

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION / DESCRIPTION
2-1 Organizational details	Omnicom 2025 Form 10-K, Item 1. Business
2-2 Entities included in the organization's sustainability reporting	Omnicom 2025 Form 10-K, Subsidiaries of Registrant, Exhibit 21
2-3 Reporting period, frequency and contact point	Omnicom reports on its commitments annually. Due to the acquisition of The Interpublic Group of Companies, Inc (IPG), completed in November 2025, we have scaled back reporting for the 2025 reporting period and plan to resume comprehensive reporting for the 2026 reporting period. Environmental data and select human resources data cover Omnicom's global operations in fiscal year 2025 (from Jan. 1, 2025 to Dec. 31, 2025). For informational purposes, references to the Omnicom 2024 Corporate Responsibility Report are provided. For questions or comments regarding this information, please contact csr@omcinfo.com .
2-4 Restatements of information	Omnicom 2025 Environmental Overview (footnotes to environmental data)
2-5 External assurance	External assurance for selected environmental data expected September 2026.
2-6 Activities, value chain and other business relationships	Omnicom 2025 Form 10-K, Item 1. Business
2-8 Workers who are not employees	Omnicom does not report this information.
2-9 Governance structure and composition	Omnicom 2026 Proxy Statement, Pages 34-38 (Board Leadership Structure)
2-10 Nomination and selection of the highest governance body	Omnicom 2026 Proxy Statement, Page 4 (Election of Directors)
2-11 Chair of the highest governance body	Omnicom 2026 Proxy Statement, Pages 34-35 (Board Leadership Structure)
2-12 Role of the highest governance body in overseeing the management of impacts	Omnicom Governance Committee Charter
	Corporate Governance Guidelines
	Omnicom 2026 Proxy Statement, Pages 31-32 (Board's Role and Responsibilities)



2-13 Delegation of responsibility for managing impacts	Omnicom Governance Committee Charter
	Omnicom 2026 Proxy Statement, Pages 31-32 (Board's Role and Responsibilities)
2-14 Role of the highest governance body in sustainability reporting	Reviewed by Omnicom's Chief Financial Officer.
2-15 Conflicts of interest	Omnicom 2026 Proxy Statement, Page 39-40 (Ethical Business Conduct)
2-16 Communication of critical concerns	Omnicom 2026 Proxy Statement, Page 33 (Shareholder Communications with Board Members)
	Omnicom Internal Control Line
2-17 Collective knowledge of the highest governance body	Senior management regularly discusses economic, environmental, social and governance topics during shareholder engagement meetings conducted annually.
2-18 Evaluation of the performance of the highest governance body	Omnicom 2026 Proxy Statement, Pages 14-15 (Qualifications of the Members of the Board)
2-19 Remuneration policies	Omnicom 2026 Proxy Statement, Pages 10-11 (Executive Compensation Highlights), 40-41 (Directors' Compensation for Fiscal Year 2024) 43-76 (Executive Compensation)
2-20 Process to determine remuneration	Omnicom 2026 Proxy Statement, Pages 50-58 (Compensation Discussion & Analysis)
2-22 Statement on sustainable development strategy	Omnicom 2024 CR Report, Page 4 (Letter from Our Chairman and CEO)
2-23 Policy commitments	Partially reported: Omnicom's Code of Business Conduct is approved by our Board of Directors. All employees are required to read and abide by our Code of Business Conduct.
	Omnicom Website: Corporate Governance
2-24 Embedding policy commitments	Partially reported: Omnicom's Code of Business Conduct is approved by our Board of Directors. All employees are required to read and abide by our Code of Business Conduct.
	Omnicom Website: Corporate Governance
2-26 Mechanisms for seeking advice and raising concerns	Omnicom Internal Control Line
2-27 Compliance with laws and regulations	During our fiscal year ending Dec. 31, 2025, Omnicom was not subject to any legal proceedings with a material adverse effect on our results of operations or financial position.
2-28 Membership associations	American Advertising Federation, American Association of Advertising Agencies (4As), Institute for Public Relations
2-29 Approach to stakeholder engagement	Omnicom 2024 CR Report, Page 36 (About this Report, Material Topics Identification)
2-30 Collective bargaining agreements	0% of Omnicom employees in the United States are covered by collective bargaining agreements.

MATERIAL TOPICS

GRI 3: Material Topics 2021

3-1 Process to determine material topics	Omnicom 2024 CR Report, Page 36 (About this Report, Material Topics Identification)
3-2 List of material topics	Omnicom 2024 CR Report, Page 36 (About this Report, Material Topics Identification)

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	Omnicom 2025 Form 10-K, F-5-F-9 (Consolidated Balance Sheets)
201-2 Financial implications and other risks and opportunities due to climate change	Omnicom 2025 CDP Climate Response 3.1.1.9: While Omnicom does not directly operate in highly exposed sectors, we are still vulnerable to physical risks from climate change, such as extreme weather events that could disrupt office operations, business travel, and supply chains. For example, many of our employees live in areas that are at a higher risk for the impacts of climate change, especially acute physical events like severe weather and wildfires. This may reduce their ability to fully contribute to our work and may cause capacity issues or delays in providing client work, which could reduce our revenues and harm our reputation with clients. 3.6.1.8: Omnicom is a holding company providing an extensive range of services. A portion of our businesses help our customers address increasing consumer preferences for environmentally preferable and socially responsible products and services. Current and/or anticipated significant regulatory opportunities on climate change, such as SEC disclosures or other global regulations such as CSRD, present an opportunity for our operating companies to expand their service offerings to their clients and help clients promote public awareness of their initiatives and the benefits of their products. Omnicom agencies have increased its service offerings to provide customers with climate-forward solutions including climate strategy and environmental data architecture. Agencies have also invested in the creation of media carbon calculators and the use of production calculators to help our customers make service decisions with a lesser impact to the environment. As the global advertising industry adopts more sustainable practices, common measurement standards can help agencies and partners compare and track progress consistently. In 2024, Ad Net Zero (ANZ), of which we are a founding member, introduced the first iteration of its Global Media Sustainability Framework to the industry. Omnicom played an active role, contributing thought leadership and best practices, while participating in the sustainability framework task force. This increases Omnicom's presence in the market as a sustainable actor.
201-3 Defined benefit plan obligations and other retirement plans	Omnicom 2025 Form 10-K, F-31 (Pension and Other Postemployment Benefits)

GRI 202: Market Presence 2016

202-2 Proportion of senior management hired from the local community	Partially reported: The majority of our senior management at the Omnicom holding company level are hired from the countries they work in.
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GRI 203: Indirect Economic Impacts 2016

203-1 Infrastructure investments and services supported	Omnicom 2024 CR Report, Page 12 (Empower People, Engaging in Pro Bono Work to Advance Communities)
203-2 Significant indirect economic impacts	Omnicom 2024 CR Report, Page 12 (Empower People, Engaging in Pro Bono Work to Advance Communities)

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers	The majority of Omnicom's buying decisions are made at the agency level in the context of the production of client products and campaigns.
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GRI 205: Anti-corruption 2016

205-2 Communication and training about anti-corruption policies and procedures	Omnicom 2024 CR Report, Page 32 (Lead Responsibly, Reinforcing Ethics and Integrity)
	Omnicom Code of Business Conduct

GRI 206: Anti-competitive Behavior 2016

206-2 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
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GRI 302: Energy 2016

302-1 Energy consumption within the organization	Omnicom 2025 Environmental Overview
302-3 Energy intensity	0.000005 MWh per \$USD
302-4 Reduction of energy consumption	Omnicom 2025 Environmental Overview
302-5 Reductions in energy requirements of products and services	Omnicom 2025 Environmental Overview

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	Omnicom 2025 Environmental Overview
305-2 Energy indirect (Scope 2) GHG emissions	Omnicom 2025 Environmental Overview
305-3 Other indirect (Scope 3) GHG emissions	Omnicom 2025 Environmental Overview
305-4 GHG emissions intensity	"Omnicom 2025 CDP Climate Response 745.1: 0.000004 metric tons CO2e per \$USD"
305-5 Reduction of GHG emissions	Omnicom 2025 Environmental Overview

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria	Partially reported: Omnicom Supplier Code of Conduct
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GRI 401: Employment 2016

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The percentage of part-time employees at the Omnicom holding company level is insignificant. Omnicom doesn't track this information at the agency level.
401-3 Parental leave	2024 Omnicom CR Report, Page 11 (Empower People, Employee Health and Wellbeing)

GRI 403: Occupational Health and Safety 2018

403-6 Promotion of worker health	2024 Omnicom CR Report, Page 11 (Empower People, Employee Health and Well-being)
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GRI 404: Training and Education 2016

404-2 Programs for upgrading employee skills and transition assistance programs	Omnicom 2024 CR Report, Page 9 (Empower People, Enhancing and Ensuring Professional Growth)
404-3 Percentage of employees receiving regular performance and career development reviews	Employee performance and career development reviews are conducted at the agency level.



GRI 408: Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor	<u>Partially reported: Omnicom Supplier Code of Conduct</u>
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GRI 409: Forced or Compulsory Labor 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>Partially reported: Omnicom Supplier Code of Conduct</u>
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GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	<u>Partially reported: Omnicom Supplier Code of Conduct</u>
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GRI 415: Public Policy 2016

415-1 Political contributions	Our U.S. Political Contributions Policy outlines our standards for consideration and approval regarding U.S. political activities, including political contributions at the federal, state and local levels, membership in trade associations, and lobbying activities. At the holding company level, Omnicom does not make political contributions or sponsor a political action committee, and in 2025, our agencies did not make U.S. political contributions.
	<u>See the Corporate Governance section of our website for more information.</u>