

# GRI REPORT INDEX

GRI STANDARD	DISCLOSURE	LOCATION/DESCRIPTION
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	Omnicom 2023 CR Report, Page <a href="#">5</a> (About Omnicom)  <a href="#">Omnicom 2023 Form 10-K, Item 1. Business</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Omnicom 2023 Form 10-K, Subsidiaries of Registrant, Page 78</a>
	2-3 Reporting period, frequency and contact point	Omnicom 2023 CR Report, Page <a href="#">41</a> (About This Report, Scope)
	2-4 Restatements of information	Some environmental data has been restated. See Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)
	2-5 External assurance	Data in this report has not been externally assured.
	2-6 Activities, value chain and other business relationships	Omnicom 2023 CR Report, Page <a href="#">5</a> (About Omnicom)  <a href="#">Omnicom 2023 Form 10-K, Item 1. Business</a>
	2-7 Employees	Omnicom 2023 CR Report, Page <a href="#">5</a> (About Omnicom)  <a href="#">Omnicom 2023 Form 10-K, Human Capital Resources and Environmental Sustainability Initiatives, Page 3</a>
	2-8 Workers who are not employees	Omnicom does not report this information.
	2-9 Governance structure and composition	Omnicom 2023 CR Report, Page <a href="#">37</a> (Lead Responsibly, Board of Directors)  <a href="#">Omnicom 2024 Proxy Statement, Pages 16-26 (2024 Director Nominees)</a>
	2-10 Nomination and selection of the highest governance body	Omnicom 2023 CR Report, Page <a href="#">37</a> (Lead Responsibly, Board of Directors)  <a href="#">Omnicom 2024 Proxy Statement, Item 1 - Election of Directors</a>
	2-11 Chair of the highest governance body	<a href="#">Omnicom 2024 Proxy Statement, Pages 34-35 (Board Leadership Structure)</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Omnicom Governance Committee Charter</a>  <a href="#">Omnicom 2024 Proxy Statement, Pages 28-29 (Board's Role and Responsibilities)</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">Omnicom Governance Committee Charter</a>  <a href="#">Omnicom 2024 Proxy Statement, Pages 28-29 (Board's Role and Responsibilities)</a>
	2-14 Role of the highest governance body in sustainability reporting	Reviewed by Omnicom's Chief Financial Officer.
	GRI 2: General Disclosures 2021(cont.)	2-15 Conflicts of interest

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	2-16 Communication of critical concerns	<a href="#">Omnicom 2024 Proxy Statement, Page 33 (Shareholder Communications with Board Members)</a>
		<a href="#">Omnicom Internal Control Line</a>
	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	<a href="#">Omnicom 2024 Proxy Statement, Page 14 (Qualifications of the Members of the Board)</a>
	2-19 Remuneration policies	<a href="#">Omnicom 2024 Proxy Statement, Pages 10 (Executive Compensation Highlights) 40-41 (Directors' Compensation for Fiscal Year 2023) 43-76 (Executive Compensation)</a>
	2-20 Process to determine remuneration	<a href="#">Omnicom 2024 Proxy Statement, Pages 52-64 (Compensation Discussion &amp; Analysis)</a>
	2-21 Annual total compensation ratio	<a href="#">Omnicom 2024 Proxy Statement, Page 73 (Pay Ratio Disclosure)</a>
	2-22 Statement on sustainable development strategy	Omnicom 2023 CR Report, Page <a href="#">4</a> (Letter from Our Chairman and CEO)
	2-23 Policy commitments	Partially reported: Omnicom's <a href="#">Code of Business Conduct</a> is approved by our Board of Directors. All employees are required to read and abide by our Code of Business Conduct.
		<a href="#">Omnicom Website: Corporate Governance</a>
	2-24 Embedding policy commitments	Partially reported: Omnicom's <a href="#">Code of Business Conduct</a> is approved by our Board of Directors. All employees are required to read and abide by our Code of Business Conduct.
		<a href="#">Omnicom Website: Corporate Governance</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Omnicom Internal Control Line</a>
	2-27 Compliance with laws and regulations	During our fiscal year ending Dec. 31, 2023, 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	ADCOLOR, Ad Council, American Advertising Federation, American Association of Advertising Agencies (4A's), Asian University for Women, Do The WeRQ, Deutsche Stiftung Weltbevölkerung (DSW), GLAAD, Institute for Public Relations, Shave for a Cure, The LAGRANT Foundation, The Valuable 500, Theirworld, Unstereotype Alliance
	2-29 Approach to stakeholder engagement	Omnicom 2023 CR Report, Page <a href="#">41</a> (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 2023 CR Report, Page <a href="#">41</a> (About This Report, Material Topics Identification)
GRI 3: Material Topics 2021 (cont.)	3-2 List of material topics	Omnicom 2023 CR Report, Page <a href="#">41</a> (About This Report, Material Topics Identification)

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<b>ECONOMIC</b>		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">Omnicom 2023 Form 10-K, F-4-F-8 (Consolidated Balance Sheets)</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Omnicom 2023 CDP Climate Response</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Omnicom 2023 Form 10-K, F-24 (Pension and Other Postemployment Benefits)</a>
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.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Omnicom 2023 CR Report, Page <a href="#">18</a> (Empower People, Aiding Global Communities Through Pro Bono Partnerships)
	203-2 Significant indirect economic impacts	Omnicom 2023 CR Report, Page <a href="#">18</a> (Empower People, Aiding Global Communities Through Pro Bono Partnerships)
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.
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Omnicom 2023 CR Report, Page <a href="#">38</a> (Lead Responsibly, Ethics and Integrity)
		<a href="#">Omnicom Code of Business Conduct</a>
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anticompetitive behavior, antitrust, and monopoly practices	There were no legal actions during the reporting period regarding anticompetitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant.
<b>ENVIRONMENT</b>		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)
	302-3 Energy intensity	<a href="#">Omnicom 2023 CDP Climate Response</a>
	302-4 Reduction of energy consumption	Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)
	302-5 Reductions in energy requirements of products and services	Omnicom 2023 CR Report, Page <a href="#">29</a> (Protect Our Planet, Advancing Industry Efforts)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)
	305-2 Energy indirect (Scope 2) GHG emissions	Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)
	305-3 Other indirect (Scope 3) GHG emissions	Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)

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GRI 305: Emissions 2016 (cont.)	305-4 GHG emissions intensity	<a href="#">Omnicom 2023 CDP Climate Response</a>
	305-5 Reduction of GHG emissions	Omnicom 2023 CR Report, Page <a href="#">30</a> (Protect Our Planet, Reducing Energy Use and Emissions)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Partially reported: <a href="#">Omnicom Supplier Code of Conduct</a>
<b>SOCIAL</b>		
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	Partially reported: Omnicom 2022 CR Report, Page <a href="#">19</a> (Empower People, Expanded Parental Leave)
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Omnicom 2023 CR Report, Pages <a href="#">16</a> and <a href="#">17</a> (Empower People, Expanding Gender-Affirming Resources and Meeting Diverse Wellness Needs with Calm)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Partially reported: Omnicom 2023 CR Report, Page <a href="#">10</a> (Empower People, Prioritizing Professional Development )
	404-2 Programs for upgrading employee skills and transition assistance programs	Omnicom 2023 CR Report, Page <a href="#">10</a> (Empower People, Prioritizing Professional Development)
	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 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Omnicom 2023 CR Report, Page <a href="#">36</a> (Lead Responsibly, Board of Directors)
		Omnicom 2023 CR Report, Page <a href="#">46</a> (SASB Standards Index, SV-AD-330A.1)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Partially reported: <a href="#">Omnicom Supplier Code of Conduct</a>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Partially reported: <a href="#">Omnicom Supplier Code of Conduct</a>
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Partially reported: <a href="#">Omnicom Supplier Code of Conduct</a>
GRI 415: Public Policy 2016	415-1 Political contributions	Partially reported: Omnicom 2023 CR Report, Page <a href="#">38</a> (Lead Responsibly, Political Contributions and Trade Association Disclosures )