

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES STATEMENT

UK LISTING RULES STATEMENT OF COMPLIANCE

WPP's disclosure is structured around the TCFD's 11 recommended disclosures set out in June 2017 (see table below). We report in line with the FCA Listing Rule 6.6.6(8), which requires us to report on a 'comply or explain' basis against the TCFD recommended disclosures in respect of the financial year ended 31 December 2025.

We consider our climate-related financial disclosures to be consistent with nine of the 11 TCFD recommended disclosures, and we have explained why we are not

consistent for the remaining two in the related sections. We aim to be consistent with all 11 requirements within the time frame of the UK's adoption of the IFRS Sustainability Standards. Therefore our disclosures are compliant with Listing Rule UKLR 6.6.6(8) and aligned with The Companies Regulations 2022, 414CB (2a). Some of the recommended disclosures, published in the 2021 TCFD Annex, will take more time for us to become fully consistent with due to challenges around data access and quantification. Detailed disclosures on Scope 3 progress are

included from page 33. We have provided quantified progress against selected categories of Scope 3 emissions in this Annual Report where we have sufficiently robust and reliable data. We are in the process of reviewing our methodology and emissions baseline to reflect our evolving operating model. Our CDP submission covers all relevant categories of Scope 3 emissions. We aim to continue to strengthen and expand these disclosures throughout 2026.

TCFD RECOMMENDATION	COMPANIES ACT 2006, S414CB(2a-h)	LOCATION IN REPORT	
GOVERNANCE			
✔ a) Describe the Board's oversight of climate-related risks and opportunities	CA s414CB(2a)	OUR APPROACH TO SUSTAINABILITY SUSTAINABILITY COMMITTEE REPORT	Page 32 Page 91
✔ b) Describe management's role in assessing and managing climate-related risks and opportunities	CA s414CB(2a)	OUR APPROACH TO SUSTAINABILITY	Page 32
STRATEGY			
✔ a) Describe the climate-related risks and opportunities the organisation has identified over the short-, medium- and long-term	CA s414CB(2d)	PRINCIPAL RISKS AND UNCERTAINTIES ➔ See Environmental, Social and Governance Risk	Page 55
⊕ b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning	CA s414CB(2e)	CLIMATE-RELATED RISKS AND OPPORTUNITIES	Page 44
⊕ c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	CA s414CB(2f)	CLIMATE RESILIENCE	Page 46
RISK MANAGEMENT			
✔ a) Describe the organisation's processes for identifying and assessing climate-related risks	CA s414CB(2b)	IDENTIFYING CLIMATE-RELATED RISKS	Page 44
✔ b) Describe the organisation's processes for managing climate-related risks	CA s414CB(2b)	ACTIONS TO MANAGE OUR RISKS AND OPPORTUNITIES	Page 46
✔ c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	CA s414CB(2c)	IDENTIFYING CLIMATE-RELATED RISKS	Page 44
METRICS & TARGETS			
✔ a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	CA s414CB(2h)	TCFD METRICS AND TARGETS SUMMARY	Page 48
✔ b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	CA s414CB(2g)	CARBON EMISSIONS STATEMENT SCOPE 3 EMISSIONS SUPPLEMENT 📄 See ESG Data Book 2025 at wpp.com/sustainabilityreport2025	Page 49
✔ c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	CA s414CB(2g)	TCFD METRICS AND TARGETS SUMMARY	Page 48

KEY ✔ Consistent ⊕ Partially consistent

IDENTIFYING CLIMATE-RELATED RISKS

The identification of climate-related risks and opportunities includes input from multiple sources and stakeholders. Annually, we reconfirm the list of risks and opportunities through analysis and interviews. This analysis is informed by interviews with sustainability and consumer experts across WPP, as well as external data sources. Recommendations on changes to the risks and opportunities and associated disclosures are reviewed by the Board Sustainability Committee on an annual

basis. The significance of climate-related risk relative to other risks is considered both through the WPP double materiality assessment (see page 31 for information on the approach) and through the review of the principal risks and uncertainties disclosure.

Sustainability risks, including climate-related risks, are integrated into our overall risk management processes. The implications, including potential impact and actions necessary to mitigate and monitor, are

reviewed by the Audit Committee on a regular basis. Our overall risk management process is outlined from page 50 and extreme weather and climate-related natural disasters are referenced within Environmental, social and governance risk, within the Principal risks and uncertainties disclosure from page 55. WPP has established risk committees at Group level and across our networks with the aim of ensuring oversight and focus at both levels to review, monitor and advise on risk and compliance issues, and climate risk is on their agendas.

WPP'S CLIMATE-RELATED RISKS AND OPPORTUNITIES

WPP's disclosure of relevant climate-related risks and opportunities outlines the impacts we have identified as being relevant to our business, as well as our approach to managing that impact.

RISK	DESCRIPTION	
PHYSICAL IMPACTS		
<p>Increased frequency of extreme weather and climate-related natural disasters</p> <p>Potential financial impact: Expenditure</p> <p>Time horizon: </p>	<p>Includes chronic and acute extreme weather which can damage our buildings and our employees' homes, jeopardise the safety and wellbeing of our people and has the potential to disrupt our operations. We consider this risk relevant to all operations, however certain geographies are more exposed (eg coastal cities including Chennai, New York, Miami, Mumbai and Shanghai). Supply chain disruption from extreme weather, for example to data centres, may impact wider geographies</p>	<p>→ See 'Business resilience'</p>
TRANSITION IMPACTS		
<p>Delivering carbon reduction commitments</p> <p>Potential financial impact: Expenditure</p> <p>Time horizon: </p>	<p>Delivering WPP's Scope 3 carbon reduction targets depends upon the adoption of new technologies, some of which have not yet been conceived or created, and business model innovations across the supply chain. We consider this risk relevant to all geographies, however it is more observable for operations with larger associated carbon emissions (eg media and production)</p>	<p>→ See 'Governance and compliance' and 'Decarbonisation activities'</p>
<p>Changes in regulation and reporting standards</p> <p>Potential financial impact: Expenditure</p> <p>Time horizon: </p>	<p>WPP could be subject to increased costs to comply with potential future changes in environmental laws and regulations and increasing carbon offset pricing to meet its climate commitments. Carbon emission accounting for marketing and media is in its infancy and methodologies continue to evolve. This is particularly the case for emissions associated with digital media</p>	<p>→ See 'Decarbonisation activities'</p>
<p>Increased reputational risk associated with misrepresenting environmental claims in marketing and advertising content</p> <p>Potential financial impact: Fines, revenue</p> <p>Time horizon: </p>	<p>Businesses and brands are seeing continued scrutiny of their role in driving consumption. Our clients seek expert partners who can give recommendations that take into account stakeholder concerns around climate change. This risk is globally relevant, but in the short term is greater in geographies with existing or emerging regulation (eg Australia, EU, US and UK)</p>	<p>→ See 'Policies'</p>
<p>Increased reputational risk associated with working on client briefs perceived to be environmentally detrimental</p> <p>Potential financial impact: Revenue</p> <p>Time horizon: </p>	<p>WPP serves some clients whose business models are under increased scrutiny, for example energy companies or associated industry groups who are at different stages of the decarbonisation process. This creates both a reputational and related financial risk for WPP if we are not rigorous in our content standards as we grow our sustainability-related services</p>	<p>→ See 'Policies'</p>

KEY Short-term Medium-term Long-term

WPP'S CLIMATE-RELATED RISKS AND OPPORTUNITIES CONTINUED





RISK	DESCRIPTION	
OPPORTUNITIES		
<p>Increased demand for sustainable products and services</p> <p>Potential financial impact: Revenue</p> <p>Time horizon:</p>	<p>Opportunity to grow revenues from products and services which support clients as they seek to decarbonise their businesses. This may include developing low carbon marketing, media and ecommerce services, developing sustainability focused brand strategies and promoting sustainable consumption to consumers. This opportunity is relevant globally</p>	<p>→ See 'Governance and compliance'</p>
<p>Achieving resource efficiencies through cutting our carbon footprint and improving energy efficiency</p> <p>Potential financial impact: Avoided expenditure</p> <p>Time horizon:</p>	<p>Through carbon reduction initiatives we have the opportunity to decrease the costs associated with energy use and limit increased costs associated with carbon taxation. This relates to realising the potential positive impact of optimising both the energy intensity of our buildings and energy-intensive activities such as data storage and AI use. Technology also has the potential to replace energy-intensive activities with more efficient processes. This opportunity is relevant globally</p>	<p>→ See 'Governance and compliance' and 'Decarbonisation activities'</p>

TIME HORIZONS

Time horizon ¹	Time period	Internal time horizon alignment
Short-term	2025-2026	Annual reporting period
Medium-term	2027-2030	2030 carbon target delivery
Long-term ²	2030 onwards	Beyond 2030 carbon target delivery

¹ These time horizons differ from the three-year horizon used in the Viability Statement (page 54), reflecting different operational considerations in managing climate-related risks
² Long-term time horizon expanded to reflect our commitment to set long-term carbon reduction targets (see page 33)

ACTIONS TO MANAGE CLIMATE-RELATED RISKS AND OPPORTUNITIES

BUSINESS RESILIENCE 	DECARBONISATION ACTIVITIES 	GOVERNANCE AND COMPLIANCE 	POLICIES 
<p>Crisis management and business resilience: Provides global standards for operational resilience, strategy, governance, policy, resources and training assets to better plan for and respond to crisis events of all types and at all degrees of scale</p> <p>➔ See page 37</p> <p>Our campus programme: Enables centralisation of emergency preparedness, incident response and business continuity procedures</p> <p>➔ See page 33</p> <p>Employee Assistance Programme: Is activated in response to climate-related extreme weather events</p> <p>➔ See page 37</p>	<p>Our transition plan: Our science-based targets and decarbonisation roadmap set out how WPP aims to reduce its greenhouse gas emissions in line with limiting global warming to 1.5°C above pre-industrial levels</p> <p>➔ See pages 33-36</p>	<p>Our approach to sustainability: Outlines our commitment to developing products and services which enable our clients to adopt leadership positions on climate change and exceed the expectations of consumers</p> <p>➔ See page 32</p> <p>ESG reporting: We monitor developments in legislation relating to ESG reporting and the regulation of environmental claims, and invest in internal capability building in response</p> <p>➔ See page 40</p>	<p>Code of Business Conduct: Governs the misrepresentation of environmental claims</p> <p>➔ See page 51</p> <p>Green Claims Guide: Informed by guidance from regulators and complemented by a legal toolkit that has been incorporated into our legal clearance process</p> <p>➔ See page 38</p> <p>Assignment Acceptance Policy and Framework: Provides guidance on how to conduct due diligence in relation to clients and any work we are asked to undertake</p> <p>➔ See page 38</p>

OUR CLIMATE RESILIENCE

Details of the assumptions applied under each scenario are included against each risk and opportunity. These particular scenarios were selected to cover a range of potential scenarios exploring how climate change could impact the business.

We have used the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs) to provide inputs and assumptions regarding decarbonisation trajectories and physical impacts. The IPCC Shared Socioeconomic Pathways (SSPs) are used to provide social, economic and political inputs and assumptions.

We have made progress in quantifying the impact of our climate-related risks and opportunities, though we have not yet fully quantified their financial impact. We will continue to enhance our approach.

We do not believe there is a material financial impact of physical or transition climate change risks on our current year financial reporting. Further information is provided in the Accounting policies under 'Climate change considerations' (see page 145). Climate-related issues are not expected to be material in the short-term planning horizon.

The risks and opportunities included in this disclosure are considered as part of the Group's budget-setting processes. For example, budgets related to the delivery of our net zero programme are considered by the functions responsible for specific carbon reduction activities.

MATERIALITY DEFINITIONS

Financially material: the observed or estimated impact exceeds the Group materiality threshold of £65 million.

◆ Indicates a financially material impact/benefit

◊ Indicates a moderate financial impact/benefit equivalent to >50% of the financial materiality threshold

◇ Indicates a minimal financial impact/benefit equivalent to <50% of the financial materiality threshold

Impact materiality: the ESG topic is identified as material through the process outlined in WPP's double materiality assessment (see page 31).

CLIMATE SCENARIOS

Description	High-carbon (more than 4°C)	Low-carbon (less than 2°C)	Very low-carbon (less than 1.5°C)
RCP alignment	RCP 8.5 – business as usual, 4°C	RCP 2.6 – acceptable limit 2°C	RCP 1.9 – net zero transition 1.5°C
IPCC SSP alignment	SSP4 – a road divided	SSP2 – middle of the road	SSP1 – the green road
Increased frequency of extreme weather and climate-related natural disasters	The physical impacts of climate change are broadly consistent across all three scenarios considered and start to differentiate after 2050 (in line with the RCP and SSP narratives). We are already experiencing increased exposure to extreme weather events, but our exposure is low due to our business model enabling hybrid working		
	EXPENDITURE IMPACT:		
	◇	◇	◇
Delivering carbon reduction commitments	Minimal policy support; market-based solutions prioritised increasing cost of mitigation solutions	Limited to markets currently advancing policy, costs consistent to current day	Widespread policy support reduces cost of mitigation solutions
	EXPENDITURE IMPACT:		
	◆	◇	◇
Changes in regulation and reporting standards	No new disclosure standards and reporting requirements	Emerging disclosure standards and reporting requirements in markets currently enacting legislation come into effect	Reporting requirements cover most major geographies and advance beyond what is currently in place. Expanded reporting requirements specific to the advertising sector – eg relating to the emissions facilitated through the sale of products and services
	EXPENDITURE IMPACT:		
	◇	◇	◆
Increased reputational risk associated with misrepresenting environmental claims in marketing and advertising content	Limited with little litigation risk; minimal consumer concern around credibility of claims	Centred on markets already advancing regulations (including UK, Australia, EU) with increased consumer concerns around claims	Widespread regulations with significant consumer concerns, leading to increased risk of litigation and the potential for revenue losses
	REVENUE IMPACT:		
	◇	◇	◆
Increased reputational risk associated with working on client briefs perceived to be environmentally detrimental	Limited with little litigation risk; minimal consumer concern around credibility of claims	Centred on markets already advancing regulations (including UK, Australia, EU) with increased consumer concerns around claims	Widespread regulations with significant consumer concerns, leading to increased risk of litigation and the potential for revenue losses
	REVENUE IMPACT:		
	◇	◇	◆
Increased demand for sustainable products and services	Limited rise in demand beyond current level	Steady growth in demand with uneven market-level adoption; revenue significant by 2030	Rapid, widespread demand across many markets; material revenue component by 2030
	REVENUE IMPACT:		
	◇	◆	◆
Achieving resource efficiencies through cutting our carbon footprint and improving energy efficiency	Minimal policy support; market-based solutions prioritised increasing cost of mitigation solutions	Limited to markets currently advancing policy, costs consistent to current day	Widespread policy support reduces cost of mitigation solutions
	REVENUE IMPACT:		
	◇	◆	◆

KEY ◇ Minimal financial impact/benefit ◆ Moderate financial impact/benefit ◆ Material financial impact/benefit

METRICS AND TARGETS

Metrics and targets are used by WPP to assess and manage our climate-related risks and opportunities. As part of the process of preparing this disclosure, we have considered the metrics set out by the TCFD in tables A1.1, A1.2 and A2.1 of the TCFD recommendations.

TCFD TARGETS

TCFD CATEGORY	DESCRIPTION	FURTHER DETAIL
Transition risks	Recalculate our baseline carbon emissions in line with SBTi guidelines, as required every five years	Our climate strategy (page 33)
Greenhouse gas emissions	Reducing absolute Scope 1 and 2 emissions by 84% by 2025 and absolute Scope 3 emissions – including media buying – by 50% by 2030, both from a 2019 base year	Our climate strategy (page 33)
	Offset residual emissions to reach net zero in our own operations (Scope 1 and 2) by 2025 and across our supply chain (Scope 3) by 2030	Offsetting (page 34)
	Purchasing 100% of our electricity from renewable sources by 2025	Operational emissions (page 33)
Capital deployment	Updated environmental and social metrics linked to the margin of WPP's revolving credit facility (February 2025)	Stakeholder engagement (page 40)

TCFD METRICS

TCFD CATEGORY	DESCRIPTION	2025 PERFORMANCE	2024 PERFORMANCE	FURTHER DETAIL
Physical risks	Percentage of headcount located in countries at 'extreme' exposure to the physical impacts of climate change in the next 30 years	14%	13%	Our campuses (page 33)
Greenhouse gas emissions	Absolute and intensity-based Scope 1 and Scope 2 emissions	Carbon emissions statement (page 49)		
	Absolute Scope 3 emissions	WPP CDP Disclosure 2025, see wpp.com/sustainabilityreport2025		
	Proportion of electricity purchased from renewable sources	Carbon emissions statement (page 49)		
	Proportion of carbon-strategic suppliers with science-based carbon reduction targets	52%	N/A	Reducing Scope 3 emissions (pages 33-34)
Remuneration	Integration of performance on Scope 1 and 2 carbon reduction targets in executive remuneration	Integrated		Compensation, succession and evaluation (from page 93)
Climate-related opportunities	Proportion of top 50 clients who have set or committed to set science-based carbon reduction targets	82%	82%	Supporting clients' emissions reduction (page 34)
Transition risks	Expand the delivery of Green Claims training, with focus on potentially higher risk and higher-emissions sectors	Green claims included in refreshed mandatory online ethics training	Green claims module included in Sustainability Future Readiness Academy	Responsible engagement (pages 37-38)
	CDP Climate Change score	B	B	cdp.net
	CDP Supplier Engagement Assessment score	A-	A-	cdp.net