

Publicis Groupe US Agencies Earn Top Marks in Human Rights Campaign's 2022 Corporate Equality Index for Ninth Consecutive Year

Nine Publicis Groupe companies ranked "Best Places to Work for LGBTQ Equality"

Publicis Groupe [Euronext Paris: FR0000130577, CAC 40] is proud to announce that nine of its U.S. agencies have received the "Best Places to Work for LGBTQ Equality" accolade by receiving a perfect score of 100 on the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index (CEI) – the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality.

This is the ninth consecutive year that Publicis Groupe agencies have ranked on the index. Recognized companies include Digitas, Leo Burnett, MSL, Publicis Health, Publicis New York, Publicis Media, Publicis Sapient, Re:Sources, and Saatchi & Saatchi. They join 842 other businesses that earned 100 percent on the 2022 CEI.

Anne-Gabrielle Heilbronner, Publicis Groupe's Member of the Directoire and Secretary General, said: "It's an honor to continue to see our agencies recognized for their commitments to building more diverse, equitable, and inclusive workplaces. As we continue to make 'Viva La Différence' a daily reality within our organization, accolades such as the HRC's 'Best Places to Work for LGBTQ Equality' are proof of our dedication to creating safe and welcoming environments for all, and championing and supporting our LGBTQ+ employees and allies."

Publicis Groupe's agencies have continuously scored top marks on the Corporate Equality Index as a result of strong employee-led contributions, executive sponsorship, and an over-arching commitment to creating and upholding policies and practices that best support and uplift LGBTQ+ talent. The company's business resource group (BRG) for LGBTQ+ professionals and their allies, Égalité (French for "equality"), is Publicis Groupe's largest and longest-standing BRG with over 1,500 members across 21 chapters. It is a leading contributor to Publicis Groupe's progress in this area and continues to champion a strong culture of allyship, ensuring the organization remains a top destination for LGBTQ+ talent.

"Our BRGs are integral to our diversity, equity, and inclusion efforts. They play an impactful role in fostering inclusive experiences and belonging for our people across a multitude of identities and facets of intersectionality, in addition to driving business outcomes and policy changes – and with 15 BRGs across our network and counting, we're continually building community and connection based on the evolving needs of our talent," said Geraldine White, Chief Diversity Officer, Publicis Groupe U.S. "It's amazing to see the



collaboration between our BRGs, our talent, and our agencies – and yet another year of inspiring recognition on the HRC’s CEI is a strong example of this work in motion.”

In 2021, Égalité launched a set of official US Transition & Employee Support Guidelines, which provide documentation and guidance for talent teams, managers, co-workers, and transitioning employees themselves. In addition to the current transgender-inclusive benefits and programs that Publicis Groupe currently has in place, these guidelines support transitioning employees along their journey and help teams better understand transgender and gender-nonconforming inclusive behaviors in the workplace, including ways to embrace and support transitions. Égalité has additionally spearheaded unique programs and virtual events, such as its week-long “Pride Inside” event and “Shine On” Trans Awareness Week, both of which are hosted exclusively on Publicis Groupe’s global AI connectivity Marcel platform, garnering worldwide participation across the network.

ABOUT THE HUMAN RIGHTS CAMPAIGN FOUNDATION

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America’s largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public’s understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

About Publicis Groupe – The Power of One

Publicis Groupe [Euronext Paris FR0000130577, CAC 40] is a global leader in communication. The Groupe is positioned at every step of the value chain, from consulting to execution, combining marketing transformation and digital business transformation. Publicis Groupe is a privileged partner in its clients’ transformation to enhance personalization at scale. The Groupe relies on ten expertise concentrated within four main activities: Communication, Media, Data and Technology. Through a unified and fluid organization, its clients have a facilitated access to all its expertise in every market. Present in over 100 countries, Publicis Groupe employs around 85,000 professionals.

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