



INDIVIDUAL ACTS. GLOBAL IMPACT.

2022 DIVERSITY, EQUITY AND INCLUSION REPORT



EXECUTIVE SUMMARY

In a world that is at once intensely divided while being intimately connected, it is no longer enough to passively pursue vague notions of equality.

And as industry leaders, we know that Omnicom has a responsibility to model intentional, comprehensive DE&I ideas. Equity for all requires that we relentlessly challenge norms, confront injustice and work to dismantle systemic inequity across every one of our agencies as we act as stewards of inclusive work with our clients.

The efforts of OPEN (Omnicom People Engagement Network) is changing our organization's ecosystem and our industry. Our second annual DE&I report highlights the essential work we're doing globally. As Omnicom moves into year three of our DE&I strategy, OPEN 2.0, we are focusing on putting DE&I at the center of our operations and empowering the next generation of leaders across the world. Through individual acts, together we're creating global impact.

In 2022, we developed and introduced tools for our organization – and our employees – to be catalysts of systemic change on a global scale. Our OPEN Leadership Team grew its roster, and our OPEN Employee Resource Groups (ERGs) expanded into new areas across the world to offer support, resilience and community. We also found new ways to operationalize DE&I, collaborate across agencies, strengthen our teams with diverse representation and create better approaches for our clients.

This year, we announced two new ambitions to advance DE&I at Omnicom:

- Increase Total Omnicom BIPOC Representation to 35% by 2026.
- Increase Total Omnicom Women in Leadership to 52% by 2026.

These new goals, which surpass current industry standards, are in addition to the five **OPEN 2.0 Key Performance Indicators (KPIs)** we announced in 2022 (more on our progress is below).



CREATING A GLOBAL STRATEGY FOR CHANGE

Through our work around the world, we've identified a unifying thread: The human need to be seen, heard and belong. For both our organization and clients, we're focused on developing ways to understand the cultural nuances and DE&I issues in various markets while also adjusting for size and scale. That's why in 2023, Omnicom formed its first-ever Global Steering Committee. The committee will build country-specific insights regarding DE&I, including:

- Defining DE&I strategies for specific countries or regions
- Addressing fundamental issues of inclusion, belonging and diversity by market
- Identifying opportunities to integrate DE&I in local client work
- Promoting employee training and development programs
- Establishing market-relevant KPIs

In 2022, our global focus was supported through the growth of several ERGs. Five of our six ERGs – Black Together, OPEN Pride, OPEN Disability, Omniwomen and Asian Leaders Circle – launched new chapters and global initiatives to promote connection, foster an inclusive and engaging work environment and create a truly diverse Omnicom. We expanded the reach of our ERGs by hosting more than 200 events for 20,000 active global members across our network, resulting in consistent, company-wide efforts that addressed business-related talent needs. You can read more about the exciting ERG expansion in our [full report](#).

ADVANCING DE&I ACROSS THE GLOBE: Countries in initial focus for scaling DE&I.

ASIA



AUSTRALIA



INDIA



SINGAPORE

EUROPE



FRANCE



GERMANY



SPAIN



U.K.

LATIN AMERICA



BRAZIL



COLOMBIA

NORTH AMERICA



CANADA



MEXICO



U.S.

METRICS THAT MATTER: REALIZING RESULTS

In 2021, Omnicom established a series of OPEN 2.0 KPIs across five critical areas. Below is our progress as of 2022.

Hiring (U.S.)

- 44% of all new hires were BIPOC, a 10% increase in BIPOC percentage year over year.
- 25% of those hires were for Manager or Senior Executive level roles.

Promotion/Career Advancement (U.S.)

- In the last quarter of 2022, 34% of promotions went to BIPOC.
- 30% of the BIPOC promotions were to or within a Senior Executive Leadership role.
- 65% of promotions went to women.

Retention/Representation (U.S.)

- At the end of 2022, 33% of Omnicom employees were BIPOC, and 61% were Women.
- The percentage of U.S.-based BIPOC talent at Omnicom increased by 4.4%.
- Representation of BIPOC talent in the Senior Executive Leadership level increased by 6.7%.

Training (Global)

- All Omnicom employees globally must complete Unconscious Bias training.
- Additionally, over 13,000 employees received supplemental training on a variety of DE&I topics through custom programs executed at the agency and practice level.

ERG Participation (Global)

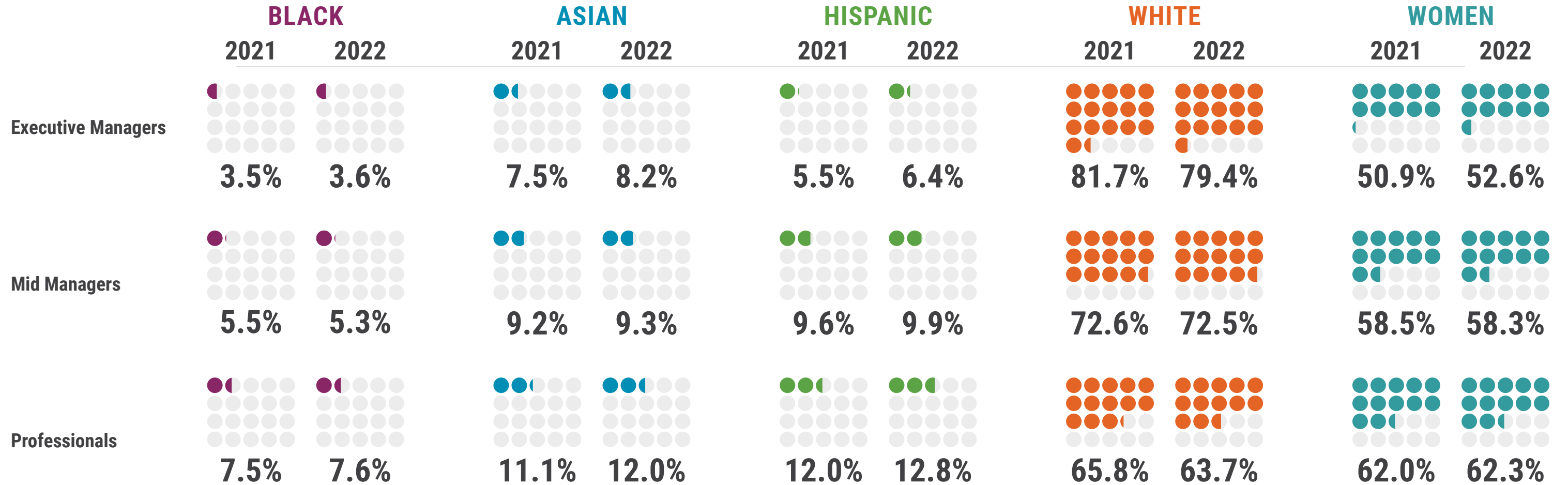
- ERG membership grew by 43%.
- The growing membership base across all six ERGs participated in over 200 ERG events and programs in 2022.



Data-Driven Points of Progress

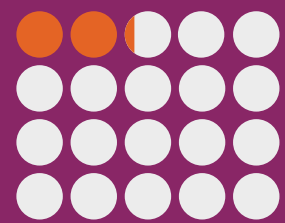
In 2022, we marked our third year disclosing racial U.S. Equal Employment Opportunity Commission data and our eighth year reporting key progress against our U.S. diversity metrics.

OMNICOM'S U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) DATA* (As of Dec. 31, 2021, and Nov. 30, 2022, respectively)



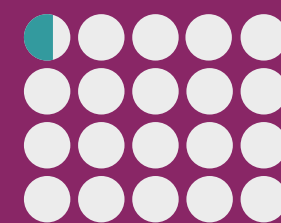
*This data is based on self-reported employee ethnicity and gender data.

PROGRESS HIGHLIGHTS



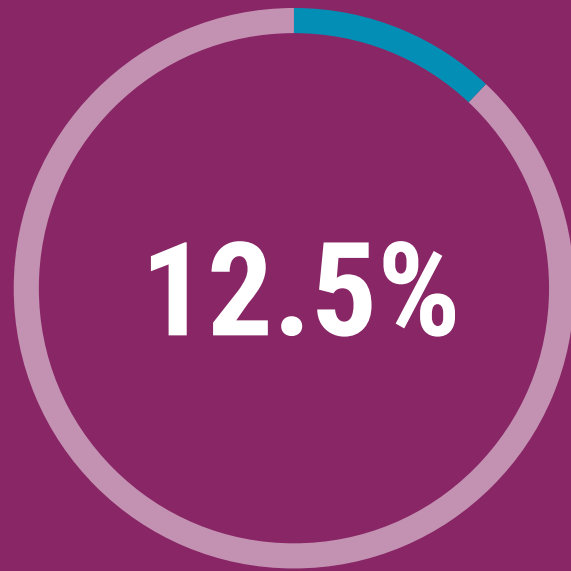
12.5%

increase of BIPOC representation at the Senior Executive Manager level year over year.

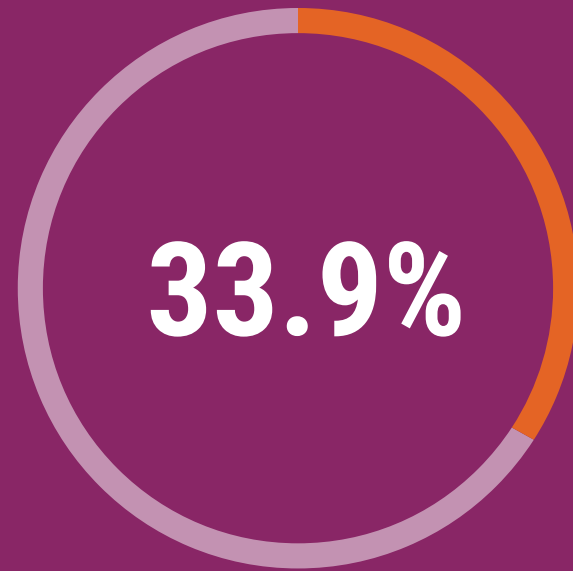


3.4%

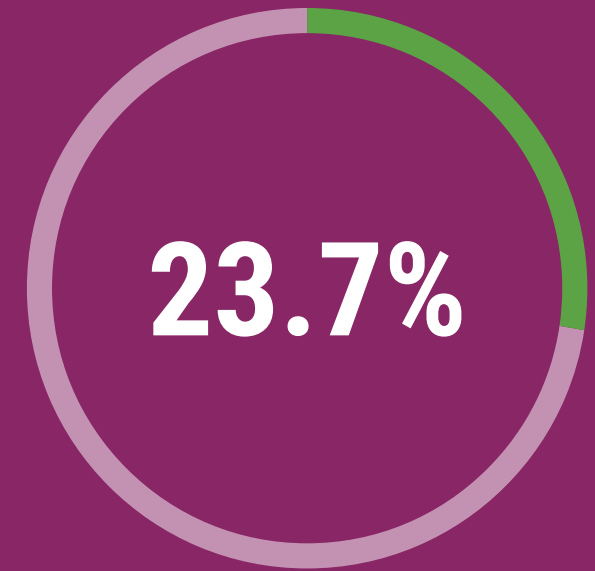
increase of Women at the Senior Executive Manager level year over year.



of total Omnicom Senior Executive Managers are Women of Color
 (5.5% increase compared with 2021)

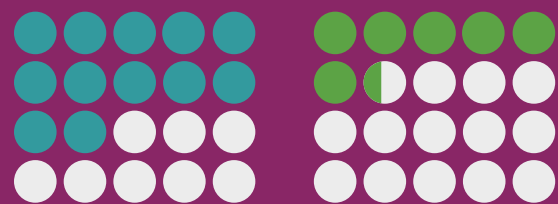


of all Omnicom Women are Women of Color
 (Compared to the industry benchmark* of 28.2% Women of Color)



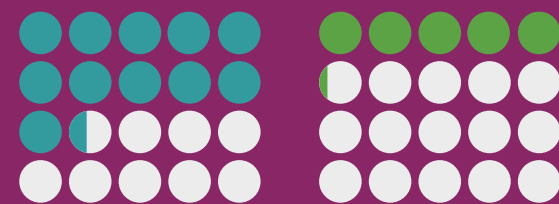
of Women Senior Executive Managers at Omnicom are Women of Color

23,548
 U.S. Executive Managers, Mid Managers and Professionals:



*1 percentage point more than 2021

10,049
 U.S. Executive Managers and Mid Managers:

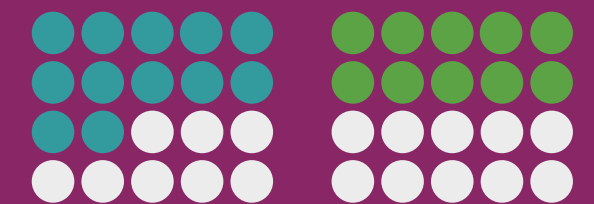


13,499
 U.S. Professionals:



*2 percentage points more than 2021

10
 Current Board Members:





As Omnicom moves into a more mature DE&I strategy, we're committed to give each employee the tools and confidence to be a change-maker wherever they go and create widespread impact around the world. We invite you to learn more about the global progress we made in 2022 in our full DE&I report: *Individual Acts. Global Impact. All In On Equity.*

OmnicomGroup