(367.5)	(290.3)
Revaluation and retranslation of financial instruments	6	76.0	(87.8)
<b>Profit before taxation</b>		<b>1,297.2</b>	<b>1,032.9</b>
Taxation	7	(359.2)	(230.1)
<b>Profit for the year from continuing operations</b>		<b>938.0</b>	<b>802.8</b>
<b>Discontinued operations</b>			
Profit for the year from discontinued operations		-	-
<b>Profit for the year</b>		<b>938.0</b>	<b>802.8</b>
<b>Attributable to</b>			
<i>Equity holders of the parent:</i>			
Continuing operations		845.3	719.8
Discontinued operations		-	-
		<b>845.3</b>	<b>719.8</b>
<i>Non-controlling interests:</i>			
Continuing operations		92.7	83.0
Discontinued operations		-	-
		<b>92.7</b>	<b>83.0</b>
		<b>938.0</b>	<b>802.8</b>

**Note**

The accompanying notes form an integral part of this consolidated income statement.

# CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £m	2021 £m
<b>Profit for the year</b>	<b>938.0</b>	<b>802.8</b>
<b>Items that may be reclassified subsequently to profit or loss</b>		
Foreign exchange differences on translation of foreign operations <sup>1</sup>	424.2	(143.2)
(Loss)/gain on net investment hedges	(141.5)	45.5
Cash flow hedges: <sup>1</sup>		
Fair value gain/(loss) arising on hedging instruments	38.5	(38.0)
Less: (loss)/gain reclassified to profit or loss	(38.3)	38.0
Share of other comprehensive income of associate undertakings	51.2	13.5
Exchange adjustments recycled to the income statement on disposal of discontinued operations	-	-
	<b>333.9</b>	<b>(84.2)</b>
<b>Items that will not be reclassified subsequently to profit or loss</b>		
Movements on equity investments held at fair value through other comprehensive income	(19.4)	(6.9)
Actuarial gain on defined benefit pension plans	16.6	14.3
Deferred tax on defined benefit pension plans	(7.4)	(3.0)
	<b>(10.2)</b>	<b>4.4</b>
<b>Other comprehensive income/(loss) for the year</b>	<b>323.7</b>	<b>(79.8)</b>
<b>Total comprehensive income for the year</b>	<b>1,261.7</b>	<b>723.0</b>
<b>Attributable to</b>		
<i>Equity holders of the parent:</i>		
Continuing operations	1,153.8	650.3
Discontinued operations	-	-
	<b>1,153.8</b>	<b>650.3</b>
<i>Non-controlling interests:</i>		
Continuing operations	107.9	72.7
Discontinued operations	-	-
	<b>107.9</b>	<b>72.7</b>
	<b>1,261.7</b>	<b>723.0</b>

## Notes

The accompanying notes form an integral part of this consolidated statement of comprehensive income.

<sup>1</sup> Balances for the year ended 31 December 2021 have been re-presented following a reclassification between the Hedging Reserve and Translation Reserve of £38.0 million. See note 26.

## CONSOLIDATED CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £m	2021 <sup>1</sup> £m
<b>Net cash inflow from operating activities<sup>1</sup></b>	10	<b>705.8</b>	<b>2,104.8</b>
<b>Investing activities</b>			
Acquisitions <sup>1</sup>	10	(291.5)	(471.5)
Disposal of investments and subsidiaries	10	37.7	28.3
Issue of loans to parent company		(2,058.5)	(3,467.9)
Repayment of loans to parent company		881.9	972.2
Purchases of property, plant and equipment		(208.4)	(263.2)
Purchases of other intangible assets (including capitalised computer software)		(14.9)	(29.9)
Proceeds on disposal of property, plant and equipment		12.9	8.7
<b>Net cash outflow from investing activities</b>		<b>(1,640.8)</b>	<b>(3,223.3)</b>
<b>Financing activities</b>			
Repayment of lease liabilities		(309.6)	(320.7)
Cash consideration received from non-controlling interests	10	-	39.5
Cash consideration for purchase of non-controlling interests	10	(84.2)	(135.0)
Repayment of borrowings	10	(220.6)	(397.1)
Proceeds from parent company loans		-	688.2
Financing and share issue costs		(0.2)	(0.4)
Dividends paid to non-controlling interests in subsidiary undertakings		(69.5)	(114.5)
<b>Net cash outflow from financing activities</b>		<b>(684.1)</b>	<b>(240.0)</b>
<b>Net decrease in cash and cash equivalents</b>		<b>(1,619.1)</b>	<b>(1,358.5)</b>
Translation of cash and cash equivalents		64.3	(154.0)
Cash and cash equivalents at beginning of year		3,540.6	5,053.1
<b>Cash and cash equivalents at end of year</b>	10	<b>1,985.8</b>	<b>3,540.6</b>

### Notes

The accompanying notes form an integral part of this consolidated cash flow statement.

<sup>1</sup> Earnout payments in excess of the amount determined at acquisition are recorded as operating activities. Prior year excess amounts were recorded as investing activities and have been re-presented as operating activities. See note 10.

# CONSOLIDATED BALANCE SHEET

AT 31 DECEMBER 2022

	Notes	2022 £m	2021 £m
<b>Non-current assets</b>			
<i>Intangible assets:</i>			
Goodwill	12	8,453.4	7,612.3
Other	12	1,451.9	1,359.5
Property, plant and equipment	13	1,000.7	896.4
Right-of-use assets	11	1,528.5	1,395.1
Interests in associates and joint ventures	14	305.1	412.9
Other investments	14	379.7	383.3
Deferred tax assets	15	322.1	341.5
Corporate income tax recoverable		74.1	46.6
Trade and other receivables	16	614.5	573.7
		<b>14,130.0</b>	<b>13,021.3</b>
<b>Current assets</b>			
Corporate income tax recoverable		107.1	90.4
Trade and other receivables	16	20,387.0	20,157.4
Cash and short-term deposits		2,491.5	3,882.9
		<b>22,985.6</b>	<b>24,130.7</b>
<b>Current liabilities</b>			
Trade and other payables	17	(16,194.0)	(15,615.0)
Corporate income tax payable		(422.0)	(386.2)
Short-term lease liabilities	11	(282.4)	(279.7)
Bank overdrafts, bonds and bank loans	19	(1,169.0)	(567.2)
		<b>(18,067.4)</b>	<b>(16,848.1)</b>
<b>Net current assets</b>		<b>4,918.2</b>	<b>7,282.6</b>
<b>Total assets less current liabilities</b>		<b>19,048.2</b>	<b>20,303.9</b>
<b>Non-current liabilities</b>			
Bonds and bank loans	19	(3,801.8)	(4,216.8)
Trade and other payables	18	(490.9)	(619.9)
Deferred tax liabilities	15	(350.8)	(312.5)
Provision for post-employment benefits	22	(137.5)	(136.6)
Provisions for liabilities and charges	20	(244.6)	(268.5)
Long-term lease liabilities	11	(1,928.2)	(1,762.1)
		<b>(6,953.8)</b>	<b>(7,316.4)</b>
<b>Net assets</b>		<b>12,094.4</b>	<b>12,987.5</b>
<b>Equity</b>			
Called-up share capital	25	0.1	0.1
Share premium account		12,553.7	12,553.7
Merger reserve		(16,441.9)	(16,441.9)
Other reserves	26	300.7	(100.6)
Retained earnings		15,202.2	16,523.6
<b>Equity shareholders' funds</b>		<b>11,614.8</b>	<b>12,534.9</b>
Non-controlling interests		479.6	452.6
<b>Total equity</b>		<b>12,094.4</b>	<b>12,987.5</b>

**Note**

The accompanying notes form an integral part of this consolidated balance sheet.

The financial statements were approved by the Board of Directors and authorised for issue on 29 June 2023.

Signed on behalf of the Board:



R. Payne  
29 June 2023

## CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2022

	Called-up share capital £m	Share premium account £m	Merger reserves £m	Other reserves £m	Retained earnings <sup>1</sup> £m	Total equity shareholders' funds £m	Non- controlling interests £m	Total £m
<b>Balance at 1 January 2021</b>	<b>0.1</b>	<b>12,553.7</b>	<b>(16,441.9)</b>	<b>222.2</b>	<b>15,957.1</b>	<b>12,291.2</b>	<b>318.1</b>	<b>12,609.3</b>
Profit for the year	-	-	-	-	719.8	719.8	83.0	802.8
Foreign exchange differences on translation of foreign operations <sup>2</sup>	-	-	-	(132.9)	-	(132.9)	(10.3)	(143.2)
Gain on net investment hedges	-	-	-	45.5	-	45.5	-	45.5
<i>Cash flow hedges:</i> <sup>3</sup>								
Fair value loss arising on hedging instruments	-	-	-	(38.0)	-	(38.0)	-	(38.0)
Less: gain reclassified to profit or loss	-	-	-	38.0	-	38.0	-	38.0
Share of other comprehensive income of associate undertakings	-	-	-	7.3	6.2	13.5	-	13.5
Movements on equity investments held at fair value through other comprehensive income	-	-	-	-	(6.9)	(6.9)	-	(6.9)
Actuarial gain on defined benefit pension plans	-	-	-	-	14.3	14.3	-	14.3
Deferred tax on defined benefit pension plans	-	-	-	-	(3.0)	(3.0)	-	(3.0)
Other comprehensive loss	-	-	-	(80.1)	10.6	(69.5)	(10.3)	(79.8)
<b>Total comprehensive (loss)/income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(80.1)</b>	<b>730.4</b>	<b>650.3</b>	<b>72.7</b>	<b>723.0</b>
Dividends paid	-	-	-	-	-	-	(114.5)	(114.5)
Non-cash share-based incentive plans (including share options)	-	-	-	-	99.6	99.6	-	99.6
Tax adjustment on share-based payments	-	-	-	-	15.4	15.4	-	15.4
Net movement in WPP plc shares held by ESOP Trusts	-	-	-	-	(91.7)	(91.7)	-	(91.7)
Recognition/derecognition of liabilities in respect of put options	-	-	-	(242.7)	1.1	(241.6)	-	(241.6)
Share of other equity movements of associates	-	-	-	-	(8.0)	(8.0)	-	(8.0)
Acquisition of subsidiaries <sup>3</sup>	-	-	-	-	(180.3)	(180.3)	176.3	(4.0)
<b>Balance at 31 December 2021</b>	<b>0.1</b>	<b>12,553.7</b>	<b>(16,441.9)</b>	<b>(100.6)</b>	<b>16,523.6</b>	<b>12,534.9</b>	<b>452.6</b>	<b>12,987.5</b>
Profit for the year	-	-	-	-	845.3	845.3	92.7	938.0
Foreign exchange differences on translation of foreign operations	-	-	-	409.2	-	409.2	15.2	424.4
Loss on net investment hedges	-	-	-	(141.5)	-	(141.5)	-	(141.5)
<i>Cash flow hedges:</i>								
Fair value gain arising on hedging instruments	-	-	-	38.5	-	38.5	-	38.5
Less: loss reclassified to profit or loss	-	-	-	(38.5)	-	(38.5)	-	(38.5)
Share of other comprehensive income of associate undertakings	-	-	-	31.9	19.3	51.2	-	51.2
Movements on equity investments held at fair value through other comprehensive income	-	-	-	-	(18.9)	(18.9)	-	(18.9)
Actuarial gain on defined benefit pension plans	-	-	-	-	16.6	16.6	-	16.6
Deferred tax on defined benefit pension plans	-	-	-	-	(7.4)	(7.4)	-	(7.4)
Other comprehensive income	-	-	-	299.6	9.6	309.2	15.2	324.4
<b>Total comprehensive income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>299.6</b>	<b>854.9</b>	<b>1,154.5</b>	<b>107.9</b>	<b>1,262.4</b>
Dividends paid	-	-	-	-	(2,052.6)	(2,052.6)	(69.5)	(2,122.1)
Non-cash share-based incentive plans (including share options)	-	-	-	-	122.0	122.0	-	122.0
Tax adjustment on share-based payments	-	-	-	-	(9.2)	(9.2)	-	(9.2)
Net movement in WPP plc shares held by ESOP Trusts	-	-	-	-	(113.3)	(113.3)	-	(113.3)
Recognition/derecognition of liabilities in respect of put options	-	-	-	101.7	(40.3)	61.4	-	61.4
Share of other equity movements of associates	-	-	-	-	-	-	-	-
Acquisition of subsidiaries <sup>3</sup>	-	-	-	-	(82.9)	(82.9)	(11.4)	(94.3)
<b>Balance at 31 December 2022</b>	<b>0.1</b>	<b>12,553.7</b>	<b>(16,441.9)</b>	<b>300.7</b>	<b>15,202.2</b>	<b>11,614.8</b>	<b>479.6</b>	<b>12,094.4</b>

### Notes

The accompanying notes form an integral part of this consolidated statement of changes in equity.

<sup>1</sup> Accumulated losses on existing equity investments held at fair value through other comprehensive income are £330.9 million at 31 December 2022 ('2021': £398.3 million).

<sup>2</sup> Balances for the year ended 31 December 2021 have been re-presented following a reclassification between the Hedging Reserve and Translation Reserve of £38.0 million. (See note 26)

<sup>3</sup> Acquisition of subsidiaries represents movements in retained earnings and non-controlling interests arising from changes in ownership of existing subsidiaries and recognition of non-controlling interests on new acquisitions.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 DECEMBER 2022

### 1. GENERAL INFORMATION

WPP Jubilee Limited is a company incorporated in the UK and registered in England and Wales, under the Companies Act. The address of the registered office is Sea Containers House, 18 Upper Ground, London, SE1 9GL. The nature of the Group's operations and its principal activities are set out in note 2. These consolidated financial statements are presented in pounds sterling.

### 2. SEGMENT INFORMATION

The Group is a leading worldwide creative transformation organisation offering national and multinational clients a comprehensive range of communications, experience, commerce and technology services. Substantially all of the Group's revenue is from contracts with customers.

#### Reportable segments

The Group is organised into three reportable segments – Global Integrated Agencies, Public Relations and Specialist Agencies.

IFRS 8 Operating Segments requires operating segments to be identified on the same basis as is used internally for the review of performance and allocation of resources by the Group's Chief Executive Officer (the Chief Operating Decision Maker). Provided certain quantitative and qualitative criteria are fulfilled, IFRS 8 permits aggregation of these components into reportable segments for the purposes of disclosure in the Group's financial statements. In assessing the Group's reportable segments, the Directors have had regard to the similar economic characteristics of certain operating segments, their shared client bases, the similar nature of their products or services and their long-term margins, amongst other factors.

Reported contributions were as follows:

Income statement	Revenue <sup>2</sup> £m	Revenue less pass-through costs <sup>3</sup> £m	Headline operating profit <sup>4</sup> £m
<b>2022</b>			
Global Integrated Agencies	12,191.0	9,742.8	1,417.5
Public Relations	1,228.3	1,157.0	189.3
Specialist Agencies	1,009.4	899.5	117.4
	14,428.7	11,799.3	1,724.2
<b>2021<sup>1</sup></b>			
Global Integrated Agencies	10,890.5	8,683.1	1,220.5
Public Relations	959.0	909.7	143.0
Specialist Agencies	951.6	804.4	128.5
	12,801.1	10,397.2	1,491.9

#### Notes

1. Prior year figures have been re-presented to reflect the reallocation of a number of businesses between Global Integrated Agencies and Specialist Agencies.
2. Intersegment sales have not been separately disclosed as they are not material.
3. Revenue less pass-through costs is revenue less media and other pass-through costs. Pass-through costs comprise fees paid to external suppliers where they are engaged to perform part or all of a specific project and are charged directly to clients, predominantly media costs.
4. A reconciliation from profit before taxation to headline operating profit is provided below.

Other information	Share-based payments £m	Capital additions <sup>1</sup> £m	Depreciation and amortisation <sup>2</sup> £m	Goodwill impairment £m	Loss/(earnings) from results of associates £m	Interests in associates and joint ventures £m
<b>2022</b>						
Global Integrated Agencies	100.5	193.8	372.9	–	10.8	80.1
Public Relations	14.7	11.0	36.7	3.7	0.5	0.1
Specialist Agencies	6.8	18.5	41.4	34.2	(71.7)	224.9
	122.0	223.3	451.0	37.9	(60.4)	305.1
<b>2021</b>						
Global Integrated Agencies	92.3	252.7	372.8	–	22.7	115.2
Public Relations	4.8	17.9	28.1	–	1.7	8.0
Specialist Agencies	2.5	22.5	43.1	1.8	(0.6)	289.7
	99.6	293.1	444.0	1.8	23.8	412.9

#### Notes

1. Capital additions include purchases of property, plant and equipment and other intangible assets (including capitalised computer software).
2. Depreciation of property, plant and equipment, depreciation of right-of-use assets and amortisation of other intangible assets.

## 2. SEGMENT INFORMATION (CONTINUED)

Contributions by geographical area were as follows:

Income statement	Revenue <sup>1</sup> £m	Revenue less pass-through costs <sup>3</sup> £m	Headline operating profit <sup>4</sup> £m
<b>2022</b>			
North America <sup>2</sup>	5,549.5	4,688.1	763.6
United Kingdom	2,003.8	1,537.2	184.7
Western Continental Europe	2,876.2	2,318.5	297.8
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	3,999.2	3,255.5	478.1
	14,428.7	11,799.3	1,724.2
<b>2021</b>			
North America <sup>2</sup>	4,494.2	3,849.2	655.1
United Kingdom	1,866.9	1,414.3	180.7
Western Continental Europe	2,786.3	2,225.4	288.3
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	3,653.7	2,908.3	367.8
	12,801.1	10,397.2	1,491.9

### Notes

1. Interservice sales have not been separately disclosed as they are not material.
2. North America includes the United States with revenue of £5,230.9 million (2021: £4,220.8 million), revenue less pass-through costs of £4,402.0 million (2021: £3,597.4 million) and headline operating profit of £777.6 million (2021: £615.2 million).
3. Revenue less pass-through costs is revenue less media and other pass-through costs. Pass-through costs comprise fees paid to external suppliers, where they are engaged to perform part or all of a specific project and are charged directly to clients, predominantly media costs.
4. A reconciliation from profit before taxation to headline operating profit is provided below.

	2022 £m	2021 £m
<b>Non-current assets<sup>1</sup></b>		
North America <sup>2</sup>	5,900.2	5,098.2
United Kingdom	1,953.5	1,996.0
Western Continental Europe	2,799.9	2,632.9
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	3,153.7	2,952.9
	13,807.3	12,679.3

### Notes

1. Non-current assets excluding financial instruments and deferred tax.
2. North America includes the United States with non-current assets of £5,379.5 million (2021: £4,730.1 million).

## 2. SEGMENT INFORMATION (CONTINUED)

The Group presents alternative non-GAAP performance measures as they consider these measure to be both useful and necessary. They are used by management for internal performance analyses; the presentation of these measures facilitates comparability with other companies, although management's measures may not be calculated in the same way as similarly titled measures reported by other companies; and these measures are useful in connection with discussions with the investment community.

Reconciliation of profit before taxation to headline operating profit:

	2022 £m	2021 £m
<b>Profit before taxation</b>	<b>1,297.2</b>	<b>1,032.9</b>
Finance and investment income	(308.5)	(159.9)
Finance costs	367.5	290.5
Revaluation and retranslation of financial instruments	(76.0)	87.8
<b>Profit before interest and taxation</b>	<b>1,280.2</b>	<b>1,251.1</b>
Earnings/(loss) from associates – after interest and tax	60.4	(23.8)
<b>Operating profit</b>	<b>1,340.6</b>	<b>1,227.3</b>
<b>Operating profit margin %</b>	<b>9.3%</b>	<b>9.6%</b>
Goodwill impairment	37.9	1.8
Amortisation and impairment of acquired intangible assets	62.1	97.8
Investment and other impairment charges/(reversals)	48.0	(42.4)
Intangible asset impairment	29.0	–
Restructuring and transformation costs	203.7	145.5
Restructuring costs in relation to Covid-19	15.1	29.9
Property related costs	18.0	–
Losses on disposal of investments and subsidiaries	36.3	10.6
Gains on remeasurement of equity interests arising from a change in scope of ownership	(66.5)	–
Litigation settlement	–	21.3
<b>Headline operating profit</b>	<b>1,724.2</b>	<b>1,491.8</b>

Headline operating profit and headline operating margin are metrics that management use to assess the performance of the business.

## 3. COSTS OF SERVICES AND GENERAL AND ADMINISTRATIVE COSTS

	2022 £m	2021 £m
Costs of services	11,890.1	10,597.5
General and administrative costs	1,198.0	976.3
	<b>13,088.1</b>	<b>11,573.8</b>

Costs of services and general and administrative costs include:

	2022 £m	2021 £m
Staff costs (note 5)	8,163.3	7,164.8
Establishment costs	535.9	528.9
Media pass-through costs	1,905.7	1,865.3
Other costs of services and general and administrative costs <sup>1</sup>	2,483.2	2,014.8
	<b>13,088.1</b>	<b>11,573.8</b>

### Note

1 Other costs of services and general and administrative costs include £725.7 million (2021: £538.6 million) of other pass through costs

### 3. COSTS OF SERVICES AND GENERAL AND ADMINISTRATIVE COSTS (CONTINUED)

Included within costs of services and general administrative costs are the following:

	2022 £m	2021 £m
Goodwill impairment (note 12)	37.9	1.8
Amortisation and impairment of acquired intangible assets	62.1	97.8
Investment and other impairment charges/ (reversals)	48.0	(42.4)
Intangible asset impairment	29.0	-
Restructuring and transformation costs	203.7	145.5
Restructuring costs in relation to Covid-19	15.1	29.9
Property related costs	18.0	-
Losses on disposal of investments and subsidiaries	36.3	10.6
Gains on remeasurement of equity interests arising from a change in scope of ownership	(66.5)	-
Litigation settlement	-	21.3
Amortisation of other intangible assets	21.9	19.9
Depreciation of property, plant and equipment	166.9	151.2
Depreciation of right-of-use assets	262.2	272.9
Gains on sale of property, plant and equipment	(6.4)	(1.3)
Net foreign exchange (gains)/losses	(8.7)	4.4
Short-term lease expense	20.2	18.0
Low-value lease expense	1.9	2.3

In 2022, operating profit includes credits totalling £29.3 million (2021: £19.3 million) relating to the release of provisions and other balances established in respect of acquisitions completed prior to 2021. Further details of the Group's approach to acquisition reserves, as required by IFRS 3 Business Combinations, are given in note 27.

The goodwill impairment charge of £37.9 million in 2022 (2021: £1.8 million) relates to a number of businesses in the Group where the impact of increases in discount rates and current, local economic conditions and trading circumstances is sufficiently severe to indicate impairment to the carrying value.

Amortisation and impairment of acquired intangible assets of £62.1 million (2021: £97.8 million) includes an impairment charge in the year of £1.4 million (2021: £47.9 million) in regard to certain brand names that are no longer in use.

The investment and other impairment charges of £48.0 million (2021: reversal of £42.4 million) relate to the same macro-economic factors noted above. The reversal in the prior year for investments primarily relates to the partial reversal of a £255.6 million impairment taken in 2020 relating to Imagina, an associate in Spain.

Intangible asset impairment of £29.0 million in 2022 (2021: nil) relates to the write off of capitalised configuration and customisation costs related to a software development project.

Restructuring and transformation costs of £203.7 million (2021: £145.5 million) include £134.5 million (2021: £94.2 million) in relation to the Group's IT transformation programme. This programme will allow technology to become a competitive advantage in the market as our clients, and their clients, move to an ever-increasing digital world. It includes costs of £96.8 million (2021: £62.2 million) in relation to the rollout of a new ERP system in order to drive efficiency and collaboration throughout the Group. The remaining restructuring and transformation costs of £69.2 million (2021: £51.3 million) relates to the continuing restructuring plan. As part of that plan, restructuring actions have been taken to right-size under-performing businesses, address high-cost severance markets and simplify operational structures.

Restructuring costs in relation to Covid-19 of £15.1 million (2021: £29.9 million) primarily relate to property costs which the Group undertook in response to the Covid-19 pandemic.

Property related costs include further right-of-use asset impairments taken for properties that were previously impaired due to challenging conditions in the subletting market. In 2022, £18.0 million (2021: nil) were incurred.

Losses on disposal of investments and subsidiaries of £36.3 million in 2022 primarily includes a loss of £63.1 million on the divestment of our Russian interests which completed in May 2022. This was partially offset by gains on other disposals during the period including Res Publica for £17.7 million and Mutual Mobile for £9.4 million with the remaining gains/losses due to individually insignificant transactions. Losses on disposal of investments and subsidiaries of £10.6 million in 2021 includes a loss of £4.9 million on the disposal of XMKT in China, which completed in September 2021.

Gains on remeasurement of equity interests arising from a change in scope of ownership of £66.5 million (2021: £nil) comprises a gain in relation to the reclassification of the Group's interest in Imagina in Spain from interests in associates to other investments.

In 2022, the Group received £8.2 million (2021: £5.3 million) of aid from governments around the world in relation to the Covid-19 pandemic, which is included as a credit in other staff costs.

Other impairment charges included in restructuring costs of £43.3 million (2021: £39.2 million) consists of £7.1 million (2021: £17.6 million) within restructuring costs in relation to Covid-19 and £36.2 million (2021: £21.6 million) within restructuring and transformation costs and property related costs. These impairment charges include £33.5 million (2021: £19.3 million) in relation to right-of-use assets, £9.8 million (2021: £9.8 million) of related property, plant and equipment and £nil (2021: £10.1 million) of other intangibles, arising from the Group's reassessment of its property requirements as a result of effective remote working practices during the Covid-19 pandemic and continued focus on campuses.

### 3. COSTS OF SERVICES AND GENERAL AND ADMINISTRATIVE COSTS (CONTINUED)

Auditors' remuneration:

	2022 £m	2021 £m
Fees payable for the audit of the Company's subsidiaries pursuant to legislation	28.5	24.8
Other services pursuant to legislation <sup>1</sup>	8.4	7.1
<b>Fees payable to the auditors pursuant to legislation</b>	<b>36.9</b>	<b>31.9</b>
Audit-related services <sup>2</sup>	0.4	0.4
Other services <sup>3</sup>	0.6	1.4
Tax compliance services	0.1	-
<b>Total other fees</b>	<b>1.1</b>	<b>1.8</b>
<b>Total fees</b>	<b>38.0</b>	<b>33.7</b>

**Notes**

1. Other services pursuant to legislation represents amounts paid for the audit of WPP plc
2. Audit related assurance services are in respect of the review of the interim financial information of WPP plc
3. Other services include audits for non-audit purposes and other agreed upon procedures

### 4. (LOSS)/EARNINGS FROM ASSOCIATES – AFTER INTEREST AND TAX

(Loss)/earnings from associates – after interest and tax was a loss of £60.4 million in 2022 and earnings of £23.8 million in 2021. (Loss)/earnings from associates – after interest and tax includes £75.8 million (2021: £38.8 million) of amortisation and impairment of acquired intangible assets as well as restructuring and one-off transaction costs of £54.8 million (2021: £18.8 million) within Kantar.

### 5. OUR PEOPLE

Our staff numbers averaged 114,129 for the year ended 31 December 2022 against 104,808 in 2021. Their geographical distribution was as follows:

	2022	2021
North America	23,740	21,764
United Kingdom	12,490	10,995
Western Continental Europe	22,717	21,514
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	55,182	50,535
	<b>114,129</b>	<b>104,808</b>

Their reportable segment distribution was as follows:

	2022	2021
Global Integrated Agencies	97,288	89,701
Data Investment Management	-	-
Public Relations	8,125	7,121
Specialist Agencies	8,716	7,986
	<b>114,129</b>	<b>104,808</b>

At the end of 2022, staff numbers were 115,473 (2021: 109,382).

Staff costs include:

	2022 £m	2021 £m
Wages and salaries	5,719.2	4,795.4
Cash-based incentive plans	292.6	455.2
Share-based incentive plans (note 21)	122.0	99.6
Social security costs	689.1	629.9
Pension costs (note 22)	204.8	177.7
Severance	44.2	41.8
Other staff costs <sup>1</sup>	1,091.4	965.2
	<b>8,163.3</b>	<b>7,164.8</b>

**Note**

1. Free lance and temporary staff costs are included in other staff costs

## 5. OUR PEOPLE (CONTINUED)

Compensation for key management personnel includes:

	2022 £m	2021 £m
Short-term employee benefits	29.7	21.8
Pensions and other post-retirement benefits	1.1	0.7
Share-based payments	29.8	10.7
	60.6	33.2

Key management personnel comprises the Board and the Executive Committee. Further details of compensation for the Board are disclosed on pages 130 to 156 of the WPP plc Annual Report.

The directors of the Group received no remuneration during the year for services to the Company (2021: nil).

## 6. FINANCE AND INVESTMENT INCOME, FINANCE COSTS AND REVALUATION AND RETRANSLATION OF FINANCIAL INSTRUMENTS

Finance and investment income includes:

	2022 £m	2021 £m
Income from equity investments	24.5	17.9
Interest income	284.0	142.0
	308.5	159.9

Finance costs include:

	2022 £m	2021 £m
Net interest expense on pension plans	2.2	1.8
Interest on other long-term employee benefits	3.7	2.4
Interest expense and similar charges <sup>1</sup>	265.9	195.2
Interest expense related to lease liabilities	95.7	90.9
	367.5	290.3

Revaluation and retranslation of financial instruments include:

	2022 £m	2021 £m
Movements in fair value of treasury instruments	0.5	9.1
Premium on the early repayment of bonds	–	(13.0)
Revaluation of investments held at fair value through profit or loss	23.1	(7.5)
Revaluation of put options over non-controlling interests	27.9	(40.6)
Revaluation of payments due to vendors (earnout agreements)	26.2	(58.7)
Retranslation of financial instruments	(1.7)	22.9
	76.0	(87.8)

### Note

<sup>1</sup> Interest expense and similar charges are payable on bank overdrafts, bonds and bank loans held at amortised cost.

The majority of the Group's long-term debt is represented by \$1,063 million of US dollar bonds at an average interest rate of 4.26%, €3,350 million of Eurobonds at an average interest rate of 2.20% and £650 million of Sterling bonds at an average interest rate of 3.21%.

Average borrowings under the US Dollar Revolving Credit Facilities (note 9) amounted to nil (2021: nil).

Average borrowings under the Australian Dollar Revolving Credit Facilities amounted to nil (2021: A\$52 million at an average rate of 1.89%).

Average borrowings under the US Commercial Paper Programme for 2022 amounted to \$195 million at an average interest rate of 2.56% inclusive of margin (2021: nil).

Average borrowings under the Euro Commercial Paper Programme for 2022 amounted to £34 million at an average interest rate of 1.95% inclusive of currency swaps (2021: nil).

## 7. TAXATION

In 2022, the effective tax rate on reported profit before taxation was 27.6% (2021: 22.3%).

The tax charge comprises:

	2022 £m	2021 £m
<b>Corporation tax</b>		
Current year	425.8	404.0
Prior years	(80.7)	(41.4)
	345.1	362.6
<b>Deferred tax</b>		
Current year	9.4	(131.0)
Prior years	4.7	(1.5)
	14.1	(132.5)
<b>Tax charge</b>	<b>359.2</b>	<b>230.1</b>

The corporation tax credit for prior years in 2022 and 2021 primarily comprises the release of a number of provisions following the resolution of tax matters in various countries.

The tax charge for the year can be reconciled to profit before taxation in the consolidated income statement as follows:

	2022 £m	2021 £m
Profit before taxation	1,297.2	1,032.9
Tax at the corporation tax rate of 19.0% <sup>1</sup>	246.5	196.3
Tax effect of earnings from associates	17.4	(13.3)
Irrecoverable withholding taxes	25.9	52.3
Tax effect of items that are not deductible in determining taxable profits	66.7	29.3
Tax effect of non-deductible goodwill impairment	7.2	0.6
Effect of different tax rates in subsidiaries operating in other jurisdictions	94.3	81.2
Group relief not paid for	(26.1)	(15.6)
Origination and reversal on unrecognised temporary differences	(1.1)	(36.3)
Tax losses not recognised or utilised in the year	9.8	7.4
Utilisation of tax losses not previously recognised	(5.4)	(5.1)
Net release of prior year provisions in relation to acquired businesses	(2.8)	(1.1)
Other prior year adjustments	(73.2)	(41.8)
Impact of deferred tax rate change	-	(23.8)
<b>Tax charge</b>	<b>359.2</b>	<b>230.1</b>
<b>Effective tax rate on profit before tax</b>	<b>27.7%</b>	<b>22.3%</b>

### Note

<sup>1</sup> As the Group is subject to the tax rates of more than one country, it has chosen to present its reconciliation of the tax charge using the UK corporation tax rate of 19.0% (2021: 19.0%).

### FACTORS AFFECTING THE TAX CHARGE IN FUTURE YEARS

The tax charge may be affected by the impact of acquisitions, disposals and other corporate restructurings, the resolution of open tax issues, and the ability to use brought forward tax losses. Changes in local or international tax rules, for example, increasing tax rates as a consequence of the financial support programmes implemented by governments during the Covid-19 pandemic, the OECD/G20 Inclusive Framework on Base Erosion and Profit Shifting, and changes arising from the application of existing rules or challenges by tax or competition authorities, may expose the Group to additional tax liabilities or impact the carrying value of deferred tax assets, which could affect the future tax charge.

Liabilities relating to open and judgemental matters are based upon an assessment of whether the tax authorities will accept the position taken, after considering external advice where appropriate. Where the final tax outcome of these matters is different from the amounts which were initially recorded, such differences will impact the current and deferred income tax assets and liabilities in the period in which such determination is made. The Group does not currently consider that judgements made in assessing tax liabilities have a significant risk of resulting in any material additional charges or credits in respect of these matters, within the next financial year, beyond the amounts already provided.

Following the enactment in 2021 of an increase in the UK corporation tax rate from 19% to 25% from 1 April 2023, the Group remeasured UK deferred tax balances accordingly and recognised a tax credit of £23.8 million in the prior period.

## 7. TAXATION (CONTINUED)

### TAX RISK MANAGEMENT

We look to maintain open and transparent relationships with the tax authorities in the jurisdictions in which we operate and relevant government representatives. We maintain active engagement with a wide range of international companies and business organisations with similar issues. We engage advisors and legal counsel to obtain opinions on tax legislation and principles. We have a Tax Risk Management Strategy in place which sets out the controls established and our assessment procedures for decision making and how we monitor tax risk. We monitor proposed changes in taxation legislation and ensure these are taken into account when we consider our future business plans. Our Directors are informed by management of any significant tax law changes, the nature and status of any significant ongoing tax audits, and other developments that could materially affect the Group's tax position.

## 8. ORDINARY DIVIDENDS

Dividends of £2,052.6 million were paid or declared in the periods presented for WPP Jubilee Limited (2021: £nil). The dividend paid was deemed to be settled by offsetting with the intercompany payables.

## 9. SOURCES OF FINANCE

The following table summarises the equity and debt financing of the Group, and changes during the year:

Analysis of changes in financing	Shares		Debt	
	2022 £m	2021 £m	2022 £m	2021 £m
<b>Beginning of year</b>	<b>12,553.8</b>	<b>12,553.8</b>	<b>4,441.7</b>	<b>5,032.7</b>
Net decrease in drawings on bank loans and corporate bonds	~	~	(220.6)	(397.1)
Amortisation of financing costs included in debt	~	~	7.0	8.1
Changes in fair value due to hedging arrangements	~	~	-	(2.5)
Other movements	~	~	(0.2)	(0.4)
Exchange adjustments	~	~	237.2	(199.1)
<b>End of year</b>	<b>12,553.8</b>	<b>12,553.8</b>	<b>4,465.1</b>	<b>4,441.7</b>

The table above excludes bank overdrafts which fall within cash and cash equivalents for the purposes of the consolidated cash flow statement. Other liabilities from financing activities including lease liabilities and derivatives used for hedging debts are disclosed in note 11 and note 24, respectively.

### SHARES

At 31 December 2022, the Company's share base was entirely composed of ordinary equity share capital of £0.1 million (2021: £0.1 million) and share premium of £12,553.7 million (2021: £12,553.7 million), further details of which are disclosed in note 25.

### DEBT

**US\$ bonds** The Group has in issue \$750 million of 3.75% bonds due September 2024, \$93 million of 5.125% bonds due September 2042 and \$220 million of 5.625% bonds due November 2043.

**Eurobonds** The Group has in issue €750 million of 3.0% bonds due November 2023, €500 million of 1.375% bonds due March 2025, €750 million of 2.25% bonds due September 2026, €750 million of 2.375% bonds due May 2027, and €600 million of 1.625% bonds due March 2030. In March 2022, €250 million of Floating Rate Notes carrying a coupon of 3m EURIBOR +0.45% were repaid.

**Sterling bonds** The Group has in issue £250 million of 3.750% bonds due May 2032 and £400 million of 2.875% bonds due September 2046.

**Revolving Credit Facility** The Group has a five-year Revolving Credit Facility of \$2.5 billion due March 2026, signed in November 2021. The Group's borrowings under these facilities, which are drawn down predominantly in pounds sterling, averaged nil in 2022 (2021: nil).

In May 2021, the Group's subsidiary, WPP AUNZ, repaid in full its A\$150 million Revolving Credit Facility due August 2021, and its A\$270 million Revolving Credit Facility due August 2023. The Group's borrowings under the Australian dollar facilities, which were drawn down in Australian dollars and New Zealand dollars, averaged the equivalent of nil in 2022 (2021: A\$52 million).

The Group had available undrawn committed credit facilities of £2,069.0 million at 31 December 2022 (2021: £1,847.5 million). Borrowings under the \$2.5 billion Revolving Credit Facility are governed by certain financial covenants based on the results and financial position of the Group.

During 2022, all covenants have been complied with and based on current forecasts it is expected that such covenants will continue to be complied with for the foreseeable future.

The \$2.5 billion Revolving Credit Facility, due March 2026, includes terms which require the consent of the majority of the lenders if a proposed merger or consolidation of the Company would alter its legal personality or identity.

## 9. SOURCES OF FINANCE (CONTINUED)

### COMMERCIAL PAPER PROGRAMMES

The Group operates commercial paper programmes using its Revolving Credit Facility as a backstop. The average US commercial paper outstanding in 2022 was \$195 million (2021: nil). The average Euro commercial paper outstanding in 2022 was €34 million (2021: nil) inclusive of the effect of currency swaps, where applicable. There was no US or Euro commercial paper outstanding at 31 December 2022.

The following table is an analysis of future anticipated cash flows in relation to the Group's debt, on an undiscounted basis which, therefore, differs from the fair value and carrying value:

	2022 £m	2021 £m
Within one year	(791.6)	(326.8)
Between one and two years	(724.3)	(745.4)
Between two and three years	(524.2)	(646.5)
Between three and four years	(740.3)	(492.8)
Between four and five years	(719.9)	(698.0)
Over five years	(1,963.7)	(2,546.3)
<b>Debt financing (including interest) under the Revolving Credit Facility and in relation to unsecured loan notes</b>	<b>(5,464.0)</b>	<b>(5,455.8)</b>
Short-term overdrafts – within one year	(505.7)	(342.3)
<b>Future anticipated cash flows</b>	<b>(5,969.7)</b>	<b>(5,798.1)</b>
Effect of discounting/financing rates	998.9	1,014.1
<b>Debt financing</b>	<b>(4,970.8)</b>	<b>(4,784.0)</b>
Cash and short-term deposits	2,491.5	3,882.9
<b>Adjusted net debt</b>	<b>(2,479.3)</b>	<b>(901.1)</b>

Analysis of fixed and floating rate debt by currency including the effect of cross-currency swaps:

2022	£m	Fixed rate <sup>1</sup>	Floating basis	Period (months) <sup>1</sup>
<b>Currency</b>				
\$ – fixed	1,379.5	4.18	n/a	60
£ – fixed	1,094.1	2.97	n/a	143
€ – fixed	2,080.6	2.21	n/a	55
– floating	-	n/a	EURIBOR	-
Other	(89.1)	n/a	n/a	n/a
	<b>4,465.1</b>			
<b>2021</b>	<b>£m</b>	<b>Fixed rate<sup>1</sup></b>	<b>Floating basis</b>	<b>Period (months)<sup>1</sup></b>
<b>Currency</b>				
\$ – fixed	1,231.8	4.18	n/a	72
£ – fixed	1,094.1	2.97	n/a	155
€ – fixed	1,976.0	2.04	n/a	69
– floating	210.2	n/a	EURIBOR	3
Other	(70.4)	n/a	n/a	n/a
	<b>4,441.7</b>			

#### Note

1. Weighted average

## 9. SOURCES OF FINANCE (CONTINUED)

The following table is an analysis of future undiscounted anticipated cash flows in relation to the Group's financial derivatives, which include interest rate swaps, forward contracts and other foreign exchange swaps assuming interest rates and foreign exchange rates as at 31 December:

	Financial liabilities		Financial assets	
	Payable £m	Receivable £m	Payable £m	Receivable £m
<b>2022</b>				
Within one year	1,186.3	1,126.2	347.1	345.7
Between one and two years	–	–	11.6	6.2
Between two and three years	–	–	449.8	461.8
	<b>1,186.3</b>	<b>1,126.2</b>	<b>808.5</b>	<b>813.7</b>
	Financial liabilities		Financial assets	
	Payable £m	Receivable £m	Payable £m	Receivable £m
<b>2021</b>				
Within one year	185.8	173.7	581.1	582.5
Between one and two years	551.4	521.1	30.0	30.4
Between two and three years	11.6	6.0	–	–
Between three and four years	449.8	445.6	–	–
	<b>1,198.6</b>	<b>1,146.4</b>	<b>611.1</b>	<b>612.9</b>

### ANALYSIS OF CHANGE IN FINANCING ACTIVITIES (INCLUSIVE OF LEASES)

The table below details changes arising from financing activities, including both cash and non-cash changes.

	Opening balance £m	Cash flow £m	Acquisition of subsidiaries £m	Foreign exchange £m	Interest and Other £m	Closing balance £m
<b>2022</b>						
Borrowings (excluding lease liabilities) (note 9, 10, 19 and 24) <sup>1</sup>	4,441.7	(220.6)	–	237.2	6.8	4,465.1
Derivatives (note 16, 17 and 18)	50.6	–	–	6.4	(4.7)	52.3
Lease liabilities (note 11) <sup>2</sup>	2,041.8	(402.0)	0.1	145.8	424.9	2,210.6
<b>Liabilities from financing activities</b>	<b>6,534.1</b>	<b>(622.6)</b>	<b>0.1</b>	<b>389.4</b>	<b>427.0</b>	<b>6,728.0</b>
Cash and short-term deposits (note 9 and 24)	(3,882.9)	1,494.4	(38.8)	(64.2)	–	(2,491.5)
Bank overdrafts	342.3	163.4	–	–	–	505.7
	<b>2,993.5</b>	<b>1,035.2</b>	<b>(38.7)</b>	<b>325.2</b>	<b>427.0</b>	<b>4,742.2</b>
<b>2021</b>						
Borrowings (excluding lease liabilities) (note 9, 10, 19 and 24) <sup>1</sup>	5,032.7	(397.1)	–	(199.1)	5.2	4,441.7
Derivatives (note 16, 17 and 18)	3.2	–	–	47.0	0.4	50.6
Lease liabilities (note 11) <sup>2</sup>	2,156.3	(409.1)	34.2	(23.3)	283.7	2,041.8
<b>Liabilities from financing activities</b>	<b>7,192.2</b>	<b>(806.2)</b>	<b>34.2</b>	<b>(175.4)</b>	<b>289.3</b>	<b>6,534.1</b>
Cash and short-term deposits (note 9 and 24)	(12,899.1)	8,883.8	2.3	130.1	–	(3,882.9)
Bank overdrafts	8,562.0	(8,219.7)	–	–	–	342.3
	<b>2,855.1</b>	<b>(142.1)</b>	<b>36.5</b>	<b>(45.3)</b>	<b>289.3</b>	<b>2,993.5</b>

#### Notes

<sup>1</sup> Borrowings includes bonds and bank loans. The interest and other amounts with borrowings comprise amortisation of capitalised borrowing costs.

<sup>2</sup> Repayment of lease liabilities includes £92.4 million (2021: £58.4 million) of interest paid on lease liabilities recognised with a net cash inflow from operating activities (note 10). Interest and other within lease liabilities comprises interest on leases as well as the lease liability addition and disposals as disclosed in note 11.

## 10. ANALYSIS OF CASH FLOWS

The following tables analyse the items included within the main cash flow headings on page 15.

Net cash from operating activities:

	2022 £m	2021 £m
<b>Profit/(loss) for the year</b>	<b>938.0</b>	<b>802.8</b>
Taxation	359.2	230.1
Revaluation and retranslation of financial instruments	(76.0)	87.8
Finance costs	367.5	290.3
Finance and investment income	(308.5)	(159.9)
Loss/(earnings) from associates - after interest and tax	60.4	(23.8)
<b>Operating profit of continuing and discontinued operations</b>	<b>1,340.6</b>	<b>1,227.3</b>
<b>Adjustments for</b>		
Non-cash share-based incentive plans (including share options)	122.0	99.6
Depreciation of property, plant and equipment	166.9	151.2
Depreciation of right-of-use assets	262.2	272.9
Impairment charges included within restructuring costs <sup>1</sup>	72.3	39.2
Goodwill impairment	37.9	1.8
Amortisation and impairment of acquired intangible assets	62.1	97.8
Amortisation of other intangible assets	21.9	19.9
Investment and other impairment charges/ (reversals)	48.0	(42.4)
Losses on disposal of investments and subsidiaries	36.3	10.6
Gains on remeasurement of equity interests arising from a change in scope of ownership	(66.5)	-
Gains on sale of property, plant and equipment	(6.4)	(1.3)
<b>Operating cash flow before movements in working capital and provisions</b>	<b>2,097.3</b>	<b>1,876.6</b>
Increase in trade receivables and accrued income	(498.6)	(459.0)
Increase in trade payables and deferred income	170.6	777.8
Increase in other receivables	(154.1)	(120.0)
(Decrease)/increase in other payables – short-term	(237.1)	548.3
Decrease in other payables – long-term	(67.0)	(11.0)
Decrease in provisions	(38.0)	(32.9)
<b>Cash generated by operations</b>	<b>1,273.1</b>	<b>2,579.8</b>
Corporation and overseas tax paid	(390.9)	(391.1)
Payment on early settlement of bonds	-	(13.0)
Interest and similar charges paid	(210.2)	(193.6)
Interest paid on lease liabilities	(92.4)	(88.4)
Interest received	88.9	143.7
Investment income	24.5	17.8
Dividends from associates	37.6	53.4
Earnout payments recognised in operating activities <sup>2</sup>	(24.8)	(3.8)
<b>Net cash inflow from operating activities</b>	<b>705.8</b>	<b>2,104.8</b>

### Notes

1. Impairment charges included within restructuring costs includes impairments for right of use assets, property, plant and equipment and other intangible assets.

2. Earnout payments in excess of the amount determined at acquisition are recorded as operating activities. Prior year excess amounts were recorded as investing activities and have been re-presented as operating activities.

## 10. ANALYSIS OF CASH FLOWS (CONTINUED)

### Acquisitions and disposals:

	2022 £m	2021 £m
Initial cash consideration	(218.3)	(316.8)
Net purchase of ESOP shares	(55.3)	-
Cash and cash equivalents acquired	38.8	(2.3)
Earnout payments <sup>1</sup>	(46.6)	(53.2)
Purchase of other investments (including associates)	(10.1)	(99.2)
<b>Acquisitions</b>	<b>(291.5)</b>	<b>(471.5)</b>
Proceeds on disposal of investments and subsidiaries <sup>2</sup>	50.1	51.9
Cash and cash equivalents disposed	(12.4)	(23.6)
<b>Disposals of investments and subsidiaries</b>	<b>37.7</b>	<b>28.3</b>
Cash consideration received from non-controlling interests	-	39.5
Cash consideration for purchase of non-controlling interests	(84.2)	(135.0)
<b>Cash consideration for non-controlling interests</b>	<b>(84.2)</b>	<b>(95.5)</b>
<b>Net acquisition payments and disposal proceeds</b>	<b>(338.0)</b>	<b>(538.7)</b>

#### Notes

1. Earnout payments in excess of the amount determined at acquisition are recorded as operating activities. Prior year excess amounts were recorded as investing activities and have been re-presented as operating activities.

2. Proceeds on disposal of investments and subsidiaries includes return of capital from investments in associates.

### Repayment of borrowings:

	2022 £m	2021 £m
Decrease in drawings on bank loans	(11.3)	(36.3)
Repayment of \$500 million bonds	-	(360.8)
Repayment of €250 million bonds	(209.3)	-
<b>Net cash outflow</b>	<b>(220.6)</b>	<b>(397.1)</b>

### Cash and cash equivalents:

	2022 £m	2021 £m
Cash at bank and in hand	2,271.6	2,776.6
Short-term bank deposits	219.9	1,106.3
Overdrafts <sup>1</sup>	(505.7)	(342.3)
	<b>1,985.8</b>	<b>3,540.6</b>

#### Note

<sup>1</sup> Bank overdrafts are included in cash and cash equivalents because they form an integral part of the Group's cash management.

The Group considers that the carrying amount of cash and cash equivalents approximates their fair value.

## 11. LEASES

The movements in 2022 and 2021 were as follows:

Right-of-use assets	Land and buildings <sup>1</sup> £m	Plant and machinery £m	Total £m
<b>1 January 2021</b>	1,461.8	42.7	1,504.5
Additions	264.6	17.2	281.8
Transfers to net investment in subleases	(26.9)	–	(26.9)
Disposals	(53.6)	(1.3)	(54.9)
Depreciation of right-of-use assets	(254.7)	(18.2)	(272.9)
Impairment charges included within restructuring costs	(18.9)	(0.4)	(19.3)
Other reversals	6.8	–	6.8
Exchange adjustments	(22.1)	(1.9)	(24.0)
<b>31 December 2021</b>	1,357.0	38.1	1,395.1
Additions	363.8	23.8	387.6
Transfers to net investment in subleases	(7.0)	–	(7.0)
Disposals	(42.2)	(0.8)	(43.0)
Depreciation of right-of-use assets	(245.3)	(16.9)	(262.2)
Impairment charges included within restructuring costs	(33.3)	(0.2)	(33.5)
Exchange adjustments	89.2	2.3	91.5
<b>31 December 2022</b>	<b>1,482.2</b>	<b>46.3</b>	<b>1,528.5</b>

### Note

<sup>1</sup> For the years ended 31 December 2022 and 2021, the Group has £18.5 million and £38.5 million of right-of-use assets that are classified as investment property, respectively.

Lease liabilities	Land and buildings £m	Plant and machinery £m	Total £m
<b>1 January 2021</b>	2,111.8	44.5	2,156.3
Additions	277.0	16.1	293.1
Interest expense related to lease liabilities	89.7	1.2	90.9
Disposals	(64.2)	(1.9)	(66.1)
Repayment of lease liabilities (including interest)	(390.6)	(18.5)	(409.1)
Exchange adjustments	(21.2)	(2.1)	(23.3)
<b>31 December 2021</b>	2,002.5	39.3	2,041.8
Additions	353.6	23.7	377.3
Interest expense related to lease liabilities	94.2	1.5	95.7
Disposals	(46.1)	(1.9)	(48.0)
Repayment of lease liabilities (including interest)	(385.6)	(16.4)	(402.0)
Exchange adjustments	143.6	2.2	145.8
<b>31 December 2022</b>	<b>2,162.2</b>	<b>48.4</b>	<b>2,210.6</b>

The following table shows the breakdown of the lease expense between amounts charged to operating profit and amounts charged to finance costs:

	2022 £m	2021 £m
<b>Depreciation of right-of-use assets:</b>		
Land and buildings	(245.3)	(254.7)
Plant and machinery	(16.9)	(18.2)
Impairment charges	(33.5)	(12.5)
Short-term lease expense	(20.2)	(18.0)
Low-value lease expense	(1.9)	(2.3)
Variable lease expense	(57.3)	(56.2)
Sublease income	18.6	17.3
<b>Charge to operating profit</b>	<b>(356.5)</b>	<b>(344.6)</b>
Interest expense related to lease liabilities	(95.7)	(90.9)
<b>Charge to profit before taxation for leases</b>	<b>(452.2)</b>	<b>(435.5)</b>

Variable lease payments primarily include real estate taxes and insurance costs.

## 11. LEASES (CONTINUED)

The maturity of lease liabilities at 31 December 2022 and 2021 were as follows:

	2022 £m	2021 £m
Within one year	379.1	369.7
Between one and two years	337.7	321.9
Between two and three years	293.0	273.7
Between three and four years	252.3	229.1
Between four and five years	234.8	199.1
Over five years	1,328.5	1,227.1
	<b>2,825.4</b>	<b>2,620.6</b>
Effect of discounting	(614.8)	(578.8)
<b>Lease liability at end of year</b>	<b>2,210.6</b>	<b>2,041.8</b>
Short-term lease liability	282.4	279.7
Long-term lease liability	1,928.2	1,762.1

The total committed future cash flows for leases not yet commenced at 31 December 2022 is £440.0 million.

The Group does not face a significant liquidity risk with regard to its lease liabilities. Refer to note 23 for management of liquidity risk.

## 12. INTANGIBLE ASSETS

### GOODWILL

The movements in 2022 and 2021 were as follows:

	£m
<b>Cost</b>	
<b>1 January 2021</b>	<b>10,807.3</b>
Additions <sup>1</sup>	335.8
Disposals	(5.4)
Exchange adjustments	(146.7)
<b>31 December 2021</b>	<b>10,991.0</b>
Additions <sup>1</sup>	262.6
Disposals	–
Exchange adjustments	891.0
<b>31 December 2022</b>	<b>12,144.6</b>
<b>Accumulated impairment losses and write-downs</b>	
<b>1 January 2021</b>	<b>3,418.5</b>
Impairment losses for the year	1.8
Exchange adjustments	(41.6)
<b>31 December 2021</b>	<b>3,378.7</b>
Impairment losses for the year	37.9
Exchange adjustments	274.6
<b>31 December 2022</b>	<b>3,691.2</b>
<b>Net book value</b>	
<b>31 December 2022</b>	<b>8,453.4</b>
<b>31 December 2021</b>	<b>7,612.3</b>
<b>1 January 2021</b>	<b>7,388.8</b>

### Note

<sup>1</sup> Additions represent goodwill arising on the acquisition of subsidiary undertakings including the effect of any revisions to fair value adjustments that had been determined provisionally at the immediately preceding balance sheet date, as permitted by IFRS 3 Business Combinations. The effect of such revisions was not material in either year presented.

## 12. INTANGIBLE ASSETS (CONTINUED)

### OTHER INTANGIBLE ASSETS

The movements in 2022 and 2021 were as follows:

	Brands with an indefinite useful life £m	Acquired intangibles £m	Other £m	Total £m
<b>Cost</b>				
1 January 2021	1,071.9	1,569.7	300.3	2,941.9
Additions	–	–	29.9	29.9
Disposals	–	(7.3)	(44.6)	(51.9)
New acquisitions	–	97.7	–	97.7
Other movements <sup>1</sup>	–	–	3.9	3.9
Exchange adjustments	(4.6)	(15.7)	(1.4)	(21.7)
31 December 2021	1,067.3	1,644.4	288.1	2,999.8
Additions	–	–	14.9	14.9
Disposals	–	(4.7)	(59.2)	(63.9)
New acquisitions	–	46.5	1.2	47.7
Other movements <sup>1</sup>	–	9.3	0.8	10.1
Exchange adjustments	98.7	131.6	34.7	265.0
31 December 2022	1,166.0	1,827.1	280.5	3,273.6
<b>Amortisation and impairment</b>				
1 January 2021	12.8	1,329.2	210.6	1,552.6
Charge for the year	43.8	53.5	19.9	117.2
Impairment charges included within restructuring costs	–	–	10.1	10.1
Disposals	–	(3.5)	(24.5)	(28.0)
Other movements	–	–	(1.5)	(1.5)
Exchange adjustments	0.2	(8.2)	(2.1)	(10.1)
31 December 2021	56.8	1,371.0	212.5	1,640.3
Charge for the year	–	61.9	21.9	83.8
Intangible asset impairment	–	–	29.0	29.0
Disposals	–	(4.4)	(59.4)	(63.8)
Exchange adjustments	5.8	109.9	16.7	132.4
31 December 2022	62.6	1,538.4	220.7	1,821.7
<b>Net book value</b>				
31 December 2022	1,103.4	288.7	59.8	1,451.9
31 December 2021	1,010.5	273.4	75.6	1,359.5
1 January 2021	1,059.1	240.5	89.7	1,389.3

#### Note

1. Other movements in acquired intangibles include revisions to fair value adjustments arising on the acquisition of subsidiary undertakings that had been determined provisionally at the immediately preceding balance sheet date, as permitted by IFRS 3 Business Combinations.

## 12. INTANGIBLE ASSETS (CONTINUED)

Cash-generating units (CGUs) with significant goodwill and brands with an indefinite useful life as at 31 December are:

	Goodwill		Brands with an indefinite useful life	
	2022 £m	2021 £m	2022 £m	2021 £m
GroupM	3,178.3	2,982.5	–	–
Wunderman Thompson	1,210.8	997.3	442.0	405.1
Ogilvy	849.8	784.4	222.8	205.0
VMLY&R	776.0	675.6	207.6	189.8
Burson Cohn & Wolfe	646.0	585.7	140.5	128.4
AKQA Group	628.7	570.2	–	–
FGS Global	451.8	393.2	–	–
Landor Group	106.5	97.1	55.7	50.7
Other	605.5	526.3	34.8	31.5
	8,453.4	7,612.3	1,103.4	1,010.5

Other goodwill represents goodwill on a large number of CGUs, none of which is individually significant in comparison to the total carrying value of goodwill. Separately identifiable brands with an indefinite useful life are carried at historical cost in accordance with the Group's accounting policy for intangible assets. The carrying values of the other brands with an indefinite useful life are not individually significant in comparison with the total carrying value of brands with an indefinite useful life.

Acquired intangible assets at net book value at 31 December 2022 include brand names of £142.3 million (2021: £137.4 million), customer-related intangibles of £120.3 million (2021: £110.4 million), and other assets (including proprietary tools) of £26.1 million (2021: £25.6 million).

The total amortisation and impairment of acquired intangible assets of £61.9 million (2021: £97.3 million) includes an impairment charge in the year of £1.4 million (2021: £47.9 million) in regards to certain brand names in the Global Integrated Agencies segment that are no longer in use. In 2021, £43.8 million of the impairment charge related to brands with an indefinite useful life. In 2021, £45.1 million of the impairment charge related to the Global Integrated Agencies segment and £2.8 million related to the Specialist Agencies segment. In addition, the total amortisation and impairment of acquired intangible assets includes £0.2 million (2021: £0.5 million) in relation to associates.

In accordance with the Group's accounting policy, the carrying values of goodwill and intangible assets with indefinite useful lives are reviewed for impairment annually or more frequently if events or changes in circumstances indicate that the asset might be impaired. The impairment review is undertaken annually on 30 September. A goodwill impairment charge of £37.9 million (2021: £1.8 million) was recognised during the year due to a number of underperforming businesses in the Group. This year, £34.2 million of the impairment charge related to the Specialist Agencies segment and £3.7 million related to the Public Relations segment. In certain markets, the impact of local economic conditions and trading circumstances on these businesses was sufficiently severe to indicate impairment to the carrying value of goodwill.

Under IFRS, an impairment charge is required for both goodwill and other indefinite-lived assets when the carrying amount exceeds the "recoverable amount", defined as the higher of fair value less costs of disposal and value in use. The review assessed whether the carrying value of goodwill and intangible assets with indefinite useful lives was supported by the value in use determined as the net present value of future cash flows.

Due to the significant number of CGUs, the impairment test was performed in two steps. In the first step, the recoverable amount was calculated for each CGU using the latest available forecasts for 2022 and/or 2023, nil growth rate thereafter (2021: nil) and a conservative pre-tax discount rate of 15.5% (2021: 13.5%). The pre-tax discount rate of 15.5% was above the rate calculated for the global networks of 14.5% (2021: 12.5%). For smaller CGUs that operate primarily in a particular region subject to higher risk, the higher of 15.5% or 100 basis points above the regional discount rate was used in the first step.

The recoverable amount was then compared to the carrying amount, which includes goodwill, intangible assets and other assets. CGUs where the recoverable amount exceeded the carrying amount were not considered to be impaired. Those CGUs where the recoverable amount did not exceed the carrying amount were then further reviewed in the second step.

In the second step, these CGUs were retested for impairment using more refined assumptions. This included using a CGU specific pre-tax discount rate and management forecasts for a projection period of up to five years, followed by an assumed long-term growth rate of 2.0% (2021: 2.0%) if the recoverable amount using the more specific assumptions did not exceed the carrying value of a CGU, an impairment charge was recorded.

The long-term growth rate is derived from management's best estimate of the likely long-term trading performance with reference to external industry reports and other relevant market trends. As at 31 December 2022, we have assessed long-term industry trends based on recent historical data and assumed a long-term growth rate of 2.0% (2021: 2.0%). Management have made the judgement that the long-term growth rate does not exceed the long-term average growth rate for the industry.

The discount rate uses the capital asset pricing model (CAPM) to derive the cost of equity along with an estimated cost of debt that is weighted by an appropriate capital structure to derive an indication of a weighted average cost of capital. The cost of equity is calculated based on long-term government bond yield, an estimate of the required premium for investment in equity relative to government securities and further considers the volatility associated with peer public companies relative to the market. The cost of debt reflects an estimated market yield for long-term debt financing after taking into account the credit profile of public peer companies in the industry. The capital structure used to weight the cost of equity and cost of debt has been derived from the observed capital structure of public peer companies.

The pre-tax discount rate applied to the cash flow projections for the CGUs that operate globally was 14.5% (2021: 12.5%). We developed a global discount rate that takes into account the diverse nature of the operations, as these CGUs operate with a diverse range of clients in a range of industries throughout the world, hence are subject to similar levels of market risks. The pre-tax discount rates applied to the CGUs that have more regional specific operations ranged from 14.0% (2021: 11.3%) to 22.6% (2021: 18.4%).

Our approach in determining the recoverable amount utilises a discounted cash flow methodology, which necessarily involves making numerous estimates and assumptions regarding revenue less pass-through costs growth, operating margins, appropriate discount rates and working capital requirements. The key assumptions used for estimating cash flow projections in the Group's impairment testing are those relating to revenue less pass-through costs growth and operating margins. The key assumptions take account of the business's expectations for the projection period. These expectations consider the macroeconomic environment, industry and market conditions, the CGU's historical performance and any other circumstances particular to the unit, such as business strategy and client mix.

## 12. INTANGIBLE ASSETS (CONTINUED)

These estimates will likely differ from future actual results of operations and cash flows, and it is possible that these differences could be material. In addition, judgements are applied in determining the level of CGU identified for impairment testing and the criteria used to determine which assets should be aggregated. A difference in testing levels could affect whether an impairment is recorded and the extent of impairment loss. Changes in our business activities or structure may also result in additional changes to the level of testing in future periods. Further, future events could cause the Group to conclude that impairment indicators exist and that the asset values associated with a given operation have become impaired.

Historically our impairment losses have resulted from a specific event, condition or circumstance in one or more of our companies, such as the impact of Covid-19 or the loss of a significant client. As a result, changes in the assumptions used in our impairment model have generally not had a significant effect on the impairment charges recognised. The average operating margins used in the five-year projection period for CGUs with significant goodwill and brands with an indefinite useful life ranged from 12.8% to 23.6%. Wunderman Thompson's recoverable amount exceeded its carrying value by £105.5 million and is the only CGU with significant goodwill and brands with an indefinite useful life that is sensitive to changes in the key assumptions used in determining the recoverable amount. Holding other assumptions constant, the carrying value would be greater than its recoverable amount if the average operating margin decreased by 0.8% or the discount rate increased by 0.7%. Wunderman Thompson is not sensitive to a reasonably possible change in revenue less pass-through costs growth. The carrying value of goodwill and other intangible assets will continue to be reviewed at least annually for impairment and adjusted down to the recoverable amount if required.

## 13. PROPERTY, PLANT AND EQUIPMENT

The movements in 2022 and 2021 were as follows:

	Land £m	Freehold buildings £m	Leasehold buildings £m	Fixtures, fittings and equipment £m	Computer equipment £m	Total £m
<b>Cost</b>						
1 January 2021	34.3	39.6	1,052.5	189.3	381.7	1,697.4
Additions	14.3	8.9	134.5	31.5	74.0	263.2
New acquisitions	-	-	1.5	1.3	1.2	4.0
Disposals	(0.1)	(0.6)	(108.3)	(60.0)	(56.4)	(225.4)
Exchange adjustments	(5.3)	13.5	(5.2)	(12.6)	(8.7)	(18.3)
31 December 2021	43.2	61.4	1,075.0	149.5	391.8	1,720.9
Additions	13.8	0.1	75.8	32.1	86.6	208.4
New acquisitions	-	-	0.5	0.2	0.6	1.3
Disposals	(0.1)	(8.3)	(62.1)	(40.0)	(72.1)	(182.6)
Exchange adjustments	(16.9)	39.3	89.7	23.0	39.8	174.9
31 December 2022	40.0	92.5	1,178.9	164.8	446.7	1,922.9
<b>Depreciation and impairment</b>						
1 January 2021	-	2.3	510.4	106.9	286.9	906.5
Charge for the year	-	1.0	66.5	27.6	56.1	151.2
Impairment charges included within restructuring costs	-	-	7.1	1.8	0.9	9.8
Disposals	-	-	(108.2)	(55.9)	(55.1)	(219.2)
Exchange adjustments	-	(0.6)	(6.2)	(8.5)	(8.5)	(23.8)
31 December 2021	-	2.7	469.6	71.9	280.3	824.5
Charge for the year	-	0.7	74.0	26.5	65.7	166.9
Impairment charges included within restructuring costs	-	-	9.1	0.6	0.1	9.8
Disposals	-	(1.7)	(63.5)	(36.7)	(71.1)	(173.0)
Exchange adjustments	-	0.3	43.2	17.5	33.0	94.0
31 December 2022	-	2.0	532.4	79.8	308.0	922.2
<b>Net book value</b>						
31 December 2022	40.0	90.5	646.5	85.0	138.7	1,000.7
31 December 2021	43.2	58.7	605.4	77.6	111.5	896.4
1 January 2021	34.3	37.3	542.1	82.4	94.8	790.9

At 31 December 2022, capital commitments contracted, but not provided for in respect of property, plant and equipment, were £128.2 million (2021: £107.3 million).

#### 14. INTERESTS IN ASSOCIATES, JOINT VENTURES AND OTHER INVESTMENTS

The movements in 2022 and 2021 were as follows:

	Interests in associates and joint ventures £m	Other investments £m
<b>1 January 2021</b>	<b>330.7</b>	<b>426.2</b>
Additions	93.6	95.1
Earnings from associates - after interest and tax	23.8	-
Share of other comprehensive income of associate undertakings	13.5	-
Dividends	(53.4)	-
Other movements	(0.2)	-
Exchange adjustments	(22.5)	-
Disposals	(4.8)	(123.6)
Reclassification from subsidiaries	4.2	-
Revaluation of other investments through profit or loss	-	(7.5)
Revaluation of other investments through other comprehensive income	-	(6.9)
Amortisation of other intangible assets	(0.5)	-
Reversal of write-downs	28.5	-
<b>31 December 2021</b>	<b>412.9</b>	<b>383.3</b>
Additions	4.4	60.4
Loss from associates - after interest and tax	(60.4)	-
Share of other comprehensive income of associate undertakings	51.2	-
Dividends	(37.6)	-
Other movements	2.9	-
Exchange adjustments	17.1	-
Disposals	(9.6)	(129.3)
Reclassification to subsidiaries	(5.9)	-
Reclassification from associates to other investments	(22.5)	61.6
Revaluation of other investments through profit or loss	-	23.1
Revaluation of other investments through other comprehensive income	-	(19.4)
Amortisation of other intangible assets	(0.2)	-
Write-downs	(47.2)	-
<b>31 December 2022</b>	<b>305.1</b>	<b>379.7</b>

Interests in joint ventures are immaterial and none of the Group's associates are individually material at 31 December 2022.

The investments included above as "other investments" represent investments in equity securities that present the Group with opportunity for return through dividend income and trading gains. They have no fixed maturity or coupon rate. The fair values of the listed securities are based on quoted market prices. For unlisted securities, where market value is not available, the Group has estimated relevant fair values on the basis of information from outside sources.

The carrying values of the Group's associates and joint ventures are reviewed for impairment in accordance with the Group's accounting policies.

#### AGGREGATE INFORMATION OF ASSOCIATES THAT ARE NOT INDIVIDUALLY MATERIAL

The following table presents a summary of the aggregate financial performance of the Group's associate undertakings and joint ventures.

	2022 £m	2021 £m
(Loss)/earnings from associates - after interest and tax (note 4)	(60.4)	23.8
Share of other comprehensive income of associate undertakings	51.2	13.5
<b>Share of total comprehensive (loss)/income of associate undertakings</b>	<b>(9.2)</b>	<b>37.3</b>

The application of equity accounting is ordinarily discontinued when the investment is reduced to zero and additional losses are not provided for unless the Group has guaranteed obligations of the investee or is otherwise committed to provide further financial support for the investee.

As at 31 December 2021, the cumulative share of unrecognised losses in relation to Imagina, an associate in Spain with the investment carrying value reduced to zero, were £23.0 million. In 2022, the Group partially disposed of its investment in Imagina in Spain resulting in its reclassification from interests in associates to other investments (within the scope of IFRS 9) designated as fair value through other comprehensive income. Refer to note 24 for further details on financial instruments held at fair value through other comprehensive income.

In the year ended 31 December 2022, share of losses of £29.5 million for the US and £33.8 million for the Rest of World were not recognised in relation to Kantar as the investment was reduced to zero.

At 31 December 2022, capital commitments contracted, but not provided for, in respect of interests in associates and other investments were £3.2 million (2021: £5.4 million).

## 15. DEFERRED TAX

The Group's deferred tax assets and liabilities are measured at the end of each period in accordance with IAS 12 Income Taxes. The recognition of deferred tax assets is determined by reference to the Group's estimate of recoverability, using models where appropriate to forecast future taxable profits.

Deferred tax assets have only been recognised for territories where the Group considers that it is probable that all or a portion of the deferred tax assets will be realised. The main factors that we consider include:

- the future earnings potential determined through the use of internal forecasts
- the cumulative losses in recent years
- the various jurisdictions in which the potential deferred tax assets arise
- the history of losses carried forward and other tax assets expiring
- the timing of future reversal of taxable temporary differences
- the expiry period associated with the deferred tax assets
- the nature of the income that can be used to realise the deferred tax asset

If it is probable that some portion of these assets will not be realised, no asset is recognised in relation to that portion.

If market conditions improve and future results of operations exceed our current expectations, our existing recognised deferred tax assets may be adjusted, resulting in future tax benefits. Alternatively, if market conditions deteriorate further or future results of operations are less than expected, future assessments may result in a determination that some or all of the deferred tax assets are not realisable. As a result, all or a portion of the deferred tax assets may need to be reversed.

Certain deferred tax assets and liabilities have been offset as they relate to the same tax group. The following is the analysis of the deferred tax balances for financial reporting purposes:

	Gross 2022 £m	Offset 2022 £m	As reported 2022 £m	Gross 2021 £m	Offset 2021 £m	As reported 2021 £m
Deferred tax assets	588.8	(266.7)	322.1	565.0	(223.5)	341.5
Deferred tax liabilities	(617.5)	266.7	(350.8)	(536.0)	223.5	(312.5)
	(28.7)	–	(28.7)	29.0	–	29.0

The following are the major gross deferred tax assets recognised by the Group and movements thereon in 2022 and 2021:

	Deferred compensation £m	Accounting provisions and accruals £m	Retirement benefit obligations £m	Property, plant and equipment £m	Tax losses and credits £m	Share-based payments £m	Restructuring provisions £m	Other temporary differences £m	Total £m
1 January 2021	49.5	109.5	57.9	80.9	90.3	21.4	56.4	11.6	477.5
Acquisition of subsidiaries	–	–	–	–	–	–	–	0.9	0.9
Credit/(charge) to income	58.2	0.3	1.2	(15.9)	19.7	9.9	9.1	(1.6)	80.9
Charge to other comprehensive income	–	–	(3.0)	–	–	–	–	–	(3.0)
Credit to equity	–	–	–	–	–	11.9	–	–	11.9
Exchange differences and other movements	0.8	(3.6)	(2.7)	3.0	0.5	0.3	(4.4)	2.9	(3.2)
31 December 2021	108.5	106.2	53.4	68.0	110.5	43.5	61.1	13.8	565.0
Acquisition of subsidiaries	–	–	–	–	–	–	–	1.1	1.1
(Charge)/credit to income	(38.7)	3.3	(2.9)	(10.0)	5.0	1.3	21.2	(14.2)	(35.0)
Charge to other comprehensive income	–	–	(7.0)	–	–	–	–	–	(7.0)
Charge to equity	–	–	–	–	–	(15.5)	–	–	(15.5)
Exchange differences and other movements	4.5	10.6	4.5	43.6	7.0	3.0	2.3	4.7	80.2
31 December 2022	74.3	120.1	48.0	101.6	122.5	32.3	84.6	5.4	588.8

Other temporary differences comprise a number of items, none of which is individually significant to the Group's consolidated balance sheet. At 31 December 2022 the balance related to temporary differences in relation to revenue adjustments, tax deductible goodwill, fair value adjustments and other temporary differences.

# 15. DEFERRED TAX (CONTINUED)

In addition, the Group has recognised the following gross deferred tax liabilities and movements thereon in 2022 and 2021:

	Brands and other intangibles £m	Associate earnings £m	Goodwill £m	Property, plant and equipment £m	Financial instruments £m	Other temporary differences £m	Total £m
<b>1 January 2021</b>	326.8	58.0	123.1	-	35.8	25.0	568.7
Acquisition of subsidiaries	22.5	-	-	-	-	-	22.5
(Credit)/charge to income	(19.5)	(21.4)	8.2	-	(35.5)	16.6	(51.6)
Exchange differences and other movements	(4.7)	0.2	1.9	-	(0.3)	(0.7)	(3.6)
<b>31 December 2021</b>	325.1	36.8	133.2	-	-	40.9	536.0
Acquisition of subsidiaries	15.1	-	-	-	-	-	15.1
(Credit)/charge to income	(12.4)	(3.5)	19.7	(14.2)	-	(10.5)	(20.9)
Charge to other comprehensive income	-	-	-	-	-	0.4	0.4
Exchange differences and other movements	24.8	3.2	20.5	37.2	-	1.2	86.9
<b>31 December 2022</b>	<b>352.6</b>	<b>36.5</b>	<b>173.4</b>	<b>23.0</b>	<b>-</b>	<b>32.0</b>	<b>617.5</b>

Other temporary differences comprise a number of items none of which is individually significant to the Group's consolidated balance sheet. At 31 December 2022 the balance related to temporary differences in relation to unremitted earnings of subsidiaries, unremitted earnings of associates and other temporary differences.

At the balance sheet date, the Group has gross tax losses and other temporary differences of £7,667.4 million (2021: £6,961.4 million) available for offset against future profits. Deferred tax assets have been recognised in respect of the tax benefit of £2,259.7 million (2021: £2,259.2 million) of such tax losses and other temporary differences. No deferred tax asset has been recognised in respect of the remaining £5,407.7 million (2021: £4,702.2 million) of losses and other temporary differences as the Group considers that there will not be enough taxable profits in the entities concerned such that any additional asset could be considered recoverable. Included in the total unrecognised temporary differences are losses of £60.3 million (2021: £63.8 million) that will expire within one to ten years, and £5,138.1 million (2021: £4,457.3 million) of losses that may be carried forward indefinitely.

At the balance sheet date, the aggregate amount of the temporary differences in relation to the investment in subsidiaries for which deferred tax liabilities have not been recognised was £1,346.1 million (2021: £1,385.3 million). No liability has been recognised in respect of these differences because the Group is in a position to control the timing of the reversal of the temporary differences and the Group considers that it is probable that such differences will not reverse in the foreseeable future.

# 16. TRADE AND OTHER RECEIVABLES

The following are included in trade and other receivables:

	2022 £m	2021 £m
<b>Amounts falling due within one year</b>		
Trade receivables (net of loss allowance)	7,403.9	6,600.5
Work in progress	352.4	254.0
VAT and sales taxes recoverable	448.1	350.3
Prepayments	236.6	215.3
Accrued income	3,468.3	3,435.7
Fair value of derivatives	5.1	2.5
Amounts due from parent company	7,887.5	8,795.4
Other debtors	585.1	503.7
	<b>20,387.0</b>	<b>20,157.4</b>

The ageing of trade receivables and other financial assets by due date is as follows:

	Carrying amount at 31 December 2022 £m	Not past due £m	0-30 days £m	31-90 days £m	91-180 days £m	181 days-1 year £m	Greater than 1 year £m
<b>2022</b>							
Gross trade receivables	7,475.4	6,386.5	706.4	247.1	66.8	23.5	45.1
Loss allowance	(71.5)	(1.6)	(5.8)	(6.6)	(6.6)	(13.3)	(37.6)
	7,403.9	6,384.9	700.6	240.5	60.2	10.2	7.5
Gross accrued income	3,485.6	2,027.0	603.8	450.5	376.8	27.5	-
Loss allowance	(17.3)	(0.1)	(0.2)	(0.1)	(16.9)	-	-
	3,468.3	2,026.9	603.6	450.4	359.9	27.5	-
Amounts due from parent company	8,283.4	8,283.4	-	-	-	-	-
Other financial assets	612.0	538.8	31.2	6.1	1.0	6.2	28.7
	<b>19,767.6</b>	<b>17,234.0</b>	<b>1,335.4</b>	<b>697.0</b>	<b>421.1</b>	<b>43.9</b>	<b>36.2</b>

# 16. TRADE AND OTHER RECEIVABLES (CONTINUED)

2021	Carrying amount at 31 December 2021 £m	Not past due £m	Days past due					Greater than 1 year £m
			0-30 days £m	31-90 days £m	91-180 days £m	181 days- 1 year £m		
Gross trade receivables	6,671.0	5,755.6	589.8	194.4	64.0	10.6	56.6	
Loss allowance	(70.5)	(2.3)	(0.2)	(1.9)	(7.5)	(4.9)	(53.7)	
	6,600.5	5,753.3	589.6	192.5	56.5	5.7	2.9	
Gross accrued income	3,449.6	1,947.6	619.4	448.1	307.7	126.8	-	
Loss allowance	(13.9)	(1.8)	(1.0)	(0.8)	(4.3)	(6.0)	-	
	3,435.7	1,945.8	618.4	447.3	303.4	120.8	-	
Amounts due from parent company	9,216.5	9,216.5	-	-	-	-	-	
Other financial assets	496.3	422.1	15.2	2.7	3.0	2.7	50.6	
	19,749.0	17,337.7	1,223.2	642.5	362.9	129.2	53.5	

Other financial assets are included in other debtors.

Past due amounts are not impaired where collection is considered likely.

	2022 £m	2021 £m
<b>Amounts falling due after more than one year</b>		
Prepayments	3.9	3.0
Fair value of derivatives	0.6	0.5
Amounts due from parent company	395.9	421.1
Other debtors	214.1	149.1
	614.5	573.7

The Group has applied the practical expedient permitted by IFRS 15 to not disclose the transaction price allocated to performance obligations unsatisfied (or partially unsatisfied) as of the end of the reporting period as contracts typically have an original expected duration of a year or less.

Other debtors falling due after more than one year for 31 December 2022 includes £15.4 million in relation to pension plans in surplus. The corresponding figure for 31 December 2021 is included in provision for post employment benefits.

	2022 £m	2021 £m
<b>Loss allowance</b>		
<b>At beginning of year</b>	70.5	112.5
New acquisitions	–	3.7
Charged to the income statement	29.1	17.2
Released to the income statement	(8.4)	(27.9)
Exchange adjustments	5.1	(1.7)
Utilisations and other movements	(24.8)	(33.3)
<b>At end of year</b>	71.5	70.5

The loss allowance is equivalent to 1.0% (2021: 1.1%) of gross trade accounts receivables.

Impairment losses on work in progress, accrued income and other debtors were immaterial for the years presented.

The Group considers that the carrying amount of trade and other receivables approximates their fair value.

## EXPECTED CREDIT LOSSES

Given the short-term nature of the Group's trade receivables, work in progress, and accrued income, which are mainly due from large national or multinational companies, the Group's assessment of expected credit losses includes provisions for specific clients and receivables where the contractual cash flow is deemed at risk. Considerations include the current economic environment, and the level of credit insurance the Group has along with historical and forward-looking information. Additional provisions are made based on the assessment of recoverability of aged receivables over one year where sufficient evidence of recoverability is not evident.

# 17. TRADE AND OTHER PAYABLES: AMOUNTS FALLING DUE WITHIN ONE YEAR

The following are included in trade and other payables falling due within one year:

	2022 £m	2021 £m
Trade payables	11,182.5	10,596.9
Deferred income	1,599.0	1,334.0
Payments due to vendors (earnout agreements)	62.0	85.6
Liabilities in respect of put option agreements with vendors	18.8	58.4
Fair value of derivatives	58.0	6.4
Amounts due to parent company	362.7	550.3
Other creditors and accruals	2,911.0	2,983.4
	16,194.0	15,615.0

The Group considers that the carrying amount of trade and other payables approximates their fair value.

In all material respects, deferred income at 31 December 2021 was recognised as revenue during the year. Other than business-as-usual movements, and deferred income acquired on the acquisition of subsidiaries, there were no other significant changes in contract liability balances during the year.

# 18. TRADE AND OTHER PAYABLES: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

The following are included in trade and other payables falling due after more than one year:

	2022 £m	2021 £m
Payments due to vendors (earnout agreements)	98.1	111.1
Liabilities in respect of put option agreements with vendors	323.3	333.1
Fair value of derivatives	–	47.2
Other creditors and accruals	69.5	128.5
	490.9	619.9

The Group considers that the carrying amount of trade and other payables approximates their fair value.

The following table sets out payments due to vendors, comprising contingent consideration and the Directors' best estimates of future earnout-related obligations:

	2022 £m	2021 £m
Within one year	62.0	85.6
Between one and two years	19.5	24.0
Between two and three years	27.6	35.7
Between three and four years	28.6	51.4
Between four and five years	22.4	–
	160.1	196.7

The following table is an analysis of future anticipated cash flows in relation to liabilities in respect of put option agreements with vendors at 31 December:

	2022 £m	2021 £m
Within one year	18.8	58.4
Between one and two years	5.2	15.1
Between two and three years	76.6	14.4
Between three and four years	99.2	99.0
Between four and five years	74.8	76.6
Over five years	67.5	128.0
	342.1	391.5

## 19. BANK OVERDRAFTS, BONDS AND BANK LOANS

Amounts falling due within one year:

	2022 £m	2021 £m
Bank overdrafts	505.7	342.3
Corporate bonds and bank loans	663.3	224.9
	1,169.0	567.2

The Group considers that the carrying amount of bank overdrafts approximates their fair value.

Amounts falling due after more than one year:

	2022 £m	2021 £m
Corporate bonds and bank loans	3,801.8	4,216.8

The Group estimates that the fair value of corporate bonds is £4,049.1 million at 31 December 2022 (2021: £4,790.3 million). The fair values of the corporate bonds are based on quoted market prices and is within Level 1 of the fair value hierarchy.

The Group considers that the carrying amount of bank loans of £nil (2021: £14.7 million) approximates their fair value.

The corporate bonds, bank loans and overdrafts included within liabilities fall due for repayment as follows:

	2022 £m	2021 £m
Within one year	1,169.0	567.2
Between one and two years	618.0	629.2
Between two and three years	441.5	550.4
Between three and four years	658.8	418.8
Between four and five years	661.1	623.6
Over five years	1,422.4	1,994.8
	4,970.8	4,784.0

## 20. PROVISIONS FOR LIABILITIES AND CHARGES

The movements in 2022 and 2021 were as follows:

	Property £m	Other £m	Total £m
<b>1 January 2021</b>	76.7	229.6	306.3
Charged to the income statement	25.2	35.8	61.0
Acquisitions <sup>1</sup>	-	7.3	7.3
Utilised	(7.0)	(69.9)	(76.9)
Released to the income statement	(18.3)	(25.0)	(43.3)
Other movements	(5.2)	18.9	13.7
Exchange adjustments	(0.8)	1.2	0.4
<b>31 December 2021</b>	70.6	197.9	268.5
Charged to the income statement	8.1	6.4	14.5
Acquisitions <sup>1</sup>	-	1.3	1.3
Utilised	(12.8)	(37.2)	(50.0)
Released to the income statement	(3.2)	(22.2)	(25.4)
Other movements	(4.8)	17.8	13.0
Exchange adjustments	4.9	17.8	22.7
<b>31 December 2022</b>	62.8	181.8	244.6

### Note

<sup>1</sup> Acquisitions include £1.3 million (2021: £7.3 million) of provisions arising from revisions to fair value adjustments related to the acquisition of subsidiary undertakings that had been determined provisionally at the immediately preceding balance sheet date, as permitted by IFRS 3 Business Combinations.

The Company and various of its subsidiaries are, from time to time, parties to legal proceedings and claims which arise in the ordinary course of business. The Directors do not anticipate that the outcome of these proceedings and claims will have a material adverse effect on the Group's financial position or on the results of its operations.

The utilisation of "Other" provisions in 2021 is primarily driven by litigation settlements.

## 21. SHARE-BASED PAYMENTS

Charges for share-based incentive plans were as follows:

	2022 £m	2021 £m
Share-based payments	122.0	99.6

Share-based payments comprise charges for stock options and restricted stock awards to employees of the Group.

As of 31 December 2022, there was £200.7 million (2021: £203.4 million) of total unrecognised compensation cost related to the Group's restricted stock plans.

Further information on stock options is provided in note 25.

### RESTRICTED STOCK PLANS

The Group operates a number of equity-settled share incentive schemes, in most cases satisfied by the delivery of stock from one of the Group's ESOP Trusts. The most significant current schemes are as follows:

#### EXECUTIVE PERFORMANCE SHARE PLAN (EPSP)

This scheme is intended to reward and incentivise the most senior executives of the Group. The performance period is three or five complete financial years, commencing with the financial year in which the award is granted. The vest date will usually be in the March following the end of the performance period. Vesting is conditional on continued employment throughout the vesting period.

The 2021 and 2022 EPSP awards are subject to three equally weighted performance conditions: three-year average Return on Invested Capital (ROIC), cumulative Adjusted Free Cash Flow (AFCF), and relative Total Shareholder Return (TSR). Achieving the threshold performance requirement will result in a vesting opportunity of 20% for that element. The vesting opportunity will increase on a straight-line basis to 100% of the award for maximum performance. The Compensation Committee has an overriding discretion to determine the extent to which the award will vest.

The 2019 EPSP awards are subject to a relative TSR performance condition, with a ROIC underpin. TSR performance will be compared to companies representing the most relevant, listed global competitors, with performance below median resulting in zero vesting. Performance between median and upper decile provides for a vesting opportunity of between 15% and 100%. The awards will vest subject to a ROIC underpin of an average of 7.5% over the performance period. The Compensation Committee has an overriding discretion to determine the extent to which the award will vest.

For EPSP awards granted between 2017 and 2018 there are three performance criteria, each constituting one-third of the vesting value, and each measured over the performance period:

- TSR against a comparator group of companies. Threshold performance (equating to ranking in the 50th percentile of the comparator group) will result in 15% vesting of the part of the award dependent on TSR. The maximum vest of 100% will arise if performance ranks in the 90th percentile, with a sliding scale of vesting for performance between threshold and maximum.
- Headline diluted earnings per share. The performance range is 7% to 14% compound annual growth. Threshold performance will result in 15% vesting, maximum performance will result in 100% vesting. There is a sliding vesting scale in between threshold and maximum.
- Return on equity (ROE). Average annual ROE is defined as headline diluted EPS divided by the balance sheet value per share of shareholders' equity. The performance range is 15% – 18% average annual ROE. Threshold performance will result in 15% vesting, maximum performance will result in 100% vesting. There is a sliding vesting scale in between threshold and maximum.

#### PERFORMANCE SHARE AWARDS (PSA)

Conditional stock awards made under the PSA are dependent upon annual performance targets, typically based on one or more of: operating profit, profit before taxation and operating margin. Grants are made in the year following the year of performance measurement, and vest two years after grant date provided the individual concerned is continually employed by the Group throughout this time.

#### LEADERSHIP SHARE AWARDS

WPP Leadership Awards are conditional stock awards made to around 1,900 of our key executives. Awards vest three years after grant, provided the participant is still employed within the Group.

### VALUATION METHODOLOGY

For all of these schemes, the valuation methodology is based upon fair value on grant date, which is determined by the market price on that date or the application of a Black-Scholes model, depending upon the characteristics of the scheme concerned. The assumptions underlying the Black-Scholes model are detailed in note 26, including details of assumed dividend yields. Market price on any given day is obtained from external, publicly available sources.

### MARKET/NON-MARKET CONDITIONS

Most share-based plans are subject to non-market performance conditions, such as margin or growth targets, as well as continued employment. EPSP is subject to a number of performance conditions, including TSR, a market-based condition.

For schemes without market-based performance conditions, the valuation methodology above is applied and, at each year-end, the relevant charge for each grant is revised, if appropriate, to take account of any changes in estimate of the likely number of shares expected to vest.

For schemes with market-based performance conditions, the probability of satisfying these conditions is assessed at grant date through a statistical model (such as the Monte Carlo model) and applied to the fair value. This initial valuation remains fixed throughout the life of the relevant plan, irrespective of the actual outcome in terms of performance. Where a lapse occurs due to cessation of employment, the cumulative charge taken to date is reversed.

## 21. SHARE-BASED PAYMENTS (CONTINUED)

Movement on ordinary shares granted for significant restricted stock plans:

	Non-vested 1 January 2022 number m	Granted number m	Forfeited number m	Vested number m	Non-vested 31 December 2022 number m
Executive Performance Share Plan (EPSP)	16.7	6.1	(2.2)	(0.2)	20.4
Performance Share Awards (PSA)	3.1	4.0	(0.2)	(2.8)	4.1
Leadership Share Awards	10.4	4.9	(1.2)	(2.8)	11.3

### Weighted average fair value (pence per share)

Executive Performance Share Plan (EPSP)	900p	1,025p	1,055p	613p	924p
Performance Share Awards (PSA)	604p	911p	798p	519p	952p
Leadership Share Awards	922p	787p	881p	795p	899p

	Non-vested 1 January 2021 number m	Granted number m	Forfeited number m	Vested number m	Non-vested 31 December 2021 number m
Executive Performance Share Plan (EPSP)	13.0	6.1	(2.2)	(0.2)	16.7
Performance Share Awards (PSA)	4.3	0.4	(0.2)	(1.4)	3.1
Leadership Share Awards	11.0	3.6	(1.1)	(3.1)	10.4

### Weighted average fair value (pence per share)

Executive Performance Share Plan (EPSP)	943p	951p	1,289p	833p	900p
Performance Share Awards (PSA)	675p	666p	534p	859p	604p
Leadership Share Awards	831p	990p	853p	709p	922p

The total fair value of shares vested for all the Group's restricted stock plans during the year ended 31 December 2022 was £65.4 million (2021: £64.1 million, 2020: £71.6 million).

## 22. PROVISION FOR POST-EMPLOYMENT BENEFITS

Companies within the Group operate a large number of pension plans, the forms and benefits of which vary with conditions and practices in the countries concerned. The Group's pension costs are analysed as follows:

	2022 £m	2021 £m
Defined contribution plans	191.3	162.8
Defined benefit plans charge to operating profit	13.5	14.9
<b>Pension costs (note 5)</b>	<b>204.8</b>	<b>177.7</b>
Net interest expense on pension plans (note 6)	2.2	1.8
	<b>207.0</b>	<b>179.5</b>

### DEFINED BENEFIT PLANS

The pension costs are assessed in accordance with the advice of local independent qualified actuaries. The latest full actuarial valuations for the various pension plans were carried out at various dates in the last three years. These valuations have been updated by the local actuaries to 31 December 2022.

The majority of plans provide final salary benefits, with plan benefits typically based either on mandatory plans under local legislation, termination indemnity benefits, or on the rules of WPP sponsored supplementary plans. The implications of IFRIC 14 have been allowed for where relevant, in particular with regard to the asset ceiling/irrecoverable surplus.

The Group's policy is to close existing defined benefit plans to new members. This has been implemented across a significant number of the pension plans.

Contributions to funded plans are determined in line with local conditions and practices. Contributions in respect of unfunded plans are paid as they fall due. The total contributions (for funded plans) and benefit payments (for unfunded plans) paid for 2022 amounted to £24.0 million (2021: £16.7 million). Employer contributions and benefit payments in 2023 are expected to be approximately £20.0 million.

## 22. PROVISION FOR POST-EMPLOYMENT BENEFITS (CONTINUED)

### (A) ASSUMPTIONS

There are a number of areas in pension accounting that involve estimates made by management based on advice of qualified advisors. These include establishing the discount rates, rates of increase in salaries and pensions in payment, inflation, and mortality assumptions. The main weighted average assumptions used for the actuarial valuations at 31 December are shown in the following table:

	2022 % pa	2021 % pa
<b>UK</b>		
Discount rate <sup>1</sup>	5.1	1.8
Rate of increase in pensions in payment	4.4	4.5
Inflation	3.0	3.2
<b>North America</b>		
Discount rate <sup>1</sup>	5.2	2.6
Rate of increase in salaries <sup>2</sup>	n/a	n/a
<b>Western Continental Europe</b>		
Discount rate <sup>1</sup>	4.1	1.2
Rate of increase in salaries	2.5	2.3
Rate of increase in pensions in payment	2.0	1.8
Inflation	2.0	1.7
<b>Asia Pacific, Latin America, Africa &amp; Middle East and Central &amp; Eastern Europe</b>		
Discount rate <sup>1</sup>	6.4	5.3
Rate of increase in salaries	5.7	5.6
Inflation	3.4	3.7

#### Notes

- Discount rates are based on high-quality corporate bond yields. In countries where there is no deep market in corporate bonds, the discount rate assumption has been set with regard to the yield on long-term government bonds.
- The salary assumptions are no longer applicable to the US as all plans were frozen. Active participants will not accrue additional benefits for future services under these plans.

For the Group's pension plans, the plans' assets are invested with the objective of being able to meet current and future benefit payment needs, while controlling balance sheet volatility and future contributions. Pension plan assets are invested with a number of investment managers, and assets are diversified among equities, bonds, insured annuities, property and cash or other liquid investments. The primary use of bonds as an investment class is to match the anticipated cash flows from the plans to pay pensions. The Group is invested in high-quality corporate and government bonds which share similar risk characteristics and are of equivalent currency and term to the plan liabilities. Various insurance policies have also been bought historically to provide a more exact match for the cash flows, including a match for the actual mortality of specific plan members. These insurance policies effectively provide protection against both investment fluctuations and longevity risks. The strategic target allocation varies among the individual plans.

Management considers the types of investment classes in which the pension plan assets are invested. The types of investment classes are determined by economic and market conditions and in consideration of specific asset class risk.

Management periodically commissions detailed asset and liability studies performed by third-party professional investment advisors and actuaries that generate probability-adjusted expected future returns on those assets. These studies also project the estimated future pension payments and evaluate the efficiency of the allocation of the pension plan assets into various investment categories.

At 31 December 2022, the life expectancies underlying the value of the accrued liabilities for the main defined benefit pension plans operated by the Group were as follows:

Years life expectancy after age 65	All plans	North America	UK	Western Continental Europe	Other <sup>1</sup>
Current pensioners (at age 65) – male	22.3	21.9	23.6	21.0	12.7
Current pensioners (at age 65) – female	24.0	23.3	25.1	24.0	15.5
Future pensioners (current age 45) – male	24.0	23.3	25.6	23.2	12.7
Future pensioners (current age 45) – female	25.7	24.7	27.1	25.9	15.5

#### Note

- Includes Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe.

The life expectancies after age 65 at 31 December 2021 were 22.3 years and 24.0 years for male and female current pensioners (at age 65) respectively, and 24.1 years and 25.8 years for male and female future pensioners (current age 45), respectively.

In the determination of mortality assumptions, management uses the most up-to-date mortality tables available in each country.

## 22. PROVISION FOR POST-EMPLOYMENT BENEFITS (CONTINUED)

The following table provides information on the weighted average duration of the defined benefit pension obligations and the distribution of the timing of benefit payments for the next ten years. The duration corresponds to the weighted average length of the underlying cash flows.

	All plans	North America	UK	Western Continental Europe	Other <sup>1</sup>
<b>Weighted average duration of the defined benefit obligation (years)</b>	<b>8.5</b>	<b>7.5</b>	<b>10.0</b>	<b>9.7</b>	<b>5.9</b>
<b>Expected benefit payments over the next ten years (£m)</b>					
Within 12 months	46.6	21.7	12.7	5.8	6.4
In 2024	43.5	21.1	12.7	6.1	3.6
In 2025	44.5	20.6	13.4	6.0	4.5
In 2026	46.4	21.2	13.4	6.4	5.4
In 2027	44.2	21.1	12.0	6.2	4.9
In the next five years	213.2	93.5	56.5	33.9	29.3

### Note

<sup>1</sup> Includes Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe

The following table presents a sensitivity analysis for each significant actuarial assumption showing how the defined benefit obligation would have been affected by changes in the relevant actuarial assumption that were reasonably possible at the balance sheet date. This sensitivity analysis applies to the defined benefit obligation only and not to the net defined benefit pension liability in its entirety, the measurement of which is driven by a number of factors including, in addition to the assumptions below, the fair value of plan assets.

The sensitivity analyses are based on a change in one assumption while holding all other assumptions constant so that interdependencies between the assumptions are excluded. The methodology applied is consistent with that used to determine the recognised defined benefit obligation. The sensitivity analysis for inflation is not shown as it is an underlying assumption to build the pension and salary increase assumptions. Changing the inflation assumption on its own without changing the salary or pension assumptions will not result in a significant change in pension liabilities.

Sensitivity analysis of significant actuarial assumptions	(Decrease)/increase in benefit obligation	
	2022 £m	2021 £m
<b>Discount rate</b>		
<i>Increase by 25 basis points:</i>		
UK	(3.6)	(7.6)
North America	(4.4)	(6.4)
Western Continental Europe	(2.0)	(3.4)
Other <sup>1</sup>	(0.5)	(0.6)
<i>Decrease by 25 basis points:</i>		
UK	3.8	8.0
North America	4.6	6.6
Western Continental Europe	2.1	3.6
Other <sup>1</sup>	0.6	0.6
<b>Rate of increase in salaries</b>		
<i>Increase by 25 basis points:</i>		
Western Continental Europe	0.5	0.8
Other <sup>1</sup>	0.5	0.5
<i>Decrease by 25 basis points:</i>		
Western Continental Europe	(0.5)	(0.8)
Other <sup>1</sup>	(0.5)	(0.5)
<b>Rate of increase in pensions in payment</b>		
<i>Increase by 25 basis points:</i>		
UK	0.7	0.9
Western Continental Europe	1.1	1.7
<i>Decrease by 25 basis points:</i>		
UK	(0.6)	(0.9)
Western Continental Europe	(1.0)	(1.7)

## 22. PROVISION FOR POST-EMPLOYMENT BENEFITS (CONTINUED)

Sensitivity analysis of significant actuarial assumptions (continued)	(Decrease)/increase in benefit obligation	
	2022 £m	2021 £m
<b>Life expectancy</b>		
<i>Increase in longevity by one additional year:</i>		
UK	6.8	13.3
North America	4.2	5.3
Western Continental Europe	2.6	4.2

**Note**

1. Includes Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe

### (B) ASSETS AND LIABILITIES

At 31 December, the fair value of the assets in the pension plans and the assessed present value of the liabilities in the pension plans are shown in the following table:

	2022 £m	%	2021 £m	%
Equities	26.7	6.2	31.8	5.8
Bonds	208.8	48.5	259.7	47.0
Insured annuities	149.2	34.7	222.5	40.3
Property	1.4	0.3	1.0	0.2
Cash	18.1	4.2	15.3	2.8
Other	26.3	6.1	21.8	3.9
<b>Total fair value of assets</b>	<b>430.5</b>	<b>100.0</b>	<b>552.1</b>	<b>100.0</b>
Present value of liabilities	(552.6)		(688.5)	
<b>Deficit in the plans</b>	<b>(122.1)</b>		<b>(136.4)</b>	
Irrecoverable surplus	-		(0.2)	
<b>Net liability<sup>1</sup></b>	<b>(122.1)</b>		<b>(136.6)</b>	
Plans in surplus <sup>2</sup>	15.4		30.1	
Plans in deficit	(137.5)		(166.7)	

**Notes**

1. The related deferred tax asset is discussed in note 15.

2. The net asset related to plans in surplus of £15.4 million for 31 December 2022 is recorded in the consolidated balance sheet within other debtors. The corresponding figures for 31 December 2021 are recorded in provision for post-employment benefits.

All plan assets have quoted prices in active markets with the exception of insured annuities and other assets. The value of insured annuities is equal to the value of the pension benefits covered by the annuities.

Surplus/(deficit) in plans by region	2022 £m	2021 £m
UK	2.3	0.4
North America	(37.1)	(28.1)
Western Continental Europe	(52.6)	(74.0)
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	(34.7)	(34.7)
<b>Deficit in the plans</b>	<b>(122.1)</b>	<b>(136.4)</b>

Some of the Group's defined benefit plans are unfunded (or largely unfunded) by common custom and practice in certain jurisdictions. In the case of these unfunded plans, the benefit payments are made as and when they fall due. Pre-funding of these plans would not be typical business practice.

## 22. PROVISION FOR POST-EMPLOYMENT BENEFITS (CONTINUED)

The following table shows the split of the deficit at 31 December between funded and unfunded pension plans.

	2022 Surplus/ (deficit) £m	2022 Present value of liabilities £m	2021 Surplus/ (deficit) £m	2021 Present value of liabilities £m
<b>Funded plans by region</b>				
UK	2.3	(155.5)	0.4	(231.9)
North America	4.1	(208.5)	20.1	(237.9)
Western Continental Europe	(29.1)	(67.9)	(45.1)	(87.6)
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	(4.1)	(25.4)	(6.4)	(25.7)
<b>Deficit/liabilities in the funded plans</b>	<b>(26.8)</b>	<b>(457.3)</b>	<b>(31.0)</b>	<b>(583.1)</b>
	2022 Surplus/ (deficit) £m	2022 Present value of liabilities £m	2021 Surplus/ (deficit) £m	2021 Present value of liabilities £m
<b>Unfunded plans by region</b>				
North America	(41.2)	(41.2)	(48.2)	(48.2)
Western Continental Europe	(23.5)	(23.5)	(28.9)	(28.9)
Asia Pacific, Latin America, Africa & Middle East and Central & Eastern Europe	(30.6)	(30.6)	(28.3)	(28.3)
<b>Deficit/liabilities in the unfunded plans</b>	<b>(95.3)</b>	<b>(95.3)</b>	<b>(105.4)</b>	<b>(105.4)</b>
<b>Deficit/liabilities in the plans</b>	<b>(122.1)</b>	<b>(552.6)</b>	<b>(136.4)</b>	<b>(688.5)</b>

In accordance with IAS 19, plans that are wholly or partially funded are considered funded plans.

### (C) PENSION EXPENSE

The following tables show the breakdown of the pension expense between amounts charged to operating profit and amounts charged to finance costs:

	2022 £m	2021 £m
Service cost <sup>1</sup>	10.4	12.6
Administrative expenses	3.1	2.3
<b>Charge to operating profit</b>	<b>13.5</b>	<b>14.9</b>
Net interest expense on pension plans	2.2	1.8
<b>Charge to profit before taxation for defined benefit plans</b>	<b>15.7</b>	<b>16.7</b>

#### Note

<sup>1</sup> Includes current service cost, past service costs related to plan amendments and (gain)/loss on settlements and curtailments

The following table shows the breakdown of amounts recognised in other comprehensive income (OCI):

	2022 £m	2021 £m
Return on plan assets (excluding interest income)	(127.6)	(29.3)
Changes in demographic assumptions underlying the present value of the plan liabilities	0.6	(3.6)
Changes in financial assumptions underlying the present value of the plan liabilities	143.5	31.1
Experience (loss)/gain arising on the plan liabilities	(0.1)	15.7
Change in irrecoverable surplus	0.2	0.4
<b>Actuarial gain recognised in OCI</b>	<b>16.6</b>	<b>14.3</b>

## 22. PROVISION FOR POST-EMPLOYMENT BENEFITS (CONTINUED)

### (D) MOVEMENT IN PLAN LIABILITIES

The following table shows an analysis of the movement in the pension plan liabilities for each accounting period:

	2022 £m	2021 £m
<b>Plan liabilities at beginning of year</b>	<b>688.5</b>	<b>772.7</b>
Service cost <sup>1</sup>	10.4	12.6
Interest cost	15.5	12.0
<i>Actuarial (gain)/loss:</i>		
Effect of changes in demographic assumptions	(0.6)	3.6
Effect of changes in financial assumptions	(143.5)	(31.1)
Effect of experience adjustments	0.1	(15.7)
Benefits paid	(52.0)	(59.5)
Loss/(gain) due to exchange rate movements	40.4	(6.1)
Settlement payments	(8.7)	(0.3)
Other <sup>2</sup>	2.5	0.3
<b>Plan liabilities at end of year</b>	<b>552.6</b>	<b>688.5</b>

#### Notes

1. Includes current service cost, past service costs related to plan amendments and (gain)/loss on settlements and curtailments

2. Other includes acquisitions, disposals, plan participants' contributions and reclassifications. The reclassifications represent certain of the Group's defined benefit plans which are included in this note for the first time in the periods presented

### (E) MOVEMENT IN PLAN ASSETS

The following table shows an analysis of the movement in the pension plan assets for each accounting period:

	2022 £m	2021 £m
<b>Fair value of plan assets at beginning of year</b>	<b>552.1</b>	<b>616.6</b>
Interest income on plan assets	13.3	10.2
Return on plan assets (excluding interest income)	(127.6)	(29.3)
Employer contributions	24.0	16.7
Benefits paid	(52.0)	(59.5)
Gain/(loss) due to exchange rate movements	31.5	(0.6)
Settlement payments	(8.7)	(0.3)
Administrative expenses	(3.1)	(1.8)
Other <sup>1</sup>	1.0	0.1
<b>Fair value of plan assets at end of year</b>	<b>430.5</b>	<b>552.1</b>
<b>Actual return on plan assets</b>	<b>(114.3)</b>	<b>(19.1)</b>

#### Note

1. Other includes acquisitions, disposals, plan participants' contributions and reclassifications. The reclassifications represent certain of the Group's defined benefit plans which are included in this note for the first time in the periods presented

## 23. RISK MANAGEMENT POLICIES

### FOREIGN CURRENCY RISK

The Group's results in pounds sterling are subject to fluctuation as a result of exchange rate movements. The Group does not hedge this translation exposure to its earnings but does partially hedge the currency element of its net assets using foreign currency borrowings, cross-currency swaps and forward foreign exchange contracts.

The Group effects these currency net asset hedges by borrowing in the same currencies as the operating (or "functional") currencies of its main operating units. The majority of the Group's debt is therefore denominated in US dollars, pounds sterling and euros. The Group's borrowings (including cross currency swaps) at 31 December 2022 were primarily made up of \$1,667 million, £1,094 million and €2,350 million (2021: \$1,667 million, £1,094 million and €2,600 million). The Group's average gross debt during the course of 2022 was \$1,667 million, £1,094 million and €2,404 million (2021: \$1,934 million, £1,094 million and €2,600 million).

The Group's operations conduct the majority of their activities in their own local currency and consequently the Group has no significant transactional foreign exchange exposures arising from its operations. Any significant cross-border trading exposures are hedged by the use of forward foreign-exchange contracts. No speculative foreign exchange trading is undertaken.

## 23. RISK MANAGEMENT POLICIES (CONTINUED)

### INTEREST RATE RISK

The Group is exposed to interest rate risk on both interest-bearing assets and interest-bearing liabilities. The Group has a policy of actively managing its interest rate risk exposure while recognising that fixing rates on all its debt eliminates the possibility of benefiting from rate reductions and, similarly, having all its debt at floating rates unduly exposes the Group to increases in rates.

Including the effect of interest rate and cross-currency swaps, 100% of the year-end US dollar debt is at fixed rates averaging 4.18% for an average period of 60 months; 100% of the sterling debt is at a fixed rate of 2.97% for an average period of 143 months; and 100% of the euro debt is at fixed rates averaging 2.21% for an average period of 55 months.

### GOING CONCERN AND LIQUIDITY RISK

In considering going concern and liquidity risk, the Directors have considered the results of WPP plc as the direct parent company of the Company and Group. They have reviewed WPP plc Group's future cash requirements and earnings projections. The Directors believe these forecasts have been prepared on a prudent basis and have also considered the impact of a range of potential changes to trading performance. The impact of the Russian invasion of Ukraine and sanctions response from governments has been considered.

WPP plc Group has modelled a range of revenue less pass-through costs compared with the year ended 31 December 2022 and a number of mitigating cost actions that are available. In addition, the Company has net assets of £11,526,400,000 and can therefore meet its short and long-term obligations as they fall due.

Furthermore, considering WPP plc Group's bank covenant and liquidity headroom and cost mitigation actions which could be implemented, the Company and the Group would be able to operate with appropriate liquidity and within any banking covenants and be able to meet its liabilities as they fall due. The likelihood of such a decline to impact the going concern conclusion is considered remote as compared to WPP plc Group's expectations and external benchmarks, including previously witnessed declines in times of economic stress or external forces such as the pandemic. Therefore, the Directors have concluded that the Group will be able to operate within its current facilities and comply with its banking covenants for the foreseeable future and therefore believe it is appropriate to prepare the financial statements of the Group on a going concern basis and that there are no material uncertainties which give rise to a significant going concern risk.

At 31 December 2022, the Group has access to £6.6 billion of committed facilities with maturity dates spread over the years 2023 to 2046 as illustrated below:

		2023 £m	2024 £m	2025 £m	2026 £m	2027+ £m
£ bonds £400m (2.875% 2046)	400.0					400.0
US bond \$220m (5.625% 2043)	181.9					181.9
US bond \$93m (5.125% 2042)	76.8					76.8
£ bonds £250m (3.75% 2032)	250.0					250.0
Eurobonds €600m (1.625% 2030)	531.2					531.2
Eurobonds €750m (2.375% 2027)	664.0					664.0
Eurobonds €750m (2.25% 2026)	664.0				664.0	
Bank revolver (\$2,500m 2026)	2,069.0				2,069.0	
Eurobonds €500m (1.375% 2025)	442.7			442.7		
US bond \$750m (3.75% 2024)	620.7		620.7			
Eurobonds €750m (3.0% 2023)	664.0	664.0				
<b>Total committed facilities available</b>	<b>6,564.3</b>	<b>664.0</b>	<b>620.7</b>	<b>442.7</b>	<b>2,733.0</b>	<b>2,103.9</b>
Drawn down facilities at 31 December 2022	4,495.3	664.0	620.7	442.7	664.0	2,103.9
Undrawn committed credit facilities	2,069.0					
<b>Drawn down facilities at 31 December 2022</b>	<b>4,495.3</b>					
Net cash at 31 December 2022	(1,985.8)					
Other adjustments	(30.2)					
<b>Adjusted net debt at 31 December 2022</b>	<b>2,479.3</b>					

Given the strong cash generation of the business, its debt maturity profile and available facilities, the Directors believe the Group has sufficient liquidity to match its requirements for the foreseeable future.

### TREASURY ACTIVITIES

Treasury activity is managed centrally from London, New York and Hong Kong, and is principally concerned with the monitoring of working capital, managing external and internal funding requirements and the monitoring and management of financial market risks, in particular interest rate and foreign exchange exposures.

The treasury operation is not a profit centre and its activities are carried out in accordance with policies approved by the WPP plc Board of Directors and subject to regular review and audit.

The Group manages liquidity risk by ensuring continuity and flexibility of funding even in difficult market conditions. Undrawn committed borrowing facilities are maintained in excess of peak net-borrowing levels and debt maturities are closely monitored. Targets for average adjusted net debt are set on an annual basis and, to assist in meeting this, working capital targets are set for all the Group's major operations.

### CAPITAL RISK MANAGEMENT

The Group manages its capital to ensure that entities in the Group will be able to continue as a going concern while maximising the return to stakeholders through the optimisation of the debt and equity balance. The capital structure of the Group consists of debt, which includes the borrowings disclosed in note 9, cash and cash equivalents and equity attributable to equity holders of the parent, comprising issued capital, reserves and retained earnings as disclosed in the consolidated statement of changes in equity and in notes 25 and 26.

## 23. RISK MANAGEMENT POLICIES (CONTINUED)

### CREDIT RISK

The Group's principal financial assets are cash and short-term deposits, trade and other receivables and investments, the carrying values of which represent the Group's maximum exposure to credit risk in relation to financial assets, as shown in note 24.

The Group's credit risk is primarily attributable to its trade receivables. The majority of the Group's trade receivables are due from large national or multinational companies where the risk of default is considered low. The amounts presented in the consolidated balance sheet are net of loss allowances, estimated by the Group's management based on expected losses, prior experience and their assessment of the current economic environment. A relatively small number of clients make up a significant percentage of the Group's debtors, but no single client represents more than 6% of total trade receivables as at 31 December 2022 or 31 December 2021.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are high-rated (AAA) funds, banks with high credit ratings assigned by international credit-rating agencies or banks that have been financed by their government.

### EFFECTS OF HEDGE ACCOUNTING ON THE FINANCIAL POSITION AND PERFORMANCE

The effects of the hedging instruments on the Group's financial position and performance are as follows:

	2022	2021
<b>(i) Cash flow hedges of foreign currency risk</b>		
Carrying amount of derivative hedging instruments <sup>1</sup>	(£6.6m)	(£48.0m)
Notional amount of hedged items	€1,000.0m	€1,000.0m
Notional amount of hedging instruments	€1,000.0m	€1,000.0m
Maturity date	2023-2025	2023-2025
Hedge ratio	1:1	1:1
Change in value of hedged item used to determine hedge effectiveness	£38.5m	(£38.0m)
Change in value of hedging instrument used to determine hedge effectiveness	(£41.4m)	£35.5m
Hedge ineffectiveness (revaluation and retranslation of financial instruments)	£2.9m	£2.5m
Weighted average hedged rate for the year	3.2%	3.2%
<b>(ii) Net investment hedges of foreign currency risk</b>		
Carrying amount of derivative hedging instruments <sup>1</sup>	(£46.9m)	£0.7m
Carrying amount of non-derivative hedging instruments (bonds and bank loans)	(£879.5m)	(£879.5m)
Notional amount of hedging instruments	\$1,666.8m	\$1,666.8m
Notional amount of hedged net assets	\$1,666.8m	\$1,666.8m
Hedge ratio	1:1	1:1
Change in value of hedged item used to determine hedge effectiveness	(£141.5m)	£45.5m
Change in value of hedging instrument used to determine ineffectiveness	£141.5m	(£45.5m)
Hedge ineffectiveness (revaluation and retranslation of financial instruments)	-	-
Weighted average hedged rate for the year (USD/GBP)	1.2083	1.3532

#### Note

<sup>1</sup> This amount is presented in trade and other receivables and trade and other payables. The use of derivatives may entail a derivative transaction qualifying for more than one hedge type designation under IFRS 9. Therefore, the carrying amounts are grossed up by hedge type, whereas they are presented at an instrument level in the balance sheet.

### SENSITIVITY ANALYSIS

The following sensitivity analysis addresses the effect of currency and interest rate risks on the Group's financial instruments. The analysis assumes that all hedges are highly effective.

#### CURRENCY RISK

A 10% weakening of sterling against the Group's major currencies would result in the following impacts on the income statement and equity, which would arise on the retranslation of foreign currency denominated borrowings and derivatives. A 10% strengthening of sterling would have an equal and opposite effect.

	Impact on income statement		Impact on equity	
	2022 £m	2021 £m	2022 £m	2021 £m
US dollar	(179.6)	0.7	34.6	64.0
Euro	78.9	17.4	(11.3)	(49.9)

#### INTEREST RATE RISK

A one percentage point increase in market interest rates for all currencies in which the Group had cash and borrowings at 31 December 2022 would increase profit before tax by approximately £19.9 million (2021: £33.3 million). A one percentage point decrease in market interest rates would have an equal and opposite effect. This has been calculated by applying the interest rate change to the Group's variable rate cash and borrowings. Note that in practice, the Group has a cyclical cash profile throughout the year.

## 24. FINANCIAL INSTRUMENTS

### CURRENCY DERIVATIVES

The Group utilises currency derivatives to hedge significant future transactions and cash flows and the exchange risk arising on translation of the Group's investments in foreign operations. The Group is a party to a variety of foreign currency derivatives in the management of its exchange rate exposures. The instruments purchased are primarily denominated in the currencies of the Group's principal markets. The Group designates foreign currency denominated debt as hedging instruments against the exposure to movements in the spot translation rates associated with the translation of its foreign operations.

The Group also designates certain cross currency swaps as hedging instruments in cash flow hedges to manage its exposure to foreign exchange risk and interest rate risk on its borrowings. Contracts due in November 2023 have receipts of €500.0 million and payments of \$604.2 million. Contracts due in March 2025 have receipts of €500.0 million and payments of £444.1 million.

Critical terms of hedging instruments and hedged items are transacted to match on a 1:1 ratio by notional values. Hedge ineffectiveness can nonetheless arise from inherent differences between derivatives and non-derivative instruments and other market factors including credit, correlations, supply and demand, and market volatilities. In addition, hedge ineffectiveness can arise as a result of the currency basis being included in the hedge designation. Hedge accounting is discontinued when a hedging relationship no longer qualifies for hedge accounting.

At 31 December 2022, the fair value of the Group's currency derivatives is estimated to be a net liability of approximately £52.7 million (2021: £46.7 million). These amounts are based on market values of equivalent instruments at the balance sheet date, comprising £0.6 million (2021: £0.5 million) assets included in trade and other receivables and £53.3 million (2021: £47.2 million) liabilities included in trade and other payables. The fair value of currency derivatives is based on the present value of contractual cash flows using foreign currency and interest rate forward market curves at the balance sheet date. The amounts taken to and deferred in equity during the year for currency derivatives that are designated and effective hedges was a debit of £141.5 million (2021: credit of £45.5 million) for net investment hedges and a credit of £38.5 million (2021: debit of £38.0 million) for cash flow hedges.

For cash flow hedge arrangements, amounts of a credit of £38.5 million (2021: debit of £38.0 million) representing the effective portion of the gain or loss on the hedging instrument were taken to equity, and reclassified to profit or loss in the same period when the related foreign exchange impact on the associated hedged item affected profit or loss.

Changes in the fair value relating to the ineffective portion of the currency derivatives that are designated hedges amounted to £2.7 million (2021: £2.5 million) which is included within revaluation and retranslation of financial instruments in the income statement. At the balance sheet date, the total nominal amount of outstanding forward foreign exchange contracts not designated as hedges was £1,004.8 million (2021: £764.8 million). The Group estimates the fair value of these contracts to be a net asset of £0.4 million (2021: net liability of £3.9 million).

As at 31 December 2022, the Group had designated its \$93 million bond, \$750 million bond, \$220 million bond, and \$604 million leg of its cross currency swap, as the hedging instruments in a net investment hedge relationship. The Group has designated its €500 million leg of its cross currency swap as the hedging instrument in a cash flow hedge. Possible sources of ineffectiveness include any impairments to the Group's net investment in US dollars. The hedges are documented and are assessed for effectiveness on an ongoing basis. Both hedge relationships were effective during the year.

These arrangements are designed to address significant exchange exposure and are renewed on a revolving basis as required.

An analysis of the Group's financial assets and liabilities by accounting classification is set out below:

	Derivatives in designated hedge relationships £m	Held at fair value through profit or loss £m	Held at fair value through other comprehensive income £m	Amortised cost £m	Carrying value £m
<b>2022</b>					
Other investments	–	255.7	124.0	–	379.7
Cash and short-term deposits	–	–	–	2,491.5	2,491.5
Bank overdrafts, bonds and bank loans	–	–	–	(1,169.0)	(1,169.0)
Bonds and bank loans	–	–	–	(3,801.8)	(3,801.8)
Trade and other receivables: amounts falling due within one year	–	–	–	19,225.5	19,225.5
Trade and other receivables: amounts falling due after more than one year	–	–	–	542.1	542.1
Trade and other payables: amounts falling due within one year	–	–	–	(11,645.7)	(11,645.7)
Trade and other payables: amounts falling due after more than one year	–	–	–	(0.9)	(0.9)
Derivative assets	0.6	5.1	–	–	5.7
Derivative liabilities	(53.3)	(4.7)	–	–	(58.0)
Payments due to vendors (earnout agreements)	–	(160.1)	–	–	(160.1)
Liabilities in respect of put options	–	(342.1)	–	–	(342.1)
	<b>(52.7)</b>	<b>(246.1)</b>	<b>124.0</b>	<b>5,641.7</b>	<b>5,466.9</b>

## 24. FINANCIAL INSTRUMENTS (CONTINUED)

	Derivatives in designated hedge relationships £m	Held at fair value through profit or loss £m	Held at fair value through other comprehensive income £m	Amortised cost £m	Carrying value £m
<b>2021</b>					
Other investments	-	228.3	155.0	-	383.3
Cash and short-term deposits	-	-	-	3,882.9	3,882.9
Bank overdrafts, bonds and bank loans	-	-	-	(567.2)	(567.2)
Bonds and bank loans	-	-	-	(4,216.8)	(4,216.8)
Trade and other receivables: amounts falling due within one year	-	-	-	15,807.7	15,807.7
Trade and other receivables: amounts falling due after more than one year	-	-	-	505.6	505.6
Trade and other payables: amounts falling due within one year	-	-	-	(11,225.1)	(11,225.1)
Trade and other payables: amounts falling due after more than one year	-	-	-	(1.5)	(1.5)
Derivative assets	0.5	2.5	-	-	3.0
Derivative liabilities	(47.2)	(6.4)	-	-	(53.6)
Payments due to vendors (earnout agreements)	-	(196.7)	-	-	(196.7)
Liabilities in respect of put options	-	(391.5)	-	-	(391.5)
	<b>(46.7)</b>	<b>(363.8)</b>	<b>155.0</b>	<b>4,185.6</b>	<b>3,930.1</b>

The following table provides an analysis of financial instruments that are measured subsequent to initial recognition at fair value, grouped into levels 1 to 3 based on the degree to which the fair value is observable:

Level 1 fair value measurements are those derived from quoted prices (unadjusted) in active markets for identical assets or liabilities;

Level 2 fair value measurements are those derived from inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices);

Level 3 fair value measurements are those derived from valuation techniques that include inputs for the asset or liability that are not based on observable market data (unobservable inputs).

<b>2022</b>	Level 1 £m	Level 2 £m	Level 3 £m	Total £m
<b>Derivatives in designated hedge relationships</b>				
Derivative assets	-	0.6	-	0.6
Derivative liabilities	-	(53.3)	-	(53.3)
<b>Held at fair value through profit or loss</b>				
Other investments	0.4	-	255.3	255.7
Derivative assets	-	5.1	-	5.1
Derivative liabilities	-	(4.7)	-	(4.7)
Payments due to vendors (earnout agreements)	-	-	(160.1)	(160.1)
Liabilities in respect of put options	-	-	(342.1)	(342.1)
<b>Held at fair value through other comprehensive income</b>				
Other investments	20.8	-	103.2	124.0

## 24. FINANCIAL INSTRUMENTS (CONTINUED)

2021	Level 1 £m	Level 2 £m	Level 3 £m	Total £m
<b>Derivatives in designated hedge relationships</b>				
Derivative assets	-	0.5	-	0.5
Derivative liabilities	-	(47.2)	-	(47.2)
<b>Held at fair value through profit or loss</b>				
Other investments	0.4	-	227.9	228.3
Derivative assets	-	2.5	-	2.5
Derivative liabilities	-	(6.4)	-	(6.4)
Payments due to vendors (earnout agreements)	-	-	(196.7)	(196.7)
Liabilities in respect of put options	-	-	(391.5)	(391.5)
<b>Held at fair value through other comprehensive income</b>				
Other investments	92.9	-	62.1	155.0

There have been no transfers between these levels in the years presented.

Reconciliation of level 3 fair value measurements:

	Payments due to vendors(earnout agreements)	Liabilities in respect of put options £m	Other investments £m
<b>1 January 2021</b>	(114.3)	(110.7)	366.6
Losses recognised in the income statement	(58.7)	(40.6)	(7.7)
Losses recognised in other comprehensive income	-	-	(42.8)
Exchange adjustments	1.0	1.3	-
Additions	(81.7)	(247.7) <sup>1</sup>	5.9
Disposals	-	-	(32.0)
Cancellations	-	0.8	-
Settlements	57.0	5.4	-
<b>31 December 2021</b>	(196.7)	(391.5)	290.0
Gains recognised in the income statement	26.2	27.9	23.1
Losses recognised in other comprehensive income	-	-	(5.3)
Exchange adjustments	(14.3)	(39.9)	-
Additions	(46.7)	(5.0)	66.7
Disposals	-	-	(16.0)
Cancellations	-	11.0	-
Settlements	71.4	55.4	-
<b>31 December 2022</b>	(160.1)	(342.1)	358.5

**Note**

<sup>1</sup> During 2021, the Group merged Hinsbury Glover Hering and Sard Verbruggen & Co to form a leading global strategic communications firm. As a part of this transaction, certain management acquired shares in WPP plc and a put option was granted which allows the equity partners to require the Group to purchase these shares. This resulted in additions to liabilities in respect of put options in the year of £219.6 million.

The fair values of financial assets and liabilities are based on quoted market prices where available. Where the market value is not available, the Group has estimated relevant fair values on the basis of available information from outside sources. There have been no movements between level 3 and other levels.

## 24. FINANCIAL INSTRUMENTS (CONTINUED)

### PAYMENTS DUE TO VENDORS AND LIABILITIES IN RESPECT OF PUT OPTIONS

Future anticipated payments due to vendors in respect of contingent consideration (earnout agreements) are recorded at fair value, which is the present value of the expected cash outflows of the obligations. Liabilities in respect of put option agreements are initially recorded at the present value of the redemption amount in accordance with IAS 32 and subsequently measured at fair value in accordance with IFRS 9. Both types of obligations are dependent on the future financial performance of the entity and it is assumed that future profits are in line with Directors' estimates. The Directors derive their estimates from internal business plans together with financial due diligence performed in connection with the acquisition.

As of 31 December 2022, the potential undiscounted amount of future payments that could be required under the earnout agreements for acquisitions completed in the current year and for all earnout agreements ranges from £nil to £226 million (2021: £nil to £124 million) and £nil to £695 million (2021: £nil to £595 million), respectively. The decrease in the maximum potential undiscounted amount of future payments for all earnout agreements is due to earnout arrangements that have completed and payments made on active arrangements during the year, and exchange adjustments, partially offset by earnout arrangements related to new acquisitions.

At 31 December 2022, the weighted average growth rate in estimating future financial performance was 12.4% (2021: 16.7%). The weighted average of the risk-adjusted discount rate applied to these obligations at 31 December 2022 was 7.6% (2021: 6.5%).

A one percentage point increase or decrease in the growth rate in estimated future financial performance would increase or decrease the combined liabilities due to earnout agreements and put options by approximately £9.1 million (2021: £6.0 million) and £6.9 million (2021: £6.6 million), respectively.

A 0.5 percentage point increase or decrease in the risk adjusted discount rate would decrease or increase the combined liabilities by approximately £7.3 million (2021: £8.6 million) and £7.4 million (2021: £8.9 million), respectively. An increase in the liability would result in a loss in the revaluation of financial instruments, while a decrease would result in a gain.

### OTHER INVESTMENTS

The fair value of other investments included in level 1 is based on quoted market prices. Other investments included in level 3 are unlisted securities, where market value is not readily available. The Group has estimated relevant fair values on the basis of information from outside sources using the most appropriate valuation technique, including all external funding rounds, revenue and EBITDA multiples, the share of fund net asset value and discounted cash flows. The sensitivity to changes in unobservable inputs is specific to each individual investment. A change to one or more of these unobservable inputs to reflect a reasonably possible alternative assumption would not result in a significant change to the fair value.

During the year, Imagina stepped down from interests in associates to other investments and this investment has been designated as fair value through other comprehensive income. The fair value of Imagina as at 31 December 2022 was £61.6 million.

## 25. AUTHORISED AND ISSUED SHARE CAPITAL

	Equity ordinary shares	Nominal value £m
<b>Authorised, Issued and fully paid</b>		
1 January 2021	100,001	0.1
31 December 2021	100,001	0.1
<b>31 December 2022</b>	<b>100,001</b>	<b>0.1</b>

### SHARE OPTIONS

#### WPP WORLDWIDE SHARE OWNERSHIP PROGRAMME (WWOP)

As at 31 December 2022, unexercised options over ordinary shares of 897,900 and unexercised options over ADRs of 148,225 have been granted under the WPP Worldwide Share Ownership Programme as follows:

Number of ordinary shares under option	Exercise price per share (£)	Exercise dates
696,975	13.145	2017-2024
3,625	13.145	2018-2024
196,675	13.505	2016-2023
625	13.505	2017-2023
Number of ADRs under option	Exercise price per ADR (\$)	Exercise dates
80,265	102.670	2017-2024
67,960	110.760	2016-2023

## 25. AUTHORISED AND ISSUED SHARE CAPITAL (CONTINUED)

### WPP SHARE OPTION PLAN 2015 (WSOP)

As at 31 December 2022, unexercised options over ordinary shares of 13,567,625 and unexercised options over ADRs of 1,546,280 have been granted under the WPP Share Option Plan as follows:

Number of ordinary shares under option	Exercise price per share (£)	Exercise dates
10,125	7.344	2023-2027
2,045,200	7.344	2023-2030
7,875	8.372	2021-2025
1,017,925	8.372	2021-2028
232,625	8.684	2023-2029
3,150,575	8.684	2025-2032
9,375	9.600	2022-2026
1,618,875	9.600	2022-2029
2,581,000	11.065	2023-2030
8,250	13.085	2020-2024
1,141,850	13.085	2020-2027
802,475	15.150	2018-2025
4,375	15.150	2019-2025
6,750	17.055	2019-2023
930,350	17.055	2019-2026
Number of ADRs under option	Exercise price per ADR (\$)	Exercise dates
226,670	48.950	2023-2030
366,420	52.600	2025-2032
136,260	53.140	2021-2028
189,600	62.590	2022-2029
294,270	73.780	2023-2030
131,040	88.260	2020-2027
111,770	105.490	2020-2026
90,250	115.940	2018-2025

The aggregate status of the WPP Share Option Plans during 2022 was as follows:

### MOVEMENTS ON OPTIONS GRANTED (REPRESENTED IN ORDINARY SHARES)

	1 January 2022	Granted	Exercised	Forfeited	Outstanding 31 December 2022	Exercisable 31 December 2022
WPP	6,741	-	-	(6,741)	-	-
WWOP	2,049,299	-	(2,575)	(407,699)	1,639,025	-
WSOP	19,608,150	5,224,050	(123,125)	(3,410,050)	21,299,025	3,188,675
	21,664,190	5,224,050	(125,700)	(3,824,490)	22,938,050	3,188,675
	1 January 2021	Granted	Exercised	Forfeited	Outstanding 31 December 2021	Exercisable 31 December 2021
WPP	6,741	-	-	-	6,741	6,741
WWOP	2,499,674	-	(54,050)	(396,325)	2,049,299	184,124
WSOP	17,940,725	5,155,800	(480,750)	(3,007,625)	19,608,150	14,287,525
	20,447,140	5,155,800	(534,800)	(3,403,950)	21,664,190	14,478,390

**25. AUTHORISED AND ISSUED SHARE CAPITAL (CONTINUED)**  
**WEIGHTED AVERAGE EXERCISE PRICE FOR OPTIONS OVER**

	1 January 2022	Granted	Exercised	Forfeited	Outstanding 31 December 2022	Exercisable 31 December 2022
<b>Ordinary shares (£)</b>						
WPP	9.355	-	-	9.355	-	-
WWOP	12.923	-	8,458	11,565	13,224	-
WSOP	10.854	8,684	8,357	10,530	10,356	7,344
<b>ADRs (\$)</b>						
WWOP	101.693	-	-	85,706	106,379	-
WSOP	72.228	52,600	53,270	71,674	67,910	48,950

	1 January 2021	Granted	Exercised	Forfeited	Outstanding 31 December 2021	Exercisable 31 December 2021
<b>Ordinary shares (£)</b>						
WPP	9.355	-	-	-	9,355	9,355
WWOP	12.631	-	7,304	11,803	12,923	8,458
WSOP	10.596	11,065	8,372	10,116	10,854	9,322
<b>ADRs (\$)</b>						
WWOP	98,509	-	49,313	89,225	101,693	67,490
WSOP	70,363	73,780	53,248	66,257	72,228	61,479

**OPTIONS OVER ORDINARY SHARES**

Outstanding	Range of exercise prices £	Weighted average exercise price £	Weighted average contractual life Months
	7,344-17,055	10,534	84

**OPTIONS OVER ADRs**

Outstanding	Range of exercise prices \$	Weighted average exercise price \$	Weighted average contractual life Months
	48,950-115,940	71,275	82

As at 31 December 2022 there was £11.1 million (2021: £10.2 million) of total unrecognised compensation costs related to share options. The cost is expected to be recognised over a weighted average period of 20 months (2021: 21 months).

Share options are satisfied out of newly issued shares.

The weighted average fair value of options granted in the year calculated using the Black-Scholes model was as follows:

	2022	2021
Fair value of UK options (shares)	177.0p	220.0p
Fair value of US options (ADRs)	\$11.48	\$14.89

**Weighted average assumptions**

UK risk-free interest rate	2.92%	0.63%
US risk-free interest rate	4.09%	1.16%
Expected life (months)	48	48
Expected volatility	32%	34%
Dividend yield	3.9%	3.4%

Options are issued at an exercise price equal to market value on the date of grant.

The average share price of WPP plc for the year ended 31 December 2022 was £9.13 (2021: £9.64) and the average ADR price for the same period was \$56.80 (2021: \$66.44). The average share price of the WPP plc for the year ended 31 December 2022 approximates the weighted average share price during the periods of exercise throughout the year.

## 25. AUTHORISED AND ISSUED SHARE CAPITAL (CONTINUED)

Expected volatility is sourced from external market data and represents the historical volatility in the WPP plc's share price over a period equivalent to the expected option life.

Expected life is based on a review of historical exercise behaviour in the context of the contractual terms of the options, as described in more detail below.

### TERMS OF SHARE OPTION PLANS

In 2015, the Group introduced the Share Option Plan 2015 to replace both the "all-employee" Worldwide Share Ownership Plan and the discretionary Executive Stock Option Plan. Two kinds of options over ordinary shares can be granted, both with a market value exercise price. Firstly, options can be granted to employees who have worked at a company owned by WPP plc for at least two years which are not subject to performance conditions. Secondly, options may be granted on a discretionary basis subject to the satisfaction of performance conditions.

The Worldwide Share Ownership Programme was open for participation to employees with at least two years' employment in the Group. It was not available to those participating in other share-based incentive programmes or to Executive Directors. The vesting period for each grant is three years and there are no performance conditions other than continued employment with the Group.

The Executive Stock Option Plan has historically been open for participation to WPP Group Leaders, Partners and High Potential Group. It is not currently offered to Parent Company Executive Directors. The vesting period is three years and performance conditions include achievement of various TSR (Total Shareholder Return) and EPS (Earnings Per Share) objectives, as well as continued employment. The terms of these stock options are such that if, after nine years and eight months, the performance conditions have not been met, the stock option will vest automatically.

The Group grants stock options with a life of ten years, including the vesting period.

## 26. OTHER RESERVES

Other reserves comprise the following:

	Equity reserve £m	Hedging reserve £m	Translation reserve £m	Total other reserves £m
<b>Balance at 1 January 2021</b>	(87.5)	(5.9)	315.6	222.2
Reclassification between Hedging reserve and Translation reserve <sup>1</sup>	-	5.9	(5.9)	-
<b>Re-presented balance at 1 January 2021</b>	(87.5)	-	309.7	222.2
Foreign exchange differences on translation of foreign operations <sup>1</sup>	-	-	(132.9)	(132.9)
Gain on net investment hedges	-	-	45.5	45.5
<b>Cash flow hedges:<sup>1</sup></b>				
Fair value loss arising on hedging instruments	-	(38.0)	-	(38.0)
Less: gain reclassified to profit or loss	-	38.0	-	38.0
Share of other comprehensive income of associate undertakings	-	-	7.3	7.3
Recognition/derecognition of liabilities in respect of put options	(242.7)	-	-	(242.7)
<b>Balance at 31 December 2021</b>	(330.2)	-	229.6	(100.6)
Foreign exchange differences on translation of foreign operations	-	-	409.2	409.2
Loss on net investment hedges	-	-	(141.5)	(141.5)
<b>Cash flow hedges:</b>				
Fair value gain arising on hedging instruments	-	38.5	-	38.5
Less: loss reclassified to profit or loss	-	(38.5)	-	(38.5)
Share of other comprehensive income of associate undertakings	-	-	31.9	31.9
Recognition/derecognition of liabilities in respect of put options	101.7	-	-	101.7
<b>Balance at 31 December 2022</b>	<b>(228.5)</b>	<b>-</b>	<b>529.2</b>	<b>300.7</b>

### Note

<sup>1</sup> Balances for the year ended 31 December 2021 have been re-presented following a reclassification between the hedging reserve and translation reserve of £38.0 million.

The equity reserve primarily relates to the recognition of liabilities in respect of put options agreements entered into by the Group as part of a business combination that allows non-controlling shareholders to sell their shares to the Group in the future.

The hedging reserve comprises the effective portion of the cumulative net change in fair value of cash flow hedges less amounts reclassified to profit or loss.

The translation reserve contains the accumulated gains/(losses) on currency translation of foreign operations arising on consolidation.

## 26. OTHER RESERVES (CONTINUED)

The translation reserve comprises:

	2022 £m	2021 <sup>1</sup> £m
Balance relating to continuing net investment hedges	(143.8)	(2.3)
Balance relating to discontinued net investment hedges	(85.0)	(85.0)
Balance related to foreign exchange differences on translation of foreign operations <sup>1</sup>	758.0	316.9
	529.2	229.6

### Note

<sup>1</sup> Balances for the year ended 31 December 2021 and 31 December 2020 have been re-presented following a reclassification between the hedging reserve and translation reserve of £38.0 million and £5.9 million, respectively.

## 27. ACQUISITIONS

The Group accounts for acquisitions in accordance with IFRS 3 Business Combinations. IFRS 3 requires the acquiree's identifiable assets, liabilities and contingent liabilities (other than non-current assets or disposal groups held for sale) to be recognised at fair value at acquisition date. In assessing fair value at acquisition date, management make their best estimate of the likely outcome where the fair value of an asset or liability may be contingent on a future event. In certain instances, the underlying transaction giving rise to an estimate may not be resolved until some years after the acquisition date. IFRS 3 requires the release to profit of any acquisition reserves which subsequently become excess in the same way as any excess costs over those provided at acquisition date are charged to profit. At each period end management assess provisions and other balances established in respect of acquisitions for their continued probability of occurrence and amend the relevant value accordingly through the consolidated income statement or as an adjustment to goodwill as appropriate under IFRS 3.

The Group acquired a number of subsidiaries in the year. The following table sets out the book values of the identifiable assets and liabilities acquired and their fair value to the Group. The fair value adjustments for certain acquisitions have been determined provisionally at the balance sheet date.

	Book value at acquisition £m	Fair value adjustments £m	Fair value to Group £m
Intangible assets	1.2	46.5	47.7
Property, plant and equipment	1.3	-	1.3
Cash and cash equivalents	38.8	-	38.8
Trade receivables due within one year	27.0	-	27.0
Other current assets	13.1	1.1	14.2
<b>Total assets</b>	<b>81.4</b>	<b>47.6</b>	<b>129.0</b>
Current liabilities	(49.4)	(5.3)	(54.7)
Trade and other payables due after one year	(10.3)	(27.3)	(37.6)
Deferred tax liabilities	(0.1)	(12.4)	(12.5)
Long-term lease liabilities	(0.1)	-	(0.1)
Provisions	(0.1)	(1.2)	(1.3)
<b>Total liabilities</b>	<b>(60.0)</b>	<b>(46.2)</b>	<b>(106.2)</b>
<b>Net assets</b>	<b>21.4</b>	<b>1.4</b>	<b>22.8</b>
Non-controlling interests			(2.1)
Fair value of equity stake in associate undertakings before acquisition of controlling interest			(9.0)
Goodwill			249.3
Consideration			261.0
Consideration satisfied by:			
Cash			218.3
Payments due to vendors			42.7

Goodwill arising from acquisitions represents the value of synergies with our existing portfolio of businesses and skilled staff to deliver services to our clients. Goodwill that is expected to be deductible for tax purposes is £42.7 million.

Non-controlling interests in acquired companies are measured at the non-controlling interests' proportionate share of the acquiree's identifiable net assets. There continues to be no subsidiaries with non-controlling interests that are individually material to the Group.

The contribution to revenue and operating profit of acquisitions completed in the year was not material. There were no material acquisitions completed between 31 December 2022 and the date the financial statements have been authorised for issue.

## 28. RELATED PARTY TRANSACTIONS

The Group enters into transactions with its associate undertakings. The Group has continuing transactions with Kantar, including sales, purchases, the provision of IT services, subleases and property related items.

In the year ended 31 December 2022, revenue of £88.3 million (2021: £117.2 million) was reported in relation to Compas, an associate in the USA, and revenue of £42.7 million (2021: £11.3 million) was reported in relation to Kantar. All other transactions in the years presented were immaterial.

The following amounts were outstanding at 31 December:

	2022 £m	2021 £m
<b>Amounts owed by related parties</b>		
Kantar	26.1	30.3
Other	62.4	45.7
	<b>88.5</b>	<b>76.0</b>
<b>Amounts owed to related parties</b>		
Kantar	(10.5)	(6.2)
Other	(65.2)	(51.4)
	<b>(75.7)</b>	<b>(57.6)</b>

## 29. EVENTS AFTER THE REPORTING PERIOD

There are no material events after the reporting period that require an adjustment or a disclosure within the financial statements.

## COMPANY PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £m	2021 £m
<b>Turnover</b>		-	-
Operating (costs)/income	31	(133.0)	125.2
<b>Operating (loss)/profit</b>		(133.0)	125.2
Income from shares in group undertakings		6,329.5	5,057.0
Impairment of investments		(5,943.2)	(915.8)
Interest receivable and similar income	32	41.1	52.5
Interest payable and similar charges	33	(471.0)	(196.2)
<b>Profit before taxation</b>		(176.6)	4,122.7
Taxation on profit	34	(0.4)	(0.2)
<b>Profit for the year</b>		(177.0)	4,122.5

**Note**

The accompanying notes form an integral part of this profit and loss account.

All results are derived from continuing activities.

There are no recognised gains or losses in either year, other than those shown above, and accordingly no statement of comprehensive income has been prepared.

# COMPANY BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £m	2021 £m
<b>Non-current assets</b>			
Investments	35	29,142.8	33,089.7
Debtors due after one year	37	2,217.5	1,713.0
		<b>31,360.3</b>	<b>34,802.7</b>
<b>Current assets</b>			
Debtors due within one year	36	1,300.4	3,251.2
		<b>1,300.4</b>	<b>3,251.2</b>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	38	(19,326.4)	(21,227.4)
<b>Net current liabilities</b>		<b>(18,026.0)</b>	<b>(17,976.2)</b>
<b>Total assets less current liabilities</b>		<b>13,334.3</b>	<b>16,826.5</b>
Creditors: amounts falling due after more than one year	39	(1,807.9)	(3,070.6)
<b>Net assets</b>		<b>11,526.4</b>	<b>13,755.9</b>
<b>Capital and reserves</b>			
Called-up share capital	40	0.1	0.1
Share premium account		12,553.7	12,553.7
Profit and loss account		(1,027.4)	1,202.1
<b>Equity shareholders' funds</b>		<b>11,526.4</b>	<b>13,755.9</b>

**Note**

The accompanying notes form an integral part of this balance sheet

The financial statements were approved by the Board of Directors and authorised for issue on 29 June 2023.



Richard Payne  
29 June 2023

## COMPANY STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2022

	Called-up share capital £m	Share premium £m	Profit and loss account £m	Total equity shareholders' funds £m
Balance at 1 January 2021	0.1	12,553.7	(2,920.4)	9,633.4
Net profit for the year	—	—	4,122.5	4,122.5
Balance at 31 December 2021	0.1	12,553.7	1,202.1	13,755.9
Net profit for the year	—	—	(177.0)	(177.0)
Dividend paid	—	—	(2,052.5)	(2,052.5)
Balance at 31 December 2022	0.1	12,553.7	(1,027.4)	11,526.4

### Notes

The accompanying notes form an integral part of this statement of changes in equity.

# NOTES TO THE COMPANY FINANCIAL STATEMENTS

## 30. ACCOUNTING POLICIES

The principal accounting policies of WPP Jubilee (the Company) are summarised below. These accounting policies have all been applied consistently throughout the year and preceding year.

### (A) BASIS OF ACCOUNTING

The financial statements of WPP Jubilee Limited have been prepared under the historical cost convention in accordance with the Companies (Jersey) Law 1991. The Company meets the definition of a qualifying entity under FRS 100 (Financial Reporting Standard 100) issued by the Financial Reporting Council.

These financial statements of WPP Jubilee Limited were prepared in accordance with Financial Reporting Standard 101 Reduced Disclosure Framework (FRS 101). As permitted by FRS 101, the Company has taken advantage of the disclosure exemptions available under that standard in relation to share-based payment, financial instruments, capital management, presentation of a cash flow statement and certain related-party transactions.

Where required, equivalent disclosures are given in the consolidated financial statements. The financial statements are prepared on a going concern basis, further details of which are in the Directors' Report on page 4 to 5.

### (B) TRANSLATION OF FOREIGN CURRENCY

Foreign currency transactions arising from operating activities are translated from local currency into pounds sterling at the exchange rates prevailing at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the period end are translated at the period-end exchange rate. Foreign currency gains or losses are credited or charged to the profit and loss account as they arise.

### (C) INVESTMENTS

Fixed asset investments are stated at cost less provision for impairment. Investments are tested for impairment annually. At 31 December 2022, the recoverable amount was assessed in accordance with IAS 36 as the higher of fair value less cost of disposal and value in use.

### (D) OTHER ASSETS AND LIABILITIES

Unless otherwise indicated all assets and liabilities are stated at nominal value.

### (E) TAXATION

Current tax is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax is the tax expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the balance sheet liability method. Deferred tax liabilities are recognised for all taxable temporary differences unless specifically excepted by IAS 12 Income Taxes. Deferred tax is charged or credited in the income statement, except when it relates to items charged or credited to other comprehensive income or directly to equity, in which case the deferred tax is also dealt with in other comprehensive income or equity. Deferred tax assets are recognised to the extent that it is probable that taxable profits will be available against which deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill or other assets and liabilities (other than in a business combination) in a transaction that affects neither the tax profit nor the accounting profit.

### (F) EXPECTED CREDIT LOSSES

Amounts owed by subsidiaries are recorded at amortised cost and are reduced by expected credit losses. The general approach has been applied and a loss allowance for 12-month expected credit losses is recognised. Under IFRS 9 Financial Instruments, the expected credit losses are measured as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate.

### (G) CRITICAL ACCOUNTING ESTIMATES AND ASSUMPTIONS

The Company make estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing material adjustment to the carrying amount of assets and liabilities within the next financial year are addressed below:

- **Impairment of investments:** Investments in subsidiaries and associates are held at cost less accumulated impairment losses. Annual impairment tests are carried out to ascertain if the carrying value of investments are impaired. These tests comprise a comparison between the carrying value of investment in subsidiary and associates and the net asset value of the subsidiary and associates. In some instances, valuations of subsidiary companies and associates are prepared. Valuations for impairment tests are based on established market multiples or risk-adjustment future cash flows over the estimated useful life of the asset, where limited, discounted using appropriate interest rates.

The assumptions relating to future cash flows, estimated useful lives and discount rates are based on business forecasts and are therefore inherently judgemental. Future events could cause the assumptions used in these impairment tests to change with a consequent adverse effect on the future results of the Company.

In the opinion of the Directors there are no critical judgements that have been made in the process of applying the accounting policies.

## 31. OPERATING (COSTS)/INCOME

Included within operating (costs)/income is:

	2022 £m	2021 £m
Net foreign exchange (losses)/gains	(113.2)	11.3
(Loss)/Gain on sale of investments	(19.8)	106.9
Other operating income	-	7.0
	(133.0)	125.2

### 32. INTEREST RECEIVABLE AND SIMILAR INCOME

	2022 £m	2021 £m
Interest receivable from subsidiary undertakings	41.1	52.4
Bank and other interest receivable	-	0.1
	41.1	52.5

### 33. INTEREST PAYABLE AND SIMILAR CHARGES

	2022 £m	2021 £m
Bank and other interest payable	4.0	5.4
Interest payable to subsidiary undertakings	467.0	190.8
	471.0	196.2

### 34. TAXATION

Tax charge for the year is lower (2021: lower) than the standard rate of corporation tax in the UK for the year ended 31 December 2022 of 19% (2021: 19%). The differences are explained below:

	2022 £m	2021 £m
Profit before tax	(176.6)	4,122.7
Tax charge at the corporation tax rate of 19.0% thereon	33.4	(783.4)
<b>Factors affecting tax charge for the year</b>		
Group relief for nil consideration	(81.4)	(33.0)
Expenses not deductible	(1,154.4)	(174.0)
Income not taxable	1,202.7	987.1
Impact of corporate interest restriction	(0.3)	3.3
Irrecoverable withholding tax	(0.4)	(0.2)
Current tax charge for the year	(0.4)	(0.2)

### 35. FIXED ASSET INVESTMENTS

The following are included in the net book value of fixed asset investments:

	Subsidiary undertakings £m
<b>Net book value</b>	
<b>1 January 2021</b>	<b>32,850.6</b>
Additions	3,271.0
Disposals	(2,116.1)
Impairment	(915.8)
<b>31 December 2021</b>	<b>33,089.7</b>
Additions	2,016.2
Disposals	(19.9)
Impairment	(5,943.2)
<b>31 December 2022</b>	<b>29,142.8</b>

In accordance with the company's accounting policy, the company annually tests the carrying value of investments for impairment. The 2022 impairment review was undertaken as at 31 December 2022. The review assessed whether the carrying value of investments was supported by the net present value of future cash flows derived from the assets. An annual growth rate of 2.0% and a post-tax discount rate of 11% has been assumed.

The following significant additions occurred in the year:

On 28 April 2022, the company acquired 822,868,405 ordinary shares in WPP Finance One Limited at book value of £810,721,636 as part of a dividend payment from WPP 2005 Limited.

On 28 April 2022, the company acquired 969,402,505 ordinary shares in WPP Finance One Limited for a total cash consideration of £874,295,242 and intercompany payables of £129,329,861.

On 10 August 2022, WPP 2008 Limited issued 1,719,940,201 ordinary shares with a nominal value of £0.10 per share to the company in exchange for £171,994,020.

### 35. FIXED ASSET INVESTMENTS (CONTINUED)

WPP Jubilee Limited has guaranteed the liabilities of the subsidiaries listed below under section 479A and C of the Companies Act 2006 (as amended). As such these subsidiaries will take advantage of the audit exemption set out within section 479A for the year ended 31 December 2022.

Company	Company number
Alton Wire Products Limited	00594646
Ambassador Square	03192242
Bates Overseas Holdings Limited	02217108
Beaumont Square	03208382
Belgrave Square	03208383
Cockpit Holdings Limited	02477051
Cordiant Communications Group Limited	01320869
Enduring Organisation	04150380
Enduring Organisation Three	04598395
Flexible Organisation	04128560
Garrott Dorland Crawford Holdings Limited	01012296
Grey Saudi Limited	10552614
Intact Limited	03127449
Line Exchange Limited	03861779
mOne Limited	04800433
Mortimer Square Limited	03341063
Newcrosse Limited	03050332
Partners (Design Consultants) Limited (The)	01743971
Prophaven Limited	02292074
Readysquare Limited	03065587
Signposter.com Ltd	06509732
Stickleback Limited	03449562
Team Y&R Saudi Limited	04990097
Tempus Group Limited	01594098
Tempus Partners Limited	02923869
The Brand Union Limited	04594601
Thistleclub Limited	02298386
Ultimate Square	03420047
Westbourne Terrace Management Services Limited	04993627
Wire & Plastic Products Limited	00899099
Wise Conclusion	02955144
WPP 1178	02670626
WPP 2008 Limited	05537577
WPP 2020 IAS Limited	12940924
WPP 2323 Limited	04214289
WPP 2709 Limited	04996810
WPP AMC Holdings	04090277
WPP Atticus	03994903
WPP Compete	05581232
WPP Consulting Limited	03596410
WPP Dolphin UK Limited	10931789
WPP Dorset Square Limited	11683062
WPP Finance (UK)	05135565
WPP Finance 2015 Limited	09624550
WPP Finance One Limited	06850076

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Company	Company number
WPP Fitzroy Square	10690218
WPP Flame	06258613
WPP Global	06296697
WPP Golden Square Limited	10938605
WPP Group Holdings Limited	02668657
WPP Group (Nominees) Limited	02757919
WPP GroupM Holdings Limited	10938849
WPP Headline	06251386
WPP Knowledge	06402202
WPP LN Limited	04050182
WPP Manchester Square Limited	10938613
WPP Marketing Communications Spain	04181464
WPP Montreal Limited	06452888
WPP MR Overseas Media Holdings Limited	04177804
WPP MR UK Limited	05522068
WPP MR US	05535452
WPP No. 2356 Limited	04788392
WPP North Atlantic Limited	02670620
WPP Opal Limited	13383101
WPP Open	04032667
WPP Ottawa Limited	06452897
WPP Rocky Limited	06452937
WPP Russell UK One Limited	10931798
WPP Russell UK Two Limited	10933317
WPP Samson Limited	10938469
WPP Samson Two Limited	05078192
WPP Sigma Limited	07840267
WPP Sphinx Limited	08792747
WPP Toronto Limited	06452920
WPP UK Germany Holdings	10690352
WPP UK Torre	10778185
WPP Unicorn Limited	04486011
WPP US Investments Limited	08311240
WPP Vancouver Limited	06452906

**36. DEBTORS DUE WITHIN ONE YEAR**

The following are included in debtors due within one year:

	2022 £m	2021 £m
Amounts owed by subsidiary undertakings	337.7	187.6
Amounts due from parent company	526.0	2,628.2
Other debtors	436.7	435.4
	<b>1,300.4</b>	<b>3,251.2</b>

**37. DEBTORS DUE AFTER ONE YEAR**

The following are included in debtors due after one year:

	2022 £m	2021 £m
Amounts owed by subsidiary undertakings	2,217.5	1,713.0
	<b>2,217.5</b>	<b>1,713.0</b>

### 38. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

The following are included in creditors falling due within one year:

	2022 £m	2021 £m
Amounts due to subsidiary undertakings	18,976.6	19,457.2
Amounts owed to parent company	349.8	1,770.1
	<b>19,326.4</b>	<b>21,227.4</b>

Included within amounts due to subsidiary undertakings is a balance of £3,431,396 (2021: £543,945), relating to inter-group loans with a fellow Group company in relation to the cash pooling arrangement. These accrued a range of variable interest rates with reference to SOFR, €STR and SONIA plus an additional 0.30% or 0.50% during the year.

### 39. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

The following are included in creditors falling due after more than one year:

	2022 £m	2021 £m
Amounts due to subsidiary undertakings	1,807.9	3,070.6
	<b>1,807.9</b>	<b>3,070.6</b>

### 40. CALLED-UP SHARE CAPITAL

Authorised, allotted, called-up and fully-paid:

	2022 £m	2021 £m
100,001 (2021: 100,001) ordinary shares of £1 each	0.1	0.1

### 41. ULTIMATE PARENT AND CONTROLLING PARTY

The Directors regard WPP Emerald Limited, a company incorporated in Ireland, as the immediate parent company, and WPP plc, a company incorporated in Jersey, as the ultimate parent company and ultimate controlling party.

The parent undertaking of the largest group of undertakings for which group financial statements are drawn up and of which the Company is a member is WPP plc, incorporated in Jersey. Copies of the financial statements of WPP plc are available at [www.wpp.com](http://www.wpp.com). Copies of the financial statements of WPP plc can be obtained from the registered address Queensway House, Hilgrove Street, St Helier, Jersey, JE1 1ES.

### 42. EVENTS AFTER THE REPORTING PERIOD

There are no material events after the reporting period that require an adjustment or a disclosure within the financial statements.

## APPENDIX 1 - GROUP COMPANIES

In accordance with Section 409 of the Companies Act 2006 a full list of subsidiaries, associates and joint ventures, the country of incorporation and the effective percentage of equity owned, as at 31 December 2022 are disclosed below. Unless otherwise stated the share capital disclosed comprises ordinary shares which are indirectly held by WPP Jubilee Limited.

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
(m)SCIENCE GmbH	100	Germany	Ordinary	Derendorfer Allee 4, Düsseldorf, 40476, Germany
(m)STUDIO GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
141 Hawaii, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
141 Soho Square Guatemala, Sociedad Anónima	40.04	Guatemala	Ordinary	13 Calle 2-60, Zona 10 Edificio Topacio Azul Oficina 902, Guatemala City, 010010, Guatemala
24 JULHO - RELAÇÕES PÚBLICAS, S.A.	60	Portugal	Ordinary	Avenida General Norton de Matos No 63F, Miraflores, Alges, Oeiras, Portugal
365 Sherpas GmbH	32.34	Germany	Ordinary	Schlesische Straße 26, Berlin, 10997, Germany
3K Agentur für Kommunikation GmbH	100	Germany	Ordinary	Feldbergstr. 35, Frankfurt am Main, 60323, Germany
41 29 Medya Internet Egitimi ve Danismanlik Reklam Sanayi Dis Ticaret Anonim Sirketi	95.25	Turkey	Ordinary	Tesvikiye Mah. Hakki Yeten Cad., No 11-13 Terrace Fulya Center, 1-2 M2 Kati Sisli, Istanbul, Turkey
A. Eicoff & Company, Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
A.M.R.B. Egypt L.L.C.	80.82	Egypt	Ordinary	Building S1b, 2nd Floor, 90 Street Down Town Mall, 5th Settelement, New Cairo, Egypt
AAD:Fitch, Inc.	100	United States	Ordinary	3260 N Hayden Rd #210, Scottsdale, AZ, 85251, United States
Absolute Color LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Ação Produção e Comunicação Ltda	92.48	Brazil	Ordinary	Av. Brig. Faria Lima, 1478, 16º, Edif.Monumento, Pinheiros, São Paulo, SP, 001451-001, Brazil
Acceleration Digital Marketing (Pty) Limited	54.95	South Africa	Ordinary	2nd Floor, Longkloof Studios, Darters Road, Cape Town, 8001, South Africa
Acceleration eMarketing (Pty) Limited	54.95	South Africa	Ordinary	2nd Floor, Longkloof Studios, Darters Road, Cape Town, 8001, South Africa
Acceleration eMarketing Limited	100	United Kingdom	Ordinary	4th Floor, Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Acceleration eMarketing Middle East FZ-LLC	100	United Arab Emirates	Ordinary	8th Floor, Executive office number F8EO 07, Thuraya, Tower 2, Media City, Dubai, United Arab Emirates
Acceleration eMarketing S.A. (Argentina)	100	Argentina	Ordinary	Montaneses 2180, 2do piso, Argentina
Acceleration eMarketing, Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle, DE, 19810, United States
Acceleration Holdings Limited	100	Guernsey	Ordinary	Mont Crevelt House, Bulwer Avenue, St Sampson, GY2 4LH, Guernsey
Actionline Chile SA	100	Chile	Ordinary	MacIver No. 440 piso 6,Santiago, Chile
Active Display Group Ltd	100	Hong Kong	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
Ad Dynamics Inc.	40	Canada	Ordinary	199 Bay Street, Suite 5300, Commerce Court West, Toronto, Ontario, Canada
Added Value Limited¹	100	Hong Kong	Ordinary	30/F, @Convoy, 169 Electric Road, North Point, Hong Kong
Adgistics Limited	33.83	United Kingdom	Ordinary	6th Floor, Charlotte Building, 17 Gresse Street, London, W1T 1QL, England
ADHL S.A.	100	Argentina	Ordinary	Av. Alicia Moreau de Justo, 1930, 3rd Floor, Buenos Aires, Argentina
ADLAB, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
ADPeople A/S	100	Denmark	Ordinary	Per Henrik Lings Alle 4, Copenhagen, 2100 OE, Denmark
ADVERTISING & MARKETING RESULTES - AL BAHETH (A.M.R.B) L.L.C.	81.385	United Arab Emirates	Ordinary	205 Al Masraf Tower, Deira, Dubai, United Arab Emirates
Advertising Ventures Pvt Ltd	100	Mauritius	Ordinary	10 Frere Felix de Valois Street, Port Louis, Mauritius
Agencia de Comunicación Interactiva, SA de CV	100	Mexico	Ordinary	Montes Urales 505 1er Piso, Lomas de Chapultepec, C.P. 11001, Mexico
Agência Ideal de Comunicação Ltda.	70	Brazil	Ordinary	Rua Doutor Virgilio de Carvalho Pinto 380, Pinheiros, Sao Paulo, CEP 05415-020, Brazil
Agenda (Beijing) Ltd	100	China	Ordinary	15th floor, Sun Palace Building, NO.12A, TaiYangGong Middle Road, Chaoyang District, Beijing, China
Agenda (Hong Kong) Ltd	100	Hong Kong	Ordinary	Unit 03-06, 32/F, 118 Connaught Road West, Hong Kong, Hong Kong
Agenda (Taiwan) Ltd	100	Taiwan (Province of China)	Ordinary	9F-1, No 9 Sec 2 Roosevelt Roadv, Taipei, 10093, Taiwan (Province of China)

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Agenda Group (Asia) Limited	100	Hong Kong	Ordinary	6/F Alexandra House, 18 Chater Road, Central, Hong Kong
Agenda Solution Sdn Bhd	100	Malaysia	Ordinary	Level 7, Memara Milenium, 8 Jalan Damanlela, Pusat Bandar Damansara, Damansara Heights, Kuala Lumpur, 50490, Malaysia
Airport Media International Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Ajans Grey Reklamcilik A.S. (FKA Aians Grey Advertising Inc.)	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
AKQA (Shanghai) Ltd.	100	China	Ordinary	Suite 3101A, The Center, 989 Changle Road, Shanghai, China
AKQA B V	100	Netherlands	Ordinary	Herengracht 477, Amsterdam, 1017 BS, Netherlands
AKQA Brasil Comunicacao Ltda	100	Brazil	Ordinary	Av. Brigadeiro Faria Lima, 1478, 16 floor, São Paulo, São Paulo, Brazil
AKQA Denmark A/S	75	Denmark	Ordinary	Staunings Plads 3, 1., Copenhagen V, 1607, Denmark
AKQA FZ-LLC	76	United Arab Emirates	Ordinary	2603-2605, Floor 26, Concord Tower, Dubai, United Arab Emirates
AKQA GK	100	Japan	Ordinary	Hiroo SK Building, 2-36-13 Ebisu, Shibuya-ku, Tokyo, 150-0013, Japan
AKQA GmbH	100	Germany	Ordinary	Monbijouplatz 4, Berlin, 10178, Germany
AKQA Limited	100	United Kingdom	Ordinary	1 St John's Lane, London, EC1M 4BL, United Kingdom
AKQA LIMITED	100	New Zealand	Ordinary	36 LORNE STREET, AUCKLAND, 1010, New Zealand
AKQA Media India Private Limited	100	India	Ordinary	8th Floor, Commerz, International Business Park, Oberoi Garden City, Off Western Express Highway, Goregaon (East), Mumbai, 400-063, India
AKQA MEDIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
AKQA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
AKQA SASU	100	France	Ordinary	19 Rue des Peres, Paris, 75006, France
AKQA Srl	91	Italy	Ordinary	Via Sile 39, Roncade (TV), 31056, Italy
AKQA Sweden AB	100	Sweden	Ordinary	Humlegårdsgatan 6, 114 80, Stockholm, Stockholm, Sweden
AKQA Uka, Inc.	51	Japan	Ordinary	AKQA UKA, Inc. is 36-13, Ebisu 2-chome, Shibuya-ku, Tokyo
AKQA, Inc.	100	United States	Ordinary	5901 W. Century Blvd., #750, Los Angeles, CA 90045
Aktivision Co Ltd	85.5	Viet Nam	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
Al Mehwar for Direct Marketing LLC	27	Jordan	Ordinary	Abdallah Ghosheh Street, Al Hussaini Complex No. 55, Amman, Jordan
Al Moutamayiza Media Company LLC <sup>2</sup>	24.5	Jordan	Ordinary	Abdallah Ghosheh Street, Al Hussaini Complex No. 55, Amman, Jordan
Al Tawassul Al Dawliyyah for Advertising / KSA	67	Saudi Arabia	Ordinary	3074 Prince Mohammed Bin Abdulaziz Rd, 8022 Al Olaya Dist., Riyadh, 12213, Saudi Arabia, Middle East
Al Yaqeen Mamac Advertising and Publicity Establishment.	60	Kuwait	Ordinary	Shuwaikh (next to Villa Moda), P.O box 27216- Safat, Kuwait
Al-Bassira Advertising Company LLC	78.4	Saudi Arabia	Ordinary	Al Mass Plasa Suites 108, Tahlia Street, Riyadh, 11492, Saudi Arabia
Alealamlah Regional Company for Marketing Results (AMRB)	81.64	Saudi Arabia	Ordinary	9360 al Madinah al Munawarah branch Rd - Al Andalus Dist. Alamoudi Tower, Unit No. 303 Jeddah 23326 - 4150, Kingdom of Saudi Arabia
Aleph Pte Ltd	86.5	Singapore	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
All Global Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom SE1 2QY
Allan Burrows Limited	100	United Kingdom	Ordinary	c/o of Hogarth Worldwide, 6 Brewhouse Yard, London, EC1V 4DG, England, United Kingdom
Alnery Philippines Inc <sup>1</sup>	78.4	Philippines	Ordinary	7th Floor EPCIB Tower, 6760 Paseo de Roxas, Makati, Philippines
Alphabet Consulting Private Limited	80	India	Ordinary	811, New Delhi House, Barakhamba Road Connaught Place, New Delhi Central Delhi DL 110001 India
Alton Wire Products Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Ambassador Square	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
AMRB Middle East & North Africa (A.M.R.B) WLL	81.64	Bahrain	Ordinary	504 Building 2504, Block 428, Al Seef, Manama, Bahrain
AMS Dorland Integrated Sdn Bhd	51	Malaysia	Ordinary	Suite 1207, 12th Floor, Kompleks Selangor, Jln Sultan, Kuala Lumpur, 50000, Malaysia
AMVG Uluslararası İnternet ve Telekomünikasyon Hizmetleri Ticaret Limited Şirketi	100	Turkey	Ordinary	Koru Yolu Sok. Ari 2 Teknokent Binası A Blk D4/1, Maslak, Istanbul, Turkey
Analytics Quotient Inc	40	United States	Ordinary	2310 Parklake Dr, Suite 525, Atlanta, GA, 30345, United States

**WPP Jubilee Limited**  
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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
AnalyticsQuotient Services India Private Limited	39.92	India	Ordinary	3rd Floor, A Wing, The Orb, Sahar, Village Marol, Andheri (E), Mumbai Mumbai City MH 400099
AQuest S.r.l.	85	Italy	Ordinary	Via F. Garofoli n. 233, San Giovanni Lupatoto (VR), 37057, Italy
Arab for Advertising (GREY)	100	Saudi Arabia	Ordinary	NCCI Towers, South Tower, Olaya, Riyadh 11351 KSA, 295662, Saudi Arabia
ARBA Holdings Limited	65	Hong Kong	Ordinary	Office on 16th floor, MG Tower, No.133, Hoi Bun Road, Kwun Tong, Hong Kong, Kowloon, Hong Kong
ArcTouch Brasil Desenvolvimento de Software Ltda	100	Brazil	Ordinary	Rodovia Jose Carlos Daux SC-401, 4190, Saco Grande, Florianopolis, CEP 88032-005, Brazil
ArcTouch LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
argonauten GmbH	100	Germany	Ordinary	Kaiser-Wilhelm-Straße 85, Hamburg, 20355, Germany
Art Company (Creative Services) Limited (The)²	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Artistry Inc.	51	Philippines	Ordinary	15th Floor, Philam Tower, 8767 Paseo de Roxas, Bgy. Bel-Air, Makati City, Metro Manila, 1200, Philippines
AS Grey Promote	22.5	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
Asdaa Advertising & Public Relations Sarl	79.2	Lebanon	Ordinary	Sodeco Square, 3rd Floor, Block B, Beirut, Lebanon
Asdaa Advertising FZ LLC	80	United Arab Emirates	Ordinary	4th Floor, The Gateway Building, Dubai Media City, Dubai, United Arab Emirates
Asdaa Advertising LLC	39.2	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Asdaa Advertising Saudi for Advertisements Company	80	Saudi Arabia	Ordinary	3141, Anas Ibn Malik, Al malqa Dist, 13521, Saudi Arabia
ASDAA Public Relations Holding Inc	80	Panama	Ordinary	P.O. Box 55-0324, Paitilo, Panama, Panama
Asdaa Public Relations LLC	39.6	Jordan	Ordinary	Abdallah Ghosheh Street, Al Hussaini Complex No. 55, Amman, Jordan
AS-Grey Group OY	22.5	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
Astus APAC Australia Pty Ltd	50	Australia	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
Astus APAC Limited	50	Hong Kong	Ordinary	6/F Alexandra House, 18 Chater Road, Central, Hong Kong
Astus Media Private Limited	50	India	Ordinary	7th Floor, A wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai, 400099, India
ATN AGENCY LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
Aureus Platform Services Limited²	100	United Kingdom	Ordinary	The Pumphouse, 13-16 Jacob's Well Mews, London, England, W1U 3DY, United Kingdom
Autumn Advertising Private Limited	78.5	India	Ordinary	No. 3 and 3/4, Crescent Road, Kumarakrupa East, Behind Golf Course, Bangalore, 560 001
Avon Group, Inc.	66.67	United States	Ordinary	300 AVON STREET, STRATFORD, CT, 06497, United States
Axicom AB	100	Sweden	Ordinary	Box 1313, Drottninggatan 94 5tr, Stockholm, 111 83, Sweden
AxiCom Axiom Communications GmbH	100	Germany	Ordinary	Infanteriestraße 11, München, 80797, Germany
Axicom BV	100	Netherlands	Ordinary	Herengracht 138-140, Amsterdam, 1015 BW, Netherlands
AxiCom Communications SARL	100	France	Ordinary	37 rue de Bellefond, 75009 Paris, France
Axicom Group Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
AxiCom Italia Srl	100	Italy	Ordinary	Via Mercadante 17, Milan, Italy
Axicom Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
AxiCom Marketing Consulting (Shanghai) Co., Ltd.	100	China	Ordinary	Unit 05B, 25th Floor, The Center, 989 Chang le Road, Shanghai, 200031, China
Axicom Spain SL	100	Spain	Ordinary	Paseo de la Chopera 121, Bloque 2 - bajo, Alcobendas, Madrid, 28100, Spain
Azocar, Morrison Walker SA de Publicidad	20	Chile	Ordinary	Avenida del Parque 5045, Cuidad Empresarial, Huechura, Santiago, Metropolitana, 8580711, Chile
B.A.R. OGILVY PORTUGAL, S.A.	75	Portugal	Ordinary	Edificio Atrium Saldanha, Praça Duque de Saldanha No 1 - 4 E, 1050-094 Lisboa, Portugal
Badjar Ogilvy Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
banbutsu dcp GmbH	67.9	Germany	Ordinary	Wallstraße 14a, Berlin, 10179, Germany
Barrows Asia Pacific Pte. Ltd.	35	Singapore	Ordinary	50 Scott Road #02-02A, 228242, Singapore
Barrows Canada Retail Services Ltd	35	Canada	Ordinary	550 Burrard Street, Suite 2300, Bentall S, Vancouver, BC, V6C 2B5, Canada
Barrows Circularity (PTY) Ltd.	35	South Africa	Ordinary	17 Intersite Avenue, Springfield, Durban, KwaZulu Natal, 4091
Barrows Design and Manufacturing (Pty) Limited	35	South Africa	Ordinary	Ridgeside Campus, 2 Ncondo Drive, Umhlanga Rocks, 4320, South Africa

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Barrows Global ISM Limited	35	Isle of Man	Ordinary	Nadine House, 13 North Quay, Douglas, IM1 4LE, Isle of Man
Barrows London Limited	35	United Kingdom	Ordinary	20-22 Wenlock Road, London, N1 7GU, England & Wales
Barrows North America Inc.	35	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
BARTON DEAKIN PTY LIMITED	100	Australia	Preference, Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Base Two Digital (Proprietary) Limited	54.95	South Africa	Ordinary	Ground Floor Sanlam Arena, Bolton and Craddock Road, Rosebank, 2916, South Africa
Bates (Poland) Sp. z o.o.	100	Poland	Ordinary	Jasna 24, Warsaw, 00-054, Poland
Bates 141 (Proprietary) Limited <sup>2</sup>	100	South Africa	Ordinary	Benson House 28, 3rd Avenue, Parktown North, 2146, South Africa
Bates 141 Vietnam Ltd	100	Viet Nam	Ordinary	18th floor Centec tower room 1801, 72-74 Nguyen thi minh khai st, Dist.3 Hochiminh city, Viet Nam
Bates Asia Japan Inc.	100	Japan	Ordinary	Yebisu Garden Place Tower, 26th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6026, Japan
Bates Bangladesh Private Limited	87.78	Bangladesh	Ordinary	House 23 (11th Floor), Road 113/A, Gulshan-2, Dhaka-1212, Bangladesh
Bates Cambodia Ltd	100	Kampuchea, Democratic	Ordinary	3rd Floor, 66 Norodom Blvd, Sangkat Cheychomnass, Khan Doun Penh, Phnom Penh, Cambodia
BATES CHINA LIMITED	100	Hong Kong	Ordinary	23/F., The Centre, 99 Queen's Road, Central, Hong Kong
Bates Hong Kong Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Bates India Private Ltd	79.79	India	Ordinary	4th Floor, The ORB-Sahar, Village Marol, Andheri (East), Mumbai, 400 099
Bates Myanmar Limited	100	Myanmar	Ordinary	No.35 (C), Thirimingalar Lane, Kamayut Township, Yangon, Myanmar
Bates Overseas Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Bates Pan Gulf LLC	40	United Arab Emirates	Ordinary	Level 6, MAF Tower, Deira City Centre, Dubai, United Arab Emirates
Bates SAS	100	France	Ordinary	47 rue de Babylone, Paris, 75007, France
Bates/Y & R A/S	49	Denmark	Ordinary	Landemærket 29, 4th floor, Copenhagen, DK-1119, Denmark
BatesAsia Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Batey (Pte) Ltd	80.01	Singapore	Ordinary	50 Scotts Road, 228242, Singapore
Batey China Company Limited	100	China	Ordinary	Unit D Building 30 No. 1 Xia Shi Zhi Street, Fangcun Avenue, Liwan District, Guangzhou, China
Batey India Private Limited	100	India	Ordinary	2nd Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
BAV Group Chile SpA	100	Chile	Ordinary	Alonso de Cordova No 4.382, Vitacura, Santiago, Chile
Bay99 Studios India Private Limited	100	India	Ordinary	4th Floor, The ORB-Sahar, Village Marol, Andheri (East), Mumbai, 400 099
BCW (SG) PTE. LTD	100	Singapore	Ordinary	50 Scotts Road #01-01, 228242, Singapore
BCW Africa (Pty) Ltd	54.95	South Africa	Ordinary	370 Main Road, Denver, Denver, Gauteng, 2091, South Africa
BCW GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
BCW Korea Ltd	100	Korea (the Republic of)	Ordinary	9F East Tower, Signature Towers, 99 Supyo-dong, Jung-gu, Seoul, S. Korea, 100-230, Korea (the Republic of)
BCW LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
BCW Public Relations (Guangdong) Co., Ltd.	100	China	Ordinary	Suite 1728, 17/F Kingold Century, No.62 Jinsui Road, Tianhe District, Guangzhou, 510623, China
BCW SAS	100	France	Ordinary	32 rue de Trévis, Paris, 75009, France
BDG architecture + design Limited	100	United Kingdom	Ordinary	East Studio Riverside Walk, Sea Containers, 18 Upper Ground, London, SE1 9PD
BDG Design LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Beaumont Square	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Beaumont-Bennett Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Beijing Benpao Century Technology Development Co., Ltd.	100	China	Ordinary	Room 0512, Fifth Floor, Building 4, Compound 1, Wangzhuang Road, Haidian District, Beijing, China
Beijing Channel Marketing Service Center Co. Ltd <sup>2</sup>	90	China	Ordinary	Rm 102, Building B2, Huitong Park, No 71 Jianguo Road, Chao Yang District, Beijing, China
Beijing Ogilvy & Mather Marketing Communications Consulting Co., Ltd.	100	China	Ordinary	Room 2008, 2th Floor, Huali Building, 58 Jinbao Street, Beijing, 100005, China
Beijing Ogilvyone Marketing Co., Ltd	100	China	Ordinary	No.18, AnDing Industry Zone, DaXing District, Beijing, China
Beijing Soho Square Advertising Co. Ltd <sup>1</sup>	100	China	Ordinary	Unit 02, 8/F., Hua Li Building, 58 Jin Bao Street, Dong Cheng District, Beijing, China

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Beijing Soho Square Marketing Co Ltd	100	China	Ordinary	No 18, AnDing Industry Zone, Daxing District, Beijing, China
Beijing WDT Advertising Co. Ltd	100	China	Ordinary	Unit 10, 12th Floor Hua Li Building, 58 Jin Bao Street, Dong Cheng District, Beijing, China
Belgrave Square	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Ben Crudo Consulting Inc.	100	Canada	Preference, Ordinary	1435 Saint-Alexandre Street, Suite 220, Montreal, PQ, H3A 2G4, Canada
Benenson Strategy Group, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Berkeley Square Holding BV	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Best of Media GmbH 52111	100	Germany	Ordinary	Derendorfer Allee 4, Düsseldorf, 40476, Germany
Beyond Interactive Limited	100	United Kingdom	Preference, Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Bianchi Y Asociados SA de CV	40	El Salvador	Ordinary	Avenida La Capilla #550, Colonia San Benito, San Salvador, El Salvador
Binarix S.A.C.	65	Peru	Ordinary	Díez Canseco 219, 2do Piso Miraflores, Lima, Peru
BJK & E Holdings Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9ET, England & Wales
Blackriver Football Club (Proprietary) Limited	43.12	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
BLAH Participações Ltda. <sup>1</sup>	100	Brazil	Ordinary	Avenida Brigadeiro Faria Lima, 1355, Suite 17B, São Paulo, P 01452-00, Brazil
Blast Radius B.V.	100	Netherlands	Ordinary	Karperstraat 10, Amsterdam, 1075 KZ, Netherlands
Blast Radius Perú S.A.C.	65	Peru	Ordinary	Cal. Contralmirante Montero 411, Int.1102, Magdalena del Mar, Lima, Peru
BLAZE ADVERTISING PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Blue Hive Shanghai Communications Co., Ltd.	100	China	Ordinary	Room 503, Fu Xing Plaza, 109 Yan Dang Road, Shanghai, 200020, China
Blue State Digital Inc	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Blue State Digital UK Limited	100	United Kingdom	Ordinary	1, St. John's Lane, London, EC1M 4BL, England
Blumerry GmbH	100	Germany	Ordinary	Litfaß-Platz 1, Berlin, 10178, Germany
BMRB UK Ltd	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
BOBBY&CARL GmbH <sup>2</sup>	50	Germany	Ordinary	Kaistraße 6, Düsseldorf, 40221, Germany
Bold Ogilvy Société Anonyme	28.18	Greece	Ordinary	10A Imathias Str, Gerakas, Athens, Greece
Bon View Trading 56 (Pty) Ltd	43.09	South Africa	Ordinary	Unit G5, Pinewood Square, Pinewood Office Park, 33 Riley Road, Woodmead, 2191, South Africa
Bon View Trading 59 (Pty) Ltd	49	South Africa	Ordinary	323 Lynnwood Road, Menlo Park, 0081, South Africa
Bonus Touch Point WLL	41.07	Egypt	Ordinary	Villa JWT, 6 Ibn Zinki Street, Zamalek, Cairo, 124, Egypt
Bookmark Content Ltd	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Bottle Rocket LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Box of Vegetables Limited	75.304	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Boxlink Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Brand Communications (Shanghai) Limited <sup>3</sup>	60	China	Ordinary	Room 1500, No 2 A307 Long Wu Road, Shanghai, China
Brand Communications International Limited	60	Hong Kong	Ordinary	Room 2808-10, 28/F Prosperity Millennia Plaza, 663 King's Road, North Point, Hong Kong
BRAND COMMUNICATIONS PTY LTD	87	Australia	Ordinary	LEVEL 2, 556 WELLINGTON STREET, PERTH, WA, 6000, Australia
Brand David Communications Private Limited	86.13	India	Ordinary	5th Floor, Wing A, The ORB, Village Marol, Andheri (East), Mumbai, 400099, India
Brand Fibres sp. z o.o.	75	Poland	Ordinary	al. Slowianska 10 B, 01-695, Warsaw, Poland
Brand Pier GmbH	60	Germany	Ordinary	Zirkusweg 2, Astraturm 7. OG, Hamburg, 20359, Germany
Brand Power Limited	100	United Kingdom	Ordinary	29/30 FITZROY SQUARE, LONDON, W1T 6LQ, England
Brand Power Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Brandanalytics Consultoria Ltda	28	Brazil	Ordinary	Avenida Paulista 2064, 9o andar, parte, Bela Vista, Sao Paulo, 01310-200, Brazil
Brandigital S.A.U.	100	Argentina	Ordinary	Avenida Humberto Primo numero 670, Piso 4, Oficina F 48, del Complejo Capitalinas Bloque Corporativo Fragueiro, Cordoba, Argentina
Breakwater Strategy LLC	57.975	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
BRUKETA&ŽINIĆ&GREY d.o.o.	83.33	Croatia	Ordinary	Zavrtnica 17, Zagreb
BSB Publicidad SA	100	Spain	Ordinary	Paseo de la Castellana 53, Madrid, 28046, Spain
BU India Private Limited	100	India	Ordinary	5th Floor, Empire Plaza-II, CTS No.9, Village Hariyali, LBS Marg, Vikhroli (West), Mumbai Mumbai City MH 400083
Buchanan Advertising (Canada) Inc.	100	Canada	Ordinary	c/o P. W Smith, 44 Chipman Hill, Suite 1000, St John, NB, E2L2A9, Canada
Buchanan Advertising (Deutsche) GmbH	100	Germany	Ordinary	Landsberger Straße 284, München, 80687, Germany
Buchanan Advertising (Malaysia) Sdn. Bhd	100	Malaysia	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
Buchanan Communications Limited	100	United Kingdom	Ordinary	3rd Floor, 107 Cheapside, London, England, EC2V 6DN, United Kingdom
Buchanan Licencing Singapore Pte Ltd	100	Singapore	Ordinary	#14-07, 1 HAROURFRONT AVENUE, KEPPEL BAY TOWER, SINGAPORE, 098632, Singapore
Burson Cohn & Wolfe AB	100	Sweden	Ordinary	Box 1313, Drottninggatan 94 Str, Stockholm, 111 83, Sweden
Burson Cohn & Wolfe AG	100	Switzerland	Ordinary	Grubenstrasse 40, CH-8045 Zurich, Switzerland
Burson Cohn & Wolfe Argentina S.A.U.	100	Argentina	Ordinary	Avenida Paseo Colon 275, 1st Floor C1063ACC, Buenos Aires, Argentina
Burson Cohn & Wolfe AS	100	Norway	Ordinary	Sjøyst Plass 4, Oslo, 40278, Norway
Burson Cohn & Wolfe B.V.	100	Netherlands	Ordinary	53 Danzigerkade, Amsterdam, 1013AP, Netherlands
Burson Cohn & Wolfe Chile SpA.	100	Chile	Ordinary	Avenida Vitacura 2939, Office 301, 3rd Floor, Las Condes, Santiago, Chile
Burson Cohn & Wolfe Colombia S.A.S.	100	Colombia	Ordinary	Carrera 11A No.93B, 30, 3rd Floor, Bogota, 110221, Colombia
Burson Cohn & Wolfe Comunicação Ltda.	99.993	Brazil	Ordinary	Rua Fidêncio Ramos 308, 12 Andar, Vila Olímpia, São Paulo, CEP 04551-902, Brazil
Burson Cohn & Wolfe de México, S. de R.L. de C.V.	100	Mexico	Ordinary	Blvd Manuel Avila Camacho No 176, Piso 5, Col Reforma Social, Mexico, 11650, Mexico
Burson Cohn & Wolfe Japan Inc.	100	Japan	Ordinary	Kojimachi Diamond Building 5th Floor, 1 Kojimachu 4-chome, Chiyoda-ku, Tokyo, 102-0083, Japan
Burson Cohn & Wolfe Perú S.A.C.	100	Peru	Ordinary	Avenida Angamos Oeste 915, Miraflores, Lima, Peru
BURSON COHN & WOLFE PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Burson Cohn & Wolfe S.L.	100	Spain	Ordinary	Avenida de Burgos, 21, Complejo Triada, Torre C, 11th floor, Madrid, 28036, Spain
Burson Cohn & Wolfe Srl	100	Italy	Ordinary	Via Benedetto Marcello, 63, MILANO, ITALY, 20124, Italy
BURSON COHN & WOLFE SRL/BV	100	Belgium	Ordinary	Square de Meeus 37, Brussels, 1000, Belgium
Burson Cohn Wolfe Sports SA	100	Switzerland	Ordinary	Rue de Petit-Chene 38, Lausanne, 1003, Switzerland
Burson-Marsteller (Asia) Limited	100	Hong Kong	Ordinary	23/F, Chinachem Exchange Square, 1 Hoi Wan Street, Quarry Bay, Hong Kong
Burson-Marsteller (Hong Kong) Limited	100	Hong Kong	Ordinary	23/F, Chinachem Exchange Square, 1 Hoi Wan Street, Quarry Bay, Hong Kong
Burson-Marsteller Vietnam Company Limited	60	Viet Nam	Ordinary	273-273B Ben Chuong Duong, Co Giang Ward, District 1, Ho Chi Minh City, Viet Nam
Business Design Group McColl Limited	100	United Kingdom	Ordinary	c/o BDG Architecture & Design Limited, Sea Containers House, 18 Upper Ground, London, SE1 9PD, England
Business Planning and Research Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Cairos Usabilidade Ltda	60	Brazil	Ordinary	Avenida Brigadeiro Faria Lima no. 2954, conj. 51, Jardim Paulistano, Sao Paulo, Brazil
CANNINGS ADVISORY SERVICES PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Cardinal Blue, LLC	100	United States	Ordinary	70 W MADISON, SUITE 1500 CHICAGO, IL 60602
Carl Byoir (UK) Limited	100	United Kingdom	Ordinary	The Buckley Building, 49 Clerkenwell Green, London, EC1R 0EB
Catalyst Online LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Cavendish Square Holding BV	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
CBA Branding Design Experience SL	78.5	Spain	Ordinary	ENRIQUE LARRETA 2, MADRID, MADRID, 28036, Spain
CBA DESIGN SOLUTIONS	33.19	Turkey	Ordinary	Arnavutkoy Kurucesme Caddesi N. 12/1, Besiktas, Istanbul, Turkey
CBA London Limited	82.98	United Kingdom	Ordinary	Castle House, Castle Street, Guildford, Surrey, GU1 3UW, United Kingdom
CBA Partners North America, Inc.	82.89	United States	Ordinary	1401 21ST ST STE R SACRAMENTO, CA 95811
CB'A Srl	82.98	Italy	Ordinary	Via Lecce 4, Milano, 20136, Italy
CCG Creative Communications Group Limited	31.77	Ireland	Ordinary	3 Christchurch Square, Dublin, 8, Ireland

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Cen Halka (Ilskiler A.S. (Cenajans Grey PR and Adv. Inc.)	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Cenajans Reklamcilik A.S. (FKA Cenajans/Grey)	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Centrale Holding Du Bois Ording B.V.	100	Netherlands	Ordinary	Jacob Bontiusplaats 9, UNIT 5.80, Amsterdam, 1018 LL, Netherlands
Centrul Pentru Studierea Opiniei si Pietii (CSOP) SRL	22.048	Romania	Ordinary	Bucharest, Sector 1, "Strada Arh Louis Blanc" No. 1, Floor 3, Republic of Romania
Cerebra Communications Proprietary Limited	54.95	South Africa	Ordinary	Wunderman House Sandhurst Office PA, 7 Federal Avenue, Sandhurst, Gauteng, 2196, South Africa
Chafma B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Channelgrabber Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Cheetham Bell JWT Limited	100	United Kingdom	Ordinary	Commercial Wharf, 6 Commercial Street, Manchester, Lancashire, M15 4PZ, United Kingdom
Chemistry Strategic Communications Limited	29	Ireland	Ordinary	14 Leeson Park, Ranelagh, Dublin 6, Ireland
ChengDu Apex Ogilvy Brand Marketing Consulting Co Ltd	51	China	Ordinary	7F SaiSi Commercial Building, No.42 XiAn Zhong Road, ChengDu, China
CHI & PARTNERS LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
CHI American Partners LLC	100	United States	Ordinary	874 Walker Road, Suite C, Dover, Delaware, 19904, United States
CHI Nominees Limited	42.348	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, W1T 1QL, England
CHI Partners Holdings Limited <sup>1</sup>	42.348	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, W1T 1QL, England
Chi Wunderman Partnership, LLC	85.57	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
CHI Wunderman UK Limited	74.95	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
Chimera Square Insurance Company <sup>1</sup>	100	United States	Ordinary	3 WTC, 175 Greenwich Street, 11th Fl., New York, NY 10007
Choreograph Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Choreograph LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Choreograph SAS	100	France	Ordinary	6, rue d'Isly, Paris, 75008, France
CIA Holding B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
CIA Norway Holdings AS	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
ClForce (Proprietary) Limited	45.8	South Africa	Ordinary	J Walter Thompson House, Homestead Place, Cnr 12th Avenue and Rivonia Road, Rivonia, 2128, South Africa
Clarion Communications (P.R.) Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Classic Advertising FZ LLC	91.28	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Cleartag Holding Limited	58.43	United Arab Emirates	Ordinary	BDO Chartered Accountants & Advisors, LOB 16 Office no. 124, PO Box 261253, Jebel Ali Free Zone, Dubai, United Arab Emirates
CLEMMOW HORNBY INGE LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
Click Media Joint Stock Company	60.1	Viet Nam	Ordinary	238/2 Pasteur, Ward 06, District 03, Ho Chi Minh City, Viet Nam
CLOUD COMMERCE GROUP LTD	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
CM Connection, S. de R.L. de C.V.	100	Mexico	Ordinary	Ejército Nacional 216, 2do Piso, Col. Verónica Anzures, México D.F., 11590, Mexico
CM Interactive, S.A. de C.V.	100	Mexico	Ordinary	Ave. Ejército Nacional 519, 6º piso, Col Granada, 11520, Mexico
CMI Media, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Cockpit Holdings Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Cockpit Two Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Code Computer Love Limited	76.27	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Cognifide Limited	100	United Kingdom	Ordinary	Greater London House, 180 Hampstead Road, London, NW1 7QP, England
Cohn & Wolfe Impact Asia Limited	100	Hong Kong	Ordinary	30/F., 169 Electric Road, North Point, Hong Kong
Cohn & Wolfe Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Cohn & Wolfe XPR Sdn Bhd	73.33	Malaysia	Ordinary	B-10-13 SOHO, Empire Subang, Jalan SS16/1, Subang Jaya, Selangor, 47500, Malaysia

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Coley Porter Bell Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Collective ID (PTY) Ltd <sup>1</sup>	52.47	South Africa	Ordinary	43 Peter Place, Lyme Park, Sandton, 2060
Colloquial UK Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP
Colwood Healthworld Limited	100	United Kingdom	Ordinary	Alphabeta 5th Floor, 14 - 18 Finsbury Square, London, EC2A 1AH, England
Comercial de Productos y Alquileres, S.A.	40	Spain	Ordinary	Cami Can Calders 4, Sant Cugat Valles, Barcelona, 08173, Spain
COMMERCIAL CREATIVITY LIMITED <sup>1</sup>	100	New Zealand	Ordinary	36 LORNE STREET, AUCKLAND, 1010, New Zealand
Common Technology Centre UKEIG	29.4	United Kingdom	Ordinary	1 Radian Court, Knowlhill, Milton Keynes, MK5 8PJ
Communication Group, a.s.	30	Slovakia	Ordinary	Mostova 2, Bratislava, 811 02, Slovakia
Compagnie Fonciere Les Yvelines	33.036	France	Ordinary	2 rue Andre Derain, BP 40016, Chambourcy Cedex, 78243, France
Compañía Hill and Knowlton México, S. de R.L. de C.V. <sup>1</sup>	100	Mexico	Ordinary	Prolongación Paseo de la Reforma 490 Piso 1, Colonia, Santa Fe, Mexico DF, 01210, Mexico
Compania Rednet Ecuador EC-UAREDNET S.A.	100	Ecuador	Ordinary	Tulcan #803 y Avenida 9 de Octubre, Edificio Contemporaneo Piso N. 1, Guayaquil, Ecuador
Compas, Inc.	49	United States	Ordinary	181 New Road #304, Parsippany, Morris County, NJ, 07054, United States
Competitive Media Reporting, LLC	40	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Competitrack, Inc	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Comwerks Pte Ltd <sup>1</sup>	90	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
Concept Agencia de Comunicacao Ltda	70	Brazil	Ordinary	Av. Pedroso De Moraes, 1553 - cj. 53 e 54, Pinheiros, Sao Paulo, CEP 05419-001, Brazil
Concorde Finance France SAS	100	France	Ordinary	Avenue George V, Paris, France
Connect Dijital Hizmetler Limited Sirketi	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Connect Sales Promotions Direct Marketing and Events Ltd	100	Israel	Ordinary	58 Rakevet Street, Tel Aviv, 6777016, Israel
Conquest Communications Co Ltd.	99.99	Thailand	Ordinary	21th Floor, UBC II Building, 591 Sukhumvit 33 Road, Klongton Nua, Wattana, Bangkok, 10110, Thailand
Conquest Egypt for Advertising Limited Liability Company	41.07	Egypt	Ordinary	Villa JWT, 6 Ibn Zinki Street, Zamalek, Cairo, 124, Egypt
Conquest Marketing Communications (Hong Kong) Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Contract Advertising (Thailand) Co. Ltd <sup>1</sup>	99.98	Thailand	Ordinary	21th Floor, UBC II Building, 591 Sukhumvit 33 Road, Klongton Nua, Wattana, Bangkok, 10110, Thailand
Contract Advertising India Pvt Ltd	84.4	India	Ordinary	6th Floor, A Wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai -400099
Contract Communications Sdn Bhd	63.25	Malaysia	Ordinary	Level 18, The Gardens North Tower, Mid Valley City, Lingkar Syed Putra, 59200 Kuala Lumpur, Malaysia
Converge Technologies (Private) Limited	30	Pakistan	Ordinary	D-22, Block 4, KDA Scheme No. 5, Clifton, Karachi, Pakistan
Conversion Company B.V.	100	Netherlands	Ordinary	Johan Huizingalaan 763 A, 4e verdieping, 1066 VH Amsterdam, Netherlands
Cordiant (US) Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Cordiant Communications Group Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Cordiant Group Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Cordiant Property Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Corebiz Nacional Participações Ltda.	99.9998	Brazil	Ordinary	Rua Bonnard, 980, Bloco 6, Nivel 4, Sala 5, Alphaville Empresarial, Barueri -Sao Paulo, CEP-06465-134, Brazil
Creative Strategy Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Creo/Young & Rubicam s.r.o.	100	Slovakia	Ordinary	Datelinova 6, Bratislava, 821 01, Slovakia
CSM Media Research Co., Ltd. <sup>1</sup>	27.04	China	Ordinary	24th Floor, Shima Tower, No 92A Jianguo Road, Chaoyang District, Beijing, China
CT Digital SAL	40.8	Lebanon	Ordinary	Second Floor, Daouk Building, Omar Daouk Street, Beirut Central District, Mina el Hosn, Beirut, Lebanon
CT Finances SA <sup>1</sup>	82.98	France	Ordinary	94 avenue de Villiers, Paris, 75 017, France
CUBING SAS <sup>1</sup>	86.01	France	Ordinary	32 rue Guersant, Paris, 75017, France
Cue Social Marketing (Proprietary) Limited <sup>1</sup>	49	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Culverbridge Limited <sup>1</sup>	64.35	Ireland	Ordinary	3 Christchurch Square, Dublin, 8, Ireland
Dat Viet VAC Media Corporation	30	Viet Nam	Ordinary	178 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City, Viet Nam

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
David Advertising (Taiwan) Co. Ltd	70	Taiwan (Province of China)	Ordinary	6F, no.1, NanKing East Road Sec. 5, Taipei, 105, Taiwan (Province of China)
David Argentina S.A.U.	100	Argentina	Ordinary	Arevalo 1880, Buenos Aires, C1414CQL, Argentina
David Brasil Comunicação Ltda	69.92	Brazil	Ordinary	State of São Paulo at Avenida Pedrosa de Moraes, 1553, conjuntos 21, 22 e 23, Pinheiros, CEP 05419-001, São Paulo, Brazil
David Colombia S.A.S.	85	Colombia	Ordinary	Calle 97 No. 11B-17, Bogotá, Colombia, Latin America regional administration
David Miami Inc.	70	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
David the Agency Madrid S.L.	70	Spain	Ordinary	Breton de los Herreros 57, Madrid, 28003, Spain
Dawestyle Inc	40	Philippines	Ordinary	7th Floor EPCIB Tower, 6760 Paseo de Roxas, Makati, Philippines
Daymon Serviços, Consultoria e Gestão Ltda.	25.38	Brazil	Ordinary	Sao Paulo, Estado de Sao Paulo, na Rua Florida, 1703, 102 andar, conjunto 101, parte, Condomínio Edifício Gavea, Cidade Moncoes, CEP 04565-001, Brazil
dBOD Brand Planning Co., Ltd	50	China	Ordinary	Room 2, No 600 Shan Xi Bei Road, Shanghai, China
dBOD International B.V.	50	Netherlands	Ordinary	Jacob Bontiusplaats 9, UNIT 5.80, Amsterdam, 1018 LL, Netherlands
DCSNET Comunicações Ltda.	60.1	Brazil	Ordinary	Av. Taquara, nº 154, sala 201, Porto Alegre/RS, CEP 90460-210, Brazil
Decode Co., Ltd	100	China	Ordinary	3rd Floor, No.665 Zhangjiang Road, Shanghai Free Trade Experimental Zone, Shanghai, China
deepblue networks AG	100	Germany	Ordinary	Schützenstraße 21, Hamburg, 22761, Germany
DEELOCAL INC.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Demand Interactive Pte Ltd	100	Singapore	Ordinary	1 Maritime Square, #13-02 Harbour Front Centre, 099253, Singapore
Dernilog S.A.	51	Uruguay	Ordinary	Luis Alberto Herrera 1248, Apto 1407, Montevideo, Uruguay
Design Bridge (Shanghai) Co., Ltd.	100	China	Ordinary	Room 505, Building Jia 1, No.57 Fuxing Xi Road, Xuhui District, Shanghai, China
Design Bridge and Partners Worldwide Limited	100	United Kingdom	Ordinary	16 - 17, Clerkenwell Close, London, EC1R 0QN
Design Bridge Asia PTE Limited	100	Singapore	Ordinary	60 Kandahar Street, 198906, Singapore
Design Bridge Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Design Bridge Nederland BV	100	Netherlands	Ordinary	Overtoom 373/1, Amsterdam, 1054 JN, Netherlands
Design Bridge New York, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Design Direct Tokyo GK	100	Japan	Ordinary	Roppongi Yamada Bldg, 3-5-27 Roppongi, Minato-ku, Tokyo, Japan
Designercity (HK) Limited	51	Hong Kong	Ordinary	6/F Wellington Street, Central, Hong Kong
DESIGNWORKS (NZ) LIMITED	100	New Zealand	Ordinary	LEVEL 5, 7-11 DIXON STREET, WELLINGTON, 6011, New Zealand
Despatch S.A.	51	Uruguay	Ordinary	Ruta 8, Km 17.5, Zonamerica, Uruguay
Dewey Square Group, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
DFX - Design for X Cursos e Treinamentos Ltda.	60.03	Brazil	Ordinary	Alameda Franca, 1050, 4º andar, conjunto 41, Jardim Paulista, CEP 01422-001, São Paulo, Brazil
Diamond (KH) Netherlands HoldCo BV	40	Netherlands	Ordinary	Strawinskylaan 1209, Toren A, 12e etage, 1077XX, Amsterdam, Netherlands
Diamond (KH) Netherlands HoldCo Cooperatief U.A.	40	Netherlands	Ordinary	Strawinskylaan 1209, Toren A, 12e etage, 1077XX, Amsterdam, Netherlands
Diamond Ogilvy LLC	100	Korea (the Republic of)	Ordinary	7/F, KCC Bldg, 27-8, Chamwon-Dong, Seocho-Gu, Seoul, Korea (the Republic of)
DIFF INC.¹	100	United States	Ordinary	2915 Ogletown Road, Newark, DE, 19713
different GmbH	39	Germany	Ordinary	Schlesische Straße 38, Berlin, 10997, Germany
Digital Factory S.A.L (Offshore)	68	Lebanon	Ordinary	JWT MENA, Bab idriss, 47 Patriarch Howeyek Street, Beirut, Lebanon
DNX Limited	100	United Kingdom	Ordinary	High House Farm, Gomshall Lane, Shere, Guildford, Surrey, GU5 9BU, England & Wales
Dolphin Square Holding B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Dong Tay Promotions Corporation	30	Viet Nam	Ordinary	178 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City, Viet Nam
Dorland Werbeagentur GmbH	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
DTI Sistemas Ltda.,	75	Brazil	Ordinary	Rua Antônio de Albuquerque, 330, Salas 1401, 1402, 1501, and 1502, Belo Horizonte, 30.112-010, Brazil
dtSi Inc	100	Korea (the Republic of)	Ordinary	5th Floor, JoongPyung Building, 748-15 Yeoksam-dong, Gangnam-gu, Seoul, Korea (the Republic of)

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Du Bois Ording Design B.V.	100	Netherlands	Ordinary	Jacob Bontiusplaats 9, UNIT 5.80, Amsterdam, 1018 LL, Netherlands
eAgency Co Ltd	86.5	Viet Nam	Ordinary	19th Floor, Centec Tower, 72-74 Nguyen Thi Minh Khai, Ward 6, District 3, Ho Chi Minh City, Vietnam
Eaton Square Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
EBSI Holding BV	100	Netherlands	Ordinary	Leeuwenveldseweg 14m, Weesp, 1382 LX, Netherlands
Eco Young & Rubicam, S.A.	40	Guatemala	Ordinary	8 Calle 2-38, Zona 9, Guatemala City, 01009, Guatemala
Edge Asia Digital Services Sdn Bhd	86.5	Malaysia	Ordinary	2nd Floor, No 19 & 19 Jalan Brunei Barat, Pudu 55100, Kuala Lumpur Wilayah Persekutuan, Malaysia
Effect Halkla İlişkiler Ve Turizm Hizmetleri Anonim Şirketi	60	Turkey	Ordinary	Buyukdere Cad. Ecza Sok., Safer Han, K: 4, No: 6, Sisli, Istanbul, Turkey
EffectiveBrands Holding B.V.	40	Netherlands	Ordinary	Silodam 231, Amsterdam, 1013, Netherlands
Eighty Two Point Five Communications Private Limited	80.07	India	Ordinary	4th Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
Eightytwo Customer Experience Limited <sup>1</sup>	100	Ireland	Ordinary	6 Ely Place, Dublin 2, Ireland
Emark International B.V.	100	Netherlands	Ordinary	Nieuwe Gracht 74, 2011 NJ Haarlem, Netherlands
E-Mark Mail B.V.	100	Netherlands	Ordinary	Nieuwe Gracht 74, 2011 NJ Haarlem, Netherlands
Emark Services Ltd	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, United Kingdom, England, NW1 7QP
Emnittel GmbH <sup>2</sup>	39.728	Germany	Ordinary	Landsberger Straße 336, München, 80687, Germany
Emopublica SA	20	Spain	Ordinary	calle Bolivia 68-70, Barcelona, 08018, Spain
Emor AS	29.672	Estonia	Ordinary	Harju maakond, Tallinn, Kesklinna linnaosa, Maakri tn 21, 10145, Estonia
Encompass Events Private Ltd	92.5	India	Ordinary	Mez & 1st Floor, A-83 Okhla Industrial Area, Okhla Ph-II New Delhi South Delhi DL 110020 IN
Enduring Organisation	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Enduring Organisation Three	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Enduring Organisation Two	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Engage Communications Limited <sup>1</sup>	40	Kenya	Ordinary	PO Box 55207-00200, Nairobi, Kenya
Enigma Code Limited	24.99	United Kingdom	Ordinary	The Buckley Building, 49 Clerkenwell Green, London, EC1R 0EB
Entreprise de Communications Tank Inc.	100	Canada	Ordinary	55 Rue de Prince, Montreal, PQ, H3C 2M7, Canada
Era Ogilvy Public Relations Co., Limited	70	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Essence Communications Sdn Bhd	100	Malaysia	Preference, Ordinary	Unit 621, 6th Floor, Block A, Kelena Centre Point, No. 3 Jalan SS 7/19, Kelena Jaya, Petaling Jaya, Selangor Darul Ehsan, 47301, Mexico
Essence Global Australia Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Essence Global Germany GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
Essence Global Group Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Essence Global Japan KK	100	Japan	Ordinary	Yebisu Garden Place Tower, 30th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6030, Japan
Essence Global Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Essence Global Media Singapore Pte. Ltd.	100	Singapore	Ordinary	4 Robinson Road #10-01 Singapore, Singapore, 048543
Essence MediaCom Greece Ltd	100	Greece	Ordinary	Kifissias Avenue 350 & Lada 2, Chalandri, Athens, Greece
Essence Mediacom Thailand Co Ltd	100	Thailand	Ordinary	2 Ploenchit Center, 20th Floor, Sukhumvit Road, Klongtoey, Bangkok, 10110, Thailand
EssenceMediacom Argentina S.A.U.	100	Argentina	Ordinary	Charcas 5051, Ciudad Autonoma de Buenos Aires, Buenos Aires, 1425, Argentina
EssenceMediacom Australia Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
EssenceMediacom Austria GmbH	90	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich, Vienna
EssenceMediacom Canada ULC	100	Canada	Ordinary	155 Queens Quay East, Toronto, Ontario M5A 0W4, Canada
EssenceMediacom Columbia S.A.S.	100	Colombia	Ordinary	Calle 94, No. 16-57, Bogota, Colombia
EssenceMediacom Communications (Pty) Ltd	54.95	South Africa	Ordinary	Block C, First Floor, 10 Hobart Road, Hobart Square, Bryanston, 2128, South Africa
EssenceMediacom Communications L.L.C	79	United Arab Emirates	Ordinary	H.H. Sheikh Ben Khalifa AlNahhian Off Bur, Dubai, United Arab Emirates
EssenceMediacom Czech Republic s.r.o.	100	Czech Republic	Ordinary	Opletalova 55, Praha 1, Czech Republic

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
EssenceMediacom Danmark A/S	100	Denmark	Ordinary	Antonigade 2, 2, Copenhagen K, DK-1106, Denmark
EssenceMediacom Germany GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
EssenceMediacom Hamburg GmbH	100	Germany	Ordinary	Friedensallee 11, Hamburg, 22765, Germany
essencemediacom Hong Kong Limited	100	Hong Kong	Ordinary	36/F, PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong
EssenceMediacom Italia Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
EssenceMediacom Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
EssenceMediacom LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
EssenceMediaCom Magyarország Kft	100	Hungary	Ordinary	Alkotás utca 53, C. II, Budapest, 1123, Hungary
EssenceMediacom München GmbH	100	Germany	Ordinary	Rosenheimer Straße 145 d, München, 81671, Germany
EssenceMediacom New Zealand Limited	100	New Zealand	Ordinary	LEVEL 12, 22 FANSHAWE STREET, AUCKLAND, 1010, New Zealand
EssenceMediacom Norway AS	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
EssenceMediacom Peru S.A.C.	100	Peru	Ordinary	Avenida Paseo de la República N°5895 Piso 2
Essencemediacom Sdn. Bhd.	100	Malaysia	Ordinary	Suite 1603, 16th Floor, Wisma Lim Foo Yong, No.86, Jalan Raja Chulan, 50200 KL, Malaysia
EssenceMediacom Sweden AB	100	Sweden	Ordinary	Birger Jarlsgatan 52, Stockholm, 103 77, Sweden
EssenceMediacom Sweden Gothenburg AB	89.9	Sweden	Ordinary	Box 11334, 404 27 Goteborg, Sweden
EssenceMediacom Turkey Medya Hizmetleri A.Ş.	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Estudios de Mercado LP de México, S. de R.L. de C.V.	40	Mexico	Ordinary	Alfonso Reyes 115, Col Hipodromo Condesa, Delegacion Cuauhtemoc, 06710 DF, Mexico
ETHNIC COMMUNICATIONS PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Euroclearing Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Euroteste-Marketing e Opiniao, SA	40	Portugal	Ordinary	Praça José Queirós, nº 1 - Piso 3 - Fracção 3 - 1800-237, Lisbon, Portugal
Everymile Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
EVOCATIF PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Extreme Close Up Production LLC	41.62	Egypt	Ordinary	9 Nables Street, Mohandessen, Giza, Cairo, Egypt
Famous Relations NV	75	Belgium	Ordinary	Hendrik Placestraat 43A, groot bijgaarden, 1702, Belgium
FamousGrey NV	75	Belgium	Ordinary	Hendrik Placestraat 43A, groot bijgaarden, 1702, Belgium
FAST - Financial Administration Solutions & Technologies Srl	100	Italy	Ordinary	Strada 3, Palazzo B1, Assago Milanofiori, 20090, Italy
Fast and Remarkable Proprietary Limited (trading as NotNorm Pty Ltd)¹	54.95	South Africa	Ordinary	2nd Floor, The Quirk Building, 97 Durham Avenue, Salt River, Cape Town, 7925, South Africa
FBIZ Comunicacao Ltda	51.11	Brazil	Ordinary	Rua João Moura, 1144, Pinheiros, Sao Paulo, 05412-002, Brazil
FBZ Participações Ltda	71.44	Brazil	Ordinary	Rua João Moura, 1144, Pinheiros, Sao Paulo, 05412-002, Brazil
Fenom Digital, LLC	100	United States	Ordinary	3411 Silverside Road Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
FGS Global (Asia) Limited	58.036	Hong Kong	Ordinary	6/F Alexandra House, 18 Chater Road, Central, Hong Kong
FGS Global (Europe Holding) GmbH	58.036	Germany	Ordinary	Berliner Allee 44, Düsseldorf, 40212, Germany
FGS Global (Europe) GmbH	58.036	Germany	Ordinary	Berliner Allee 44, Düsseldorf, 40212, Germany
FGS Global (Japan) GK	58.036	Japan	Ordinary	Atago Green Hills Mori Tower, 27th Floor, Minato-Ku, Tokyo, 2-5-1 Atago
FGS GLOBAL (SEA) PTE. LIMITED	58.036	Singapore	Ordinary	50 Scotts Road #03-01, 228242, Singapore
FGS Global (UK Holdco) Limited	58.036	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
FGS Global (UK) Limited	58.036	United Kingdom	Ordinary	The Adelphi, 1-11, John Adam Street, London, WC2N 6HT, England & Wales
FGS Global (US) LLC	58.036	United States	Ordinary	The Corporate Trust Company, Corporation Trust Center, 1209 Orange Street, Wilmington, New Castle, DE 19801, United States
FGS Global FZ LLC	58.036	United Arab Emirates	Ordinary	PO Box 77842, Abu Dhabi Free Zone, United Arab Emirates
FGS Global Inc.	58.036	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
FGS Holdings LLC	58.036	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Fictioneers Limited	86.76	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Financeplus USA, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Finecast Holdings Limited <sup>2</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Finecast Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Finnpanel Oy	20	Finland	Ordinary	Lönnrotinkatu 20 A, 00120 Helsinki, Finland
Finsbury Glover Hering (FGH) Public Relations Consulting (Shanghai) Co., Ltd.	57.975	China	Ordinary	76-82, Room 25, 6F, Huasheng Road, Jing'an District, Shanghai, China
FINSBURY SG LLP	100	Singapore	Ordinary	50 Scotts Road #03-01, 228242, Singapore
Firefly Market Research India Private Limited	40	India	Ordinary	3rd Floor, A Wing, The Orb, Sahar, Village Marol, Andheri (E), Mumbai Mumbai City MH 400099
Fitch Design Consultants Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Fitch Design Pte Ltd	100	Singapore	Ordinary	71 Robinson Road #06-00 Singapore 068895
Fitch Digital Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
FITCH FZ-LLC	87	United Arab Emirates	Ordinary	Building 1, Suite 1, Dubai Media City, PO Box 74351, Dubai, Dubai - Free Trade Zone, United Arab Emirates
Fitch Worldwide Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Fitch: Qatar Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Flexible Organisation	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Focus Research Limited	40	New Zealand	Ordinary	Level 1, 46 Sale Street, Auckland CBD, Auckland, New Zealand
Food Group, Inc	100	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
Fortuity Communications Pvt. Ltd	100	India	Ordinary	8th Floor, Tower B, DLF Cyber Park, 405-B, Sector-20, Udyog Vihar, Phase-III, Gurgaon 122016
Foster Informatica Ltda	70	Brazil	Ordinary	Rua Ramon Penharrubia 130, 3rd andar - conjunto 304, 5 andar - conjunto 504, 9 andar - conjuntos 902/903, 12 andar - conjuntos 1201 - 1204, Paraíso, São Paulo, CEP 01323-140, Brazil
Freeway Communications Ltd	100	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
Freunde des Hauses GmbH	41.65	Germany	Ordinary	Lange Reihe 29, Hamburg, 20099, Germany
Fulano Marketing e Tecnologia Ltda	51.69	Brazil	Ordinary	Rua João Moura, 1144, Pinheiros, São Paulo, 05412-002, Brazil
FUSION ENTERPRISES PTY LTD <sup>1</sup>	49	Australia	Ordinary	LEVEL 17, 11 WAYMOUTH STREET, ADELAIDE, SA, 5000, Australia
G.M.E. FZ-LLC DMCC	24	United Arab Emirates	Ordinary	Unit No: One JLT-13-00, Jumeirah Lakes Towers P.O.Box 60992, Dubai, UAE
G2 Branding and Design Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
G2 China Co. Ltd	100	China	Ordinary	Room 677-19, Building 2, No 351, Guo Shou Jing Road, Zhangjia Hi-tech Zone, Shanghai, China
G2 Communications Pvt Ltd	100	India	Ordinary	2nd Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
G2 Hong Kong Ltd	100	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
G2 Interactive Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
G2 London Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
G2 Rams India Pvt Ltd	94.7	India	Preference, Ordinary	2nd Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
G2 Star Echo Marketing Communications Co. Ltd <sup>1</sup>	51	China	Ordinary	F22, 6th Floor, Nantian International Business Center, No 8 Huacheng Dadao, Tianhe District, Guangzhou, China
Gain Theory Limited	100	United Kingdom	Ordinary	Gain Theory, 3rd floor, Greater London House, Hampstead Road, NW1 7QP, England
Gain Theory, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Gambit Hill & Knowlton AS <sup>1</sup>	100	Norway	Ordinary	Fridtjof Nansens plass 4, Oslo, 0160, Norway
Garrott Dorland Crawford Holdings Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
GCI Communications	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
GCI Communications Inc./Communication GCI Inc.	100	Canada	Ordinary	160 Bloor Street East, Suite 800, Toronto, ON, M4W 3P7, Canada
GCI Financial (Holdings) Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
GCI Germany GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
GCI Group Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
GCI Health Singapore PTE. Ltd	100	Singapore	Ordinary	50 Scotts Road #01-01, 228242, Singapore
GCI Health Unternehmensberatung für Kommunikation GmbH (40477) 175963	80	Germany	Ordinary	Shanghaiallee 7, Hamburg, 20457
GCI Jane Howard Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
GCI London Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
GDM Grey Direct Marketing	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Genesis BCW Private Limited	100	India	Ordinary	807, New Delhi House, Barakhamba Road, Connaught Place, New Delhi, 110001, India
Geometry Argentina S.A.¹	51	Argentina	Ordinary	Honduras 5488, Capital Federal, Buenos Aires, C1414 BNB, Argentina
Geometry Global (Taiwan) Co Ltd	100	Taiwan (Province of China)	Ordinary	90, Song Ren Road, Taipei, 110, Taiwan (Province of China)
Geometry Global (UK) Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Geometry Global Advertising L.L.C.	60	United Arab Emirates	Ordinary	Alattar Business Tower 23rd Floor, United Arab Emirates
Geometry Global Benelux B.V.	100	Netherlands	Ordinary	Watertorenplein 4b, Amsterdam, 1051 PA, Netherlands
Geometry Global Brasil Comunicação Ltda.¹	99.98	Brazil	Ordinary	Avenida Engenheiro Luiz Carlos Berrini no. 1376, escritório 71, Torre A, Torre Nações Unidas, 7 andar, Brooklin Paulista, São Paulo, CEP 04571-936, Brazil
Geometry Global Cape (Pty) Ltd¹	42.1	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Geometry Global Co., Ltd.	50	China	Ordinary	9th Floor, Huali Building, 58 Jinbao Street, Beijing, 100005, China
Geometry Global Colombia S.A.S.	100	Colombia	Ordinary	Calle 94, No. 16-57, Bogota, Colombia
Geometry Global Company Limited	100	Hong Kong	Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
Geometry Global Hungary Kft	100	Hungary	Ordinary	Andrassy str 9, Budapest, 1061, Hungary
Geometry Global India Pvt	90	India	Ordinary	2nd Floor, A wing, The ORB- Sahar, Village Marol, Andheri (East) Mumbai-400099
Geometry Global Interactive Sdn Bhd	100	Malaysia	Ordinary	15/fi Wisma Genting, Jl Sultan Ismail, 50250, Malaysia
Geometry Global Johannesburg (Pty) Ltd	42.4	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Geometry Global Korea Co. Ltd	100	Korea (the Republic of)	Ordinary	15F, JS Tower 507 Samseong-ro, Gangnam-gu, Seoul, Korea
Geometry Global Limited	56.25	Kenya	Ordinary	LR No 209/269622 CVS Plaza, Kasuku/Lenana Road, PO Box 30280-00100, Nairobi, Kenya
Geometry Global Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Geometry Global LLC	100	United States	Ordinary	600 Mamaroneck Avenue #400, Harrison, Westchester County, NY, 10528, United States
Geometry Global Peru S.A.	70	Peru	Ordinary	Avenida el Bosque 128, San Isidro, Lima, Peru
Geometry Global Romania SRL	100	Romania	Ordinary	Frumoasa Street, No 39, District 1 Bucharest, 010986, Romania
Geometry Global Sdn Bhd	100	Malaysia	Ordinary	15/fi Wisma Genting, Jl Sultan Ismail, 50250, Malaysia
Geometry Global Venezuela C.A.	80	Venezuela	Ordinary	Avenida La Estancia, Centro Banaven, Torre C, Piso 3, Chuao, Caracas, 1060, Venezuela
Geometry Global, Inc.	51	Philippines	Ordinary	25F Picadilly Star Bldg, Lot 3, Block 19, 4th Corner 27th Street, Fort Bonifacio, Taguig City, Philippines
Geometry Istanbul İletişim Hizmetleri ve Danışmanlık Anonim Şirketi	100	Turkey	Ordinary	Buyukdere Cad. Noramin Is Merkezi, No: 237 Giris Kat Maslak, Sisli, Istanbul, Turkey
Geometry London Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Geometry Ogilvy Japan G.K.	100	Japan	Ordinary	Yebisu Garden Place Tower, 25th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6025, Japan
GEORGE PATTERSON PARTNERS PTY LIMITED	100	Australia	Preference, Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
GHG Access Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
GIIR Inc	29.37	Korea (the Republic of)	Ordinary	LG Mapo Building 15th Floor, 275 Gongdeok2dong Mapogu, Seoul, 121-721, Korea (the Republic of)
gkk Bremen GmbH	100	Germany	Ordinary	Lloydstraße 4 - 6, Bremen, 28217, Germany
gkk DialogGroup GmbH	100	Germany	Ordinary	Hanauer Landstraße 154, Frankfurt am Main, 60314, Germany
gkk Hannover GmbH Agentur für Dialogmarketing	100	Germany	Ordinary	Rotenburger Straße 28, Hannover, 30659, Germany

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
gkk München GmbH	100	Germany	Ordinary	Leopoldstraße 252, München, 80807, Germany
Glitch Media Private Limited	100	India	Ordinary	4th Floor, A wing, The ORB- Sahar Village Marol, Andheri (East) Mumbai Mumbai City MH 40009
Global Smolian Holdings Limited	25.38	Mauritius	Ordinary	c/o MITCO, Level 11, One Cathedral Square, Port Louis, Mauritius
Global Strategies International, LLC	70	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Global Team Ogilvy All Stars GmbH <sup>1</sup>	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Global WSH Investment Holdings Limited	47.03	Mauritius	Ordinary	4th Floor, Ebene Skies, Rue de L'Institut, Ebene, Mauritius
GMC Media Services Dominicana, S.A.S.	100	Dominican Republic	Ordinary	Calle Frank Félix Miranda, No. 8, Ensanche Naco, Santo Domingo, Dominican Republic
GMT+0 Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, England
Go Advertising (Proprietary) Limited	31.8	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Golden Fame International Holdings Ltd	60	Hong Kong	Ordinary	Suite 2802, 28/F., Prosperity Millennia Plaza, 663 King's Road, North Point, Hong Kong
Good Neighbor Foundation Inc.	100	United States	Ordinary	United Corporate Services Inc., 10 Bank Street, Suite 560, White Plains, NY, 10606, United States
Gorilla Group Canada Inc. / Groupe Gorilla Canada Inc.	100	Canada	Ordinary	300- 507 Place d'Armes, Montréal Québec H2Y 2W8
Gorilla, LLC	100	United States	Ordinary	208 South LaSalle Street, Suite 814, Chicago, IL, 60604, United States
GPAT S.A. - Propaganda e Publicidade	50.99	Brazil	Ordinary	Avenida das Nacoes Unidas, 12.955, 9 Andar sala 35-V, Brooklin Novo, Sao Paulo, 04578-000, Brazil
Gram Reklamcilik Ltd Sti	80.51	Turkey	Ordinary	Tesvikiye Mah. Hakki Yeten Cad., No 11-13 Terrace Fulya Center, 1-2 M2 Kati Sisli, Istanbul, Turkey
Grand Wealth International Holdings Limited	51	Hong Kong	Ordinary	31st Floor, 169 Electric Road, North Point, Hong Kong
Graphic People Ltd <sup>1</sup>	60	Bangladesh	Preference, Ordinary	Plot 76/A (3rd Floor), Road 11, Banani, Dhaka, Bangladesh
Gravitas Sdn. Bhd.	100	Malaysia	Ordinary	15/fi Wisma Genting, Jl Sultan Ismail, 50250, Malaysia
Greenhouse Group B.V.	100	Netherlands	Ordinary	Emmasingel 25, 5611 AZ Eindhoven, Netherlands
Grey (Thailand) Co Ltd. <sup>1</sup>	99.99	Thailand	Ordinary	1028/5 Phongamon Building, Floors 1-2, Rama 4 Road, Khwaeng Thungmahamek, Khet Sathorn, Bangkok, Thailand
Grey Advertising (Bangladesh) Ltd.	52.5	Bangladesh	Ordinary	HB Tower, 4th Floor, House No 1A, Road No 23, Gulshan - 1, Dhaka, 1212, Bangladesh
Grey Advertising Africa Proprietary Limited	41.33	South Africa	Ordinary	Unit 21, Second Floor, 1 Melrose Boulevard, Melrose Arch, Johannesburg, 2196, South Africa
Grey Advertising de Venezuela, C.A.	100	Venezuela	Ordinary	Av Francisco de Miranda, Torre Europa, Piso 10, El Rosal, Caracas, Venezuela
Grey Advertising Hong Kong Ltd	100	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
Grey Advertising Limited	100	Hong Kong	Ordinary	31st Floor, 169 Electric Road, North Point, Hong Kong
Grey Advertising Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Advertising ULC/Publicite Grey ULC	100	Canada	Ordinary	Suite 1600, 421 7th Avenue SW, Calgary, AB, T2P 4K9, Canada
Grey Amsterdam B.V.	90	Netherlands	Ordinary	53 Danzigerkade, Amsterdam, 1013AP, Netherlands
Grey Argentina S.A.U.	100	Argentina	Ordinary	Juan Ramirez de Velasco 845, Buenos Aires, C1414AQQ, Argentina
Grey Athens SA	100	Greece	Ordinary	280 Kifissias Avenue, Chalandri, Athens, 15232, Greece
Grey Chile SpA	100	Chile	Ordinary	Eleodoro Yáñez 2376, Providencia Las Condes, Santiago, Chile
Grey China Marketing Communications Co Ltd	100	China	Ordinary	607-610A, Tower W3, Oriental Plaza, 1 East Change An Avenue, Beijing, 100738, China
Grey CIS Werbeagentur GmbH <sup>2</sup>	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
Grey Colombia S.A.S.	100	Colombia	Ordinary	Calle 94, No. 16-57, Bogota, Colombia
Grey Communications Group Limited <sup>1</sup>	100	United Kingdom	Preference, Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Direct Interactive Co. Ltd <sup>1</sup>	100	Thailand	Ordinary	14th Floor, Q House Plenjit Building, 598 Ploenjit Road, Lumpini, Pathumwan, Bangkok, 10330, Thailand
Grey Direct Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey DPI (Guangzhou) Limited	60	China	Ordinary	Unit 2211, No 8 Yunhe Bei St.Xianlie Zhong Rd, Guangzhou, China
Grey DPI (Hong Kong) Limited	60	Hong Kong	Ordinary	Suite 2802, 28/F., Prosperity Millennia Plaza, 663 King's Road, North Point, Hong Kong
Grey East Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Grey Espana SLU	100	Spain	Ordinary	Carrer de Santalo, 10, Barcelona, 08021, Spain
Grey Europe Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Famously Effective GmbH	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
Grey First Serve Advertising Pvt Ltd	100	Sri Lanka	Ordinary	No 15/7 Victoria Place, Elvitigala Mawatha, Colombo, 08, Sri Lanka
Grey GB Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
GREY germany GmbH	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
Grey Global Group (UK) Limited <sup>1</sup>	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Global Group LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Grey Global Group Sweden AB	100	Sweden	Ordinary	Box 7820, Stockholm, 103 97, Sweden
Grey Global Group Vietnam Co. Ltd	51	Viet Nam	Ordinary	27SB Pham Ngu Lao, W. Pham Ngu Lao, District 1, Ho Chi Minh City, S.R. Vietnam, Viet Nam
Grey Group PTE Ltd	100	Singapore	Ordinary	No 1 Magazine Road, 03-07 Central Mall, 059567, Singapore
Grey Healthcare Japan Inc <sup>1</sup>	100	Japan	Ordinary	1-23-23 Ebisu, Shibuya-ku, Tokyo, 105-0013, Japan
Grey Healthcare Ltd	50	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
Grey Holding Central Europe GmbH	100	Germany	Ordinary	Platz der Ideen 1, Düsseldorf, 40476, Germany
Grey IFC 2 LLC <sup>1</sup>	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle, DE, 19810, United States
Grey Interactive Europe Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Interactive Ltd	60	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
Grey International Limited	100	Hong Kong	Ordinary	31st Floor, 169 Electric Road, North Point, Hong Kong
Grey London Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Maryland LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Grey México, S. de R.L. de C.V.	100	Mexico	Ordinary	Jaime Balmes No. 8-104, Col Los Morales Polanco, Mexico DF, 11510, Mexico
Grey Midlands Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Netherlands Holding B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Grey Nordic ApS	100	Denmark	Ordinary	14, Ny Ostergade, 1101 Kobenhavn K
Grey NT Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Philippines, Inc. <sup>1</sup>	98.97	Philippines	Ordinary	2723 Sabio St, Bgy Bangkal, Makati City, 1231, Philippines
Grey PTK Advertising Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Public Relations Company Ltd	100	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
Grey Publicidade do Brasil Ltda <sup>1</sup>	97.86	Brazil	Ordinary	Avenida Pedroso de Moraes, 1553, cjtos. 21/24, 61/64 parte, São Paulo, SP, 05419-001, Brazil
Grey Saudi Advertising LLC	100	Saudi Arabia	Ordinary	13th Floor, Tawuniya Towers, North Tower, King Fahd Road, Olaya Area, Riyadh, 11351
Grey Saudi Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Grey Shopper GmbH <sup>1</sup>	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
Grey Siam Co Ltd	99.94	Thailand	Ordinary	8th Floor, Q House Plenjit Building, 598 Ploenjit Road, Lumpini, Pathumwan, Bangkok, 10330, Thailand
Grey srl	100	Italy	Ordinary	Via Galvano Fiamma 18, Milan, Italy
Grey Worldwide (India) Pvt.Ltd <sup>1</sup>	100	India	Ordinary	2nd Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
Grey Worldwide Co. LLC	100	United Arab Emirates	Ordinary	API Tower, Sheikh Zayed Road, Bar Dubai, United Arab Emirates
Grey Worldwide Inc (Japan) <sup>1</sup>	100	Japan	Ordinary	1-23-23 Ebisu, Shibuya-ku, Tokyo, 105-0013, Japan
Grey Worldwide Korea Inc.	100	Korea (the Republic of)	Ordinary	3rd Floor, SBTower 318, Dosan-Daero, Gangnam-gu, Seoul, Korea (the Republic of)
Grey Worldwide Limited <sup>2</sup>	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Grey Worldwide Middle East Network Ltd (Cyprus)	100	Cyprus	Ordinary	Kyriakou Matsi 16, Eagle House 10th Floor, Agioi Omologites, Nicosia, 1082, Cyprus
Grey Worldwide Middle East Network Qatar W.L.L.	49	Qatar	Ordinary	Grey Compound - facing Aspetar, Aspire Zone Street, PO Box 23687, Dohar, Qatar
Grey Worldwide Middle East Network SARL	100	Lebanon	Ordinary	Grey Compound, Beit Mery Roundabout, PO Box 55-477, Beirut, Lebanon

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Grey Worldwide North Africa Network SARL	99	Morocco	Ordinary	Sidi Maarouf Lot No 2 - 4 etage, Lotissement Mandarouna 300, Casablanca, Morocco
Grey Worldwide Romania SRL	100	Romania	Ordinary	Frumoasa Street, No 39, District 1 Bucharest, 010986, Romania
Grey Worldwide Sdn Bhd	100	Malaysia	Ordinary	Suite 1603, 16th Floor, Wisma Lim Foo Yong, No.86, Jalan Raja Chulan, 50200 KL, Malaysia
Grey Worldwide SEA Sdn Bhd	100	Malaysia	Ordinary	Suite 1603, 16th Floor, Wisma Lim Foo Yong, No.86, Jalan Raja Chulan, 50200 KL, Malaysia
Grey Worldwide Warszawa Sp. z o.o	100	Poland	Ordinary	Prosta 51, Warsaw, 00-838, Poland
Greycom Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
greyhealth group GmbH	100	Germany	Ordinary	Dornhofstraße 44 - 46, Neu-Isenburg, 63263, Germany
GreyPOSSIBLE Benelux B.V.	90	Netherlands	Ordinary	53 Danzigerkade, Amsterdam, 1013AP, Netherlands
GreyPOSSIBLE Holding B.V.	100	Netherlands	Ordinary	53 Danzigerkade, Amsterdam, 1013AP, Netherlands
Groundfloor BV	100	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079LH, Netherlands
Group M France SAS	100	France	Ordinary	32 rue Guersant, Paris, 75017, France
Group M India Holding B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Group M MENA FZ-LLC	100	United Arab Emirates	Ordinary	Floor 35 and 36, Tower B, Business Central Towers, Dubai, United Arab Emirates
Group M Worldwide, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle, DE, 19810, United States
Group M WPP Ltd	100	Ireland	Ordinary	3 Christchurch Square, Dublin, 8, Ireland
Group SJR Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Group SJR LLC¹	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
GroupM (Shanghai) Advertising Co. Ltd	100	China	Ordinary	Room 3102, The Center, 989 Changle Road, Shanghai, 200031, China
GroupM (Thailand) Company Limited	99.99	Thailand	Ordinary	No.2 Ploenchit Center Building, 23rd Floor, Soi Sukhumvit 2, Sukhumvit Road, Klongtoey Sub-district, Klongtoey District, Bangkok
GroupM Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
GroupM Argentina S.A.U.	100	Argentina	Ordinary	Florida 15, Piso 12 (C1005AAA), Buenos Aires, Argentina
GroupM Argentina Trading S.A.U.	100	Argentina	Ordinary	Charcas 5051, Buenos Aires, C1425BOC, Argentina
GroupM Asia Pacific Holdings Pte Ltd	100	Singapore	Ordinary	18 Cross Street, #04-01, Cross Street Exchange, Singapore (048423)
GroupM B.V.	100	Netherlands	Ordinary	Karperstraat 8, Amsterdam, 1075 KZ, Netherlands
GroupM Belgium SA	100	Belgium	Ordinary	Rue Jules Cockxstraat 8-10, Bruxelles, 1160, Belgium
GroupM Canada Inc	100	Canada	Ordinary	Suite 1600, 421 7th Avenue SW, Calgary, AB, T2P 4K9, Canada
GroupM Central Europe Zagreb d.o.o	100	Croatia	Ordinary	Strojarska cesta 22, Zagreb, 10000
GroupM Chile SpA	100	Chile	Ordinary	Vicuña Cifuentes 2209 Providencia Santiago de Chile, Santiago, Chile
GroupM Colombia S.A.S	100	Colombia	Ordinary	Carrera 19, No. 89-21, Bogotá., Colombia
GroupM Communications Hong Kong Limited	100	Hong Kong	Ordinary	36/F, PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong
GROUPM COMMUNICATIONS PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
GroupM Competence Center GmbH 76816	100	Germany	Ordinary	Derendorfer Allee 4, Düsseldorf, 40476, Germany
GroupM Connect AG	100	Switzerland	Ordinary	Manessestrasse 85, Zurich, 8045, Switzerland
GroupM Costa Rica Limitada	100	Costa Rica	Ordinary	San Francisco de Goicoechea, costado sur del Centro Comercial El Pueblo, Oficentro Torres del Campo, Torre 1, 2º piso., San José, Costa Rica
GroupM Denmark A/S	100	Denmark	Ordinary	Antonigade 2, 3.tv, Copenhagen K, DK-1106, Denmark
GroupM Digital Germany GmbH	100	Germany	Ordinary	Derendorfer Allee 4, Düsseldorf, 40476, Germany
GroupM Digital GmbH	100	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich, Vienna
GroupM Egypt LLC	100	Egypt	Ordinary	21st floor, 11B El Hegaz Square, Mohandisin, El Agouza, Cairo, Egypt
GroupM El Salvador, Limitada de Capital Variable	100	El Salvador	Ordinary	Avenida Las Camelias y Calle Los Castaños # 17, Colonia San Francisco, Edificio Point., El Salvador
GroupM Finland Oy	100	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
GroupM Germany GmbH & Co. KG	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
GroupM Germany Verwaltungs GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
GroupM Guatemala, S.A.	100	Guatemala	Ordinary	12, Calle 1-25, Zona 10, Edificio Geminis 10, Oficina 1203, Torre Norte, Guatemala City, Guatemala
GroupM Holding GmbH	100	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich, Vienna
GroupM Holdings Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
GroupM Japan KK	100	Japan	Ordinary	Yebisu Garden Place Tower, 4-20-3 Ebisu, Shibuya-ku, Tokyo, Japan
GroupM Kommunikationsagentur GmbH	100	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich
GroupM Korea Digital B.V.	100	Netherlands	Ordinary	Weena 340, Rotterdam, 3012 NJ, Netherlands
GroupM Korea Inc.	100	Korea (the Republic of)	Ordinary	8F SB Tower, 318 Dosan-Daero, Gangnam-gu, Seoul, Korea (the Republic of)
GroupM L.L.C. (Qatar)	100	Qatar	Ordinary	1st Floor, Office no. 3, Al Reem Tower, St 841, Zone 63, Doha, Qatar
GroupM Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
GroupM LLC	100	Ukraine	Ordinary	6, O.Teligy Street, Building 1, Kyiv, Ukraine, 04112, Ukraine
GroupM Market Advertising Co. Ltd.	100	China	Ordinary	Room 2801, The Center, No 989 Changle Road, Shanghai, Shanghai, 200031, China
GroupM Media (Private) Ltd	100	Sri Lanka	Ordinary	14/14A, Vajira Road, Colombo 04, Sri Lanka
GroupM Media Communication Services d.o.o. Sarajevo	100	Bosnia and Herzegovina	Ordinary	Fra Andjelka Zvizdovica 1 - Building Unitic, Sarajevo, Bosnia and Herzegovina
GroupM Media Communication Services d.o.o. Beograd	100	Serbia	Ordinary	Baje Pivljanina 39, Belgrade, Serbia
GroupM Media India Pvt Ltd	69.5	India	Ordinary	7th & 8th Floor, Wing A, The ORB, Village Marol, Andheri (East), Mumbai 400099
GroupM Media Operations SRL	100	Romania	Ordinary	47 Aviatorilor Bld, 2nd Floor, District 1, Bucharest, Romania
GroupM Media Products Pte. Ltd.	100	Singapore	Ordinary	4 Robinson Road, #10-01, 048543, Singapore
GroupM Medya Hizmetleri Ticaret Limited Sirketi	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
GroupM New Zealand Limited	100	New Zealand	Ordinary	LEVEL 11-12, 22 FENSHAW ST, AUCKLAND, 1010, New Zealand
GroupM Norway AS	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
GroupM Pakistan (Private) Ltd	100	Pakistan	Ordinary	208, 2nd Floor, The Forum, Khayaban-e-Jami, Clifton, Karachi, Pakistan
GroupM Panamá S.A.	100	Panama	Ordinary	P.O. Box 55-0324, Paitillo, Panama, Panama
GroupM plus Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
GroupM Proprietary Media Co., Ltd.	100	Thailand	Ordinary	23rd Floor, Ploenchit Center Building, No. 2 Soi Sukhumvit 2, Sukhumvit Road, Klongtoey, Bangkok, Thailand
GroupM Publicidad Worldwide SA	100	Spain	Ordinary	c/ Las Norias 92, Edificio Nuestra Señora del Pilar, Majadahonda, Madrid, 28221, Spain
GroupM Publicidade Advertising Unipessoal, Lda	100	Portugal	Ordinary	Av.24 de Julho, 62, Lisbon, 1200 869
GroupM Puerto Rico Inc	100	Puerto Rico	Ordinary	270 Muñoz Rivera Ave., 3rd Floor, Hato rey PR 00918, San Juan, Puerto Rico
GroupM s.r.o.	100	Czech Republic	Ordinary	Nadrazni 32, Praha 5, Czech Republic
GroupM SA Media Holdings Proprietary Limited	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, 2157
GroupM Services AG	100	Switzerland	Ordinary	Seestrasse 315, Zurich, 8038, Switzerland
GroupM Services S.R.L.	100	Romania	Ordinary	Bucharest District 1, 4-10 Muntii Tatra Street, 5th Floor, Room no. 7, Romania
GroupM Singapore Pte Ltd	100	Singapore	Ordinary	4 Robinson Road, #10-01, 048543, Singapore
GroupM Slovakia s.r.o.	100	Slovakia	Ordinary	CBC 1, Karadzicova 8, Bratislava, 821 08, Slovakia
GroupM South Africa (Proprietary) Limited	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, Johannesburg, 2157, South Africa
GroupM Sp.z.o.o.	100	Poland	Ordinary	Plac Konesera 11, Walsaw, 03-739, Poland
GroupM Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
GroupM Sweden AB	100	Sweden	Ordinary	Birger Jarlgatan 52, Stockholm, 103 77, Sweden
GroupM Technology GmbH	100	Germany	Ordinary	Benzstraße 18, Karlsruhe, 76185, Germany
GroupM Trading (M) Sdn. Bhd.	100	Malaysia	Ordinary	Level 21, Suite 21.01, The Gardens South Tower, Mid Valley City, Lingkaran Syed Putra, Kuala Lumpur, Kuala Lumpur, 59200, Malaysia
GroupM Trading Colombia S.A.S.	100	Colombia	Ordinary	Calle 94A, No. 13-84 Piso 4, Bogotá, Colombia

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
GroupM Trading Peru S.A.C.	100	Peru	Ordinary	Avenida Jose Pardo 151 Miraflores, Lima 18 Peru, Lima, Peru
GroupM Trading Puerto Rico, Inc	100	Puerto Rico	Ordinary	270 Muñoz Rivera Ave., 3rd Floor, Hato rey PR 00918, San Juan, Puerto Rico
GroupM Trading Venezuela C.A.	100	Venezuela	Ordinary	Avenida La Estancia, Centro Banaven, Torre A, Piso 5, Chuao, Caracas, 1060, Venezuela
GroupM UK Digital Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
GROUPM UK Ltd	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
GTB Agency, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
GTD AUSTRALIA PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
GTB Shanghai Advertising Co., Ltd	100	China	Ordinary	Suite 3508, The Center, No 989 Changle Road, Shanghai, China
Guangzhou Bates Dahua Advertising Co., Ltd	70	China	Ordinary	7/F., Yue Xiu Industrial & Commercial Building, 11 Zhong Shan San Lu, Guangzhou City, Guangzhou, 510100, China
Guangzhou Dawson Human Resources Service Co. Ltd	51	China	Ordinary	Room 2802, No.246 Zhongshan Si Road, Yuexiu District, China
Guangzhou Dawson Marketing Communication Co. Ltd	51	China	Ordinary	401, 4/F Guangzhou Military Culture Mansion, 10 Dadao Road, Guangzhou, China
Guangzhou Hommie Marketing Communications Co., Ltd.	51	China	Ordinary	F22, 6th Floor, Nantian International Business Center, No 8 Huacheng Dadao, Tianhe District, Guangzhou, China
Guangzhou Win-Line Marketing Communications Co. Ltd	51	China	Ordinary	307, 3/F, Guangzhou Military Culture Mansion, 10 Dadao Road, Guangzhou, China
Guangzhou Win-line Ogilvy Management Consulting Co Ltd	51	China	Ordinary	Room 301-2, No326, Dezheng Road, Yuexiu District, Guangzhou, China
Gulf Hill & Knowlton WLL	81.67	Bahrain	Ordinary	P O Box 1596, Manama, Bahrain
GWE LLC	100	United States	Ordinary	600 Mamaroneck Avenue #400, Harrison, Westchester County, NY, 10528, United States
H&O	100	France	Ordinary	32/34, rue Marbeuf, Paris, 75008, France
H1.cz s.r.o.	100	Czech Republic	Ordinary	Holesovice, Delnicka 213/12, Prague 7, 170 00, Czech Republic
Habitusinvestigacion S.A.	40	Ecuador	Ordinary	Av. Eloy Alfaro N39-81 y Portete, Quito, Ecuador
HALL MOORE CHI LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
Halpern Limited	71.12	United Kingdom	Ordinary	The Charlotte Building, 17 Gresse Street, London, W1T 1QL
Hamilton Russell South Africa (Proprietary) Limited	100	South Africa	Ordinary	2929 William Nicol Drive, Bryanston Office Park, South Africa
Harrison Patten Troughton Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP, United Kingdom
HAWKER BRITTON GROUP PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
HAYLIX PTY LIMITED	49	Australia	Ordinary	Level 4, 1 Kent Street, Millers Point, NSW, 2000, Australia
Health Angels GmbH	35.77	Germany	Ordinary	An der Alster 85, Hamburg, 20099, Germany
Healthworld (Schweiz) AG	100	Switzerland	Ordinary	Sennweidstrasse 46, 6312 Steinhausen, Switzerland
Healthworld Communications Group (Netherlands) B.V.	100	Netherlands	Ordinary	Pilotenstraat 41, Amsterdam, 1059 CH, Netherlands
Healthworld Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
HEATH WALLACE AUSTRALIA PTY LIMITED	86.5	Australia	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
Hel Communications Oy	29.7	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
Helix S.à r.l.	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
Henley Centre Headlight Vision Ltd	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
Heureka Huga Idea sp. z o.o. sp.k. <sup>1</sup>	74	Poland	Ordinary	al. Slowianska 10 B, 01-695, Warsaw, Poland
Hi Resolution (Production) Limited <sup>2</sup>	100	United Kingdom	Ordinary	The Inspire, Hornbeam Park, Harrogate, HG2 8PA, United Kingdom
High Co SA	34.13	France	Ordinary	Parc du Golf, Bat 2, BP 346 000, Aix-en-Provence, Cedex 3, 13799, France
Hill & Knowlton (China) Public Relations Co Ltd	100	China	Ordinary	The Office Park, Tower AB, 18th Floor, No 10 Jintong West Road, Beijing, 100020, China
Hill & Knowlton (SEA) Pte Ltd	100	Singapore	Ordinary	50 Scotts Road, #04-01, 228242, Singapore
Hill & Knowlton East Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Hill & Knowlton Espana SA	51	Spain	Ordinary	130 Paseo de la Castellana, Madrid, 28046, Spain
Hill & Knowlton International Belgium SA	100	Belgium	Ordinary	118 Avenue de Cortenbergh, Brussels, 1000, Belgium

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Hill & Knowlton Japan Ltd	100	Japan	Ordinary	Roppongi Yamada Bldg, 3-5-27 Roppongi, Minato-ku, Tokyo, Japan
Hill & Knowlton Limited	100	United Kingdom	Preference, Ordinary	The Buckley Building, 49 Clerkenwell Green, London, EC1R 0EB
Hill & Knowlton Qatar LLC	49	Qatar	Ordinary	PO Box 23594, Doha, Qatar
Hill & Knowlton Strategies (South Africa) (PTY) Ltd	37.01	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Hill & Knowlton Strategies Nigeria Ltd	56.25	Nigeria	Ordinary	22A Gerrard Road, Ikoyi, Lagos, Nigeria
Hill & Knowlton Strategies Uganda Limited	56.25	Uganda	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Hill + Knowlton Strategies AB	100	Sweden	Ordinary	Box 16356, Nybrokajen, Stockholm, 103 26, Sweden
Hill + Knowlton Strategies Guatemala, Sociedad Anónima	40	Guatemala	Ordinary	Centro Corporativo Guayacan, Avenida Reforma 639, Zona 10, Nivel 9, Guatemala
Hill and Knowlton Strategies Istanbul Tanıtım Halkla İlişkiler Araştırma Özel Eğitim ve Danışmanlık Anonim Şirketi	51	Turkey	Ordinary	Hacı Adil Sok 7, Aralık No 4, Levent, Beşiktaş, İstanbul, Turkey
Hill and Knowlton (SEA) Sdn Bhd	100	Malaysia	Preference, Ordinary	Level 7, Memara Milenium, 8 Jalan Damania, Pusat Bandar Damansara, Damansara Heights, Kuala Lumpur, 50490, Malaysia
Hill and Knowlton Asia Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Hill and Knowlton Asia Pacific Limited	100	Hong Kong	Ordinary	36th Floor, PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong, Hong Kong
HILL AND KNOWLTON AUSTRALIA PTY. LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Hill and Knowlton Brasil Agência de Comunicação Ltda	70	Brazil	Ordinary	Rua Duotor, Virgílio de Carvalho 136, Pinheiros, São Paulo, CEP 05415-020, Brazil
Hill and Knowlton Finland Oy	100	Finland	Ordinary	Ludviginkatu 6, Helsinki, 00130, Finland
Hill and Knowlton Ltee	100	Canada	Ordinary	160 Bloor Street East, Suite 800, Toronto, ON, M4W 3P7, Canada
Hill and Knowlton Poland Sp. z o.o	100	Poland	Ordinary	Plac Konesera 11, Warsaw, 03-736, Poland
Hill and Knowlton Strategies Egypt LLC	81.85	Egypt	Ordinary	Villa 42A, Oraby St. Maadi, Cairo, Egypt
Hill and Knowlton Strategies, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Hill+Knowlton Strategies B.V.	100	Netherlands	Ordinary	Weerdestein 20, 1083 GA, P.O.Box 87360, Amsterdam, 1080 GG, Netherlands
Hill+Knowlton Strategies de Argentina S.A.	100	Argentina	Ordinary	Maipu 1210, 5th Floor, Buenos Aires, Argentina
Hill+Knowlton Strategies GmbH	100	Germany	Ordinary	Friedrichstraße 148, Berlin, 10117, Germany
Hill+Knowlton Strategies Italy srl	100	Italy	Ordinary	Via Palo Lomazzo 19, MILANO, ITALY, 20154, Italy
Hilton Advertising Limited¹	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Hindustan Thompson Advertising Limited	73.98	India	Ordinary	6th Floor, A Wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai - 400099
Hindustan Thompson Associates Private Limited	29.592	India	Ordinary	3rd Floor, A wing, The ORB- Sahar Village Marol, Andheri (East) Mumbai Mumbai City MH 40009
Hirschen Group GmbH	49	Germany	Ordinary	An der Alster 85, Hamburg, 20099, Germany
Hirschen Group Hub GmbH	49	Germany	Ordinary	An der Alster 85, Hamburg, 20099, Germany
HK Strategies	100	France	Ordinary	57 rue Villiers, Neuilly sur Seine, Paris, 92200, France
H-Line Ogilvy Communications Company Ltd	100	China	Ordinary	905 Building 6, No 68 Wanquanhe Rd., Haidian District, Beijing, China
H-Line Worldwide Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Hogarth & Ogilvy (Taiwan) Co., Ltd	100	Taiwan (Province of China)	Ordinary	7/F, No.126 NanKing East Road Sec.4, Taipei 105, Taiwan (Province of China)
Hogarth & Ogilvy Marketing Communications (Shanghai) Co., Ltd.	100	China	Ordinary	J8 Under Ground, No. 3-4, 17 Alley, Shao Xing Road, Luwan District, Shanghai, China
Hogarth (Shanghai) Image Video Design & Production Co.Ltd	100	China	Ordinary	Room 1007, The Center No 989, Chang Le Road, Shanghai, China
HOGARTH AUSTRALIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Hogarth California LLC¹	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Hogarth Colombia S.A.S.	100	Colombia	Ordinary	Carrera 13 #94 A 26 Piso 2, Bogota, Colombia
Hogarth Inc.	100	Japan	Ordinary	Yebisu Garden Place Tower, 25th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6025, Japan
Hogarth Nederland B.V.	100	Netherlands	Ordinary	TT Vasmusweg 95, Amsterdam, 1033 SG, Netherlands
Hogarth Worldwide (Hong Kong) Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Hogarth Worldwide (Pty) Limited	54.95	South Africa	Ordinary	2929 William Nicol Drive, Bryanston Office Park, South Africa

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Hogarth Worldwide (Thailand) Ltd	100	Thailand	Ordinary	2 Ploenchit Center, 21st Floor, Sukhumvit Road, Klongtoey, Bangkok, 10110, Thailand
Hogarth Worldwide Argentina S.A.	100	Argentina	Ordinary	Arévalo 1180, Buenos Aires, Argentina
Hogarth Worldwide Canada Production Ltd / Hogarth Canada Production Mondial Ltee	100	Canada	Ordinary	99 SPADINA AVE, SUITE 100, Toronto, ON, M5V 3P8, Canada
Hogarth Worldwide de Mexico, S. de R.L. de C.V.	100	Mexico	Ordinary	Boulevard Manuel Avila Camacho No. 176, 3er Piso Col. Reforma Social Del. Miguel Hidalgo C.P., 11650, Mexico
Hogarth Worldwide GmbH (56984) 177587	100	Germany	Ordinary	Große Bleichen 34, Hamburg, 20345, Germany
Hogarth Worldwide Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
HOGARTH WORLDWIDE İSTANBUL REKLAMCILIK LIMITED ŞİRKETİ	90	Turkey	Ordinary	Maslak Mahallesi Buyukdere Caddesi 237 1101 Sariyer, Istanbul, Turkey
Hogarth Worldwide Italy srl	100	Italy	Ordinary	Viale Edoardo Jenner 53, MILANO, ITALY, 20159, Italy
Hogarth Worldwide Japan GK	100	Japan	Ordinary	Yebisu Garden Place Tower, 25th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6025, Japan
Hogarth Worldwide Limited	100	United Kingdom	Ordinary	6 Brewhouse Yard, London, EC1V 4DG, England
Hogarth Worldwide Producao Ltda.	49	Brazil	Ordinary	Avenida Brigadeiro Faria Lima 201, 26 e 27 andares, conjuntos 261 e 271, parte, Pinheiros, Sao Paulo, CEP 05426-100, Brazil
Hogarth Worldwide Production Services, SL	100	Spain	Ordinary	Maria de Molina 39, Madrid, 28006, Spain
HOGARTH WORLDWIDE PTE. LIMITED	100	Singapore	Ordinary	50 Scotts Road, #02-01, 228242, Singapore
Hogarth Worldwide Publicidade Brasil Ltda	100	Brazil	Ordinary	Rua Mario Amarat 50, Paraíso, Sao Paulo, 04002-020, Brazil
Hogarth Worldwide Sdn Bhd	100	Malaysia	Ordinary	10th Floor, Menara Hap Seng, No1 & 3, Jalan P. Ramlee, Kuala Lumpur, 50250, Malaysia
Hogarth Worldwide SRL	100	Romania	Ordinary	4-10 Muntul Tatra Street, District 1, Bucharest, Romania
Hong Kong Dawson Marketing Communications Company Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
HS Advertising Inc (FKA LG Advertising Inc)	29.95	Korea (the Republic of)	Ordinary	9F East Tower, Signature Towers, 99 Supyo-dong, Jung-gu, Seoul, S. Korea, 100-230, Korea (the Republic of)
HTA Marketing Services Private Limited	74	India	Ordinary	6th Floor, A Wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai -400099
Hug Digital LLC	70	Egypt	Ordinary	Appt 4, Unit 111, First Floor, Area 7, 1st Avenue, Street 90 Principal, opposite Blom Bank Egypt, Cairo, Egypt
Hug Digital Private Limited	70	India	Ordinary	SBC 13, Level -2, Thejaswini Building, Technopark, Trivandrum. PO BOX 695 581
Huge Idea sp. z o.o.	75	Poland	Ordinary	al. Slowianska 10 B, 01-695, Warsaw, Poland
HUMAN COMMUNICATIONS PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Hungama Digital Services Private Limited	56.04	India	Ordinary	6th Floor, A Wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai -400099
Hwa Wei & Grey Co. Ltd.	25	Taiwan (Province of China)	Ordinary	12F, No.180, Sec4, Nanking E.Rd, Taipei, Taiwan (Province of China)
HWG Marketing Consultancy (Shanghai) Co.	25	China	Ordinary	Suite 3101A, The Center, 989 Changle Road, Shanghai, China
HWGL Investment (Holding) Company Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Hype Hart GmbH	29.11	Germany	Ordinary	Böckmannstrasse 15, 20099 Hamburg, Germany
i Premium Service München GmbH	100	Germany	Ordinary	Leopoldstraße 252a, München, 80807, Germany
IBOPE Argentina S/A	39.772	Argentina	Ordinary	Calle Suipacha 664, piso 6 y 8, Buenos Aires, Argentina
IBOPE Inteligencia Argentina S.A. 2	21.352	Argentina	Ordinary	Calle Suipacha 664, piso 6 y 8, Buenos Aires, Argentina
IBOPE Latinoamericana, S.A.	39.768	Uruguay	Ordinary	Cesar Cortinas 2037, Montevideo, Uruguay
IBOPE Media Uruguay S.A.	39.864	Uruguay	Ordinary	1324 Ituzaingo Street, Piso 8 de Montevideo, Uruguay
IBOPE Pacifico	39.768	Cayman Islands	Ordinary	Maples Corporate Services Limited, PO Box 309, Ugland House, Grand Cayman, KY1-1104, Cayman Islands
IBOPE Paraguay S/A	20.28	Paraguay	Ordinary	Av. Artigas 3671 planta baja 595, Asunción Central, Asunción, Paraguay
IBOPE REPUCOM PESQUISAS ESPORTIVAS LTDA.	22	Brazil	Ordinary	Avenida Francisco Matarazzo, 1350, Torre II, terreo (parte A), Barra Funda, São Paulo, CEP 05001-100
ICherry Publicidade E Propoganda Ltda	100	Brazil	Ordinary	Rua da Gloria, 72, conj 810, Centro Civico, Curitiba, Paraná, 80030-060, Brazil
icon group GmbH	67.899	Germany	Ordinary	Wallstraße 14a, Berlin, 10179, Germany
Icon Impact GmbH	50.925	Germany	Ordinary	Wallstraße 14a, Berlin, 10179, Germany
icon incar GmbH	67.9	Germany	Ordinary	Wallstraße 14a, Berlin, 10179, Germany
iconmobile GmbH	67.899	Germany	Ordinary	Wallstraße 14a, Berlin, 10179, Germany

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
iconmobile Limited	67.899	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP, United Kingdom
iconmobile technologies GmbH	67.899	Germany	Ordinary	Wallstraße 14a, Berlin, 10179, Germany
Iconmobile, Inc	67	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
Ideal WPP Participações Ltda.	70	Brazil	Ordinary	Rua Doutor Virgílio de Carvalho Pinto 380, Pinheiros, Sao Paulo, CEP 05415-020, Brazil
IDEAMEDIA s.r.o.	25.5	Slovakia	Ordinary	Majernikova 8, Bratislava, 841 05, Slovakia
IGM S.A.	39.6	Brazil	Ordinary	AVENIDA FRANCISCO MATARAZZO, 1350, TORRE II TERR, AGUA BRANCA, SAO PAULO, 05001-100., Brazil
Ignite JV Limited	50	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
IKON COMMUNICATIONS (MELBOURNE) PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
IMRB Millward Brown International Pte Ltd	34.9	Singapore	Ordinary	50 Scotts Road, #04-01, 228242, Singapore
IMT Advertising (Holding) inc	100	Panama	Ordinary	P.O. Box 55-0324, Paitillo, Panama, Panama
In Domo Consulting B.V.	56	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079LH, Netherlands
Index AD	40	Bulgaria	Ordinary	Lozenetz District 23, James Boucher Blvd, Sofia 1164, Bulgaria
Indian Market Research Bureau Private Ltd	29.59	India	Ordinary	1st Floor A Wing, Mhatre Pen Building, Senapati Bapat Marg, Dadar Mumbai, 400 028, India
InfinAlt SOLUTIONS S.A.	100	Luxembourg	Ordinary	6C, route de Trèves, Senningerberg, 2633, Luxembourg
Informacion de Medios S.A. (Infomedia)	20.28	Ecuador	Ordinary	Urdesa Central, Bálsamos Norte # 404 y Calle Quinta, Guayaquil, Ecuador
Información y Decisión Consultores, S.A.	40	Argentina	Ordinary	Santa Fe 1970, 2nd Floor, Buenos Aires, Argentina
Information Machine LLC	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Infratel GmbH Telefonische Datenerhebung und Datenverarbeitung <sup>2</sup>	39.44	Germany	Ordinary	Landsberger Straße 336, München, 80687, Germany
Infratest dimap Gesellschaft für Trend- und Wahlforschung mbH <sup>1</sup>	20.4	Germany	Ordinary	Alt-Moabit 96 a, Berlin, 10559, Germany
Ingage Dijital Pazarlama Hizmetleri Anonim Şirketi	49.555	Turkey	Ordinary	Ünalan Mah. Ayazma Cad. Çamlıca İş Merkezi A Blok, 2., Bodrum Kat Üsküdar-Istanbul, Turkey
InGameAd Interactive Technology Ltd	40.17	China	Preference	Room A1605, No 360 Heng Tong Road, Zhabei District, Shanghai, China
Inglefield/Ogilvy & Mather (Caribbean) Ltd <sup>2</sup>	25	Trinidad and Tobago	Ordinary	Calle Frank Félix Miranda, No. 8, Ensanche Naco, Santo Domingo, Dominican Republic
Inglefield/Ogilvy & Mather Guyana Ltd	25	Guyana	Ordinary	Avenida La Estancia, Centro Banaven, Torre A, Piso 5, Chuao, Caracas, 1060, Venezuela
INGO Hamburg GmbH	100	Germany	Ordinary	Kaiser-Wilhelm-Straße 81, Hamburg, 20355
Initiativ Nya Grey Ogilvy INGO AB	100	Sweden	Ordinary	Master Samuelsgatan 56, Stockholm, 111 83, Sweden
Insights & Consulting Kantar, S.L.	40	Spain	Ordinary	Cami Can Calders 4, Sant Cugat Valles, Barcelona, 08173, Spain
Instant Data GmbH	100	Germany	Ordinary	Friedensallee 11, Im Zeischof, Hamburg, 22765, Germany
Institute for Real Growth B.V.	100	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079 LH, Netherlands
Intact Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Integrated Communication Group Holdings WLL	42	Bahrain	Ordinary	504 Building 2504, Block 428, Al Seef, Manama, Bahrain
Inter Direct Marketing	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Interactive Television Private Limited	80	India	Ordinary	6th Floor, 405 B, Tower B, DLF Cyber Park Sector 20, Udyog Vihar, Phase III, Gurgaon Gurgaon HR 122016 India
Intercom Americas LLC	100	United States	Ordinary	874 Walker Road, Suite C, Dover, Delaware, 19904, United States
Intercom Americas USA, LLC	100	United States	Ordinary	201 S. Biscayne Blvd, Suite 1400, Miami, Florida, 33131
Intermarkets Bahrain S.P.C.	76.4	Bahrain	Ordinary	Office 61, bldg 198, Road 2803, Area 428, Seef District, Manama, Bahrain
Intermarkets Kuwait WLL	32.144	Kuwait	Ordinary	Al Jawhara Tower, 21st Floor, Ali Al-Salem Street, Kuwait City, Kuwait
Intermarkets Marketing & Advertising LLC	28.65	Jordan	Ordinary	Abdallah Ghosheh Street, Al Hussaini Complex No. 55, Amman, Jordan
Intermarkets SAL	100	Lebanon	Ordinary	Ghandour Bldg, 2nd flr, Ahmad Chawki street, Bab Idriss, Property # 81, Mina el-Hoson, Beirut, Lebanon
International Facilities Holding Limited <sup>2</sup>	100	Cayman Islands	Ordinary	FINAB International Corporate Management Services Ltd, PO Box 32338, 3rd floor, Genesis Building, George Town, Grand Cayman, KY1-1209, Cayman Islands
International Meetings & Science LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
International Networking Advertising Co	67.2	Saudi Arabia	Ordinary	South Tower, King Fahd Road, Riyadh, Saudi Arabia

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
International Outdoor Systems Ltd	45	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
International Service and Advertising Company (Intermarkets) LLC (Jeddah)	28.08	Saudi Arabia	Ordinary	2nd Floor, Le Chateau Mall, Western Entrance, Tahlia Street, Jeddah, Saudi Arabia
International Service and Advertising Company LLC (Intermarkets) (Riyadh)	28.08	Saudi Arabia	Ordinary	South Tower, King Fahd Road, Riyadh, Saudi Arabia
Intramed Communications Srl	100	Italy	Ordinary	Via Raffaello Bertieri 4, Milano, 20146, Italy
IntraMedic GmbH	100	Germany	Ordinary	Dornhofstraße 44 - 46, Neu-Isenburg, 63263, Germany
Intuitive Serviços de Inteligência e Análise Digital Ltda	56.07	Brazil	Ordinary	Rua Haddock Lobo 585 - CJ 68, cerqueira Cesar, Sao Paulo, CEP 01414-001, Brazil
Inversiones WPP Chile SpA	100	Chile	Ordinary	Avenida del Parque 5045, Cuidad Empresario, Huechura, Santiago, Metropolitana, 8580711, Chile
iPR Ogilvy Holdings Limited	60	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
iPR Ogilvy Limited	60	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Istro 3 s.r.o.	21	Slovakia	Ordinary	Majernikova 8, Bratislava, 841 05, Slovakia
Istropolitana Advertising s.r.o.	30	Slovakia	Ordinary	Majernikova 8, Bratislava, 841 05, Slovakia
J Walter Thompson - Bahrain WLL	68	Bahrain	Ordinary	504 Building 2504, Block 428, Al Seef, Manama, Bahrain
J Walter Thompson (Singapore) Pte Ltd	100	Singapore	Preference, Ordinary	50 Scotts Road, #01-01, 228242, Singapore
J Walter Thompson (Tunisia) SARL	67	Tunisia	Ordinary	91 Av Louis Braille, Cite El Khadra, Tunisia
J Walter Thompson Argentina S.A.	100	Argentina	Ordinary	Avenida Coronel Francisco Uzal 4235, Buenos Aires, Argentina
J Walter Thompson Cape Town (Proprietary) Limited	54.95	South Africa	Ordinary	2nd Floor, Cape Quarter Square, 27 Somerset Road, Green Point, Cape Town, 8001, South Africa
J Walter Thompson Company (JHB) (Proprietary) Limited	91.6	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
J Walter Thompson Company Central Africa (Private) Ltd	100	Zimbabwe	Ordinary	Suite 30 Millenium Village, Birdcage Walk, Longacres, Lusaka, PO Box 32322, Zambia
J Walter Thompson Company South Africa	91.6	South Africa	Ordinary	2929 William Nicol Drive, Bryanston, Johannesburg, 2021, South Africa
J Walter Thompson de Venezuela C.A.	100	Venezuela	Ordinary	Avenida La Estancia, Centro Banaven, Torre C, Piso 3, Chuao, Caracas, 1060, Venezuela
J Walter Thompson Egypt Advertising Ltd	41.07	Egypt	Ordinary	Villa JWT, 6 Ibn Zinki Street, Zamalek, Cairo, 124, Egypt
J Walter Thompson LLC	33.32	United Arab Emirates	Ordinary	Business C, Tower B, 51st/ 52nd Floor, Sheikh Zayed Road, Dubai, 282032, United Arab Emirates
J Walter Thompson Middle East and North Africa E.C.	70	Bahrain	Ordinary	Office 2150, Building 2648, Street 570, Block 257, Bahrain
J Walter Thompson Middle East and North Africa Jordan LLC	34.68	Jordan	Ordinary	86 Ahmad Ben Hanbal Street, Jabal El Weibdeh, Amman, Jordan
J Walter Thompson Morocco SARL	67	Morocco	Ordinary	Angle Alfred de Musset & A Al Mazini, 1st Floor, Casa-blanca, Morocco
J Walter Thompson Private Ltd	100	Sri Lanka	Ordinary	26B Alwis Place, Kollupitiya, Colombo-03, Colombo, Sri Lanka
J Walter Thompson S.A.	100	Panama	Ordinary	Edificio Star Comunicaciones Holding, calle 50 y 64 este, 1er. Piso, Panamá, San Francisco
J Walter Thompson S.A. de C.V.	100	El Salvador	Ordinary	Avenida Las Camelias y Calle Los Castaños # 17, Colonia San Francisco, Edificio Point., El Salvador
J Walter Thompson SA (Guatemala)	100	Guatemala	Ordinary	World Business Center, Edificio Euro Plaza, Quinta Avenida 5-55, Zona 14, Torre 3, Nivel 6, Guatemala City, Guatemala
J Walter Thompson SA (Nicaragua)	100	Nicaragua	Ordinary	KM 4 1/2 Carretera a Masaya Centro Bac 4 to Piso, Managua, Nicaragua
J Walter Thompson Sdn Bhd	63.25	Malaysia	Ordinary	Unit 30-31, Level 30, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No.8, Jalan Kerinchi, Kuala Lumpur, 59200, Malaysia
J Walter Thompson, Sociedad Anonima	100	Honduras	Ordinary	Colonia Ruben Dario, Calle Arturo Lopez Rodenzo, No 936, 5a Avenida, AP 1891, Tegucigalpa, MDC, Honduras
J. Walter Thompson Al Doha	49	Qatar	Ordinary	P.O. Box 1277 Doha, Qatar
J. Walter Thompson Chilena SpA	100	Chile	Ordinary	Av. Ricardo Lyon 1262, Providencia, Santiago, 6650421, Chile
J. Walter Thompson Company (North Asia) Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
J. Walter Thompson Company Fund Incorporated	100	United States	Ordinary	420 LEXINGTON AVENUE, NEW YORK, NY, 10017
J. Walter Thompson Company Peruana LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
J. Walter Thompson Experience Egypt for Advertising JWT Experience	40.8	Egypt	Ordinary	Villa JWT, 6 Ibn Zinki Street, Zamalek, Cairo, 124, Egypt
J. Walter Thompson Kenya Limited	58.05	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
J. Walter Thompson U.K. Holdings Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
J. Walter Thompson Venture Company, Limited	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
J. Walter Thompson Company (Malawi) Ltd	100	Malawi	Ordinary	Suite 30 Millenium Village, Birdcage Walk, Longacres, Lusaka, PO Box 32322, Zambia
J. Walter Thompson Tanzania Limited	46.13	Tanzania, the United Republic of	Ordinary	Plot No 25, 2nd Floor, Alpha House, New Bagamoyo Road, Dar Es Salaam, Tanzania, the United Republic of
Japan Kantar Research Inc	40	Japan	Ordinary	Shinjuku Maynds Tower, 2-1-1 Yoyogi Shibuya-Ku, Tokyo, Japan, 151-0053, Japan
JeffreyGroup Servicios, S.C.	99	Mexico	Ordinary	Cordillera de los Andes 120, Piso 2, Col. Lomas de Chapultepec, CP 11000, Mexico, Latin America regional administration
Johannes Leonardo LLC	25	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
John Street Inc	100	Canada	Ordinary	172 John Street, Toronto, ON, M5T1X5, Canada
JTC Scan Ltd	100	Israel	Ordinary	58 Rakevet Street, Tel Aviv, 6777016, Israel
Jupicorp (Pty) Limited (trading as The Mobil Airtime and Rewards Company "TMARC")	34.71	South Africa	Ordinary	Block G, Wedgewood Office Park, 3 Muswell Road, Bryanston, 2021, South Africa
Jüssi Intention Marketing Ltda.	90	Brazil	Ordinary	530 Rua Bandeira Paulista, 13 andar, Itaim Bibi, Sao Paulo, CEP 04532-001, Brazil
JWT (Netherlands) Holding BV	99.2	Netherlands	Ordinary	Leidseplein 29, Amsterdam, 1017 PS, Netherlands
JWT Advertising & Marketing Co WLL	67	Kuwait	Ordinary	Al Jawhara Tower, 21st Floor, Ali Al-Salem Street, Kuwait City, Kuwait
JWT Digital	50	Israel	Ordinary	58 Rakevet Street, Tel Aviv, 6777016, Israel
JWT Israel Ltd	100	Israel	Ordinary	58 Rakevet Street, Tel Aviv, 6777016, Israel
JWT LLC	100	Ukraine	Ordinary	12 N Amosova St, Horizon Park Business Center, Bld 1, Kyiv, 03680, Ukraine
JWT SA	100	Belgium	Ordinary	Rue Jules Cockx 8-10, Brussels (Auderghem), B-1160, Belgium
JWT SAL (Offshore)	68	Lebanon	Ordinary	JWT MENA, Bab Idriess, 47 Patriarch Howeiyeek Street, Beirut, Lebanon
JWT Uganda Limited	56.25	Uganda	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
JWT Warszawa Sp. z o.o	100	Poland	Ordinary	Ul. Szamocka 8, 01-748, Warsaw, Poland
JWT Wien Werbeagentur Gesellschaft mbH	100	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich
Kantar (Cambodia) Limited	40	Kampuchea, Democratic	Ordinary	SSN Center, 3rd Floor, 66 Norodom Blvd, Phnom Penh, Cambodia
Kantar (Thailand) Ltd.	36.228	Thailand	Preference, Ordinary	15TH FLOOR, RAJANAKARN BUILDING, 3 SOUTH SATHORN ROAD, YANNAWA, SATHORN, BANGKOK, 10120, Thailand
Kantar A/S	40	Denmark	Ordinary	Rådhuspladsen 45, 1550 Copenhagen
Kantar Africa Insight Limited	40	United Kingdom	Ordinary	TNS House, Westgate, London, England, W5 1UA, United Kingdom
Kantar AS	40	Norway	Ordinary	Lakkegata 23 0187 OSLO
Kantar Australia Trademarks Pty Ltd	40	Australia	Ordinary	30 HICKSON ROAD, MILLERS POINT, NSW, 2000, Australia
Kantar Bangladesh Private Limited	99	Bangladesh	Ordinary	South Breeze Center (8th floor), Building no. 05, Road no. 11, Block-G, Banani, Dhaka, 1213, Bangladesh
KANTAR BRANDZ LIMITED	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
Kantar Canada Inc.	40	Canada	Ordinary	2 Bloor St East Suite, 1020, Ontario, Toronto, M4W 1A8, C
Kantar China Limited	38	China	Ordinary	102F Building 1, #3 Xijing Road, Badachu High Tec Area, Shijangshan District, Beijing, China
Kantar Consulting (Shanghai) Co., Limited	40	China	Ordinary	Room 517, Building Jia 1, No 57 Fu Xing Xi Road, Xu Hui District, Shanghai, China
KANTAR CONSULTING AUSTRALIA PTY LTD	40	Australia	Ordinary	Level 4, 1 Kent Street, Millers Point, NSW, 2000, Australia
Kantar Consulting LLC	40	United States	Ordinary	3333 Warrenville Road, Suite 400, Lisle, IL 60532 USA
Kantar Consulting UK Limited	40	United Kingdom	Ordinary	6 More London Place, London, SE1 2QY, England
KANTAR CZ s.r.o.	40	Czech Republic	Ordinary	Kimentska 1207/10, Nove Mesto, 110 00 Praha 1
Kantar Egypt LLC	40	Egypt	Ordinary	4 Noor Eldeen Bahgat from Abdulhakeem El Refaaie, Nasr City, Cairo, Egypt
Kantar France Holdings SAS	40	France	Ordinary	3 Rue St Georges, Paris, 75009, France
Kantar GDC India Private Limited	40	India	Ordinary	7th Floor, ORION Block , The V-Ascendas IT Park Plot No. 17, Software Units Layout, Madhapur, Hyderabad, 500081, India
Kantar GmbH	40	Germany	Ordinary	Landsberger Straße 284, München, 80687, Germany

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Kantar Greece S.A.	40	Greece	Ordinary	Michalakopoulou 139 & Sinopsis 23, Athens, 115 27, Greece
Kantar Group Holdings Ltd	40	United Kingdom	Ordinary	11th Floor, 200 Aldersgate Street, London, EC1A 4HD
Kantar Holding GmbH	40	Germany	Ordinary	Landsberger Straße 284, München, 80687, Germany
Kantar Holdings (Nominees) B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Kantar Holdings B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Kantar Hong Kong Limited	40	Hong Kong	Ordinary	30/F, Lee & Man Commercial Center, 169 Electric Road, North Point, Hong Kong
Kantar Hungary Kft	40	Hungary	Ordinary	Aradi u. 8-10., Budapest, Budapest, 1062, Hungary
KANTAR IBOPE Marcas Participações Ltda.	40	Brazil	Ordinary	Rua Mário Amaral, no. 50, sala N, parte, Paraisópolis, São Paulo, CEP 04002-020, Brazil
KANTAR IBOPE Media Chile SpA	39.768	Chile	Ordinary	Antonia López de Bello, street number 172, office 502, Recoleta, Santiago of Chile, Chile
KANTAR IBOPE Media Colombia S.A.S.	34.796	Colombia	Ordinary	Avenida 19 # 96-07 Piso 4, Bogotá, Colombia
KANTAR IBOPE Media Costa Rica S.A.	39.768	Costa Rica	Ordinary	San Jose-Goicoechea Calle Blancos, Centro Corporativo El Tobogan, Primer Piso.
KANTAR IBOPE Media Ecuador EC-KIM S.A.	39.768	Ecuador	Ordinary	Av. Rodrigo Chávez, Parque Empresarial Colón, Torre Empresarial 4 Piso 3 Oficina 301, Guayas, Ecuador
Kantar IBOPE Media Guatemala S.A.	39.768	Guatemala	Ordinary	Avenida Las Américas 18-81 - Zona 14, Edificio Columbus Center - 9no Nivel, Oficina 9 Sur Cidade da Guatemala, Guatemala
KANTAR IBOPE MEDIA INFORMATION CORPORATION INC.	39.768	United States	Ordinary	3191 Coral Way, Suite 1000, Miami, FL, United States
Kantar IBOPE Media LLC	39.768	United States	Ordinary	16192 Coastal Highway, Lewes, DE, 19958
KANTAR IBOPE Media Panama S/A	39.768	Panama	Ordinary	Av. Aquilino De La Guardia, Torre Banco General - Piso 22, Oficina 2201 Cidade do Panamá, Panama
KANTAR IBOPE Media Peru S.A.	39.768	Peru	Ordinary	AV. PASEO DE LA REPUBLICA 5895, EDIFICIO LEURO, MIRAFLORES, LIMA, Peru
KANTAR IBOPE Monitor de Meios Publicitários Ltda.	39.864	Brazil	Ordinary	Avenida Francisco Matarazzo, 1350, Torre II, terreo (parte A), Barra Funda, São Paulo, CEP 05001-100
KANTAR IBOPE Monitor de Verificacao Publicitaria Ltda.	39.864	Brazil	Ordinary	AVENIDA FRANCISCO MATARAZZO, 1350, TORRE II, TER, AGUA BRANCA, SAO PAULO, 05001-100, Brazil
KANTAR IBOPE Pesquisa de Mídia Ltda.	39.864	Brazil	Ordinary	AVENIDA FRANCISCO MATARAZZO, 1350, TORRE II, TER, AGUA BRANCA, SAO PAULO, 05001-100, Brazil
Kantar India Holdings B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
KANTAR INSIGHTS AUSTRALIA PTY LTD	40	Australia	Ordinary	Level 8, 210 George Street, Sydney, NSW, 2000
Kantar Insights New Zealand Ltd	40	New Zealand	Ordinary	Level 1, 46 Sale Street, Auckland CBD, Auckland, New Zealand
Kantar Insights Pazar Arastirmalari Danismanlik ve Ticaret Anonim Sirketi	40	Turkey	Ordinary	Buyudere Caddesi no 127, Astoria AVM Kat 1, Sisli, Istanbul, Turkey
Kantar Insights Consulting SAS	40	France	Ordinary	3 Avenue Pierre Masse, Paris, 75014, France
Kantar Inteligência Participações S.A.	40	Brazil	Ordinary	Avenida Francisco Matarazzo, 1350 TORRE II TERRE-OPARTE A ANDAR 4 E 5 PARTES
Kantar International Holdings B.V.	40	Netherlands	Ordinary	Strawinskylaan 1209, Toren A, 12e etage, 1077XX, Amsterdam, Netherlands
Kantar Italia Srl	40	Italy	Ordinary	Viale Monza 338, 20128 Milano
Kantar Japan Inc	40	Japan	Ordinary	Shinjuku MAYNDS Tower, 1-1-2 Yoyogi, Shibuya-ku, Tokyo
Kantar Korea Ltd	40	Korea (the Republic of)	Ordinary	10F, SIMPAC Bldg 52, Gukjegeumyung-ro, Youngdeungpo-gu, Seoul, 07330, Korea (the Republic of)
Kantar Lanka (Private) Limited	40	Sri Lanka	Ordinary	2nd and 4th Floors, 228 Galle Road, Colombo
Kantar LLC	40	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Kantar Malaysia Sdn Bhd	39.996	Malaysia	Ordinary	702 7th Floor, Wisma Hangsam, Jalan Hang Lekir, Kuala Lumpur, 50000, Malaysia
Kantar Market Research Services Pvt Ltd	37.96	India	Ordinary	'A' Wing, Mhatre Pen Building, Senapati Bapat Marg, Mumbai, Maharashtra, 400 028, India
Kantar Media Audiences S.R.L.	40	Romania	Ordinary	1st and 2nd floor, 35 Baratiei Street, 3rd District, Bucharest, Romania
Kantar Media Ltd	34.2	Israel	Ordinary	16 Barch Hirsh, Bnei Brak, Israel
Kantar Media Medya Arastirmalari Danismanlik ve Ticaret Anonim Sirketi	40	Turkey	Ordinary	Istanbul Kagithane Merkez MH.Baglar, 14 Kagithane Ofispark, K:5 B2 Blok, Istanbul, Turkey
Kantar Media S.A.	40	Spain	Ordinary	C/Rio Rosas nº 26, Madrid, Spain
Kantar Media sp. z o.o.	40	Poland	Ordinary	ul. Stonimskiego 6, 50-304 Wrocław, Poland
Kantar Media TGI Research Ltd	34.2	Israel	Ordinary	16 Barch Hirsh, Bnei Brak, Israel
Kantar Media UK Ltd	40	United Kingdom	Preference, Ordinary	222, Gray's Inn Road, London, WC1X 8HB, England & Wales
Kantar Middle East WLL	40	Bahrain	Ordinary	Office no. 28, Building 1105, Road 2721, Al Adliyah 327, Kingdom of Bahrain

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Kantar Mídia Participações S.A	39.6	Brazil	Ordinary	Rua Mario Amaral, 50, sala E, parte, Paraíso, Brazil
Kantar Myanmar Company Limited	28	Myanmar	Ordinary	31-B South Racecourse Tarmwe Township, Yangon, Myanmar
Kantar Netherlands B.V.	40	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079 LH, Netherlands
KANTAR Paulista Participações Ltda	40	Brazil	Ordinary	Rua Mário Amaral, no. 50, sala C, parte, Paraíso, São Paulo, CEP 04002-020, Brazil
Kantar Philippines, Inc.	40	Philippines	Ordinary	The Podium West Tower, 12ADB Avenue Corner Julia Vargas Avenue, Ortigas Center, Mandaluyong City, 1550, Philippines
Kantar Polska S.A.	40	Poland	Ordinary	Plac Konesera 9 03-376, Warsaw, Poland
Kantar Puerto Rico LLC	40	Puerto Rico	Ordinary	3333 Warrenville RD, Ste 400, Lisle, IL 60532
Kantar Research (Bangladesh) Pvt. Ltd	40	Bangladesh	Ordinary	South Breeze Center (10th floor), Building no. 05, Road no. 11, Block-G, Banani, Dhaka, 1213, Bangladesh
Kantar Romania SRL	40	Romania	Ordinary	82-98, Office 1, 5th Floor, Calea Grivitei, Podium Building, Bucharest
Kantar SAS	40	France	Ordinary	2, rue Francis Pedron, 78240 Chambourcy
Kantar Sifo AB	40	Sweden	Ordinary	Vasagatan 11, Stockholm, SE-114 78, Sweden
Kantar Singapore Pte. Ltd.	40	Singapore	Ordinary	50 Scotts Road, #02-01, 228242, Singapore
Kantar Slovakia s.r.o.	40	Slovakia	Ordinary	Bottova 2A Bratislava - mestská časť Staré Mesto 811 09
Kantar South Africa (Pty) Limited	37.42	South Africa	Ordinary	13th Floor Roggebaai Place, 4 Jetty Street, Foreshore Cape Town, Western Cape, 8001
Kantar Square Four B.V.	40	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079 LH, Netherlands
Kantar Square Three B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Kantar Square Two B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Kantar Switzerland AG	40	Switzerland	Ordinary	Bahnhofstrasse 4, Gumligen, CH-3073, Switzerland
Kantar Taiwan Limited	40	Taiwan (Province of China)	Ordinary	3F, 34 Bade Road, Section 3, Taipei, Taiwan (Province of China)
Kantar TNS Agri Oy	24.8	Finland	Ordinary	Miestentie 9 C 02150 ESPOO, Finland
Kantar TNS Oy	40	Finland	Ordinary	Miestentie 9 C 02150 ESPOO, Finland
Kantar TNS-MB SAS	40	France	Ordinary	3 Avenue Pierre Masse, Paris, 75014, France
Kantar UK Limited	40	United Kingdom	Preference, Ordinary	TNS House, Westgate, London, England, W5 1UA, United Kingdom
Kantar Ukraine LLC	40	Ukraine	Ordinary	52, Simi Prakhovych Str., office 9, Kyiv, Ukraine, 01033
Kantar US Holdings GP S.à r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Kantar US Holdings SCSp	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Kantar Vietnam Company Limited	40	Viet Nam	Ordinary	58, Vo Van Tan Street, Ward 6, District 3, HCMC, Viet Nam
Kantar Worldpanel Argentina S.A.	40	Argentina	Ordinary	Montaneses 2180, 1er Piso, C1428 AQF, Ciudad de Buenos Aires, Argentina
Kantar Worldpanel Brasil Pesquisa de Mercado Ltda	40	Brazil	Ordinary	Alameda Xingu, 350 Barueri, Brazil
Kantar Worldpanel Chile SpA	40	Chile	Ordinary	Avenida del Valle 928, office 201, Huechuraba, Santiago, Chile
Kantar Worldpanel Ecuador KANTAR-ECSA S.A.	40	Ecuador	Ordinary	Rep. De El Salvador N35-40 y Portugal, Ed. Athos. Of. 602, Ecuador
Kantar Worldpanel Per S.A. (Bolivian Branch)	40	Bolivia (Plurinational State of)	Ordinary	Av. 20 de Octubre Nro. 2651, Edif. Mediterraneo, Bolivia (Plurinational State of)
Kantar Worldpanel Perú S.A.	40	Peru	Ordinary	Avenida Paseo de la República N°5895 Piso 2
Kantar Worldpanel Perú S.A. Sucursal Colombia	40	Colombia	Ordinary	Carrera 11A, 94A 23 Of.107, Columbia, Bogota
Karakaş Yatirimci İlişkileri Ve İletişim Hizmetleri Anonim Şirketi	60	Turkey	Ordinary	Buyukdere Cad. Ecza Sok., Safer Han, K: 4, No: 6, Sisli, Istanbul, Turkey
Karmel Pazarlama Hizmetleri ve Danışmanlık A.Ş	100	Turkey	Ordinary	Kosuyolu Mah. Cenap Sahabettin Sok N22, Istanbul, Turkey
KBM Group LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Keyade SAS	100	France	Ordinary	8, Rue De Sentier, Paris, 75002, France
KGM Datadistribution AB	100	Sweden	Ordinary	Box 4206S, Stockholm, 126 13, Sweden
Kinetic Advertising (Shanghai) Co. Ltd	100	China	Ordinary	399, 20F WPP Campus, Hengfeng Road, Shanghai, 200070, China
Kinetic Advertising India Private Limited	84.4	India	Ordinary	4th Floor, The ORB-Sahar, Village Marol, Andheri (East), Mumbai, 400 099
Kinetic Germany GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Kinetic Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
Kinetic Worldwide (Thailand) Co Ltd	100	Thailand	Ordinary	2 Ploenchit Center, 20th Floor, Sukhumvit Road, Klongtoey, Bangkok, 10110, Thailand
Kinetic Worldwide Group Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Kinetic Worldwide Limited	100	United Kingdom	Ordinary	The Inspire, Hornbeam Park, Harrogate, HG2 8PA, United Kingdom
Kinetic Worldwide Media Philippines Inc	100	Philippines	Ordinary	U11B Country Space 1 Condominium, H.V. Dela Costa St, Brgy Bel-Air, Makati City, Philippines
Kinetic Worldwide Media Pte Ltd	100	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
Kinetic Worldwide Pty Ltd	100	Australia	Ordinary	Level 13, 68 York Street, Sydney, NSW, 2000
Kinetic Worldwide Sdn Bhd	100	Malaysia	Ordinary	16-A (1st Floor), Jalan Tun Sambanthan 3, Brickfields, Kuala Lumpur, Kuala Lumpur, 50470, Malaysia
KKCreate, LLC	50	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Knowledge Based Marketing Company India LLP	100	India	Ordinary	7th Floor, A wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai, 400099, India
KR Media UK Limited	100	United Kingdom	Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom
KR Wavemaker SAS	100	France	Ordinary	32 rue Guersant, Paris, 75017, France
Label Memac	24	Tunisia	Ordinary	Avenue Hédi Karray, Centre Urbain Nord/3ème tranche, 1082 Tunis Mahrajène, Tunisia
Labstore GmbH	100	Österreich	Ordinary	Franz-Klein-Gasse 5, Vienna, 1190, Österreich
Lambie-Nairn & Company Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London SE1 9HS, England
Lambie-Nairn & Company Limited 193069	100	Germany	Ordinary	Rosenheimer Straße 145 d, München, 81671, Germany
Landor & Fitch (Hong Kong) Limited	100	Hong Kong	Ordinary	17th Floor, Kinwick Centre, 32 Hollywood Road, Hong Kong
Landor & Fitch GmbH	100	Germany	Ordinary	Friedensallee 11, Hamburg, 22765, Germany
Landor & Fitch LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Landor & Fitch Pte. Ltd.	100	Singapore	Ordinary	4 Robinson Road, #10-01, 048543, Singapore
LANDOR & FITCH PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Landor & Fitch Sarl	100	Switzerland	Ordinary	Batiment 43L, Rue Eugene Marziano 25, Les Acacias, Geneva, CH-1227, Switzerland
Landor & Fitch Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
Landor Associates Designers and Consultants Limited	100	China	Ordinary	Room 2004, 20/F, Yueda 889 Centre, No.1111 Changsou Road, Jing An District, Shanghai, 200042, China
Landor Associates Europe Ltd	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Landor Associates International Ltd.	100	United States	Ordinary	Corporate Creations Network Inc. 5901 W. Century Blvd., #750 Los Angeles, CA 90045
Landor Associates SAS	100	France	Ordinary	44 rue de petites ecuries, Paris, 75010, France
L'Atelier Media Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
LdB Ogilvy & Mather B.V.	51	Netherlands	Ordinary	Pilotenstraat 41, Amsterdam, 1059 CH, Netherlands
LDV United NV	100	Belgium	Ordinary	Hangar 26/27, Rijnkaai 99, Antwerp, 2000, Belgium
Leicester Square Holding B.V.	100	Netherlands	Preference, Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Lemon Sky Poland Sp. z o.o.	100	Poland	Ordinary	Ul. Szamocka 8, 01.748, Warsaw, Poland
Lexington International B.V.	100	Netherlands	Preference, Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
LIFE AGENCY PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Lightspeed GMI Singapore Pte. Ltd.	40	Singapore	Ordinary	50 Scotts Road #02-01 Singapore, 228242, Singapore
Lightspeed Research Australia Pty Limited	40	Australia	Ordinary	Level 6, 30 Hickson Road, Millers Point, Sydney NSW 2000
Lightspeed Research B.V.	40	Netherlands	Ordinary	Grote Bickersstraat 74, 1013KS Amsterdam
Lightspeed Research GmbH	40	Germany	Ordinary	Landsberger Straße 288, München, 80687, Germany
Lightspeed Research Ltd	40	United Kingdom	Ordinary	6 More London Place, London, SE1 2QY, England
Lightspeed, LLC	40	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Limon Internet ve Sosyal Medya Yönetim Hizmetleri Ltd	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Line Exchange Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Linkpulse AS	100	Norway	Ordinary	Oppegardveien 36B, 1400 SKI, Norway
Linxsmart Technologies Private Limited	99.91	India	Ordinary	366, Gali Sheikh Ranjha Phatak Namak, Inside Ajmeri Gate, Delhi, 110006, India
Longitude One LLC	70	Korea (the Republic of)	Ordinary	13fl, 175-87 Anguk-bldg, Anguk-dong, Jongno-gu, Seoul, Korea (the Republic of)
loved gmbh	70	Germany	Ordinary	Vorsetzen 32, Hamburg, 20459, Germany
M Globe Pte. Ltd	100	Singapore	Ordinary	4 Robinson Road #10-01 Singapore, Singapore, 048543
M MEDIA GROUP PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
M.S. Plus Ltd	63.77	Egypt	Ordinary	26 Mohamed Mazhar St, Zamalek, Cairo, Egypt
M/SIX, Lda.	100	Portugal	Ordinary	Rua D. João V, Nº 24, Lisboa, 1250-091, Portugal
M2 Digital Inc.	100	Korea (the Republic of)	Ordinary	Poonsung Building, 4th Floor, 51-12 Banpo 4-Dong, Seocho-Gu, Seoul, Korea (the Democratic People's Republic of)
Made Thought Creative Limited	75	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Made Thought Design Inc.	75	United States	Ordinary	251 Little Falls Drive, Wilmington, DE, 19808, United States
Made Thought Design Limited	75	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Man vs Machine Limited	75	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Mando Corporation Limited	100	United Kingdom	Ordinary	27 Faraday Road, Rabans Lane, Aylesbury, Buckinghamshire, HP19 8TY, England
Manerel S.A.	51	Uruguay	Ordinary	World Trade Center, Torre A, Oficina 1405, Luis Alberto de Herrera 1248, Montevideo, Uruguay
Manistructure (Pty) Ltd	49	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
ManvsMachine Inc.	75	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Map Project Office Limited	75	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Máquina da Notícia Comunicação Ltda	97	Brazil	Ordinary	Avenida Paulista, 2.006, 8 andar, Conjunto 807, Sala A, Sao Paulo, 01310-926, Brazil
MarkData Polska Sp. Z.O.O.	40	Poland	Ordinary	Wołoska 24, Warsaw, 02-675, Poland
Market Action Co Ltd	80	Viet Nam	Ordinary	513 Nguyen Dinh Chieu Street, Ward 6, District 3, Ho Chi Minh, Viet Nam
Market Research Bureaux Pakistan (Private) Limited	40	Pakistan	Ordinary	E4, 2nd Floor Nasreen Building, Block-7/8 KCHS, Shaheed-e-Millat Road, Karachi, Pakistan
Market Track, LLC	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Marketdata Solutions Brasil Ltda	74.99	Brazil	Ordinary	Avenida das Nações Unidas, 12.495, Torre Nações Unidas, 7 andar, Escritorio 71, Centro Empresarial Berrini, Brooklin Paulista, Sao Paulo, Brazil
MARKETING COMMUNICATIONS HOLDINGS AUSTRALIA PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Marketing Direct LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Marketing Services Risk Surety Ltd	100	Bermuda	Ordinary	Victoria Hall, 11 Victoria Street, Hamilton, Bermuda
Marketique Interactive Marketing Services B.V.	100	Netherlands	Ordinary	Pilotenstraat 41, Amsterdam, 1059 CH, Netherlands
Marktest Audimetria - Medicao De Audiencias Televisivas, S.A.	25.6	Portugal	Ordinary	R Alexandre Herculano 9-4 1150-005 Lisboa
MARURI-GREY S.A.	60	Ecuador	Ordinary	Tulcan #803 y Avenida 9 de Octubre, Edificio Contemporaneo Piso N. 1, Guayaquil, Ecuador
Mather Communications LLC	100	Ukraine	Ordinary	4 Nikolaya Grinchenko Str, Building B, Kiev, 03039, Ukraine
Matrix Publicities & Media India Pvt Ltd	100	India	Ordinary	7th Floor, A wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai, 400099, India
Mavens Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
Maximize Mediaugynokseg Kft	50	Hungary	Ordinary	Alkotás utca 53, A, II, Budapest, 1123, Hungary
Maximize Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
Maxus Argentina S.A.U.	100	Argentina	Ordinary	Charcas 5051, Ciudad Autonoma de Buenos Aires, Buenos Aires, 1425, Argentina
Maxus Belgium SA	100	Belgium	Ordinary	Rue Jules Cockx 8-10, Brussels (Auderghem), B-1160, Belgium
Maxus Communications (UK) Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9ET, England & Wales
Maxus Communications Limited	81.77	Ireland	Ordinary	3 Christchurch Square, Dublin, 8, Ireland
Maxus Communications Proprietary Limited	52.14	South Africa	Ordinary	7, Naivasha Road, Sunninghill, 2157

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
MC2 Praha Media Agency s.r.o.	100	Czech Republic	Ordinary	Nádražní 762/32, Praha 5, 15000, Czech Republic
MCHI LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
Mcsoport Magyarország KFT	100	Hungary	Ordinary	Alkotás utca 53, B, III, Budapest, 1123, Hungary
MDC srl	100	Italy	Ordinary	viale del Mulino, n. 4 20090 Assago, Milano, Italy
MEC Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
MEC Finland Oy	100	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
MEC Jordan Limited	50	Jordan	Ordinary	Abdallah Ghosheh Street, Al Hussaini Complex No. 55, Amman, Jordan
MFC WLL Qatar	49.2	Qatar	Ordinary	P.O. Box 24275, Doha, Qatar
Media 2000 Ltd	20	Virgin Islands (U.S.)	Ordinary	FINAB International Corporate Management Services Ltd, PO Box 32338, 3rd floor, Genesis Building, George Town, Grand Cayman, KY1-1209, Cayman Islands
Media Club Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
Media Compete East Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Media Consult WPP GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Media Edge Israel Ltd	100	Israel	Ordinary	13 Rozanis Street, Tel-Aviv, 69018, Israel
Media Insight Kft	50	Hungary	Ordinary	Alkotás utca 53, B, II, Budapest, 1123, Hungary
Media Insight LLC	64.09	Greece	Ordinary	Kifissias Avenue 350 & Lada 2, Chalandri, Athens, Greece
Media Insight Outdoor Limited	100	United Kingdom	Ordinary	The Inspire, Hornbeam Park, Harrogate, HG2 8PA, United Kingdom
Media Insight S.A.R.L	64	Lebanon	Ordinary	Baalbaki Building 5th floor Abdel Aziz street , Beirut, Lebanon
Media Insight SAS	100	France	Ordinary	32 rue Guersant, Paris, 75017, France
Media Insight Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
Media.com Interactive AS	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
MediaCom - Warszawa Sp.z o.o.	100	Poland	Ordinary	Wolaska 24, Warsaw, 02-675, Poland
Mediacom (Media Planning and Buying) Ltd	100	Ireland	Ordinary	3 Christchurch Square, Dublin, 8, Ireland
Mediacom AG	100	Switzerland	Ordinary	Manessestrasse 85, Zurich, 8045, Switzerland
MediaCom AS (Norway)	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
MEDIACOM AUSTRALIA PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
MediaCom B.V.	100	Netherlands	Ordinary	Karperstraat 8, Amsterdam, 1075 KZ, Netherlands
MediaCom Belgium SA	100	Belgium	Ordinary	Rue Jules Cockx 8-10, Brussels (Auderghem), B-1160, Belgium
MediaCom Bratislava s.r.o.	100	Slovakia	Ordinary	CBC I, Karadzicova 8, Bratislava, 821 08, Slovakia
Mediacom Canada	100	Canada	Ordinary	1 Dundas Street, Suite 2800, Toronto, ON, M5G 1Z1, Canada
Mediacom Canada ULC	100	Canada	Ordinary	Suite 1600, 421 7th Avenue SW, Calgary, AB, T2P 4K9, Canada
Mediacom Central Europe Zagreb d.o.o.	100	Croatia	Ordinary	Strojarska cesta 22, Zagreb, 10000
MediaCom Co. Ltd	99.94	Thailand	Ordinary	8th Floor, Q House Plenjit Building, 598 Ploenjit Road, Lumpini, Pathumwan, Bangkok, 10330, Thailand
MediaCom Communication Services d.o.o. Beograd	100	Serbia	Ordinary	Bulevar Milutina Milankovica 92, Novi Beograd, Serbia
MEDIACOM COMMUNICATIONS LIMITED	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
MediaCom Communications Pvt Ltd	100	India	Ordinary	6th Floor, A Wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai, 400099 wef 15.11.2019
MEDIACOM CONNECTIONS LTD	51	Israel	Ordinary	98 Yigal Alon Street, Tel Aviv, Israel
MediaCom Group Limited	100	United Kingdom	Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom
MediaCom Holding Central and Eastern Europe GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
MediaCom Holdings Limited	100	United Kingdom	Preference, Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom
Mediacom Iberia SA	100	Spain	Ordinary	c/ Las Norias 92, Edificio Nuestra Señora del Pilar, Majadahonda, Madrid, 28221, Spain
Mediacom LLC - Egypt	78.216	Egypt	Ordinary	26 Mohamed Mazhar St, Zamalek, Cairo, Egypt
MediaCom Ltd	100	Greece	Ordinary	Kifissias Avenue 350 & Lada 2, Chalandri, Athens, Greece

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Mediacom Middle East & North Africa Holding W.L.L.	79	Bahrain	Ordinary	Flat 241, Bldg 113, Road 383, Block 315, Manama Center, Manama, Bahrain
Mediacom North Limited	100	United Kingdom	Ordinary	1 Hardman Street, Manchester, M3 3HF, England & Wales
Mediacom Paris SAS	100	France	Ordinary	32 rue Guersant, Paris, 75017, France
MediaCom Romania Srl	100	Romania	Ordinary	Frumoasa Street, No 39, District 1 Bucharest, 010986, Romania
MediaCom S.a.r.l. <sup>1</sup>	78.1	Lebanon	Ordinary	Al Saifi-Echmoun Building 9th floor, Main Road, Lebanon
MediaCom Scotland Limited	100	United Kingdom	Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom
Mediacom Tunisia s.a.r.l.	46.08	Tunisia	Ordinary	RDC IMMEUBLE, ZENITH, SIS A LA RUE DE LA BOURSE AU LAC, II 1053, LES BERGES DU LAC TUNIS, Tunisia
MediaCom TWENTYFIVE GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
MediaCom UK Limited	100	United Kingdom	Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom
Mediacom Ukraine LLC	100	Ukraine	Ordinary	6, O.Telgys Street, Building 1, Kyiv, Ukraine, 04112, Ukraine
MediaCommunications Services Sverige AB	89.9	Sweden	Ordinary	Birger Jarlgatan 52, Stockholm, 103 77, Sweden
Mediacompete s.a.r.l.	78.1	Morocco	Ordinary	3 Boulevard Al Massira Al Khadra, Maârif, 3rd floor, Casa-blanca, Morocco
Mediacompete Sdn Bhd	100	Malaysia	Ordinary	Suite 1603, 16th Floor, Wisma Lim Foo Yong, No.86, Jalan Raja Chulan, 50200 KL, Malaysia
Mediaedge:CIA (UK) Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Mediaedge:cia India Pvt Ltd	95.5	India	Ordinary	7th Floor, A wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai, 400099, India
Mediaedge:cia Ireland Limited	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
Mediaedge:cia Malaysia Sdn Bhd	100	Malaysia	Preference, Ordinary	Unit 30-31, Level 30, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No.8, Jalan Kerinchi, Kuala Lumpur, 59200, Malaysia
Mediaedge:CIA Worldwide Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9ET, England & Wales
Mediahead Communications Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9ET, England & Wales
MediaPLUS AS	100	Norway	Ordinary	Torggata 5, Oslo, 0181, Norway
Mediatoimisto Happi Oy	100	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
Mediatravel, S.L.	30	Spain	Ordinary	177 - 183, Avenue Diagonal, Barcelona, 08018, Spain
Mediterránea de Medios Iberia, SA	49	Spain	Ordinary	c/ Naturalista Charles Robert Darwin, 5, Paterna, Victoria, 46980, Spain
Meishav Hafakot Ltd	100	Israel	Ordinary	13 Rozanis Street, Tel-Aviv, 69018, Israel
Mellors Reay & Partners Limited	100	United Kingdom	Preference, Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Memac Ogilvy & Mather Egypt LLC	60	Egypt	Ordinary	4 Abel Rahman El Rafei Street, Mohandessin, Cairo, Egypt
Memac Ogilvy & Mather Holding Inc	60	Panama	Ordinary	P.O. Box 55-0324, Paitillo, Panama, Panama
Memac Ogilvy & Mather LLC	60	United Arab Emirates	Ordinary	Al-Attar Business Tower - 24th Floor, Sheikh Zayed Road, P.O. Box 74170, Dubai - Free Trade Zone, United Arab Emirates
Memac Ogilvy & Mather LLC (Jordan)	30	Jordan	Ordinary	Al-Rabia Street, Ghazi Al-Dabas Bldg., 2nd floor, P.O.Box 831410, Amman 11183, Jordan, Jordan
Memac Ogilvy & Mather SAL	60	Lebanon	Ordinary	Futuroscope Roundabout, Rizkallah & Boutros Bldg., 8th Floor, Sin El Fil - P.O Box 11-4584, Beirut, Lebanon
Memac Ogilvy & Mather WLL	60	Bahrain	Ordinary	Al Moayyed Tower, Bldg 2504, Road 2832, Al Seef 428, P.O. Box 2140, Manama, Bahrain, Bahrain
MEMAC Ogilvy Algeria SARL	51	Algeria	Ordinary	Abdelkader Kedouche No 12, Hydra Wilaya d'Alger, Algiers, Algeria
Memac Ogilvy Inter-Regis (Holdings) SAL	60	Lebanon	Ordinary	Boutros & Rizkallah Bldg, Futuroscope Roundabout, Rizkallah & Boutros Bldg., 8th Floor, Sin El Fil - P.O Box 11-4584, Beirut, Lebanon
Memac Ogilvy Limited	60	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Memac Ogilvy Limited (Oman Branch)	60	Oman	Ordinary	Ruwi, Muttrah, Muscat Governorate, PO Box 686, 112 Oman
Memac Ogilvy Media S.A.R.L	64	Lebanon	Ordinary	Balbak Building, 1st Floor, Hamra, Abdel Aziz Street, Beirut, Lebanon
Merchint Wireless Engineering (Pty) Limited	35	South Africa	Ordinary	Ridgeside Campus, 2 Ncondo Drive, Umhlanga Rocks, 4320, South Africa
metagate GmbH (63549)	100	Germany	Ordinary	Litfaß-Platz 1, Berlin, 10178, Germany
Metior B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
METRO BROADCAST LIMITED	100	United Kingdom	Ordinary	6 Camberwell New Road, London, SE5 0TA, United Kingdom

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Metro Production Group Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Metropolis Media Ideas (Pty) Ltd	37.919	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Metropolitan Republic (South Africa) Brand Engagement Corporation (Proprietary) Limited <sup>1</sup>	36.26	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Metropolitan Republic Intergrated Communications (JBH) (PTY) Limited	36.626	South Africa	Ordinary	Hercules House, 42 Homestead Road, Rivonia, 2128, South Africa
METS Czech s.r.o.	100	Czech Republic	Ordinary	Nadrazni 762/32, Prague 5 - Smichov, 105 00, Czech Republic
METS Hungary Kft	100	Hungary	Ordinary	Alkotas utca 53, B, III, Budapest, 1123, Hungary
METS Media GmbH	100	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich
METS Slovakia s.r.o.	100	Slovakia	Ordinary	CBC I, Karadzicova 8, Bratislava, 821 08, Slovakia
METS Sp. z o.o.	100	Poland	Ordinary	Zaryna 2B, Building D, Warsaw, 02-593, Poland
MFUSE Agency Limited	71.12	United Kingdom	Ordinary	15 Rathbone Street, London, W1T 1NB
MFuture Hungary Kft	100	Hungary	Ordinary	Alkotas utca 53, A, III, Budapest, 1123, Hungary
Midas Exchange Canada Inc.	100	Canada	Ordinary	160 Bloor Street East, Suite 800, Toronto, ON, M4W 3P7, Canada
Midas Media Limited	100	China	Ordinary	Room 3106, The Center, 989 Changle Road, Shanghai, China
Mídia 123 Serviços de Publicidade Via Internet Ltda.	80	Brazil	Ordinary	Rua Padre João Manuel 923, São Paulo, Brazil
Millennium Park HoldCo, Inc	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Millennium Park Intermediate, LLC	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Millennium Park TopCo, LLC	40	United States	Ordinary	24 E. Washinton St., Suite 1200, Chicago, IL 60602
Millward Brown ApS	40	Denmark	Ordinary	Radhuspladsen 45 - 47, 5th, Copenhagen V, 1550, Denmark
Millward Brown ARMI-Marketing Ukraine, LLC	28	Ukraine	Ordinary	39 Nizhniy Val str, Kyiv, 04071, Ukraine
Millward Brown Chile SpA	40	Chile	Ordinary	Avenida los Conquistadores 1700, piso 27, Providencia, Chile
Millward Brown Colombia S.A.S.	40	Colombia	Ordinary	CRA 13 No 94A - 26 Piso 5, Colombia, Colombia
Millward Brown do Brasil Ltda	40	Brazil	Ordinary	Avenida Francisco Matarazzo, 1.350 ANDAR 4 SALA 417
Millward Brown East Africa Ltd	40	Kenya	Ordinary	The Templeton, Matundu Lane, Westlands P.O Box 72951 - 00200 Nairobi, Kenya
Millward Brown Egypt LLC	40	Egypt	Ordinary	Plot A, Unit No. 1/1/2 A, 1st Floor, Downtown Mall, Street 90, 5th Settlement, New Cairo, Egypt
Millward Brown Firefly Ltd	99	Thailand	Preference, Ordinary	3, Rajanakarn Building, Level 14, South Sathorn Road, Yannawa, Sathorn, Bangkok, 10120, Thailand
Millward Brown Ireland Ltd	40	Ireland	Ordinary	5/6 Ely Place, Dublin 2, Ireland
Millward Brown Malaysia Sdn Bhd	100	Malaysia	Ordinary	702 7th Floor, Wisma hangsam, Jalan Hang Lekir, Kuala Lumpur, 50000, Malaysia
Millward Brown Market Research Services India Private Ltd	40	India	Ordinary	3rd Floor, A Wing, The Orb, Sahar, Village Marol, Andheri (E), Mumbai Mumbai City MH 400099
Millward Brown México, S.A. de C.V.	40	Mexico	Ordinary	Avenida Insurgentes Sur #863, Piso 13, Colonia Napoles, Mexico, DF 03810, Mexico
Millward Brown Myanmar Co Ltd	100	Myanmar	Ordinary	31-B South Racecourse Tarmwe Township, Yangon, Myanmar
Millward Brown Nigeria Limited	40	Nigeria	Ordinary	Jehovah Shammah Court 376, Ikorodu Road, Maryland Lagos
Millward Brown No.2337 Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
Millward Brown NZ Ltd	40	New Zealand	Ordinary	Level 1, 46 Sale Street, Auckland Central, Auckland, 1010, New Zealand
Millward Brown Perú S.R.L.	40	Peru	Ordinary	Avenida Paseo de la República N°5895 Piso 2
Millward Brown Saudi Arabia LLC	24	Saudi Arabia	Ordinary	9360, Madinah Road, Al-Andalus Dist. Alamoudi Tower, unit 303, Jeddah, S.A.
Millward Brown UK Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
Millward Brown West Africa Limited	40	Ghana	Ordinary	C24/14 Blohum Street, Dzorwulu, Opposite Fidelity Bank, Dzorwulu, Accra
Milton Marketing Group Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Milton Marketing Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Mind Over Media Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Mind Share Finland Oy	100	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
MindShare - Planeamento e Compra de Tempo e Meios Publicitarios ACE	100	Portugal	Ordinary	Rua D. João V, Nº 24, Lisboa, 1250-091, Portugal
Mindshare A/S	100	Denmark	Ordinary	Antonigade 4, 4., Copenhagen K, DK-1106, Denmark
Mindshare Advertising LLC	64	United Arab Emirates	Ordinary	Business Central towers, Level 45 Tower B, Internet City, Dubai, United Arab Emirates
MindShare AG	100	Switzerland	Ordinary	Manessestrasse 85,Zurich, 8045, Switzerland
MindShare AL Bahrain WLL	63.36	Bahrain	Ordinary	504 Building 2504, Block 428, Al Seef, Manama, Bahrain
Mindshare Algeria S.A.R.L.²	63.5	Algeria	Ordinary	Abdelkader Kedouche No 12, Hydra Wilaya d'Alger, Algiers, Algeria
MindShare Argentina S.A.	100	Argentina	Ordinary	Charcas 5051, Buenos Aires, C1425BOC, Argentina
MindShare B.V.	100	Netherlands	Ordinary	Karperstraat 8, Amsterdam, 1075 KZ, Netherlands
MindShare Cambodia Ltd.	100	Kampuchea, Democratic	Ordinary	3rd Floor, 66 Norodom Blvd, Sangkat Cheychomnass, Khan Doun Penh, Phnom Penh, Cambodia
MindShare Canada	100	Canada	Ordinary	160 Bloor Street East, 6th Floor, Toronto, Ontario, M4W 0A2, Canada
Mindshare Colombia S.A.S	100	Colombia	Ordinary	Carrera 14 No. 94 - 65 Piso 4 Bogotá Colombia, Bogotá, Colombia
MindShare Communications Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Mindshare del Ecuador C. Ltda	44	Ecuador	Ordinary	Tulcan #803 y Avenida 9 de Octubre, Edificio Contemporaneo Piso N. 1, Guayaquil, Ecuador
Mindshare Egypt LLC	63.9977	Egypt	Ordinary	26 Mohamed Mazhar St, Zamalek, Cairo, Egypt
Mindshare For Advertising and Promotion Company L.L.C (Mosharakat Al Ryee)	64	Saudi Arabia	Ordinary	Al-Makhmal Plaza, Palestine Street, Tower B 3rd Floor, Jeddah, Saudi Arabia
Mindshare Ghana Ltd	86.31	Ghana	Ordinary	C731/3, 2nd Crescent Asylum Down, PO Box c51 Cantonments, Accra, Ghana
MindShare GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Mindshare GmbH¹	100	Austria	Ordinary	Gigergasse 8, Wien, 1030, Österreich
MindShare Hong Kong Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
MindShare Kenya Limited	56.25	Kenya	Ordinary	LR No 209/269622 CVS Plaza, Kasuku/Lenana Road, PO Box 30280-00100, Nairobi, Kenya
Mindshare Lebanon SAL	64	Lebanon	Ordinary	Sodeco Square, 3rd Floor, Block B, Beirut, Lebanon
Mindshare LLC	70	Ukraine	Ordinary	6, O.Teligy Street, Building 1, Kyiv, Ukraine, 04112, Ukraine
Mindshare LLC (Qatar)	100	Qatar	Ordinary	1st Floor, Office no. 3, Al Reem Tower, St 841, Zone 63, Doha, Qatar
Mindshare Media Ireland Limited	64.35	Ireland	Ordinary	3 Christchurch Square, Dublin, 8, Ireland
MindShare Media Srl	100	Romania	Ordinary	Bucharest 1st District, 47 Aviatorilor Boulevard, 5th Floor, Romania
Mindshare Media UK Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Mindshare Media Worldwide Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
MindShare Mediaugynokseg Kft	50	Hungary	Ordinary	Alkotás utca 53, B, II, Budapest, 1123, Hungary
Mindshare Medya Hizmetleri A.S.	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Mindshare Middle East & North Africa (MENA) E.C.	64	Bahrain	Ordinary	Flat 51, Road 402, Bldg 107, Block 304, Manama Center, Bahrain, Bahrain
Mindshare Middle East and North Africa Jordan LLC	63.5	Jordan	Ordinary	Abdallah Ghosheh Street, Al Hussaini Complex No. 55, Amman, Jordan
Mindshare Morocco SARL	63.5	Morocco	Ordinary	8D Zerkouni Angle BD Brahim, Morocco
Mindshare New Zealand Limited	100	New Zealand	Ordinary	LEVEL 11-12, 22 FANSHAW STREET, AUCKLAND, 1010, New Zealand
Mindshare Norway AS	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
Mindshare Pakistan (Pvt) Ltd	50	Pakistan	Ordinary	208, 2nd Floor, The Forum, Khayaban-e-Jami, Clifton, Karachi, Pakistan
MindShare Perú S.A.C.	100	Peru	Ordinary	Avenida Jose Pardo 151 Miraflores, Lima 18 Peru, Lima, Peru
MindShare Polska Sp. z o.o.	100	Poland	Ordinary	Zaryna 28, Building C, Warsaw, 02-593, Poland
MindShare s.r.o.	100	Czech Republic	Ordinary	Školská 28/693, Praha 1, 11000, Czech Republic
MindShare SA (Belgium)	100	Belgium	Ordinary	Rue Jules Cockxstraat 8-10, Bruxelles, 1160, Belgium
MindShare SA (Greece)	64.09	Greece	Ordinary	Kifissias Avenue 350 & Lada 2, Chalandri, Athens, Greece
MindShare SAS	100	France	Ordinary	32 rue Guersant, Paris, 75017, France
Mindshare Slovakia s.r.o.	100	Slovakia	Ordinary	CBC I, Karadzicova 8, Bratislava, 821 08, Slovakia

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Mindshare South Africa (Cape) (Proprietary) Limited <sup>2</sup>	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, Johannesburg, 2157, South Africa
Mindshare South Africa (Gauteng) (Proprietary) Limited	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, Johannesburg, 2157, South Africa
MindShare South Africa (Proprietary) Limited <sup>2</sup>	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, Johannesburg, 2157, South Africa
Mindshare SpA	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
Mindshare Spain SA	100	Spain	Ordinary	c/ Las Norias 92, Edificio Nuestra Señora del Pilar, Majadahonda, Madrid, 28221, Spain
Mindshare Sweden AB	100	Sweden	Ordinary	Birger Jarls gatan 52, Stockholm, 103 77, Sweden
Mindshare Tunisia S.A.R.L.	63.5	Tunisia	Ordinary	91 Av Louis Braille, Cite El Khadra, Tunisia
Mindshare USA, LLC	100	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
Mindshare W.L.L.	63.5	Kuwait	Ordinary	Block 12, Building 8, Floor 10, Fahed Al Salem Street, Kuwait, Kuwait
Mindshare World Yatirim Medya Hizmetleri Limited Sirketi	100	Turkey	Ordinary	Esentepe Mah. Harman 1 Sk. Harmanci Giz Plaza Blok No: 5 İç Kapı No: 42 Şişli, Istanbul, Turkey
MindShare, C.A.	100	Venezuela	Ordinary	Avenida La Estancia, Centro Banaven, Torre A, Piso 5, Chuao, Caracas, 1060, Venezuela
Miniato B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Minteraction Company Ltd	100	Thailand	Ordinary	No 2 Ploenjit Center, 12 Floor, Sukhumvit Road, Klongtoey Sub-district, Klongtoey District, Bangkok, Thailand
Mirum (Beijing) Co., Ltd.	100	China	Ordinary	Room 509, 5/F Fuwah JinBao Tower, No 89 JinBao Street, Dongcheng District, Beijing, 100005, China
Mirum (Thailand) Company Limited	100	Thailand	Ordinary	165 Soi Sukhumvit 49, Klongton-nue Sub-district, Wattana District, Bangkok, Thailand
Mirum Agency GmbH <sup>2</sup>	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Mirum Agency London Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP, United Kingdom
Mirum Agency UK Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP, United Kingdom
Mirum Cape Town Proprietary Limited	54.95	South Africa	Ordinary	2nd Floor, The Quirk Building, 97 Durham Avenue, Salt River, Cape Town, 7925, South Africa
Mirum Digital do Brasil Ltda	100	Brazil	Ordinary	Rua Reinaldo Schaffenberg de Quadros, 367, Alto da Rua XV, Curitiba, Paraná, 80050-030, Brazil
Mirum Digital Private Limited	98.96	India	Ordinary	Unit no. 101-A & 101-A1, A Wing, 1st Floor Raheja Plaza I, Ghatkopar West Mumbai Mumbai City MH 400086 India
Mirum Europe B.V.	100	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079 LH, Netherlands
Mirum FZ-LLC	58.43	United Arab Emirates	Ordinary	Dubai Technology and Media Free Zone, Dubai, United Arab Emirates
Mirum Hong Kong Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Mirum Johannesburg Proprietary Limited	54.95	South Africa	Ordinary	Building A, Country Club Estate, 21 Woodlands Drive, Woodmead, 2191, South Africa
Mirum JSC	60	Viet Nam	Ordinary	11 Bis Nguyen Gia Thieu, Ward 06, District 03, Ho Chi Minh City, Viet Nam
Mirum LLC	100	United States	Ordinary	4640 Admiralty Way, 5th Floor, Marina Del Ray, Los Angeles County, CA, 90292, United States
Mirum Proprietary Limited	54.95	South Africa	Ordinary	2nd Floor, The Quirk Building, 97 Durham Avenue, Salt River, Cape Town, 7925, South Africa
Mirum Pty Ltd <sup>2</sup>	100	Australia	Ordinary	1 Kent Street, Millers Point, Sydney, NSW, 2000, Australia
Mirum s.r.o	100	Czech Republic	Ordinary	Rozkosneho 1058/3, Praha 5, 150 00, Czech Republic
Mirum South Africa Proprietary Limited	54.95	South Africa	Ordinary	2nd Floor, The Quirk Building, 97 Durham Avenue, Salt River, Cape Town, 7925, South Africa
Mirum, S.A. de C.V.	100	Mexico	Ordinary	Cerrada Constituyentes No. 25 Colonia Lomas Altas Migule Hidalgo, 11950, Mexico
MJM Creative Services, Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Mobfiq Software Ltda.	100	Brazil	Ordinary	Rua Bonnard, 980, Bloco 6, Nivel 4, Sala 4, Alphaville Empresarial, Barueri -Sao Paulo, CEP-06465-134, Brazil
Modem International	29.997	China	Ordinary	Suite 3101A, The Center, 989 Changle Road, Shanghai, China
Molecule Consultancy A/S	51	Denmark	Ordinary	Rosenvaengets Alle 25, 2100 Kobenhavn, Denmark
Molecule Holding A/S	100	Denmark	Ordinary	Ewalds gade 3, 2200 Kobenhavn N, Denmark
Momentum Ogilvy & Mather SA	100	Peru	Ordinary	Avenida el Bosque 128, San Isidro, Lima, Peru
Monday People Co., Ltd.	73.3	Thailand	Ordinary	16th Floor, UNIT A1, Siam Tower, Rama 1 Road, Pathumwan Sub-District, Bangkok, 10330, Thailand
mOne Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Monitor de Medios Publicitarios S.A.	39.768	Argentina	Ordinary	Calle Suipacha 664, piso 6 y 8, Buenos Aires, Argentina
Moonraid Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Mortimer Square Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Motion Content Group Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
MOTIVATOR MEDIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Movent, Inc	70	Philippines	Ordinary	11F Ecco Tower Building, 32nd St. cor 9th Ave, Bonifacio Global City, Taguig, 1634, Philippines
Movielab SA	100	Greece	Ordinary	KIFISSIAS AVENUE 10-12, MAROUSI, ATHENS, 15125, Greece
MQI Brno spol. s r.o.	51	Czech Republic	Ordinary	Lipová 549/17, Brno, 60300, Czech Republic
Mservices offshore SAL	64	Lebanon	Ordinary	Sodeco Square, 3rd Floor, Block B, Beirut, Lebanon
MSIX Communications Canada Ltd.	83.46	Canada	Ordinary	Suite 1600, 1 First Canadian Place, 100 King Street West, Toronto, ON, M5X 1G5, Canada
MSIX Communications Limited	71.12	United Kingdom	Ordinary	The Charlotte Building, Entrance 17 Gresse Street, Number 6 Evelyn Yard, London, W1T 1QL, England
mSIX Communications, LLC	83.46	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
MSL ACCESSIBILITY Kft.	50	Hungary	Ordinary	MSL ACCESSIBILITY Kft., Paulay Ede str 55, 1061 Budapest, Hungary
MT Parent, Inc	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Multigap S.A. <sup>2</sup>	50.33	Argentina	Ordinary	Reconquista 671 Piso 3, Depto.7, Buenos Aires, 1003, Argentina
Musharaket AlRai	63.5	Iraq	Ordinary	Flat 22, Street 16, 605, Al Moutanabbi Road, Al Mansour District, Baghdad, Iraq
Muster Agency Limited	71.12	United Kingdom	Ordinary	The Charlotte Building, 17 Gresse Street, London, W1T 1QL
Mutato Entretenimento, Conteúdo, Publicidade e Serviços Ltda	78	Brazil	Ordinary	Rua Pereira Leite, 323 - Bloco C - Alto de Pinheiros -, Sao Paulo, Brazil
Mutato Produção Ltda <sup>1</sup>	78	Brazil	Ordinary	Rua Pereira Leite, 323 - Bloco C - Alto de Pinheiros -, Sao Paulo, Brazil
MUV Brasil Comunicação Móvel Ltda.	71.44	Brazil	Ordinary	Rua João Moura, 1144, Pinheiros, Sao Paulo, 05412-002, Brazil
MwaveM Hungary Kft	100	Hungary	Ordinary	Alkotás utca 53, B, III, Budapest, 1123, Hungary
mWorks Philippines Inc.	29.995	Philippines	Preference	21st floor, Picadilly Star Building, 4th Street, Fort Bonifacio, TAGUIG CITY, NCR, FOURTH DISTRICT, Philippines, South East Asia regional administration
Mzone Medya Hizmetleri Anonim Şirketi	100	Turkey	Ordinary	Büyükdere Cd. Astoria Sit. A-B-C Blokları ve İşm. Apt. No: 127/B11, Esentepe, İstanbul, Turkey
N2 Helsinki Oy	20	Finland	Ordinary	Pursimiehenkatu 29-31A, Helsinki, 00150, Finland
N2 Marketing Oy	20	Finland	Ordinary	Merimiehenkatu 29, Helsinki, 00150, Finland
Nanjing Yindu Ogilvy Advertising Co. Ltd	49	China	Ordinary	5/F, Block 1, Xin Cheng Ke Ji Building, Ao Ti Da Jie, Jian Ye District, Nanjing, China
NB Agency Asia Holding Limited <sup>1</sup>	70	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong, Hong Kong
NBTC-NIPO Research B.V.	20	Netherlands	Ordinary	Vlietweg 15, Leidschendam, 2266 KA, Netherlands
Nectar Acquisition LLC	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
NEO Czech Republic s.r.o.	100	Czech Republic	Ordinary	Rozkošného 762/5, Smíchov, Praha, 5, 150 000, Czech Republic
NEO MEDIA AUSTRALIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Neo Media Technologies Spain, S.A.,	100	Spain	Ordinary	calle Bolivia 68-70, Barcelona, 08018, Spain
Neo Media World SAS	100	France	Ordinary	32-34 rue Marbeuf, Paris, 75008, France
Neo Worldwide Ltd	100	Canada	Ordinary	Suite 1600, 1 First Canadian Place, 100 King Street West, Toronto, ON, M5X 1G5, Canada
Neo@ogilvy	100	China	Ordinary	7006, 7/F, Hua Li Building, 58 Jin Bao Street, Dong Cheng District, Beijing, China
Neon Parent, Inc	40	United States	Ordinary	Corporation Trust Center, 1209 Orange Street, City of Wilmington, County of New Castel, Delaware 19801
Neon UK Bidco Limited	40	United Kingdom	Ordinary	11th Floor, 200 Aldersgate Street, London, EC1A 4HD
Neon UK Bidco Limited	40	United Kingdom	Ordinary	11th Floor 200 Aldersgate Street, London, EC1A 4HD
Netking (1999) Ltd	100	Israel	Ordinary	58 Rakevet Street, Tel Aviv, 6777016, Israel
New York Communications Center Associates L.P.	20.59	United States	Ordinary	Corporation Service Company, 2711 Centerville Raod, Suite 400, Wilmington DE 19808
NEWCRAFT GROUP B.V.	100	Netherlands	Preference, Ordinary	Johan Huizingalaan 763 A, 4e verdieping, 1066 VH Amsterdam, Netherlands

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Newcrosse Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Next Target Consultoria e Serviços de Internet Ltda.	75	Brazil	Ordinary	Rua James Watt, No. 84, Conj. 133, Sala A, São Paulo, CEP 04576-050, Brazil
NFO ASIA-PACIFIC LIMITED	40	Hong Kong	Ordinary	30/F, Lee & Man Commercial Center, 169 Electric Road, North Point, Hong Kong
NFO Asia-Pacific, Inc.	40	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
NFO Worldgroup N.Z. Holdings Ltd	40	New Zealand	Ordinary	Level 1, 46 Sale Street, Auckland Central, Auckland, 1010, New Zealand
Nipo Software B.V.	40	Netherlands	Ordinary	Amsteldijk 166, 1079LH Amsterdam
No Need 4 Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
No Need 4 Mirrors Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Non Theatrical Digital Partners Ltd	49	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Norlop Thompson Asociados SA	20	Ecuador	Ordinary	Tulcan No. 1017 y Luque, Guayaquil, Ecuador
Norsk Gallup Institute AS	40	Norway	Ordinary	Lakkegata 23, 0187 Oslo, Norway
Nota Bene Media Planning Agency (Proprietary) Limited	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, Johannesburg, 2157, South Africa
NPCOMLETE LTD	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Numerator India Pvt Ltd	40	India	Ordinary	NU House, L&T Circle, VIP Road, Karelbaug, Vadodara, Gujarat, 390018, India
Numerator Parent LLC	40	United States	Ordinary	4001 Kennett Pike, Suite 302, Wilmington, Delaware 19807
O&M Namibia	48.97	Namibia	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Oak B.V.	100	Netherlands	Ordinary	Johan Huizingalaan 763 A, 4e verdieping, 1066 VH Amsterdam, Netherlands
Oakhill Communications Limited	57.975	United Kingdom	Ordinary	45 Gresham Street, London, United Kingdom, EC2V 7BG
Ocean Cameroon	24.48	Cameroon	Ordinary	62 Rue Koloko, Bonapriso, PO Box 17086, Douala, Cameroon
Ocean Senegal & Conseil SA	24.48	Côte d'Ivoire	Ordinary	Cocody Riviera Golf 4 Beverly Hills, Rue E49, 28 BP 1226, Abidjan 28 Cote D'Ivoire
Ogilvy & Mather (China) Holdings Limited	100	Hong Kong	Ordinary	23/F., The Centre, 99 Queen's Road, Central, Hong Kong
Ogilvy & Mather (China) Limited	100	Hong Kong	Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
Ogilvy & Mather (Eastern Africa) Limited	56.25	Kenya	Ordinary	LR No 209/269622 CVS Plaza, Kasuku/Lenana Road, PO Box 30280-00100, Nairobi, Kenya
Ogilvy & Mather (Hong Kong) Private Limited	100	Hong Kong	Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
Ogilvy & Mather (Philippines), Inc.	60.67	Philippines	Ordinary	15th Floor, Philam Tower, 8767 Paseo de Roxas, Bgy. Bel-Air, Makati City, Metro Manila, 1200, Philippines
Ogilvy & Mather (Taiwan) Co Ltd	70	Taiwan (Province of China)	Ordinary	90, Song Ren Road, Taipei, 110, Taiwan (Province of China)
Ogilvy & Mather Advertising SRL	100	Romania	Ordinary	86 Grigore Alexandrescu Street, District 1, Bucharest, 71129, Romania
Ogilvy & Mather Africa B.V.	56.25	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Ogilvy & Mather Andina C.A.	100	Venezuela	Ordinary	Avenida La Estancia, Centro Banaven, Torre D, Piso 3, Chuao, Caracas, 1080, Venezuela
Ogilvy & Mather Argentina S.A.	100	Argentina	Ordinary	Arevalo 1880, Buenos Aires, C1414CQL, Argentina
Ogilvy & Mather Brasil Comunicação Ltda	100	Brazil	Ordinary	Avenida das Nações Unidas 5777, Alto de Pinheiros, Sao Paulo, 05477-900, Brazil
Ogilvy & Mather Chile SpA	100	Chile	Ordinary	Alonso de Cordova No 4.382, Vitacura, Santiago, Chile
Ogilvy & Mather Colombia S.A.S.	100	Colombia	Ordinary	Carrera 13 #94 A 26 Piso 2, Bogota, Colombia
Ogilvy & Mather Communications Private Limited	70	Bangladesh	Ordinary	191/B Tejgaon- Gulshan Link Road (2nd & 3rd Floor), Tejgaon Industrial Area, Dhaka-1208, Bangladesh
Ogilvy & Mather Gesellschaft m.b.H.	100	Österreich	Ordinary	Franz-Klein-Gasse 5, Vienna, 1190, Österreich
Ogilvy & Mather Group (Holdings) Limited	100	United Kingdom	Preference, Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Ogilvy & Mather Group Limited	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
Ogilvy & Mather Limited	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
Ogilvy & Mather Marketing Communications Limited	100	Hong Kong	Preference, Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
Ogilvy & Mather Marketing Services Limited	100	Hong Kong	Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
Ogilvy & Mather Oy	33	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Ogilvy & Mather Pakistan (Private) Limited	50	Pakistan	Ordinary	94-Jinnah Co-Operative Housing Society Block 7 & 8, Tipu Sultan Road, Karachi, Pakistan
Ogilvy & Mather Publicidad Barcelona S.A.	100	Spain	Ordinary	calle Bolivia 68-70, Barcelona, 08018, Spain
Ogilvy & Mather Publicidad Madrid S.A.	100	Spain	Ordinary	Maria de Molina 39, Madrid, 28006, Spain
Ogilvy & Mather Pvt Ltd <sup>1</sup>	74	India	Ordinary	5th Floor, Wing A, The ORB, Village Marol, Andheri (East), Mumbai, 400099, India
Ogilvy & Mather SA	100	Mexico	Ordinary	Montes Urales 505 1er Piso, Lomas de Chapultepec, C.P. 11001, Mexico
Ogilvy & Mather Srl	100	Italy	Ordinary	viale V. Lancetti, 29, Milano, 20158, Italy
Ogilvy & Mather Venture Company, Limited	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
Ogilvy & Mather Vietnam Ltd	100	Viet Nam	Ordinary	72-74 Nguyen Thi Minh Khai, District 3, Ho Chi Minh City, Viet Nam
Ogilvy & Mather Worldwide, LLC	100	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
Ogilvy & Mather Zambia Limited	39.38	Zambia	Ordinary	Suite 30 Millenium Village, Birdcage Walk, Longacres, Lusaka, PO Box 32322, Zambia
Ogilvy (Fujian) Advertising Co. Ltd	51	China	Ordinary	19F, Worldwide Plaza, 158 Wusi Road, Fuzhou, Fujian, 350013, China
Ogilvy (Performance Marketing), s.r.o.	80	Czech Republic	Ordinary	Mala Stupartska 634/7, Stare Mesto, Praha 1, PSC 11000, Czech Republic
Ogilvy Action (Cambodia) Ltd.	100	Kampuchea, Democratic	Ordinary	3rd Floor, 66 Norodom Blvd, Sangkat Cheychnomnass, Khan Daun Penh, Phnom Penh, Cambodia
Ogilvy Action (Pvt) Ltd	59	Sri Lanka	Ordinary	No 16, BARNES PLACE, COLOMBO, 07, Sri Lanka
OGILVY ACTION 2012 PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Ogilvy Africa Ltd	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Ogilvy Africa Media Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Ogilvy AG	100	Switzerland	Ordinary	Binzmuhlestrasse 170 8050 Zurich
Ogilvy and Mather Durban (Proprietary) Limited	42.4	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Ogilvy and Mather South Africa (Pty) Ltd	55.8	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
OGILVY AUSTRALIA PTY LTD	100	Australia	Preference, Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
OGILVY BHD PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Ogilvy CommonHealth Worldwide LLC <sup>1</sup>	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
Ogilvy Ghana Limited	45	Ghana	Ordinary	3rd Floor Teachers' Hall Complex, Education Loop (off Barnes Road), Adabraka, Accra, Ghana
Ogilvy GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Ogilvy Groep (Nederland) B.V.	95.2	Netherlands	Ordinary	Amsteldijk 166, Amsterdam, 1079 LH, Netherlands
Ogilvy Group Ltd	100	Ukraine	Ordinary	Mashynobudivna Str 44, Kiev, Ukraine
Ogilvy Group Zrt	100	Hungary	Ordinary	RiverLoft Office Building, Revesz u.27, Budapest 1138, Hungary
Ogilvy Health Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
OGILVY HEALTH PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Ogilvy Interactive Srl	100	Italy	Ordinary	viale V. Lancetti, 29, MILANO, ITALY, 20158, Italy
Ogilvy Kenya Limited	56.25	Kenya	Ordinary	LR No 209/269622 CVS Plaza, Kasuku/Lenana Road, PO Box 30280-00100, Nairobi, Kenya
Ogilvy Montreal Inc. Ogilvy Montréal Inc.	100	Canada	Ordinary	215 St Jacques Street, Suite 333, Montreal, Québec, H2Y 1M6, Canada
Ogilvy One A.S.	75	Czech Republic	Ordinary	Prívovní 2A c.p. 1064, Praha 7, 17000, Czech Republic
Ogilvy One Worldwide Limited	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
Ogilvy Paris	100	France	Ordinary	40 avenue George V, PARIS, 75008, France
OGILVY PR PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Ogilvy PR Sp z o.o.	100	Poland	Ordinary	Jasna 24, Warsaw, 00-054, Poland
Ogilvy Public Relations GmbH	74.8	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
Ogilvy Public Relations Limited	56.25	Kenya	Ordinary	LR No 209/269622 CVS Plaza, Kasuku/Lenana Road, PO Box 30280-00100, Nairobi, Kenya
Ogilvy Public Relations Worldwide (Japan) KK	100	Japan	Ordinary	Yebisu Garden Place Tower, 25th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6025, Japan
Ogilvy Public Relations Worldwide Co Ltd	95	Taiwan (Province of China)	Ordinary	90, Song Ren Road, Taipei, 110, Taiwan (Province of China)

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Ogilvy Public Relations Worldwide Limited (Hong Kong)	100	Hong Kong	Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
Ogilvy Public Relations Worldwide Limited (Thailand)	100	Thailand	Ordinary	999/9 The Offices at Centralworld, 14th Floor, Rama 1 Rd., Patumwan, Patumwan, Bangkok, 10330, Thailand
Ogilvy Public Relations Worldwide LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Ogilvy Public Relations Worldwide Sdn Bhd	100	Malaysia	Ordinary	20-1B, Jalan Pandan 2/1, Pandan Jaya, Kuala Lumpur, 55100, Malaysia
Ogilvy Raynet Communications Co Ltd	100	China	Ordinary	Room 358 B, 18 Liang Duo Kai Xuan Da Street, Fang Shan District, Beijing, China
Ogilvy s.r.o.	92.1	Czech Republic	Ordinary	Průvostní 2A c.p. 1064, Praha 7, 17000, Czech Republic
Ogilvy Services Central Eastern Europe SRL	100	Romania	Ordinary	86 Grigore Alexandrescu Street, District 1, Bucharest, 71129, Romania
Ogilvy Singapore Pte. Ltd.	100	Singapore	Ordinary	71 Robinson Road, #07-01, Crosby House, 068895, Singapore
Ogilvy Social Lab SA	95.2	Belgium	Ordinary	Boulevard de l'Imperatrice 13, Brussels, 1000, Belgium
Ogilvy Social Lab Singapore Pte Ltd	95.2	Singapore	Ordinary	71 Robinson Road, #07-01, Crosby House, 068895, Singapore
Ogilvy South Africa (Pty) Ltd	42.4	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Ogilvy South Africa Holdings Proprietary Limited	42.41	South Africa	Ordinary	15 Sloane Street, Bryanston, Johannesburg, Gauteng, 2040, South Africa
Ogilvy Sp. z o.o.	100	Poland	Ordinary	Ul. Angorska 13a, Warsaw, 03-913, Poland
Ogilvy Tam Pte. Ltd.	35	Singapore	Ordinary	1 Robinson Road #17-00 Singapore, Singapore, 048542
Ogilvy Tanzania Limited	50.1	Tanzania, the United Republic of	Ordinary	Plot No 25, 2nd Floor, Alpha House, New Bagamoyo Road, Dar Es Salaam, Tanzania, the United Republic of
OgilvyFinance AG	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
OgilvyOne Brasil Comunicação Ltda	100	Brazil	Ordinary	Avenida das Nações Unidas 5777, Piso 3, Ala B, Alto de Pinheiros, Sao Paulo, 05477-900, Brazil
Ogilvyone Business Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
OgilvyOne Middle East Co LLC	29.4	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
OgilvyOne Teleservices Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
OgilvyOne Vietnam Company Limited	100	Viet Nam	Ordinary	Centec Tower, 72-74 Nguyen Thi Minh Khai Street, District 3, Ho Chi Minh City, Viet Nam
OgilvyOne Worldwide (Taiwan) Co Ltd	95	Taiwan (Province of China)	Ordinary	90, Song Ren Road, Taipei, 110, Taiwan (Province of China)
OgilvyOne Worldwide Athens Promotion Advertising & Direct Marketing SA <sup>1</sup>	22.86	Greece	Ordinary	KIFISSIAS AVENUE 10-12, MAROUSI, ATHENS, 15125, Greece
OgilvyOne Worldwide Hong Kong Limited	100	Hong Kong	Ordinary	23/F., The Center, 99 Queen's Road, Central, Hong Kong
OgilvyOne Worldwide Johannesburg (Proprietary) Limited	100	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Ogilvyone Worldwide Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
OgilvyOne Worldwide Limited (Thailand)	100	Thailand	Ordinary	999/9 The Offices at Centralworld, 14th Floor, Rama 1 Rd., Patumwan, Patumwan, Bangkok, 10330, Thailand
OgilvyOne Worldwide SA	100	Spain	Ordinary	calle Bolvia 68-70, Barcelona, 08018, Spain
OgilvyOne Worldwide Sdn Bhd	100	Malaysia	Ordinary	20-1B, Jalan Pandan 2/1, Pandan Jaya, Kuala Lumpur, 55100, Malaysia
OgilvyOne Worldwide SpA	100	Italy	Ordinary	viale V. Lancetti, 29, MILANO, ITALY, 20158, Italy
One Four One Limited	100	Myanmar	Ordinary	No.116(E), University Avenue, Seine Le Kan Tha Street, Kamayut Township, Yangon, Myanmar
One Four One, Inc.	100	Philippines	Ordinary	21F Picadilly Star Building, 4th Avenue corner 27th Street, Bonifacio Global, Taguig City, 1634, Philippines
one2one Media, LLC	25	United States	Ordinary	The Corporation Trust Company, Corporation Trust Center, 1209 Orange Street, Wilmington, DE, 19801, United States
OpenMind Media Canada Inc.	100	Canada	Preference, Ordinary	800-2 Bloor Street East, Toronto, ON, Canada
OPENMINDWORLD LIMITED	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
OPENMINDWORLD SA	100	Belgium	Ordinary	Rue Jules Cockxstraat 8-10, Bruxelles, 1160, Belgium
OpenMindWorld, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Optimum Media (Proprietary) Limited <sup>2</sup>	54.95	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Options Communications India Pvt Ltd	100	India	Ordinary	4th Floor, The ORB-Sahar, Village Marol, Andheri (East), Mumbai, 400 099
Outdoor MediaCom Limited	100	United Kingdom	Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom

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OUTRIDER AUSTRALIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Outrider Search Marketing - Consultoria e Servicos Web Lda	75	Portugal	Ordinary	Rua D. João V, Nº 24, Lisboa, 1250-091, Portugal
Oy Hel Toy Ltd	33.3	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
P.O.A. Holdings Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
P.T. Kantar Indonesia International <sup>1</sup>	40	Indonesia	Ordinary	RDTX Place, Jl. Prof. Dr. Satrio, Kav.3 Karet Kuningan Setiabudi Kota Adm, Jakarta Selatan DKI Jakarta 12940
P.T. Trans National Surveys Indonesia	38	Indonesia	Ordinary	RDTX Place Jl. Prof. Dr. Satrio, Kav.3 Karet Kuningan Setiabudi Kota Adm, Jakarta Selatan DKI Jakarta 12940
P2Ali Serviços Temporários Ltda	50.99	Brazil	Ordinary	Avenida das Nacoes Unidas, 12.955, 9 Andar sala 35-V, Brooklin Novo, Sao Paulo, 04578-000, Brazil
PANGALATIK-MEDIA KFT.	100	Hungary	Ordinary	PANGALAKTIK MEDIA KFT., H-1113 Bocskai ut 134-146, Budapest, Hungary
Paragon Communications Sdn Bhd	32.66	Malaysia	Ordinary	20-1B, Jalan Pandan 2/1, Pandan Jaya, Kuala Lumpur, 55100, Malaysia
Partners (Design Consultants) Limited (The)	100	United Kingdom	Ordinary	6 Brewhouse Yard, London, EC1V 4DG, England
Partners, Ogilvy & Mather, S.R.L., Mercadeo Integrado <sup>1</sup>	25	Dominican Republic	Ordinary	Calle Magua #3 Los Rios, Distrito Nacional, Santa Domingo, Dominican Republic
Partnership SPV 1 Limited	50.15	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Passport Brand Design, LLC	75	United States	Ordinary	838 Walker Road, Suite 21-2, Dover, DE, 19904, United States
PATH GmbH	100	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
Peclers Paris North America, Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Peclers Paris SAS	100	France	Ordinary	23 rue du Mail, Paris, 75002, France
Pennywise Solutions Private Limited	99	India	Ordinary	1st Floor, Solitaire Building, Plot No. 14 & 15 Software Units Layout, Madhapur, Survey No. 64, Hyderabad Rangareddi TG 500081
Permanent Organisation	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Permanent Organisation Two	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
PERQ/HCI, LLC	40	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Philline International Holdings Corp	40	Philippines	Ordinary	7th Floor EPCIB Tower, 6760 Paseo de Roxas, Makati, Philippines
Phoenix O&M (Pvt.) Ltd.	55.5	Sri Lanka	Ordinary	No 16, BARNES PLACE, COLOMBO, 07, Sri Lanka
Pierry, Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Platform 5 Technologies Proprietary Limited	24.3	South Africa	Ordinary	Block G, Wedgewood Office Park, 3 Muswell Road, Bryanston, 2021, South Africa
plista GmbH	100	Germany	Ordinary	Torstraße 33, Berlin, 10119, Germany
PM Comunicação Ltda	70	Brazil	Ordinary	Av. Carlos Gomes no. 700, sala 1401, Barrio Auxiliadora, Porto Alegre, CEP 90480-000, Brazil
Pohjoisranta BCW Oy	100	Finland	Ordinary	Kalevankatu 20, P.O.Box 1062, Helsinki, FI-00101, Finland
POP Advertising (Pty) Limited	35	South Africa	Ordinary	Unit 2 Meadowbrook Business Park, Jacaranda Avenue, Olivedale, Randburg, South Africa
Portland Kozterületi Reklamugynokseg Kft	75	Hungary	Ordinary	Alkotás utca 53, B, II, Budapest, 1123, Hungary
Portland Outdoor Advertising Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Possible Worldwide Comunicação Ltda	100	Brazil	Ordinary	General Neto Street, No. 1035, Room 201, Centro, 96015-280
Post Visual Co. Ltd	100	Korea (the Republic of)	Ordinary	3rd and 4th Floor Sinbo Building, 402-22 Seokyo-dong, Mapo-gu, Seoul, Korea (the Republic of)
Poster Conseil	95	France	Ordinary	118 rue Tocqueville, Paris, 75017, France, Europe
Poster Publicity Group Limited	100	United Kingdom	Ordinary	The Inspire, Hornbeam Park, Harrogate, HG2 8PA, United Kingdom
Poster Publicity Holdings Ltd	100	United Kingdom	Ordinary	The Inspire, Hornbeam Park, Harrogate, HG2 8PA, United Kingdom
Poster Publicity LLC	100	United States	Ordinary	Corporation Service Company, 2711 Centerville Road, Suite 400, Wilmington DE 19808
Poster Sites Management Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom

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Potato Inc.	75.3	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Potato London Ltd	75.304	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
PPI Kinetic Kft	50	Hungary	Ordinary	Bojtár u. 17. 1/2., Budapest, 1037, Hungary
PPR Comunicaciones de México, S. de R.L. de C.V.	100	Mexico	Ordinary	Bosque de Duraznos No.61, 4º Piso, Bosques de las Lomas 11700, Mexico
PPR South Asia Private Limited	100	India	Ordinary	807, New Delhi House, Barakhamba Road, Connaught Place, New Delhi, Delhi, 110001, India
Prap Japan Inc. <sup>1</sup>	20	Japan	Ordinary	2-12-19 Shibuya, Shibuya-ku, Tokyo, Japan
Prime Policy Group, LLC <sup>1</sup>	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
PRISM TEAM AUSTRALIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Professional Public Relations SAS	100	France	Ordinary	13, rue Bleue, Paris, 75009, France
PROFILES AUSTRALIA PTY LTD	40	Australia	Ordinary	Level 6, 30 Hickson Road, Millers Point, Sydney NSW 2000
Promociones Cardriau SL	20	Spain	Ordinary	Calle Rios Rosas. Numero 26, Edificio Matriz, 28003, Madrid, Spain
Promotion Execution Partners, LLC	100	United States	Ordinary	2711 CENTERVILLE ROAD SUITE 400, WILMINGTON, Delaware, 19808
Promotion Mechanics, Inc.	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
Prophaven Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
PSB Insights LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
PSB Middle East & Africa FZ-LLC	80	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
PT Bates Mulia Indonesia	100	Indonesia	Ordinary	Gedung RDTX Place 36th - 37th Fl, Jl. Prof. Dr. Satrio Kav 3, Jakarta Selatan, 12940, Indonesia
PT Bullseye	100	Indonesia	Ordinary	Jalan Buncit Rayakav 99-10, RT.001/RW07, Kelurahan Pejaten Barat, KECAMATAN PasarMinggu, Jakarta, Selatan, Indonesia
PT Cohn & Wolfe XPR	100	Indonesia	Ordinary	Gd Plaza Asia Lt 23 Unit B-2, Jl. Jend Sudirman Kav 59, Senayan Kebayoran Baru, Jakarta, Indonesia
PT Digital Pariwara Satu Asia	100	Indonesia	Ordinary	Tempo Scan Tower 23th Floor, Jl HR Rasuna Said Kav 3-4, Jakarta, 12950, Indonesia
PT Eksakta Digital Gemilang	85	Indonesia	Ordinary	K-Link Tower, 21 Floor, Jl. Gatot Subroto No 59 A, Jakarta, 12950, Indonesia
PT Gagas Mahadaya Indera	70	Indonesia	Ordinary	Tempo Scan Tower 23th Floor, Jl HR Rasuna Said Kav 3-4, Jakarta, 12950, Indonesia
PT Geometri Global Indonesia	100	Indonesia	Ordinary	Sentral Senayan III, Level 11, Jl. Asia Afrika No.8, Gelora, Tanah Abang, Jakarta, 10270, Indonesia
PT Grey Worldwide Indonesia	100	Indonesia	Ordinary	Jalan Buncit Rayakav 99-10, RT.001/RW07, Kelurahan Pejaten Barat, KECAMATAN PasarMinggu, Jakarta, Selatan, Indonesia
PT Ide Gemilang Milenia <sup>1</sup>	100	Indonesia	Ordinary	Jalan Buncit Rayakav 99-10, RT.001/RW07, Kelurahan Pejaten Barat, KECAMATAN PasarMinggu, Jakarta, Selatan, Indonesia
PT Indo-Ad Inc	100	Indonesia	Ordinary	Gedung RDTX Place 36th - 37th Fl, Jl. Prof. Dr. Satrio Kav 3, Jakarta Selatan, 12940, Indonesia
PT Kenaikan Laba Dua	100	Indonesia	Ordinary	Tempo Scan Tower 23th Floor, Jl HR Rasuna Said Kav 3-4, Jakarta, 12950, Indonesia
PT Merion Square	100	Indonesia	Ordinary	Tempo Scan Tower 23th Floor, Jl HR Rasuna Said Kav 3-4, Jakarta, 12950, Indonesia
PT Rama Perwira	100	Indonesia	Ordinary	Jalan Buncit Rayakav 99-10, RT.001/RW07, Kelurahan Pejaten Barat, KECAMATAN PasarMinggu, Jakarta, Selatan, Indonesia
PT Wira Pamungkas Pariwara Inc	100	Indonesia	Ordinary	Jl. Proklamasi No 46, Kelurahan Pegangsaan, Kec Menteng, Jakarta Pusat, Indonesia
PT Wunderman Pamungkas Indonesia	80	Indonesia	Ordinary	Menara Jamsostek, North Tower, 12A Floor, Jln, Jend Gatot Subroto, kav. 38, Jakarta, 12710, Indonesia
PT XM Gravitasi Digital (F.K.A. Magnivate)	100	Indonesia	Ordinary	The Bellezza Shopping Arcade Lt.3 No.301, Jl Letjen Soepono no.34, Kebayoran Lama, Jakarta, Indonesia
PTM Sdn Bhd	100	Malaysia	Ordinary	Level 18, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia
PTR Comunicações Ltda	100	Brazil	Ordinary	Avenida Brigadeiro Faria Lima, 1.478, 16º andar, sala D, Jardim Paulistano, São Paulo, 01451-001, Brazil
Public Relations and International Sports Marketing Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP, United Kingdom
Public Strategies Co., Ltd.	100	China	Ordinary	The Center, 989 Changle Road, Shanghai, China
Public Strategies, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
PUBLICOM COMMUNICATIONS LTD	66.33	Greece	Ordinary	KIFISSIAS AVENUE 10-12, MAROUSSI, ATHENS, 15125, Greece

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PUBLIMDC - PLANEAMENTO E COMPRA DE MEIOS, UNIPessoal LDA	100	Portugal	Ordinary	Rua D. João V, 24, Lisboa, Campo De Ourique, 1250-091 Lisboa, Portugal
PulPac AB	36.31	Sweden	Preference, Ordinary	c/o Kantar Sifo AB, 114 78, Stockholm, Sweden
Pulse Communications Ltd	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Pulse Creative London Limited	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, W1T 1QL, England
Purple Communications Australia Pty Ltd	49	Australia	Ordinary	LEVEL 6, 216 ST. GEORGES TERRACE, PERTH, WA, 6000, Australia
Qais Consulting (India) Pvt Ltd	100	India	Ordinary	4th Floor, A wing, The ORB- Sahar Village Marol, Andheri (East) Mumbai Mumbai City MH 40009
Qais Consulting Pte Ltd	100	Singapore	Ordinary	1A Stanley Street, 068720, Singapore
Qualiant Software GmbH	29.51	Österreich	Ordinary	Schottenfeldgasse 59, Vienna, 1070, Österreich
QUARZ Kommunikationsberatungs GmbH	49	Germany	Ordinary	An der Alster 85, Hamburg, 20099, Germany
Quasar Media Private Ltd	100	India	Ordinary	D-119, Lajpat Nagar 1, New Delhi, 110 024, India
Quill Communications Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Quisma France SAS	100	France	Ordinary	32 rue Guersant, Paris, 75017, France
Raee Public Relations FZ-LLC	59	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Rainey Kelly Campbell Roalfe Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
Rainey Kelly Campbell Roalfe/Young & Rubicam Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
Rapid Media Services Pty Ltd	30	Australia	Ordinary	33-35 Oldaker Street, Devonport, Tasmania, 7310, Australia
Ray Productions SARL	100	France	Ordinary	57 avenue Andre Morizet, Boulogne-Billancourt, 92100, France
RC&M Experiential Marketing LLP	69.997	India	Ordinary	LEVEL7 AMBIENCE MALL GURGAON Gurgaon Haryana 122002
ReadySquare Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Readysquare Two Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Real Growth Advisory LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Red Cell Advertising SA	100	Greece	Ordinary	KIFISSIAS AVENUE 10-12, MAROULSI, ATHENS, 15125, Greece
RED Conseil	100	France	Ordinary	21 rue Quentin Bauchard, PARIS, 75008, France
Red Dot Square Holdings Limited	100	United Kingdom	Preference, Ordinary	3 Copperhouse Court, Caldecotte Lake, Milton Keynes, Bucks, MK7 8NL, United Kingdom
RED TAPE COMMERCIALS PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Red Wasabi Marketing Consulting (Shanghai) Co., Ltd	100	China	Ordinary	Room 2703B, 989, Changle Road, 200031, China
Redsky Angola Lda	56.25	Angola	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Redworks (Singapore) Pte Ltd	100	Singapore	Ordinary	35 Robinson Road, #03-01 The Ogilvy Centre, 068876, Singapore
Redworks Communications (Pty) Ltd	59	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Redworks Korea LLC	100	Korea (the Republic of)	Ordinary	7/F, KCC Bldg, 27-8, Chamwon-Dong, Seocho-Gu, Seoul, Korea (the Republic of)
RedWorks Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Regional Management Group SAS	100	France	Ordinary	21 rue Quentin Bauchard, PARIS, 75008, France
Renier S.A.	51	Uruguay	Ordinary	World Trade Center, Torre A, Oficina 1405, Luis Alberto de Herrera 1248, Montevideo, Uruguay
Reniermedios S.A.	100	Ecuador	Ordinary	Av. Carlos Julio Arosemena S/N y Av. Las Monjas C.C., Aventura Plaza Local 46 Piso 2 Oficina 4, Ecuador
Research and Marketing Group Investment Limited	40	Mauritius	Ordinary	C/o IQEQ Corporate Services (Mauritius) Ltd 33, Edith Cavell Street, Port-Louis, 11324, Mauritius
RESEARCH INTERNATIONAL AUSTRALIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Research International China (Guangzhou) Ltd	40	China	Ordinary	No 125 Chun Hui Liu Street, East District of Guangzhou Economic & Technological District, Guangzhou, China
Research SA B.V.	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
ressourcenmangel an der Panke GmbH	26.99	Germany	Ordinary	Schlesische Straße 26, Berlin, 10997, Germany
ressourcenmangel düsseldorf GmbH	26.99	Germany	Ordinary	Hildebrandtstr. 4f, Düsseldorf, Germany, 40215
Ressourcenmangel GmbH	26.99	Germany	Ordinary	Schlesische Straße 26, Berlin, 10997, Germany

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
ressourcenmangel Hamburg GmbH	26.99	Germany	Ordinary	Lange Reihe 29, Hamburg, 20099, Germany
ressourcenmangel integral GmbH	21.59	Germany	Ordinary	Altmarkt 21, Dresden, 01067, Germany
ressourcenmangel Stuttgart GmbH	26.99	Germany	Ordinary	Christophstraße 6, Stuttgart, 70178, Germany
RessourcenReich GmbH <sup>1</sup>	66.5	Germany	Ordinary	Zirkusweg 2, Astraturm 7. OG, Hamburg, 20359, Germany
Results India Communications Pvt Ltd	69.5	India	Ordinary	7th Floor, A wing, The ORB- Sahar, Village Marol, Andheri (East), Mumbai, 400099, India
Retail Capital Holdings Limited	35	Isle of Man	Ordinary	Nadine House, 13 North Quay, Douglas, IM1 4LE, Isle of Man
Rice 5 Limited	70	Hong Kong	Ordinary	36th Floor, PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong, Hong Kong
Rikes Hill & Knowlton Limited <sup>1</sup>	70	Hong Kong	Ordinary	36th Floor, PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong, Hong Kong
RMG Heathwallace FZE	67	United Arab Emirates	Ordinary	Ras Al Khaimah, PO Box 38997, Sharjah, United Arab Emirates
rmg:connect Morocco Sarl	40.2	Morocco	Ordinary	157, Boulevard d'Anfa, 5ème étage, Quartier Racine, Casablanca, Morocco
Roundtrip Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
RSMB Limited	20	United Kingdom	Ordinary	77 Kingsway, London, WC2B 6SR, England
Russell Square Holding BV	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
RWG Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
S&S MCC and MCC, Inc. <sup>1</sup>	100	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
S.H.Benson International Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
S.H.Benson(India)Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Saffron Hill Philippines Inc	99	Philippines	Ordinary	8/F BDO Equitable Tower 8751 Paseo De Roxas Salcedo Village, Makati City, 1226, Philippines
Sales Port GmbH	60	Germany	Ordinary	Zirkusweg 2, Astraturm 7. OG, Hamburg, 20359, Germany
Salesplus Sdn Bhd	100	Malaysia	Ordinary	Suite 1603, 16th Floor, Wisma Lim Foo Yong, No.86, Jalan Raja Chulan, 50200 KL, Malaysia
Salmon Asia Pacific Pty Limited	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Salmon Software Technology (Beijing) Co. Ltd.	100	China	Ordinary	A-2808, Jia 1 Shuguang Xi Li, Chaoyang District, Beijing, China
SALVERGROVE PHILS. INC.	40	Philippines	Ordinary	7th Floor EPCiB Tower, 6760 Paseo de Roxas, Makati, Philippines
Santa Mônica Criação de Sites e Lojas Virtuais Ltda.	100	Brazil	Ordinary	Rua Bonnard, 980, blaco 6, Nivel 4, sala 2, Alphaville Empresarial, Barueri, Sao Paulo, CEP 06465-134, Brazil
Santo UK Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
Sard Verbinen & Co., Limited	57.975	United Kingdom	Ordinary	45 Gresham Street, London, EC2V 7BG, England & Wales, United Kingdom
Satalia Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Satalia Lithuania UAB	100	Lithuania	Ordinary	Jonavos g. 30, Kaunas, LT-44262, Lithuania
Scanad Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Scanad East Africa Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Scanad Ghana Limited	45	Ghana	Ordinary	3rd Floor Teachers' Hall Complex, Education Loop (off Barnes Road), Adabraka, Accra, Ghana
Scanad Kenya Limited	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Scanad Nigeria Limited	56.25	Nigeria	Ordinary	22A Gerrard Road, Ikoyi, Lagos, Nigeria
Scanad Rwanda Limited	56.25	Rwanda	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Scanad Tanzania Limited	46.13	Tanzania, the United Republic of	Ordinary	Plot No 25, 2nd Floor, Alpha House, New Bagamoyo Road, Dar Es Salaam, Tanzania, the United Republic of
Scanad Uganda Limited	56.25	Uganda	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Scangroup (Malawi) Limited	56.25	Malawi	Ordinary	Suite 30 Millenium Village, Birdcage Walk, Longacres, Lusaka, PO Box 32322, Zambia
Scangroup (Mauritius) Limited	56.25	Mauritius	Ordinary	10 Frere Felix de Valois Street, Port Louis, Mauritius
Scangroup (Zambia) Limited <sup>1</sup>	56.25	Zambia	Ordinary	Suite 30 Millenium Village, Birdcage Walk, Longacres, Lusaka, PO Box 32322, Zambia
Scangroup Mauritius Holdings Limited	56.25	Mauritius	Ordinary	10 Frere Felix de Valois Street, Port Louis, Mauritius
Scangroup Mozambique Limitada	56.25	Mozambique	Ordinary	Suite 30 Millenium Village, Birdcage Walk, Longacres, Lusaka, PO Box 32322, Zambia

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
SCHOLZ & FRIENDS Berlin GmbH	100	Germany	Ordinary	Litfaß-Platz 1, Berlin, 10178, Germany
SCHOLZ & FRIENDS BuyQ GmbH	100	Germany	Ordinary	Friedensallee 11, Im Zeisehof, Hamburg, 22765, Germany
Scholz & Friends Commerce GmbH (77625) 157736	100	Germany	Ordinary	Kaiser-Wilhelm-Straße 85, Hamburg, 20355, Germany
SCHOLZ & FRIENDS Digital Media GmbH	50.1	Germany	Ordinary	Friedensallee 11, Im Zeisehof, Hamburg, 22765, Germany
SCHOLZ & FRIENDS Düsseldorf GmbH 39859	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
SCHOLZ & FRIENDS Family GmbH	100	Germany	Ordinary	Friedensallee 11, Im Zeisehof, Hamburg, 22765, Germany
SCHOLZ & FRIENDS Group GmbH	100	Germany	Ordinary	Litfaß-Platz 1, Berlin, 10178, Germany
SCHOLZ & FRIENDS Hamburg GmbH	100	Germany	Ordinary	Friedensallee 11, Im Zeisehof, Hamburg, 22765, Germany
Scholz & Friends Health GmbH	100	Germany	Ordinary	Dornhofstraße 44 - 46, Neu-Isenburg, 63263, Germany
SCHOLZ & FRIENDS iDialog GmbH	100	Germany	Ordinary	Friedensallee 11, Im Zeisehof, Hamburg, 22765, Germany
Scholz & Friends Schweiz AG	100	Switzerland	Ordinary	Fornilbuckstrasse 30, Zurich, 8005, Switzerland
SCHOLZ & FRIENDS Trademarks GmbH	100	Germany	Ordinary	Friedensallee 11, Im Zeisehof, Hamburg, 22765, Germany
Scholz & Friends Wien GmbH	100	Österreich	Ordinary	Rotenturmstrasse 16-18, Vienna, A-1010, Österreich
Scotts Road Management Services LLP	100	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
Screenbase SAS	95	France	Ordinary	118 rue Tocqueville, Paris, 75017, France, Europe
SEK & Grey OY	22.5	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
Sentrix Global Health Communications Srl	100	Italy	Ordinary	Via Raffaello Bertieri 2, Milano, 20146, Italy
Sercon India Private Limited	74	India	Ordinary	E-375, First Floor, Greater Kailash-II, NEW DELHI, 110048, India
Servicios Portland de Venezuela C.A.	100	Venezuela	Ordinary	Av. Jose Maria Vargas T, Colegio de Medicos P9 Santa Fe N. Miranda Zona Postal, Caracas 1080, Venezuela
Servicios Profesionales Insights, S. de R.L. de C.V.	40	Mexico	Ordinary	Baja California, 255 Torre A, Col Condesa Mexico, DF, CP 06140, Mexico
Servicios Profesionales Kantar, S. de R.L. de C.V.	40	Mexico	Ordinary	Alfonso Reyes 115, Hipodromo Condesa, Delegacion Cuauhtemoc, Distrito Federal, 06170, Mexico
Set Creative UK Limited	65	United Kingdom	Ordinary	Parchment House 1st Floor, 13 Northburgh Street, London, EC1V 0JP
Set Live Limited	65	United Kingdom	Ordinary	Parchment House 1st Floor, 13 Northburgh Street, London, EC1V 0JP
Set Management, LLC	65	United States	Ordinary	600 Mamaroneck Avenue #400, Harrison, Westchester County, NY, 10528, United States
Shalmor Avnon Amichay Advertising Ltd	100	Israel	Ordinary	3 Hamada St, Herzliya, 46733, Israel
Shanghai Advertising Ltd	33.33	China	Ordinary	888 Huashan Rd, Shanghai, 200050, China
Shanghai Allied Advertising Ltd	47	China	Ordinary	Room 1908, 1666, Sichuan Road North, Shanghai, China
Shanghai Astus Advertising Co., Ltd.	50	China	Ordinary	Room 6091, No 210, Century Avenue, Pudong New District, Shanghai, 200120, China
Shanghai Bates MeThinks Marketing Communications Co. Ltd	70	China	Ordinary	19/F, Ascendas Plaza, 333 Tianyaoqiao Road, Shanghai, 200030, China
Shanghai Easycom Advertising Co., Ltd.	75	China	Ordinary	Room 1203, 12F, Wise Logic International Centre, No. 66 North Shaanxi Road, Jing'an District, Shanghai, China
Shanghai Iconmobile Co Ltd	67.9	China	Ordinary	Room 2707A, The Center, 989 Changle Road, Shanghai, 200031, China
Shanghai Methinks Ogilvy Advertising Co. Ltd	70	China	Ordinary	Room 206, 11F, No 1786 Nanlu Road, Pudong District, Shanghai, China
Shanghai Mjoule Advertising Co., Ltd	100	China	Ordinary	Room 3103, No. 989 Changle Road, Shanghai, China
Shanghai Ogilvy & Mather Advertising Ltd	100	China	Ordinary	26th Floor, The Center, 989 Changle Road, Shanghai, 200031, China
Shanghai Ogilvy & Mather Marketing Communications Consulting Co Ltd	100	China	Ordinary	31th Floor, Westgate Tower, 1038 Nanjing West Rd, Shanghai, China
Shanghai River Run Marketing & Management Co., Ltd.	100	China	Ordinary	The Center, 989 Changle Road, Shanghai, China
Shanghai SocialThink Advertising Co., Ltd.	100	China	Ordinary	18F, No. 868 ChangShou Road, Shanghai, China
Shanghai Star Echo Marketing & Communication Co., Ltd	51	China	Ordinary	227, RuShan Rd, 3F/B-18, Pudong New District, Shanghai, China
Shanghai Sudler MDS Healthcare Communications Co., Ltd	60	China	Ordinary	Suites 201-205, 2nd Floor, 2nd Building, No 98 Yan Ping Road, Jing'an District, Shanghai, China
Shanghai Sunrise Market Research Co. Ltd.	38	China	Ordinary	Rm. 239, Bloc B, 2F, Building #1, No.32, Lane 951 Kang Ye Road, Zhujiqiao Toen, Qingpu District, Shanghai, China
Shanghai Xianhe Advertisement, Film and Television Production Ltd	33.33	China	Ordinary	Suite 3101A, The Center, 989 Changle Road, Shanghai, China
Shengshi International Media (Group) Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Shenzhen Black Arc Ogilvy Advertising Media Limited	60	China	Ordinary	3/F., Service Building, Eastern Garden, OCT, Shenzhen, 518053, China
SIBLING AGENCY PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Signposter.com Ltd <sup>2</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
SINGLETON, OGILVY & MATHER (HOLDINGS) PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Six Degrees BCW Private Limited	100	India	Ordinary	811, New Delhi House, Barakhamba Road Connaught Place, New Delhi Central Delhi DL 110001 India
SJR Canada Ltd./SJR Canada Ltée	100	Canada	Ordinary	160 Bloor Street East, Suite 800, Toronto, ON, M4W 3P7, Canada
Smart Media Joint Stock Company	24	Viet Nam	Ordinary	Room 1408, F1.14, Building No 9, Dao Duy Anh Street, Phu-ong Lien Ward, Dong Da District, Hanoi, Viet Nam
Smollan Holdings (Proprietary) Limited	24.55	South Africa	Ordinary	Hathorn House, 27 Hathorn Avenue, Maryvale, Johannesburg, South Africa
So.Zen SRL	87.06	Belgium	Ordinary	11-21 Clos Lucien Outers, Auderghem, 1060, Belgium
Social Lab GmbH	95.2	Germany	Ordinary	Rosenthaler Straße 51, Berlin, 10178, Germany
Social Lab Middle East FZ-LLC	60	United Arab Emirates	Ordinary	105, Floor 1, Building Makateb, Dubai, United Arab Emirates
Social Lab Ro S.R.L. <sup>2</sup>	100	Romania	Ordinary	86 Grigore Alexandrescu Street, District 1, Bucharest, 71129, Romania
Social Lab South Africa Proprietary Limited	40.31	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
SOCLAB (Holdings) Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Soclab UK Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, England
Sofres Asia Pacific SAS	40	France	Ordinary	3 avenue Pierre Masse 75014 Paris
Software People Bangladesh Limited	65	Bangladesh	Ordinary	Plot 76/A (3rd Floor), Road 11, Banani, Dhaka, Bangladesh
Soho Square (Vietnam) Company Ltd	100	Viet Nam	Ordinary	Centec Tower, 72-74 Nguyen Thi Minh Khai Street, District 3, Hochiminh City, Viet Nam
Soho Square Advertising Co Ltd	100	China	Ordinary	RM2708A, The Center, No. 989 Changle Road, Shanghai, 200031, China
Soho Square Coimbra, C.A.	80	Venezuela	Ordinary	Avenida La Estancia, Centro Banaven, Torre D, Piso 3, Chuao, Caracas, 1080, Venezuela
Soho Square Comunicação Ltda.	100	Brazil	Ordinary	No. 5777, Avenida Doutor Ruth Cardoso, Andar 3, Ala A, Alto de Pinheiros, São Paulo, CEP 05477-900, Brazil
Soho Square Hong Kong Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Soho Square Japan K.K.	100	Japan	Ordinary	Yebisu Garden Place Tower, 25th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6025, Japan
Soho Square México, S.A. de C.V	100	Mexico	Ordinary	Montes Urales 505 1er Piso, Lomas de Chapultepec, C.P. 11001, Mexico
Soho Square Pakistan (Private) Limited	50	Pakistan	Ordinary	94-Jinah Co-operative Housing Society Block 7 & 8, Tipu Sultan Road, Karachi, Pakistan
Soho Square Pte Ltd	100	Singapore	Ordinary	71 Robinson Road, #07-01, Crosby House, 068895, Singapore
Solski Burson Marsteller sp. z o.o	30.07	Poland	Ordinary	ul. Krakowskie Przedmiescie 47/51, Warsaw, 00-071, Poland
Space SA	50	Belgium	Ordinary	Avenue de Tedesco 41, Brussels, 1160, Belgium
Spafax Airline Network (Singapore) Pte Ltd	100	Singapore	Ordinary	50 Scotts Road, #04-01, 228242, Singapore
Spafax Airline Network Limited	100	United Kingdom	Ordinary	The Pumphouse, 13-16 Jacob's Well Mews, London, England, W1U 3DY, United Kingdom
Spafax Canada Inc	100	Canada	Ordinary	60, 601, Bloor Street West, Toronto, ON, M4W 3B8, Canada
Spafax Medios y Publicidad SpA	100	Chile	Ordinary	Av Pde Kennedy 5757, Of.509., Las Condes, Santiago, Chile
Spafax Networks LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
SPAFAX NETWORKS SDN. BHD.	100	Malaysia	Ordinary	Level 21, Suite 21.01, The Gardens South Tower, Mid Valley City, Lingkaran Syed Putra, Kuala Lumpur, Kuala Lumpur, 59200, Malaysia
Spafax Publicidade Ltda.	100	Brazil	Ordinary	Avenida Brigadeiro Faria Lima, 1478, 16 andar, sala 4, Jardim Paulistano, Sao Paulo, CEP 01451-001, Brazil
SponsorCom Limited	100	United Kingdom	Ordinary	124 Theobalds Road, London, England, WC1X 8RX, United Kingdom
Spot Thompson Total Communications Group Limited	33.2	Cyprus	Ordinary	Academy Str 21, MERMB House, Aglantzia, Nicosia, 2107, Cyprus
Squad Digital Limited	67.97	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
Squad Digital Nigeria Limited	61.5	Nigeria	Ordinary	22A Gerrard Road, Ikoyi, Lagos, Nigeria
Sra Rushmore SA	74	Spain	Ordinary	Gran Via, 33, 8th Floor, Madrid, Spain

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SSQ ADVERTISING & COMMUNICATION SOCIETE ANONYME <sup>1</sup>	40	Greece	Ordinary	9 Kontogianni Str & 3 Vas Antonopoulou St, Kifissia, Athens, 14561, Greece
Stampa Basım Sanayi Pazarlama ve Tanıtım Hizmetleri (FKA Stampa Printing)	25	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Stickleback Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Stonewall Digital Marketing (Pty) Limited	59.37	South Africa	Ordinary	Innesfree View, 2-4 Harris Road, Corner of Katherine & Harris Roads, Sandown, 2196, South Africa
Storytelling Communications Perú S.A.C.	100	Peru	Ordinary	Avenida Paseo de la República N°5895 Piso 2
Strike Media (Proprietary) Limited	34.71	South Africa	Ordinary	205A Building 20, The Waverly Business Park, Wyecroft Road, Mowbray, 7705, South Africa
Studio Click Produção e Comunicação Ltda	92.48	Brazil	Ordinary	Rua dos Pinheiros, 610, 2 andar, Conjunto 23, Sala B, Pinheiros, Sao Paulo, CEP 05422-001
Studio M France SAS	100	France	Ordinary	57 rue Villiers, Neuilly sur Seine, Paris, 92200, France
STW GEOMETRY HOLDINGS PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
STW Group Asia Holdings Pte Ltd	100	Singapore	Ordinary	8 Wilkie Road #03-01, Wilkie Edge, Singapore, 228095, Singapore
STW MEDIA SERVICES PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Sub Design SA	82.98	France	Ordinary	94 avenue de Villiers, Paris, 75 017, France
Sudler & Hennessey Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
Sudler & Hennessey, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Sudler Japan Inc.	100	Japan	Ordinary	Tsukiji Eto Building, 1-12-6 Tsukiji, Chuo-ku, Tokyo, Japan, Tokyo, 104-8427, Japan
Summer (BC) Bidco B LLC	40	United States	Ordinary	4001 KENNETT PIKE, SUITE 302, WILMINGTON, DE, 19807
Summer (BC) Holdco A S.a.r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) Holdco B S.a.r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) Intermediate US JVCo GP S.a.r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) Intermediate US JVCo SCSP	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) JVCo S.a.r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) Midco S.a.r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) UK Bidco Limited	40	United Kingdom	Ordinary	11th Floor, 200 Aldersgate Street, London, EC1A 4HD
Summer (BC) US Holdco A LLC	40	United States	Ordinary	4001 KENNETT PIKE, SUITE 302, WILMINGTON, DE, 19807
Summer (BC) US Midco GP S.a.r.l.	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer (BC) US Midco SCSP	40	Luxembourg	Ordinary	4, rue Lou Hemmer, L-1748 Senningerberg, Grand Duchy of Luxembourg, Luxembourg
Summer Paulistana Participações Ltda.	100	Brazil	Ordinary	Rua Mario Amaral, 50, sala E, parte, Paraíso, Brazil
Supermirella Participações Ltda	100	Brazil	Ordinary	Av Brigadeiro Faria Lima 1478, 16 andar, conjunto 1601, Edifício Monumento, Jardim Paulistano, Sao Paulo, 01472-900, Brazil
Superunion Africa (Pty) Ltd	42.4	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Superunion B.V.	100	Netherlands	Ordinary	Pilotenstraat 41, Amsterdam, 1059 CH, Netherlands
Superunion Brand Consulting Limited	100	Hong Kong	Ordinary	23/F, The Center, 99 Queen's Road Central, Hong Kong
Superunion Brand Consulting Pte Ltd	100	Singapore	Ordinary	71 Robinson Road, #07-01, Crosby House, 068895, Singapore
Superunion Brand Consulting, S.L.	100	Spain	Ordinary	130 Paseo de la Castellana, Madrid, 28046, Spain
Superunion Brasil Comunicação Ltda.	59.99	Brazil	Ordinary	Alameda Franca, 1050, 4º andar, conjunto 41, Jardim Paulista, CEP 01422-001, São Paulo, Brazil
Superunion China Co, Ltd	100	China	Ordinary	Room 2704-2706, 1038, Nanjing Road West, Shanghai, China
Superunion Germany GmbH	100	Germany	Ordinary	Knesebeckstraße 33, Berlin, 10623, Germany
Superunion Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Sureluck Holdings Inc	40	Philippines	Ordinary	7th Floor EPCIB Tower, 6760 Paseo de Roxas, Makati, Philippines
Swift + POSSIBLE LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Synergy Hill & Knowlton Co Ltd <sup>1</sup>	70	Korea (the Republic of)	Ordinary	14fl, 175-87 Anguk-bldg, Anguk-dong, Jongno-gu, Seoul, Korea (the Republic of)
Szygy AG	50.33	Germany	Ordinary	Horexstraße 28, Bad Homburg v. d. Höhe, 61352, Germany

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
syzygy Deutschland GmbH	50.33	Germany	Ordinary	Horexstraße 28, Bad Homburg v. d. Höhe, 61352, Germany
SYZYGY DIGITAL MARKETING INC	50.33	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Syzygy Performance Marketing GmbH	50.33	Germany	Ordinary	Horexstraße 28, Bad Homburg v. d. Höhe, 61352, Germany
Syzygy UK Limited	50.33	United Kingdom	Ordinary	Lacon House, 84 Theobalds Road, London, WC1X 8NL, England
T and P Agency Private Limited	79.79	India	Ordinary	4th Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
Taivas Maan Paalla Oy	33	Finland	Ordinary	Pohjoinen Makasiinikatu 3-5, Helsinki, 00130, Finland
Tank Advertising LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Target Marketing Limited	31.77	Ireland	Ordinary	18-20 Northumberland Road, Dublin, 4, Ireland
Tattoo FZ LLC	100	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Taxi Canada Ltd./Taxi Canada Ltée	100	Canada	Ordinary	495 Wellington Street West, Suite 102, Toronto, ON, M5V 1E9, Canada
Taxi Inc.	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Taylor Nelson Sofres Asia Pacific Pty Ltd	40	Australia	Ordinary	30 HICKSON ROAD, MILLERS POINT, NSW, 2000, Australia
Taylor Nelson Sofres BV	40	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Taylor Nelson Sofres Group Spain SL	40	Spain	Ordinary	Cami Can Calders 4, Sant Cugat Valles, Barcelona, 08173, Spain
Taylor Nelson Sofres Hungary Business and Social Marketing and Consulting Limited	40	Hungary	Ordinary	Vitkovics Mihály u. 9, 1052 Budapest, Hungary
Taylor Nelson Sofres International Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
Taylor Nelson Sofres Ireland Limited	40	Ireland	Preference, Ordinary	5/6 Ely Place, Dublin 2, Ireland
Taylor Nelson Sofres S.A. (in Spain)	40	Spain	Ordinary	Cami Can Calders 4, Sant Cugat Valles, Barcelona, 08173, Spain
Taylor Nelson Sofres S.a.r.l.	40	Algeria	Ordinary	Cité ADDL Lot 122 Bir Mourad Raïs, Alger
Taylor Nelson Sofres Services Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY
Taylor Nelson Sofres Suomi OY	40	Finland	Ordinary	Miestentie 9 C 02150 ESPOO, Finland
Taylor Nelson Sofres Teleseker Limited	38	Israel	Ordinary	4th Ariel Sharon St. Givatayim, Israel 5320047
Taylor Nelson Sofres Trustees Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
TBU Holdings Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
TDM Acquisition Co., Inc	100	United States	Ordinary	The Corporate Trust Company, Corporation Trust Center, 1209 Orange Street, Wilmington, New Castle, DE 19801, United States
Team Advertising and Marketing WLL	49.2	Kuwait	Ordinary	Qibla, Block 15, Building 14 owned by Badr Salem Abdul Wahab, 6th floor, office no. 1., Kuwait
Team Advertising SP	65.584	Saudi Arabia	Ordinary	1st Floor, Teatro Mall, Tahlia Street, P O Box 234, Jeddah, 21411, Saudi Arabia
Team Cosmo AG	100	Switzerland	Ordinary	Binzmühlestrasse 170d, Postfach, 8050 Zurich, Switzerland
Team Cosmo GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Team Cosmo UK Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
Team Garage LLC	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
Team Gulf Advertising LLC	32.13	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Team Holdings Curacao N.V.	99.99	Curaçao	Ordinary	Kaya WFG, Combi Mensing, 36 Curacao, Netherlands Antilles
Team Life Global Limited²	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
TEAM RED Advertising, Trading and Consulting Limited Liability Company	100	Hungary	Ordinary	Alkotás utca 53, C building 2nd floor, Budapest, H-1123, Hungary
TEAM RED Media Korlátolt Felelősségű Társaság	100	Hungary	Ordinary	Alkotás utca 53, C building 2nd floor, Budapest, H-1123, Hungary
Team Red Reklamcılık ve Yayincılık Limited Şirketi	100	Turkey	Ordinary	Bomonti Fıyın Sokak / No: 51, Beşiktaş, Istanbul, Turkey
Team Y&R Holdings Hong Kong Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Team Y&R SARL	69.39	Morocco	Ordinary	39, Street Ibnou, Sina & Abou Rayane, El Farkir, PB 20270, Casablanca, Morocco

**WPP Jubilee Limited**

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Team Y&R Saudi Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Team Young & Rubicam LLC (Egypt)	68.77	Egypt	Ordinary	11B Higaz Street, Infinity Tower, 3rd Floor, Giza, Egypt
Team Young & Rubicam SARL (Lebanon)	99.99	Lebanon	Ordinary	First Floor, Khayyat Building, AL Tabaris, Fouad Shab District, Beirut, Lebanon
TechEdge (UK) Limited	23.58	United Kingdom	Ordinary	2 Tangier Central, Castle Street, Taunton, Somerset, TA1 4AS, England
TechEdge America Inc.	40	United States	Ordinary	175, SW 7th Street, Suite 1900, Miami, FL 33130, United States
Techedge ApS	23.58	Denmark	Ordinary	Damfærgevej 3, 4'th Floor, DK-2100, Denmark
TechEdge Asia Pacific, Singapore Pte. Ltd.	23.58	Singapore	Ordinary	9A Ann Siang Roas, Singapore (069690)
Techedge Iberia S.L.	23.58	Spain	Ordinary	Cami Can Calders 4, Sant Cugat Valles, Barcelona, 08173, Spain
Techsys Holding Company	49	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Ted Bates Worldwide, Inc	100	United States	Ordinary	3 WTC- 175 Greenwich Street, 11th Floor, New York, NY, 10007, United States
TeleContact International BV	20	Netherlands	Ordinary	Tauber 52, The Hague, Netherlands
Telquest GmbH	40	Germany	Ordinary	Landsberger Straße 284, München, 80687, Germany
Tempus Group Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Tempus Partners Limited <sup>2</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
Tenthavenue Media Limited	100	United Kingdom	Ordinary	The Inspire, Hornbeam Park, Harrogate, HG2 8PA, United Kingdom
Testardo Gram Sp. z o.o.	100	Poland	Ordinary	Jasna 24, Warsaw, 00-054, Poland
The & Partners ApS	71.12	Denmark	Ordinary	C/O GROUPM DENMARK A/S, Holmbladsgade 133, 2300 København S
The & Partners Group Limited	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, W1T 1QL, England
The & Partners Srl	71.12	Italy	Ordinary	via Morimondo n. 26 - 20143 Milan (Italy)
The & Partnership AB <sup>1</sup>	71.12	Sweden	Ordinary	Birger Jarlsgatan 52, 11429 Stockholm
The & Partnership Australia Pty Limited	71.12	Australia	Ordinary	30 HICKSON ROAD, MILLERS POINT, NSW, 2000, Australia
The & Partnership Belgium	71.12	Belgium	Ordinary	Rue Jules Cockx 8 - 10, 1160 Auderghem, Belgium
THE & PARTNERSHIP IBERIA PUBLICIDAD, S.L	71.12	Spain	Ordinary	c/Rios Rosas 26 28003 Madrid, Spain
The & Partnership Inc.	100	Korea (the Republic of)	Ordinary	Samseong-dong, 507, Samseong-ro, Gangnam-gu, Seoul, Korea (the Republic of)
The & Partnership Korlatolt Felelossegu Tarsasag	71.12	Hungary	Ordinary	1123 Budapest, Alkotás utca 53. C. ep.2.em., Hungary
The & Partnership Limited Spółka z ograniczoną odpowiedzialnością	71.12	Poland	Ordinary	Woloska 24, Warsaw, 02-675, Poland
The Added Value Group (Proprietary) Limited	32.424	South Africa	Ordinary	13th Floor Roggebaai Place, 4 Jetty Street, Foreshore Cape Town, Western Cape, 8001
The And Partnership Holdings, Inc.	71.14	United States	Ordinary	251 Little Falls Drive, Wilmington, DE, 19808, United States
THE AND PARTNERSHIP İLETİŞİM HİZMETLERİ A.Ş.	71.12	Turkey	Ordinary	Astoria AVM Buyukdere cad No:127 K:2, 34394 Sisli / Istanbul
The And Partnership North America LLC	66.87	United States	Ordinary	874 Walker Road, Suite C, Dover, Delaware, 19904, United States
THE BOX ADVERTISING LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
The Brand Agency Pty Ltd ATF Brand Agency Unit Trust	87	Australia	Ordinary	LEVEL 2, 556 WELLINGTON STREET, PERTH, WA, 6000, Australia
The Brand Power Company LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
The Brand Power Company Pte Ltd	100	Singapore	Ordinary	#14-07, 1 HAROURFRONT AVENUE, KEPPEL BAY TOWER, SINGAPORE, 098632, Singapore
The Brand Union	79.999	South Africa	Ordinary	THE CAMPUS, 15 SLOANE STREET, BRYANSTON, GAUT-ENG, 2152
The Brand Union AB	97.52	Sweden	Ordinary	Box 7042, Stockholm, 103 86, Sweden
The Brand Union Company LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
The Brand Union Ltd	99.95	Thailand	Ordinary	999/9 The Offices at Centralworld, 14th Floor, Rama 1 Rd., Patumwan, Patumwan, Bangkok, 10330, Thailand
The Brand Union Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
The Bridge Communications Company Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
The Cocktail America, S.A.S	80	Colombia	Ordinary	CRA 11 #81-26 of 301, Bogota, Colombia

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
The Cocktail America, S.L.U.	80	Spain	Ordinary	Calle Salamanca 17, 1º, Madrid, 28020, Spain
The Cocktail America, SA DE CV	79.992	Mexico	Ordinary	Calle San Luis Potosi, Colonia Roma Norte, Delegacion Cuauhtemoc, Ciudad de Mexico, C.P. 06700, Mexico
The Cocktail Experience, S.L.U.	80	Spain	Ordinary	Calle Salamanca 17, 1º, Madrid, 28020, Spain
The Cocktail Global, S.L.	80	Spain	Ordinary	Calle Salamanca 17, 1º, Madrid, 28020, Spain
The Customer Equity Company (SA) (PTY) Limited	40	South Africa	Ordinary	13th Floor Roggebaai Place, 4 Jetty Street, Foreshore Cape Town, Western Cape, 8001
The Futures Company Argentina S.A.	40	Argentina	Ordinary	Montaneses 2180, 1er Piso, C1428 AQF, Ciudad de Buenos Aires, Argentina
The GCI Group LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
The Greenhouse GP Inc	35.56	Canada	Ordinary	99 Spadina Avenue, Suite 100, Toronto, ON, M5V 3P8
The Hardy Boys (Pty) Ltd	32.97	South Africa	Ordinary	Unit 3 River Junction, 10 Hippo Park Avenue, Riverhorse Valley East, 4017, South Africa
The Hive Belgium SA	70	Belgium	Ordinary	Rue Jules Cockx 8-10, Brussels (Auderghem), B-1160, Belgium
The Jeffrey Group Brasil, Ltda.	97.5	Brazil	Ordinary	Rua Claudio Soares 72, cj. 1501, Pinheiros, São Paulo, CEP 05422-030, Brazil
The Jeffrey Group Mexico. S. de R.L. de C.V.	100	Mexico	Ordinary	Cordillera de los Andes 120, Piso 2, Col, Lomas de Chapultepec, CP 11000, Mexico,
The Jeffrey Group, LLC	100	United States	Ordinary	201 S. Biscayne Blvd, Suite 1400, Miami, Florida, 33131
The Kantar Group Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
The Lacek Group LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
The Lionheart Brand Holding Company (International) Ltd	49	Mauritius	Ordinary	Suite 510, 5th Floor Barkly Wharf, Le Caudan Waterfront, Port Louis, Mauritius
The Lionheart Brand Holding Company (Pty) Ltd	49	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
The Media Edge SA	100	Greece	Ordinary	96 M. Antypa Street, 142 35, N. Ionia, Athens, Greece
The Media Insight Polska Sp. z o.o.	100	Poland	Ordinary	Zaryna 2B, Building C, Warsaw, 02-593, Poland
The Media Partner France SA	33.26	France	Ordinary	32 rue Guersant, Paris, 75017, France
The Ogilvy Foundation	100	United States	Ordinary	2 EAST 48TH ST., NEW YORK, NY, UNITED STATES, 10017
The Ogilvy Group, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
THE ONLINE RESEARCH UNIT PTY LTD	40	Australia	Ordinary	Level 6, 30 Hickson Road, Millers Point, Sydney NSW 2000
The PBN Company	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
The Pharm US LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
The Showroom GP Inc	35.56	Canada	Ordinary	99 Spadina Avenue, Suite 100, Toronto, ON, M5V 3P8
THE SOCIAL PRACTICE LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, England, W1T 1QL
THE STORE WPP AUNZ PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
The Tempus Group Trust Company (1990) Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
The WPP Charitable Foundation, Inc.	100	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
THE WTA GROUP PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
The Young & Rubicam Group of Companies ULC	100	Canada	Ordinary	Suite 1600, 421 7th Avenue SW, Calgary, AB, T2P 4K9, Canada
THE&PARTNERS LONDON LIMITED	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, W1T 1QL, England
The&Partners SARL	71.12	France	Ordinary	57-57Bis, Rue de Villiers, Neuilly-sur-Seine, 92200, France
The&Partnership Hong Kong Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
The&Partnership Inc.	94	Canada	Ordinary	100-99 Spadina Ave, Toronto ON M5V 3P8
The&Partnership Japan K.K.	100	Japan	Ordinary	Yebisu Garden Place Tower, 25th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6030, Japan
The&Partnership Pte. Ltd.	100	Singapore	Ordinary	50 Scotts Road, #04-01, 228242, Singapore
The&Partnership Germany GmbH	71.12	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
Thistleclub Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
thjnk 24/7 GmbH	100	Germany	Ordinary	Vorsetzen 32, Hamburg, 20459, Germany
thjnk ag	100	Germany	Ordinary	Vorsetzen 32, Hamburg, 20459, Germany

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thjnk berlin gmbh	56	Germany	Ordinary	Oranienburger Straße 18, Berlin, 10178, Germany
thjnk düsseldorf gmbh	70	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
thjnk hamburg gmbh	100	Germany	Ordinary	Vorsetzen 32, Hamburg, 20459, Germany
THJNK LLC	100	United States	Ordinary	874 Walker Road, Suite C, Dover, Delaware, 19904, United States
thjnk münchen GmbH	100	Germany	Ordinary	Rosenheimer Straße 145 d, München, 81671, Germany
thjnk Zurich AG	60.1	Switzerland	Ordinary	Werdstrasse 109, Zurich, CH-8004, Switzerland
Thompson Connect (Proprietary) Limited	91.6	South Africa	Ordinary	The Brand Building, 15 Sloane Street, Bryanston, GP, 2152, South Africa
Thompson Nepal Private Ltd	76	Nepal	Ordinary	Shovalaya, 445 Narayanhiti Path, Dakshin Dhoka, Lal Durbar, PO Box 8975 EPC 1466, Kathmandu, Nepal
Tihama Al Mona International - J Walter Thompson S.A.R.L	68	Lebanon	Ordinary	47 Patriarch Howeiik Street, Sabbagh Building 3rd Floor, PO Box 11, 3093 Beirut, Beirut, Lebanon
Tihama al Mona International Advertising Ltd	68	Saudi Arabia	Ordinary	South Tower, King Fahd Road, Riyadh, Saudi Arabia
Tihama Regional Management & Development Co	67.2	Saudi Arabia	Ordinary	South Tower, King Fahd Road, Riyadh, Saudi Arabia
Timed ApS	51	Denmark	Ordinary	c/o Wunderman A/S, Strandboulevarden 122, DK-2100, Copenhagen Ø, 4, Denmark
TJG Holdings, LLC	100	United States	Ordinary	201 S. Biscayne Blvd, Suite 1400, Miami, Florida, 33131
TK-L Media Corporation	30	Viet Nam	Ordinary	58, Vo Van Tan Street, Ward 6, District 3, HCMC, Vietnam
TMP Hellas SA	23.1	Greece	Ordinary	KIFISSIAS AVENUE 10-12, MAROUSSI, ATHENS, 15125, Greece
TNS Argentina S.A	40	Argentina	Ordinary	Santa Fe 1970, 2nd Floor, Buenos Aires, Argentina
TNS Asia Holdings Limited <sup>1</sup>	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
TNS Chile SpA	40	Chile	Ordinary	La Pastora street, number 121, fourth floor, Las Condes, Santiago of Chile, Chile
TNS China Co., Ltd	40	China	Ordinary	Room 502, #20 Building, #10 Universal Business Park, Jiuxianqiao Road, Beijing, China
TNS Data S.A. (Costa Rica)	40	Costa Rica	Ordinary	Oficentro Torres del Campo, 4to piso, Barrio Tournon, San Jose, Costa Rica
TNS Data S.A. (Guatemala)	40	Guatemala	Ordinary	Avenida Reforma 7-62, Zona 9, Edificio Aristos Reforma Oficina 1001E, Guatemala, Guatemala
TNS Data S.A. (Panama)	40	Panama	Ordinary	Edificio World Center, Calle 53, Comercial Ofina Regus, Panama, Panama
TNS Data S.A. de C.V. (El Salvador)	40	El Salvador	Ordinary	Alameda Roosevelt No. 3107, Edificio La Centroamericana, Tercera Planta, Local 303, San Salvador, El Salvador
TNS Group Holdings Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
TNS Infratest S.P.A.	40	Italy	Ordinary	Via Bolama 11/3, 20126, Milan
TNS Infratest Slovakia s.r.o.	40	Slovakia	Ordinary	Prievozska 40, Bratislava, 821 09, Slovakia
TNS Ireland LLC	40	United States	Ordinary	3411 Silverside Road, Tatnall Buildings #104, Wilmington, DE 19810, United States
TNS Latvia SIA	29.672	Latvia	Ordinary	3 Kronvalda bulvaris, Latvia LV-1010, Riga
TNS Liban SARL	40	Lebanon	Ordinary	Mekalles, Salibi Tower, 9th Floor, P.O.Box 40201, Baabda - Lebanon
TNS LT, UAB	37.884	Lithuania	Ordinary	V. Mykolasicio, Putino str. 10-44, Vilnius, LT03155, Lithuania
TNS Maroc S.a.r.l.	40	Morocco	Ordinary	219, Angle BD Zerkouni & Roudani, Apartment no 41,42,43, 4EME Etage, ET no 28 2EME ETAGE, Casablanca, Morocco
TNS Media Vietnam Co., Ltd	20.04	Viet Nam	Ordinary	34-36 Nam Ky Khoi Nghia Street, District 1, Ho Chi Minh City, Viet Nam, Viet Nam
TNS México, S.A. de C.V.	40	Mexico	Ordinary	Avenida Insurgentes Sur #863 Piso 13, Colonia Napoles, Mexico, DF 03810, Mexico
TNS Myanmar Holdings Pte. Ltd.	28	Singapore	Ordinary	50 Scotts Road #02-01 Singapore, 228242, Singapore
TNS Research Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
TNS RMS Cote D'Ivoire Sarl	40	Côte d'Ivoire	Ordinary	Abidjan-Cocody, Riviera- Bonoumin (near the Pharmacy of Bonoumin), 28 BP 1226 Abidjan 26
TNS RMS East Africa Limited	40	Kenya	Ordinary	The Templeton, Matundu Lane, Westlands P.O Box 72951 - 00200 Nairobi, Kenya
TNS RMS International (GH) Ltd	40	Ghana	Ordinary	C24/14 Blohum Street, Dzorwulu, Opposite Fidelity Bank, Dzorwulu, Accra
TNS RMS Nigeria Limited	40	Nigeria	Ordinary	26 Odozie Street, Ojodu-Ikeja, Lagos, Nigeria
TNS RMS Senegal SA	40	Senegal	Ordinary	Ngor Rue NG 80
TNS Serviços de Pesquisa de Mercado Ltda	40	Brazil	Ordinary	Rua das Olimpíadas, 205-13 Andar conjuntos 131/134, parte, Sao Paulo, 04551-000, Brazil

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
TNS UK Limited	40	United Kingdom	Ordinary	6 More London Place, London, SE1 2QY, England
TNS Worldpanel Limited	40	United Kingdom	Ordinary	6 More London Place, Tooley Street, London, England, SE1 2QY, United Kingdom
TNS-RMS Cameroun Limited	40	Cameroon	Ordinary	62 Rue Koloko, Bonapriso, PO Box 17086, Douala, Cameroon
TNS-Tel-Gal Media Research Ltd	39.02	Israel	Ordinary	Hirsh Baruch 14 Bnei Brak, 5120206
Today Advertising Ltd	35	Myanmar	Ordinary	52 A Shwehinhtha Street, Hlaing Township Yangon, Myanmar
Transart Educational Marketing Systems Ltd	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
Triad Digital Media, LLC	100	United States	Ordinary	28175 HAGGERRY ROAD NOVI, MI 48377, United States
Triad Media Retail, S. de R.L. de C.V. <sup>4</sup>	100	Mexico	Ordinary	Ave. Ejército Nacional 519, 6º piso, Col Granada, 11520, Mexico
Tribe Advertising Services SA	79.95	Greece	Ordinary	280 Kifissias Avenue, Chalandri, Athens, 15232, Greece
Trikaya Communications Pvt. Ltd	100	India	Ordinary	2nd Floor, Wing A, The Orb, Village Marol, Andheri (East), Mumbai - 400099
Trinto Soluções Digitais Para Comércio Eletrônico Ltda.	100	Brazil	Ordinary	Rua Mostardeiros, 777, sala 1401, Rio Branco, city of Porto Alegre, State of Rio Grande do Sul, CEP 90430-001, Brazil
TWENTYFIVE Communications GmbH & Co. KG	69.3	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
TWENTYFIVE Verwaltungs GmbH	69.3	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Two Circles Group Limited	20	United Kingdom	Ordinary	Suite 1, 7th Floor, 50 Broadway, London, SW1H 0BL, England
Two Circles Holdings (UK) Limited	20	United Kingdom	Ordinary	Suite 1, 7th Floor, 50 Broadway, London, SW1H 0BL, England
Two Circles Holdings Limited <sup>1</sup>	20	Jersey	Preference, Ordinary	4th Floor, 22-24 New Street, St Paul's Gate, St Helier, JE1 4TR, Jersey
Two Circles Limited	20	United Kingdom	Ordinary	Suite 1, 7th Floor, 50 Broadway, London, SW1H 0BL, England
Two Circles, Inc.	20	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
TWW Group Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Ubachs Wisbrun BV	100	Netherlands	Ordinary	Rietlandpark 301, Amsterdam, 1019 DW, Netherlands
Ultimate Square	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Uncle Grey Oslo AS <sup>2</sup>	100	Norway	Ordinary	Sørkedalsveien 6, Oslo, 0369, Norway
Unclegrey A/S	100	Denmark	Ordinary	Ny Ostergade 20, Copenhagen K, 1101, Denmark
Unfoldr B.V.	100	Netherlands	Ordinary	Johan Huizingalaan 763 A, 4e verdieping, 1066 VH Amsterdam, Netherlands
UnfoldX B.V.	100	Netherlands	Ordinary	Johan Huizingalaan 763 A, 4e verdieping, 1066 VH Amsterdam, Netherlands
UNICH Criação e Planejamento Ltda.	71.44	Brazil	Ordinary	Rua João Moura, 1144, Pinheiros, Sao Paulo, 05412-002, Brazil
Unique Digital Marketing Limited	51.7845	United Kingdom	Ordinary	Lacon House, 84 Theobalds Road, London, WC1X 8NL, England
United Advertising Company Limited	50	Saudi Arabia	Ordinary	Suhaily Plaza, 9th Floor, Al Andalus Street (Near Saudi American Bank – SAMBA), Jeddah 21472, P.O.Box 7868, Jeddah- KSA
United Bay Trading Company LLC Jordan	24.55	Jordan	Ordinary	1st Floor, Yarmouk Insurance Building, Siqillyah Street, Al Rabia, Amman, Jordan
United Media (R.S. 2005) Ltd	100	Israel	Ordinary	13 Rozanis Street, Tel-Aviv, 69018, Israel
Universal Design Studio Limited	75	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Uniworld Group, Inc.	49	United States	Ordinary	Corporation Service Company, 2711 Centerville Road, Suite 400, Wilmington DE 19808
uplift gmbh	49.9	Germany	Ordinary	Vorsetzen 32, Hamburg, 20459, Germany
UV Interactive Entertainment GmbH	100	Germany	Ordinary	Litfaß-Platz 1, Berlin, 10178, Germany
VAC Media Corporation	30	Viet Nam	Ordinary	58, Vo Van Tan Street, Ward 6, District 3, HCMC, Vietnam
VBAT Group B.V.	100	Netherlands	Ordinary	Pilotenstraat 41, Amsterdam, 1059 CH, Netherlands
Velvet Consulting (SARL AU) <sup>1</sup>	96.76	Morocco	Ordinary	Rue dayat Erroumi, appt N 05 Imm 13 Agdal, Rabat, Morocco
Velvet Consulting SAS	95.11	France	Ordinary	64, rue de la Boetie, Paris, 75008, France
Verticurl Japan G.K.	60	Japan	Ordinary	2F, Fuji Building 28, Kita Aoyama, Minato, Tokyo, 107-0061, Japan
Verticurl LLC	60	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Verticurl Marketing (Beijing) Ltd.	100	China	Ordinary	1, A Zone, Private Sector Enterprises, Anding Town, Daxing District, Beijing, China
Verticurl Marketing Private Limited	60	India	Ordinary	INDIA LAND TECH PARK, 1ST FLOOR TOWER B, CHIL SEZ AREA, KEERANATHAM MAIN ROAD, KEERANATHAM VIL-LAGE, SARAVANAMPATTI, COIMBATORE -641035
Verticurl Marketing Services Pty Limited	60	Australia	Ordinary	Suite 4, Level 5, Elizabeth Plaza, North Sydney, NSW, NSW 2060, Australia
Verticurl Marketing UK Limited	60	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9RQ, Eng-land
Verticurl Pte. Ltd.	60	Singapore	Ordinary	50 Scotts Road, #02-01, 228242, Singapore
Village Marketing Agency LLC	100	United States	Ordinary	300 Delaware Avenue, Suite 210-A, Wilmington, DE, 19801, United States
Vincent Square Holding BV	100	Netherlands	Preference, Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Vinyl I-Co. Ltd	75	Korea (the Republic of)	Ordinary	10, 135 Gil Nonhyunro, Gamgnam-gu, Seoul, Korea (the Republic of)
VML South Africa Proprietary Limited	43.01	South Africa	Ordinary	Innesfree View, 2-4 Harris Road, Corner of Katherine & Harris Roads, Sandown, 2196, South Africa
VML Y&R Enterprise	100	Ukraine	Ordinary	4A Verhni Val St, Kyiv, 04071, Ukraine
VML Young & Rubicam, S.L.	100	Spain	Ordinary	Avenida de Burgos 21, 5th Floor, Madrid, 28036, Spain
VML, LLC	100	United States	Ordinary	12747 Olive Boulevard, #300 St. Louis, MO 63141, United States
VMLY & R ITALY S.r.l.	100	Italy	Ordinary	26 Via Morimondo, Milan, 20143, Italy
VMLY&R Argentina S.A.U.	100	Argentina	Ordinary	French 3155, Buenos Aires, Argentina
VMLY&R Brasil Propaganda Ltda	92.48	Brazil	Ordinary	Avenida General Furtado do Nascimento, no. 9, suite F, Alto de Pinheiros, São Paulo SP, 05465-070, Brazil
VMLY&R Chile SpA	100	Chile	Ordinary	Avenida del Parque 5045, Ciudad Empresarial, Huechura, Santiago, Metropolitana, 8580711, Chile
VMLY&R Colombia S.A.S.	100	Colombia	Ordinary	Carrera 11 A 93 B 30, Pso 4, Bogota, Colombia
VMLY&R Commerce Peru S.A.C	100	Peru	Ordinary	4080 Arequipa Avenue, Miraflores, Lima, Peru
VMLY&R Cracow sp. Z o.o	74	Poland	Ordinary	al. Slowianska 10 B, 01-695, Warsaw, Poland
VMLY&R Europe Holding sp. z o.o.	100	Poland	Ordinary	Plac Konesera 11,03-736 Warsaw, Poland
VMLY&R France SAS	100	France	Ordinary	57 avenue Andre Morizet, Boulogne-Billancourt, 92100, France
VMLY&R GmbH	100	Germany	Ordinary	Völklinger Str. 33, Düsseldorf, Germany, 40221
VMLY&R Health Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
VMLY&R Health Srl	100	Italy	Ordinary	Via Raffaello Bertieri 4, Milano, 20146, Italy
VMLY&R Hungary Kft.	100	Hungary	Ordinary	Alkotás utca 53, A, III, Budapest, 1123, Hungary
VMLY&R KOL INSIGHTS & DIGITAL SOLUTIONS LIMITED	75	United Kingdom	Ordinary	18 Upper Ground, London, SE1 9GL, England
VMLY&R Limited	100	New Zealand	Ordinary	90, WELLESLEY STREET, AUCKLAND, New Zealand
VMLY&R LLC	100	Ukraine	Ordinary	9 Mechnikov Str, Kyiv, 01023, Ukraine
VMLY&R Perú S.A.C.	100	Peru	Ordinary	No. 95, Avenida Angamos Oeste, Lima, Peru
VMLY&R PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
VMLY&R Puerto Rico Inc.	100	Puerto Rico	Ordinary	9 Munet Court, Buchanan Guaynabo, 00968, Puerto Rico
VMLY&R s.r.o.	100	Czech Republic	Ordinary	Bubenská 1477/1, Holešovice, Prague 7, 170 00, Czech Re-public
VMLY&Rx France SAS	100	France	Ordinary	44 avenue George V, PARIS, 75008, France
VMLY&Rx S.L.	100	Spain	Ordinary	Castello 128 bjos, Derecha, Madrid, 28006, Spain
VMLYR Pazarlama ve İletişim Çözümleri Limited Şirketi	100	Turkey	Ordinary	Tomtom Mah, İstiklal Cad., Misir Apt., No.163, K.4, D.15/16, Beyoğlu, İstanbul, Turkey
Vocanic (Malaysia) SDN BHD	80.65	Malaysia	Ordinary	Level 10, Menara Milenium, No. 8, Jalan Damanlela, Bukit Damansara, 50490 KL, Malaysia
Vocanic Pte. Ltd.	80.65	Singapore	Ordinary	4 Robinson Road #10-01 Singapore, Singapore, 048543
Volcano IMC Proprietary Limited	41.33	South Africa	Ordinary	Unit 21, Second Floor, 1 Melrose Boulevard, Melrose Arch, Johannesburg, 2196, South Africa
Voluntarily United Creative Agencies Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
VORN Strategy Consulting GmbH (106314) (149383) 213898 B	49	Germany	Ordinary	Schlesische Straße 26, Berlin, 10997, Germany
W.N.D.R.M Inc	100	Panama	Ordinary	8th floor, Cosoma Bldg, Samuel Lewis and Manuel Maria Icaza Avenues, Panama City, Panama
Walter Landor y Asociados, S de RL de CV	100	Mexico	Ordinary	Blvd Manuel Avila Camacho No 176, Piso 5, Col Reforma Social, Mexico, 11650, Mexico

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Wavemaker – Servicos Publicitarios Ltda	100	Portugal	Ordinary	Garagem, Avenida 24 de Julho, n.º 62, Lisboa, Portugal
Wavemaker (Pty) Ltd	54.95	South Africa	Ordinary	7, Naivasha Road, Sunninghill, Johannesburg, 2157, South Africa
Wavemaker A/S	100	Denmark	Ordinary	Kristen Bernikows Gade 1, 4, 1105 København K, Denmark
Wavemaker AG	100	Switzerland	Ordinary	117 Chemin de la Rueyre, 1008 Jouxteins-Mezery, Switzerland
Wavemaker Argentina S.A.U.	100	Argentina	Ordinary	Av. Elvira Rawson s/n and Av. Alicia Moreau de Justo, 7th Floor of 'A' Malecon Building, Buenos Aires, Argentina
Wavemaker AS	100	Norway	Ordinary	6 Kongensgate, Oslo, 0153, Finland
WAVEMAKER AUSTRALIA PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Wavemaker BV	100	Netherlands	Ordinary	Karperstraat 10, Amsterdam, 1075 KZ, Netherlands
Wavemaker Canada ULC	100	Canada	Ordinary	421, 1600, 7th Avenue SW, Calgary, AB, T2P 4K9, Canada
Wavemaker Chile SpA	100	Chile	Ordinary	Vicuña Cifuentes 2209 Providencia Santiago de Chile, Santiago, Chile
Wavemaker Colombia S.A.S.	100	Colombia	Ordinary	Carrera 14 No 94 - 65 Piso 3, Bogota, Colombia
WAVEMAKER Czech s.r.o.	100	Czech Republic	Ordinary	Jeseniova 51/1169, Praha 3, 13000, Czech Republic
Wavemaker d.o.o. Beograd	100	Serbia	Ordinary	Bulevar Milutina Milankovica 9z, Novi Beograd, Serbia
Wavemaker Global Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9ET, England
Wavemaker Global LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
WAVEMAKER GmbH	100	Germany	Ordinary	Derendorfer Allee 4, Düsseldorf, 40476, Germany
Wavemaker GmbH (Austria)	100	Österreich	Ordinary	Vordere Zollamtsstraße 13, Vienna, 1030, Österreich
WAVEMAKER Hellas S.A.	50	Greece	Ordinary	Kifissias Avenue 262, Kifissia, Athens, Greece
Wavemaker Hong Kong Limited	100	Hong Kong	Ordinary	37/F., PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong
Wavemaker Hungary Kft	100	Hungary	Ordinary	Alkotás utca 53, B, III, Budapest, 1123, Hungary
Wavemaker İletişim Planlama Hizmetleri Limited Şirketi	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Wavemaker Italia S.r.l.	100	Italy	Ordinary	26 Via Morimondo, Milan, 20143, Italy
Wavemaker Limited	100	United Kingdom	Preference, Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9ET, England & Wales
Wavemaker LLC	66.33	Egypt	Ordinary	40, 20th Floor, 11 B-Elhegag Square, El Mohandessien, Agouza, Giza, Egypt
WAVEMAKER MENA FZ LLC	69.41	United Arab Emirates	Ordinary	The Gateway Building, Block B, 3rd Floor, P O Box 25998, Dubai Media City, United Arab Emirates
Wavemaker New Zealand Limited	100	New Zealand	Ordinary	LEVEL 11-12, 22 FANSHAWE STREET, AUCKLAND, 1010, New Zealand
Wavemaker Perú S.A.C.	100	Peru	Ordinary	Avenida Jose Pardo 151 Miraflores, Lima 18 Peru, Lima, Peru
Wavemaker Publicidad Spain S.L.	100	Spain	Ordinary	c/ Las Norias 92, Edificio Nuestra Señora del Pilar, Majadahonda, Madrid, 28221, Spain
Wavemaker Romania SRL	100	Romania	Ordinary	Bucharest 1st District, 47 Aviatorilor Boulevard, 3rd Floor, Romania
Wavemaker SA	100	Belgium	Ordinary	Rue Jules Cockxstraat 8-10, Bruxelles, 1160, Belgium
Wavemaker Slovakia s.r.o.	100	Slovakia	Ordinary	CBC I, Karadzicova 8, Bratislava, 821 08, Slovakia
Wavemaker Sp.z.o.o	100	Poland	Ordinary	Zaryna 2B, Warsaw, 02-593, Poland
Wavemaker Taiwan Ltd	100	Taiwan (Province of China)	Ordinary	4th Floor, No 35 Lane 11 KuangFu North Road, Shunshan District, Taipei, 10560, Taiwan (Province of China)
Wavemaker, LLC	70	Ukraine	Ordinary	6, O.Teligy Street, Building 1, Kyiv, Ukraine, 04112, Ukraine
Webola Huge Idea sp. z o.o. sp.k.	74	Poland	Ordinary	al. Slowianska 10 B, 01-695, Warsaw, Poland
Westbourne Terrace Management Services Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WGPE S.A.C.	70	Peru	Ordinary	Avenida Paseo de la República N°5895 Piso 2
What Do You Know Limited	71.12	United Kingdom	Ordinary	Ground Floor, 17 Gresse Street, London, W1T 1QL, England
Whatacraft LLC	51	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
whiteGREY Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Whizzbangart Hong Kong Ltd	100	Hong Kong	Ordinary	31/F., 169 Electric Road, North Point, Hong Kong
WhizzbangArt Ltd	99.94	Thailand	Ordinary	8th Floor, Q House Plenjit Building, 598 Ploenjit Road, Lumpini, Pathumwan, Bangkok, 10330, Thailand

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Wildfire Word of Mouth Limited	100	United Kingdom	Ordinary	Rose Court, 2 Southwark Bridge Road, London, SE1 9HS, England
Wilson Hartnell Public Relations Limited	100	Ireland	Preference, Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
Wire & Plastic Products Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Wise Conclusion	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Witgoud Investments B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP (China) Management Co., Ltd.	100	China	Ordinary	Suite 3101A, The Center, 989 Changle Road, Shanghai, China
WPP (Thailand) Ltd	100	Thailand	Ordinary	999/9 The Offices at Centralworld, 14th Floor, Rama 1 Rd., Patumwan, Patumwan, Bangkok, 10330, Thailand
WPP 1178	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP 2005 Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP 2008 Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP 2012 Limited	75	Jersey	Ordinary	Queensway House, Hilgrove Street, St Helier, JE1 1ES, Jersey
WPP 2020 IAS Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP 2318 Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP 2323 Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP 2709 Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Air 1 Unlimited Company	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
WPP AMC Holdings	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP ATTICUS	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP AUNZ Analytics Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
WPP AUNZ GR PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
WPP AUNZ Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
WPP Australia Holding Pty Ltd	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
WPP Beans Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Blue Crane (RF) (Pty) Ltd	76.6	South Africa	Preference, Ordinary	Block A Wedgfield Office Park, 17 Muswell Road South, Bryanston, Gauteng, 2191
WPP Brands (Europe) Limited	100	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, England, NW1 7QP, United Kingdom
WPP Brands (UK) Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
WPP Brands Development Holdings (UK) Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
WPP Brands Holdings (UK) Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
WPP Business Services Sdn. Bhd. <sup>1</sup>	100	Malaysia	Ordinary	Suite 2-4, Level 2, Tower Block, Menara Milenium, Pusat Bandar Damansara, Malaysia
WPP Business Services, Inc.	99.99	Philippines	Ordinary	16th & 17th floors, Arthaland Century Pacific Tower, 5th Avenue Corner, 30th Street, Bonifacio Global City, Metro Manila, Philippines
WPP Business Services, S. de R.L. de C.V.	100	Mexico	Ordinary	Ave. Ejército Nacional 519, 6º piso, Col Granada, 11520, Mexico
WPP CAC, S. de R.L. de C.V.	100	Mexico	Ordinary	Avenida Ejército Nacional 519, colonia Granada, Delegación Miguel Hidalgo, Ciudad de México, México
WPP Cap Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Captive Holdings Limited	100	Hong Kong	Ordinary	37/F., PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong
WPP Chile Finanzas SpA	100	Chile	Ordinary	Avenida del Parque 5045, Cuidad Empresarial, Huechura, Santiago, Metropolitana, 8580711, Chile
WPP Clapton Square, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
WPP Claremont Square B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Colombia S.A.S.	100	Colombia	Ordinary	Calle 98, 22-64 Piso 12, Bogota DC, Colombia
WPP Compete	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Consulting Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
WPP Consulting México, S. de R.L. de C.V.	100	Mexico	Ordinary	Ejercito Nacional 519, Col Granada, Del. Miguel Hidalgo, Mexico, Distrito Federal, 11520, Mexico
WPP CP Finance plc	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP CP LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
WPP Czech Properties, s.r.o. <sup>1</sup>	100	Czech Republic	Ordinary	Vaclavske namesti 775/8 Nove Mesto, 110 00 Praha 1, Czech Republic
WPP DC Pension Trustee Company Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP Delilah Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Deutschland Holding GmbH & Co. KG	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
WPP Deutschland Verwaltungs GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
WPP Diamond Head LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
WPP Direct Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP do Brasil - Participações Ltda	100	Brazil	Ordinary	Avenida das Nacoes Unidas, 5777, Piso 1 Ala A, Alto de Pinheiros, Sao Paulo, 05477-900, Brazil
WPP Dolphin UK Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP DORSET SQUARE LIMITED	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Dotcom Holdings (Fourteen) LLC <sup>1</sup>	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
WPP Dutch Holdings Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP Enterprise Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance (UK)	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance 2010	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance 2013	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance 2015 Limited <sup>2</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance 2016	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance 2017	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance Co. Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance Deutschland GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
WPP Finance One Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Finance SA	100	France	Ordinary	32-34 rue Marbeuf, Paris, 75008, France
WPP Fitzroy Square	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Flame	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP France Holdings SAS	100	France	Ordinary	32-34 rue Marbeuf, Paris, 75008, France
WPP Global	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Go One B.V.	100	Netherlands	Ordinary	Amsteldijk 166, 1079LH Amsterdam, Netherlands
WPP Golden Square Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Grey Holding Ecuador WPPGHE S.A.	100	Ecuador	Ordinary	Tulcan #803 y Avenida 9 de Octubre, Edificio Contemporaneo Piso N. 1, Guayaquil, Ecuador
WPP Group (Asia Pacific) Limited	100	Hong Kong	Ordinary	37/F., PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong
WPP Group (Nominees) Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Group (UK) Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Group Canada Communications Limited	100	Canada	Preference, Ordinary	33 Yonge Street, Toronto, Ontario, M5E 1X6, Canada
WPP Group Canada Finance, Inc. <sup>1</sup>	100	Canada	Preference, Ordinary	Suite 1600, 1 First Canadian Place, 100 King Street West, Toronto, ON, M5X 1G5, Canada
WPP Group Holdings B.V.	100	Netherlands	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Group Holdings Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
WPP Group Nominees Two Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Group Services SNC <sup>1</sup>	100	Belgium	Ordinary	WPP Victoria Building, Square Victoria Regina 1, Brussels, 1210, Belgium
WPP Group U.S. Finance LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
WPP Group USA, Inc.	100	United States	Preference, Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
WPP GroupM Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP GUSA UK <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Headline	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Holding Denmark A/S <sup>1</sup>	100	Denmark	Ordinary	61, Glentevej, 2400 København NV
WPP Holdings (Holland) B.V.	100	Netherlands	Preference, Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Holdings (Mauritius) Ltd	100	Mauritius	Preference, Ordinary	10 Frere Felix de Valois Street, Port Louis, Mauritius
WPP HOLDINGS (NEW ZEALAND) LIMITED	100	New Zealand	Preference, Ordinary	36 LORNE STREET, AUCKLAND, 1010, New Zealand
WPP Holdings (S) Pte. Ltd	100	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
WPP Holdings Brussels S.N.C.	100	Belgium	Ordinary	Rue Jules Cockxstraat 8-10, Bruxelles, 1160, Belgium
WPP Holdings Spain, S.L.	100	Spain	Ordinary	Paseo De La Castellana 91, 28046 Madrid, Spain
WPP Hoxton Square Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Insight Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Interflow Holding B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Investments Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Ireland Holdings Limited	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
WPP Ireland Limited	100	Ireland	Ordinary	6 Ely Place, Dublin, Co Dublin, 2, Ireland
WPP IT Inc.	100	Canada	Ordinary	33 Yonge Street, Toronto, ON M5E 1X6
WPP Japan Holding B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Jargon Ltd	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP Kenneth Square Unlimited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Knowledge	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Kraken 2 B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Kraken B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP LARGE FORMAT PRODUCTION PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
WPP LN Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Luxembourg Beta Three Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Beta Two Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Europe SARL	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Gamma Five Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Gamma Four Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Gamma Sarl	100	Luxembourg	Preference, Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Gamma Three Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Germany Holdings 3 Sarl	100	Luxembourg	Preference, Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Germany Holdings 6 S.à r.l.	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Germany Holdings S.à r.l.	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Holdings Eight Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Holdings Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
WPP Luxembourg Holdings Seven SARL	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Holdings Three Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Holdings Two Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg IH 2001 Holdings Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Sarl <sup>1</sup>	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg Turris S.a.r.l. <sup>1</sup>	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Luxembourg US Holdings Sarl	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP Madrid Square Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Magic Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Management Services (Holland) B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Manchester Square Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Marketing Communications (Hong Kong) Limited	100	Hong Kong	Preference, Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
WPP Marketing Communications (Italy) Srl	100	Italy	Ordinary	Via Tortona No 37, Milan, 20144, Italy
WPP Marketing Communications (Malaysia) Sdn Bhd	100	Malaysia	Ordinary	20-1B, Jalan Pandan 2/1, Pandan Jaya, Kuala Lumpur, 55100, Malaysia
WPP Marketing Communications (Pvt) Ltd <sup>1</sup>	100	Pakistan	Ordinary	4th Floor, Executive Tower, Dolmen City, Marine Drive, Block 4, Clifton, Karachi, Pakistan
WPP Marketing Communications (Thailand) Ltd.	100	Thailand	Ordinary	19th Floor, Zone 1906, UBC II Bldg, 591 Sukhumvit 33 Road, Klongton Nua, Wattana, Bangkok, 10110, Thailand
WPP Marketing Communications Germany GmbH	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
WPP Marketing Communications GK	100	Japan	Ordinary	Roppongi Yamada Bldg, 3-5-27 Roppongi, Minato-ku, Tokyo, Japan
WPP Marketing Communications Holdings Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Marketing Communications Inc	100	Philippines	Preference, Ordinary	7th Floor, Equitable Bank Tower, 8751 Paseo De Roxas, Salcedo Village, Makati City, Philippines, 1227, Philippines
WPP Marketing Communications India Pvt. Ltd.	100	India	Ordinary	4th Floor, The ORB-Sahar, Village Marol, Andheri (East), Mumbai, 400 099
WPP Marketing Communications Spain	100	United Kingdom	Preference, Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Marketing Communications Vietnam Company Limited	100	Viet Nam	Ordinary	93 Nguyen Du Street, District 1, Ho Chi Minh City, Viet Nam
WPP Media Ltd	99	Viet Nam	Ordinary	Level 6, Sailing Tower, 111A Pasteur District, 1 Ho Chi Minh city Viet Nam, Viet Nam
WPP Media Management, S. de R.L. de C.V.	100	Mexico	Ordinary	Ave Ejército Nacional No. 216, Piso 2, Col. Veronica Anzures, 11520, Mexico
WPP Media Services Comunicações Ltda.	100	Brazil	Ordinary	Rua Mario Amaral, no. 50, sala 302, , SP, CEP 04002-900, São Paulo, CEP 04002-900, Brazil
WPP media solutions GmbH	71.33	Germany	Ordinary	Derendorfer Allee 10, Düsseldorf, 40476, Germany
WPP Minotaur B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Montagu Square LLC	100	United States	Ordinary	1675 Broadway, New York, New York, 10019, United States
WPP Montreal Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP MR Finance (CI) Limited	100	Guernsey	Ordinary	First Floor, Dorey Court, St Peter Port, GY1 6HJ, Guernsey
WPP MR Finance (G) Limited	100	Guernsey	Ordinary	First Floor, Dorey Court, Admiral Park, St Peter Port, GY1 6HJ, Guernsey
WPP MR Finance Limited	100	Guernsey	Ordinary	First Floor, Dorey Court, Admiral Park, St Peter Port, GY1 6HJ, Guernsey
WPP MR Group Holdings Limited <sup>2</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9PD, England
WPP MR OVERSEAS MEDIA HOLDINGS LIMITED	100	United Kingdom	Preference, Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP MR UK Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP MR US	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP MR US S.a.r.l.	100	Luxembourg	Ordinary	124 Boulevard de la Petrusse, Luxembourg, L-2330, Luxembourg
WPP MR Worldwide Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP Netherlands B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands

**WPP Jubilee Limited**

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
WPP No. 2356 Limited <sup>1</sup>	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP North Atlantic Limited <sup>1</sup>	100	United Kingdom	Ordinary	27 Farm Street, London, England, W1J 5RJ, United Kingdom
WPP Norway AS	100	Norway	Ordinary	c/o Mediaplus, Torggatta 5, Oslo, 0183, Norway
WPP Opal Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
WPP Open	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Ottawa Ltd <sup>2</sup>	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Pearls Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Pension Trustees Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Pershing Square, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
WPP Portugal, Lda	100	Portugal	Ordinary	Garagem, Avenida 24 de Julho, n.º 62, Lisboa, Portugal
WPP Properties	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
WPP Protea Investment Holdings (RF) (Pty) Limited	33.3	South Africa	Preference, Ordinary	Block A Wedgefield Office Park, 17 Muswell Road South, Bryanston, Gauteng, 2191
WPP Rio Square BV <sup>1</sup>	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Rocky Ltd	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Russell UK One Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Russell UK Two Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Samson Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Samson Two Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Scangroup PLC	56.25	Kenya	Ordinary	5th Floor, The Chancery, Valley Road, P O Box 34537, Nairobi, 00100, Kenya
WPP Second, S. de R.L. de C.V.	100	Mexico	Ordinary	Ave. Ejército Nacional 519, 6º piso, Col Granada, 11520, Mexico
WPP Services Spain, S.L.	100	Spain	Ordinary	Paseo Castellana 130, Madrid, 28046, Spain
WPP Shared Services GmbH & Co. KG	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
WPP Sheridan Square B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Sigma Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Simcoe Square ULC <sup>1</sup>	100	Canada	Ordinary	421, 1600, 7th Avenue SW, Calgary, AB, T2P 4K9, Canada
WPP Singapore Pte Ltd <sup>1</sup>	100	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
WPP Socrates BV <sup>1</sup>	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP South Africa Holdings Proprietary Limited	54.95	South Africa	Ordinary	Block A Wedgefield Office Park, 17 Muswell Road South, Bryanston, Gauteng, 2191
WPP Sparkle Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Sparky Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Sphinx Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Spike Limited	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Summer Square B.V. <sup>1</sup>	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Superior Square BV	100	Netherlands	Preference, Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Sweden AB	100	Sweden	Ordinary	INGO, Jakobsgaten 6, 2 tr, 114 80 Stockholm, Sweden
WPP Team Chemistry LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle, DE, 19810, United States
WPP Times Square B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP Toronto Ltd	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP UK Germany Holdings	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP UK Torre	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Unicorn Limited <sup>1</sup>	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom

Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
WPP US Investments BV	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WPP US Investments Limited	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPP Vancouver Ltd	100	United Kingdom	Preference, Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
WPPAUNZ TEAM RED PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
WPIH 2001, Inc.	100	United States	Preference, Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
WSH Investment Holdings Proprietary Limited	46.7	South Africa	Ordinary	No.27 Hathorn Avenue, Maryvale, Johannesburg, GP, 2192, South Africa
WT Marketing Integral, S. de R.L. de C.V.	100	Mexico	Ordinary	Ave. Ejército Nacional 519, 6º piso, Col Granada, 11520, Mexico
Wunderman A/S	51	Denmark	Ordinary	Strandboulevard 122, 4, Copenhagen O, DK-2100, Denmark
Wunderman Advertising SA	100	Greece	Ordinary	137 Chrysostomou Smyrnis, Moschato, Athens, Greece
Wunderman Asia Holdings Pte Ltd	66.66	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
Wunderman Cato Johnson S.A.	100	Argentina	Ordinary	Tupiza 3950, (1425), Buenos Aires, Argentina
Wunderman Chile Consultoría y Comunicaciones SpA	100	Chile	Ordinary	Avenida del Parque 5045, Cuidad Empresarial, Huechura, Santiago, Metropolitana, 8580711, Chile
Wunderman International Philippines Inc	100	Philippines	Ordinary	7th Floor, Equitable Bank Tower, 8751 Paseo De Roxas, Salcedo Village, Makati City, Philippines, 1227, Philippines
Wunderman LLC	100	Egypt	Ordinary	The Smart Village, Building B2401(HP) 1st Floor, Cairo, Egypt
Wunderman LLC (UAE)	26.46	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Wunderman Marketing (Pty) Ltd	54.95	South Africa	Ordinary	The Crescent, Georgian Crescent East, Sloane Road, Brynston, 2194, South Africa
Wunderman Pte Ltd	66.66	Singapore	Ordinary	50 Scotts Road #01-01, 228242, Singapore
Wunderman SARL (Morocco) <sup>2</sup>	43.2	Morocco	Ordinary	157, Boulevard d'Anfa, 5ème étage, Quartier Racine, Casablanca, Morocco
Wunderman Sweden AB	51	Sweden	Ordinary	Box 7838, Stockholm, S-103 98, Sweden
Wunderman Thompson	100	France	Ordinary	51 Avenue André Morizet 92100 Boulogne-Billancourt
Wunderman Thompson (Taiwan) Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Wunderman Thompson (Taiwan) Ltd., Taiwan Branch	100	Taiwan (Province of China)	Ordinary	12F-7, #8, Sec. 7, Civic Blvd. Nangang District, Taipei City, Taiwan (Province of China)
Wunderman Thompson (UK) Limited <sup>1</sup>	100	United Kingdom	Preference, Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
Wunderman Thompson Amsterdam VOF <sup>1</sup>	99.52	Netherlands	Ordinary	Leidseplein 29, Amsterdam, 1017 PS, Netherlands
Wunderman Thompson Beijing Advertising Co. Ltd	100	China	Ordinary	Room 501, 5th Floor Jin Bao Tower, No.89 Jin Bao Street, Dong Cheng District, Beijing, China
Wunderman Thompson Brussels NV <sup>1</sup>	100	Belgium	Ordinary	Dolezlaan 108, Box 1-1180 Uccle, Brussels, Belgium
Wunderman Thompson Canada ULC	100	Canada	Ordinary	421 7th Avenue, Suite 1600, Calgary, AB T2P 4K9
Wunderman Thompson Colombia S.A.S.	100	Colombia	Ordinary	Calle 97 N 11B 17 piso 7, Bogota, Colombia
Wunderman Thompson Commerce B.V.	100	Netherlands	Ordinary	Leeuwendveldseweg 14m, Weesp, 1382 LX, Netherlands
Wunderman Thompson Commerce Private Limited	100	India	Ordinary	366, Gali Sheilh Ranjha Phatak Namak, Inside Ajmeri Gate, Delhi, 110006, India
Wunderman Thompson Commerce UK Limited	100	United Kingdom	Ordinary	Sea Containers, 18 Upper Ground, London, SE1 9GL, United Kingdom
Wunderman Thompson Comunicação Ltda.	100	Brazil	Ordinary	Rua Henrique Schaumann, 270, 12 andar, Pinheiros, São Paulo, CEP 05413-010, Brazil
Wunderman Thompson Costa Rica Limitada	100	Costa Rica	Ordinary	Plaza Roble, Corporate Center, Las Terrazas Building, Floor 2, San Rafael de Escazu, San Jose, Costa Rica
Wunderman Thompson Data Consulting LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Wunderman Thompson Finland Oy	100	Finland	Ordinary	26 C Pursimiehenkatu, Helsinki, 00150, Finland
Wunderman Thompson GmbH 84045	100	Germany	Ordinary	Darmstädter Landstraße 112, Frankfurt am Main, 60598, Germany
Wunderman Thompson Limited	100	Hong Kong	Ordinary	6th Floor, Alexandra House, 18 Chater Road, Central, Hong Kong
Wunderman Thompson LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Wunderman Thompson MAP Portugal LDA	51	Portugal	Ordinary	Rua D. João V, Nº 24, Lisboa, 1250-091, Portugal
Wunderman Thompson MAP UK Limited	51	United Kingdom	Ordinary	Greater London House, Hampstead Road, London, NW1 7QP, United Kingdom
Wunderman Thompson México, S. de R.L. de C.V.	100	Mexico	Ordinary	Bosque de Duraznos No.61, 4º Piso, Bosques de las Lomas 11700, Mexico

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
WUNDERMAN THOMPSON NZ LIMITED	100	New Zealand	Ordinary	C/-Bell Gully Level 22 Vero Centre,48 Shortland Street, Auckland, New Zealand
Wunderman Thompson Produção Ltda	100	Brazil	Ordinary	Mario Amaral St., 50, Paraíso / São Paulo, São Paulo, Brazil
Wunderman Thompson Proprietary Limited	54.95	South Africa	Ordinary	4th Floor Aloe Grove, Houghton Estate Office Park, 2 Osbourne Road, Johannesburg, 2198, South Africa
WUNDERMAN THOMPSON PTY LTD	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Wunderman Thompson Puerto Rico Inc.	100	Puerto Rico	Preference, Ordinary	9 Munet Court, Pueblo Viejo, Guaynabo, 00968, Puerto Rico
Wunderman Thompson Reklam İşleri A.Ş.	100	Turkey	Ordinary	Buyukdere caddesi, Astoria AVM No.127, Kat: 2, Esentepe, Istanbul, 34394, Turkey
Wunderman Thompson S.A.	100	Luxembourg	Ordinary	6C, route de Trèves, Senningerberg, 2633, Luxembourg
Wunderman Thompson S.r.l.	100	Italy	Ordinary	Via Paolo Lomazzo, 19, MILANO, ITALY, 20154, Italy
Wunderman Thompson s.r.o.	100	Czech Republic	Ordinary	Nádražní 762/32, Praha 5, 15000, Czech Republic
Wunderman Thompson SA	100	Greece	Ordinary	KIFISSIAS AVENUE 10-12, MAROUSSI, ATHENS, 15125, Greece
Wunderman Thompson Switzerland AG	100	Switzerland	Ordinary	Hardturmstrasse 133, ZH, 8005, Switzerland
Wunderman Thompson Switzerland Holding AG	100	Switzerland	Ordinary	Grienbachstrasse 11, Zurich, Switzerland
Wunderman Thompson Technology B.V.	100	Netherlands	Ordinary	Nieuwe Gracht 74, 2011 NJ Haarlem, Netherlands
Wunderman Thompson Technology Katowice	75	Poland	Ordinary	Ul. Zelazna 4, Katowice, 40-851, Poland
Wunderman Thompson Technology SA (Pty) Ltd	100	South Africa	Ordinary	Wunderman House Sandhurst Office PA, 7 Federal Avenue, Sandhurst, Gauteng, 2196, South Africa
Wunderman Thompson Technology Sp.z o.o.	100	Poland	Ordinary	Wotoska 24, Warsaw, 02-675, Poland
Wunderman Thompson Technology, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
Wunderman Thompson Tokyo GK	100	Japan	Ordinary	Yebisu Garden Place Tower, 30th Floor, 4-20-3 Ebisu, Shibuya-ku, Tokyo, 150-6030, Japan
Wunderman Thompson zrt	100	Hungary	Ordinary	H-1113 Bocskai ut 134-146, Budapest
Wunderman Thompson, S.L.	100	Spain	Ordinary	Avenida de Burgos, 21, Complejo Triada, Torre C, 11th floor, Madrid, 28036, Spain
Wunderman WCJ FZ LLC	100	United Arab Emirates	Ordinary	6th Floor, The Gateway, Block B, Dubai Media City, Dubai, United Arab Emirates
Wunderman Y&R NV	100	Belgium	Ordinary	Young & Rubicam Group NV/SA, Generaal Lemanstraat 47 box 2, Antwerp, 18 ANTWERP, Belgium
Wundermanthompson Korea CO., LTD	100	Korea (the Republic of)	Ordinary	14F JS Tower, 507 Samseong ro, Gangnam gu, Seoul, Korea (the Republic of)
Wurmser Ogilvy & Mather Publicidad SA	40	Guatemala	Ordinary	Avenida Reforma 6-39, Z.10, Corporativo Guaycan, Nivel 9, Guatemala City, 010010, Guatemala
WVI Marketing Communications Group B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
WVMKR Sweden AB	100	Sweden	Ordinary	Birger Jarlsgatan 50, Stockholm, 114 34, Sweden
Xaxis Asia Pacific Pte Ltd	100	Singapore	Ordinary	4 Robinson Road, #10-01, 048543, Singapore
Xaxis, LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States
XM Asia Pacific Pte Ltd	100	Singapore	Ordinary	50 Scotts Road, #01-01, 228242, Singapore
XM Gulf LLC	49	Qatar	Ordinary	PO Box 23594, Doha, Qatar
Xtel Srl	40	Italy	Ordinary	Via Del Lavoro 47, 40033, Casalecchio di Reno, Italy
XumaK, S.A.	100	Guatemala	Ordinary	DIAGONAL 6 12-42, ZONA 10 TORRE I NIVEL 1, EDIFICIO DESIGN CENTER, Guatemala
Y & R Minority Holdings C.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Y&R Canada Investments LP	100	Canada	Ordinary	c/o P. W Smith, 44 Chipman Hill, Suite 1000, St John, NB, E2L2A9, Canada
Y&R Interactive 2.1 Ltd	100	Israel	Ordinary	13 Rozanis Street, Tel-Aviv, 69018, Israel
Y&R Inversiones Publicitarias S.A.	100	Argentina	Ordinary	Maipu 1210 piso 5, Buenos Aires, Ciudad Autonoma de Bs. As., Argentina
Y&R Philippines Inc	59.63	Philippines	Ordinary	20th Floor Yuchengco Tower, RCBC Plaza, 6810 Ayala Avenue, Makati City, 1200, Philippines
Y&R Properties Holding One LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Y&R Yangon Pte. Ltd	60	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
Yonder Media Proprietary Ltd	45.17	South Africa	Ordinary	42, Lebombo Road, Ashlea Gardens, 0081, South Africa
York Merger Square 2004 LLC	100	United States	Ordinary	United Corporate Services, Inc, 874 Walker Road, Suite C, Dover, Kent, DE, 19904, United States
York Merger Square 2009 LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building #104, Wilmington, New Castle County, DE, 19810, United States

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Company	Holding (%)	Country of Incorporation	Holding Type	Registered Address
Yorkel Advertising Inc.	100	Panama	Ordinary	P.O. Box 55-0324, Paitillo, Panama, Panama
Young & Rubicam (HK) Limited	100	Hong Kong	Ordinary	16th Floor, Oxford House, Taikoo Place, 979 King's Road, Hong Kong
Young & Rubicam (Portugal) - Publicidade, LDA	100	Portugal	Ordinary	Garagem, Avenida 24 de Julho, n.º 62, Lisboa, Portugal
Young & Rubicam Advertising S.A.	100	Greece	Ordinary	M. Antypa 96, 142 35 N.Ionia, Athens, Greece
Young & Rubicam Brands Limited	42	Kenya	Ordinary	Panesars Center, Mombasa Road, LR nO 209/14098, PO Box 41036, Nairobi, 00100, Kenya
Young & Rubicam Brands US Holdings	100	United Kingdom	Ordinary	Sea Containers House, 18 Upper Ground, London, SE1 9GL, England, United Kingdom
Young & Rubicam CZ s.r.o	100	Czech Republic	Ordinary	Nádražní 762/32, Praha 5, 15000, Czech Republic
YOUNG & RUBICAM GROUP PTY LIMITED	100	Australia	Ordinary	65 Berry Street, North Sydney, NSW, 2060, Australia
Young & Rubicam International Group B.V.	100	Netherlands	Ordinary	Laan op Zuid 167, Rotterdam, 3072 DB, Netherlands
Young & Rubicam Limited	100	Thailand	Ordinary	999/9 The Offices at Centralworld, 14th Floor, Rama 1 Rd., Patumwan, Patumwan, Bangkok, 10330, Thailand
Young & Rubicam LLC	100	United States	Ordinary	3411 Silverside Road, Tatnall Building No. 104, Wilmington, DE, 19810, United States
Young & Rubicam Nigeria Ltd	70	Nigeria	Ordinary	22A Gerrard Road, Ikoyi, Lagos, Nigeria
Young & Rubicam Pte Ltd	100	Singapore	Ordinary	50 Scotts Road, #03-01, Singapore 228242, Singapore
Young & Rubicam S.A. (Uruguay)	51	Uruguay	Ordinary	World Trade Center, Torre A, Oficina 1405, Luis Alberto de Herrera 1248, Montevideo, Uruguay
Young & Rubicam Sdn. Bhd.	100	Malaysia	Ordinary	Level 16, Menara Tokio Marine Life, 189 Jalan Tun Razak, Kuala Lumpur, 50400, Malaysia
Young & Rubicam South Africa (Proprietary) Limited	54.95	South Africa	Ordinary	The Crescent, Georgian Crescent East, Sloane Road, Bryanston, 2194, South Africa
Young & Rubicam Vietnam Company Limited	100	Viet Nam	Ordinary	21 Nguyen Trung Ngan, District 1, Ho Chi Minh City, Vietnam, Viet Nam
Young and Rubicam FZ LLC	71.6	United Arab Emirates	Ordinary	5th Floor, Makjoda Building, Dubai, United Arab Emirates
Young and Rubicam Hedley Byrne (Proprietary) Limited	54.95	South Africa	Ordinary	The Crescent, Georgian Crescent East, Sloane Road, Bryanston, 2194, South Africa
Zaraguza CZ, s.r.o.	23.25	Czech Republic	Ordinary	Biskupsky dvor 2095/8, Nove Mesto, Praha 1, Praha, 110 00, Slovakia
Zaraguza, s.r.o.	23.25	Slovakia	Ordinary	Majernikova 8, Bratislava, 841 05, Slovakia
Zdology Market Research & Consulting Ltd	40	China	Ordinary	Unit A2001-2, 20th Floor, Block A, China International Center, No. 33, Zhongshan 3rd Road, Yuexiu District, Guangzhou
Zenith Media Ltd	100	Myanmar	Ordinary	31-B South Racecourse Tarmwe Township, Yangon, Myanmar
Zum Goldenen Hirschen Berlin GmbH	49	Germany	Ordinary	Schlesische Straße 26, Berlin, 10997, Germany
Zum goldenen Hirschen Hamburg GmbH 59834	49	Germany	Ordinary	Dammthorwall 7a, Hamburg, 20354, Germany
Zum Goldenen Hirschen Holding GmbH	49	Germany	Ordinary	Schlesische Straße 26, Berlin, 10997, Germany
Zum goldenen Hirschen Köln 43 GmbH	49	Germany	Ordinary	Lichtstraße 43 c, Köln, 50825, Germany
Zum goldenen Hirschen Köln GmbH	44.1	Germany	Ordinary	Lichtstraße 43 c, Köln, 50825, Germany
Zum Goldenen Hirschen München GmbH	49	Germany	Ordinary	Infanteriestraße 11, München, 80797, Germany
Zum goldenen Hirschen Stuttgart GmbH	48.51	Germany	Ordinary	Theodor-Heuss-Straße 10, Stuttgart, 70174, Germany
Zum goldenen Hirschen Valley GmbH	38.81	Germany	Ordinary	Lichtstraße 43 c, Köln, 50825, Germany
Zum goldenen Hirschen X zerothwone GmbH	49	Germany	Ordinary	Theodor-Heuss-Straße 10, Stuttgart, 70174, Germany

<sup>1</sup>These companies have been dissolved since 31 December 2022 to the date of this report.

<sup>2</sup>These companies are in the process of dissolution since 31 December 2022.

## Independent auditor's report to the members of WPP Jubilee Limited

### Report on the audit of the financial statements

#### Opinion

##### In our opinion:

- the financial statements of WPP Jubilee Limited (the 'parent company') and its subsidiaries (the 'group') give a true and fair view of the state of the group's and of the parent company's affairs as at 31 December 2022 and of the group's profit for the year then ended;
- the group financial statements have been properly prepared in accordance with international accounting standards and International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board (IASB);
- the parent company financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 101 "Reduced Disclosure Framework"; and
- the financial statements have been prepared in accordance with the requirements of the Companies Act 2006.

##### We have audited the financial statements which comprise:

- the consolidated income statement and parent company profit and loss account;
- the consolidated statement of comprehensive income;
- the consolidated and parent company balance sheets;
- the consolidated and parent company statements of changes in equity;
- the consolidated cash flow statement;
- the group's accounting policies ; and
- the related notes 1 to 42 .

The financial reporting framework that has been applied in their preparation of the group financial statement is applicable law and international accounting standards in conformity with the requirements of the Companies Act 2006 and IFRSs as issued by the IASB. The financial reporting framework that has been applied in the preparation of the parent company financial statements is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 101 "Reduced Disclosure Framework" (United Kingdom Generally Accepted Accounting Practice).

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the group and the parent company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the Responsibilities of directors section of this report.

#### Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Responsibilities of directors

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the group's and the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group or the parent company or to cease operations, or have no realistic alternative but to do so.

#### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We considered the nature of the group's industry and its control environment, and reviewed the group's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and internal audit about their own identification and assessment of the risks of irregularities

We obtained an understanding of the legal and regulatory frameworks that the group operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act, pensions legislation and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the group's ability to operate or to avoid a material penalty. These included the US Foreign Corrupt Practices Act and the UK Bribery Act.

We discussed among the audit engagement team including relevant internal specialists such as tax, valuations, pensions and IT regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, internal audit and in-house and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal audit reports, and reviewing correspondence with HMRC

#### Report on other legal and regulatory requirements

##### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the group and of the parent company and their environment obtained in the course of the audit, we have not identified any material misstatements in the strategic report or the directors' report.

##### Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report in respect of the following matters if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in respect of these matters.

##### Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink that reads "James A Bates". The signature is written in a cursive, slightly stylized font.

James Bates (Senior statutory auditor)  
For and on behalf of Deloitte LLP  
Statutory Auditor  
London, United Kingdom  
29 June 2023