

# Who runs WPP

## Non-executive chairman

### Philip Lader

Chairman of the Nomination Committee  
Member of the Compensation Committee

## Executive directors

### Sir Martin Sorrell

Chief executive

### Paul Richardson

Finance director

Chairman of the Corporate Responsibility Committee

### Mark Read

Strategy director

Chief executive, WPP Digital

## Non-executive directors

### Colin Day

Member of the Audit Committee and Compensation Committee

### Esther Dyson

Member of the Compensation Committee and  
Nomination Committee

### Orit Gadiesh

Member of the Nomination Committee

### Ruigang Li

### Stanley (Bud) Morten

Senior independent director (until April 2010)

### Koichiro Naganuma

### Lubna Olayan

Member of the Nomination Committee

### John Quelch

### Jeffrey Rosen

Chairman of the Compensation Committee

Member of the Audit Committee

Senior independent director (from April 2010)

### Timothy Shriver

Member of the Compensation Committee

### Paul Spencer

Chairman of the Audit Committee

### Sol Trujillo

Member of the Audit Committee

## Members of the Advisory Board

### Jeremy Bullmore

### John Jackson

### Richard Rivers

## Company Secretary

### Marie Capes

## Board of Directors

### Philip Lader **Non-executive chairman Age 65**

Philip Lader was appointed chairman in 2001. The US Ambassador to the Court of St James's from 1997 to 2001, he previously served in several senior executive roles in the US Government, including as a Member of the President's Cabinet and as White House Deputy Chief of Staff. Before entering government service, he was executive vice president of the company managing the late Sir James Goldsmith's US holdings and president of both a prominent American real estate company and universities in the US and Australia.

A lawyer, he is also a Senior Advisor to Morgan Stanley, a director of Marathon Oil, AES and Rusal Corporations, a trustee of the Smithsonian Museum of American History and the Atlantic Council and a member of the Council on Foreign Relations.

### Sir Martin Sorrell **Chief executive Age 66**

Sir Martin Sorrell joined WPP in 1986 as a director, becoming Group chief executive in the same year. He is a non-executive director of Formula One ■ msorrell@wpp.com

### Paul Richardson **Finance director Age 53**

Paul Richardson became Group finance director of WPP in 1996 after four years with the Company as director of treasury. He is responsible for the Group's worldwide functions in finance, information technology, procurement, property, treasury, taxation, internal audit and corporate responsibility.

He is a chartered accountant and fellow of the Association of Corporate Treasurers. He is a non-executive director of CEVA Group plc, Chime Communications PLC and STW Communications Group Limited in Australia, the last two being companies associated with the Group ■ prichardson@wpp.com

### Mark Read **Strategy director and CEO, WPP Digital Age 44**

Mark Read was appointed a director in March 2005. He has been WPP's director of strategy since 2002 and is also chief executive of WPP Digital. He is a member of the Supervisory Board of HighCo and a director of CHI & Partners. He worked at WPP between 1989 and 1995 in both parent company and operating company roles. Prior to rejoining WPP in 2002, he was a principal at the consultancy firm of Booz-Allen & Hamilton and founded and developed the company WebRewards in the UK ■ mread@wpp.com

**Colin Day Non-executive director Age 56**

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Colin Day was appointed a director in July 2005. He is the chief executive of Filtrona plc and a non-executive director of Amec. He was the group finance director of Reckitt Benckiser plc, until April 2011, having been appointed to its board in September 2000. Prior to joining Reckitt Benckiser he was group finance director of Aegis Group plc and previously held a number of senior finance positions with ABB Group plc and De La Rue Group plc. He was a non-executive director of Vero Group plc until 1998, Bell Group plc until 2004, Imperial Tobacco plc until February 2007, easyJet plc until 30 September 2005 and Cadbury plc until 2010.

**Esther Dyson Non-executive director Age 59**

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Esther Dyson was appointed a director in 1999. In 2004 she sold her company, EDventure Holdings, to CNET Networks, the US-based interactive media company now owned by CBS. She left CNET at the end of 2006 and now operates as an independent investor and writer, again under the name of EDventure. She has been highly influential for the past 20 years on the basis of her insights into online/information technology markets and their social impact worldwide, including the emerging markets of Central and Eastern Europe and Asia.

An active investor as well as an analyst/observer, she participated in the sale of Flickr to Yahoo! and of Medstory and Powerset to Microsoft. She sits on the boards of non-listed start-ups including Evernote (US), 23andMe (US), Airship Ventures (US), Eventful.com (US), Meetup Inc. (US), NewspaperDirect (Canada), Voxiva (US) and Yandex (Russia). She is also active in public affairs and was founding chairman of ICANN, the domain name policy agency, from 1998 to 2000. She currently sits on the board of the Sunlight Foundation, which advocates transparency in government.

**Orit Gadiesh Non-executive director Age 60**

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Orit Gadiesh was appointed a director in April 2004. She is chairman of Bain & Company, Inc. and a world-renowned expert on management and corporate strategy. She holds an MBA from Harvard Business School and was a Baker Scholar.

She is a member of the International Advisory Board at Haute Ecole Commerciale in France, as well as a member of the Foundation Board for the World Economic Forum and the Board of Directors of The Peres Institute for Peace. She is a member of the Council on Foreign Relations, and a trustee for Eisenhower Fellowships.

**Ruigang Li Non-executive director Age 41**

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Ruigang Li was appointed a director in October 2010. He is President of Shanghai Media Group (SMG) a multimedia conglomerate based in Shanghai. Since 2002, under Ruigang's leadership, SMG has maintained the most complete portfolio of media and related businesses, including television, radio, print media, digital media, home shopping, content distribution, performing arts, training, and has become the largest content and service provider and distributor of Chinese language programs in the Chinese Mainland. Ruigang is also the Chairman of China Media Capital (CMC), China's first and only sovereign private equity fund dedicated to the media sector both within China and abroad. CMC recently announced a partnership with News Corporation's Star China to develop their joint interests in developing growth opportunities in the operational and investment platforms in China and overseas markets. Prior to his current role, Ruigang was a visiting scholar at Columbia University in New York.

**Stanley (Bud) Morten Non-executive director Age 67**

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Bud Morten was appointed a director in 1991. He is a consultant, private investor and one of the five public members of the Investment Advisory Council of the State of Connecticut. From 2003 to 2009 he was the Independent Consultant to Citigroup/Smith Barney with responsibility for its independent research requirements.

Previously he was the chief operating officer of Punk, Ziegel & Co, a New York investment banking firm with a focus on the healthcare and technology industries. Before that he was the managing director of the equity division of Wertheim Schroder & Co, Inc. in New York. He is a former non-executive director of Register.com, which was sold to a private equity firm in November 2005. He is also a non-executive director of The Motley Fool, Inc., and of Darien Rowayton Bank, both of which are private companies.

**Koichiro Naganuma Non-executive director Age 66**

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Koichiro Naganuma was appointed a director in February 2004. He is chairman of the Board of Asatsu-DK Inc., also known as ADK. He is also vice chairman of Japan Advertising Association. Joining the agency in 1981, he was president and Group CEO from 1991-2010.

ADK is Japan's third largest advertising and communications company, and 10th largest in the world.

### **Lubna Olayan Non-executive director Age 55**

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Lubna Olayan was appointed a director in March 2005. Ms Olayan is the deputy chairperson and chief executive officer of the Olayan Financing Company, a subsidiary and the holding entity for the Olayan Group's operations in the Kingdom of Saudi Arabia and the Middle East.

Ms Olayan is a Board Member of two publicly listed companies, the Saudi Hollandi Bank and Schlumberger, and on the International Advisory Board of Akbank, Rolls-Royce and the National Bank of Kuwait. She is on the Board of Trustees of Cornell University, INSEAD and KAUST (King Abdullah University of Science and Technology) and on the Board of DSCA (Down Syndrome Charitable Association) and Al Fanar, the first Arab venture philanthropy organisation in the Arab region.

### **John Quelch Non-executive director Age 59**

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John Quelch was appointed a director in 1988. He is the Dean, Vice President and Distinguished Professor of International Management at the China Europe International Business School. Between 2001 and 2011 he was the Lincoln Filene Professor of Business Administration and Senior Associate Dean at Harvard Business School. Between 1998 and 2001 he was Dean of the London Business School. Between 2002 and 2011 he served as chairman of the Massachusetts Port Authority, honorary counsel general of the Kingdom of Morocco in New England and as honorary chairman of the British American Business Council of New England.

Professor Quelch's writings focus on global business practice in emerging as well as developed markets, international marketing and the role of the multinational corporation and the nation state. He is a non-executive director of Alere, Inc and a member of the Council on Foreign Relations. He served previously on the boards of Blue Circle Industries plc, easyJet plc, Pentland Group plc, Pepsi Bottling Group and Reebok International Limited.

### **Jeffrey A. Rosen Non-executive director Age 63**

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Jeffrey Rosen was appointed a director in December 2004. He is a deputy chairman and managing director of Lazard. He has over 30 years' experience in international investment banking and corporate finance. He is a member of the Council on Foreign Relations and is President of the Board of Trustees of the International Center of Photography in New York.

### **Timothy (Tim) Shriver Non-executive director Age 51**

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Tim Shriver was appointed a director in August 2007. He is Chairman and CEO of Special Olympics, serving over three million Special Olympic athletes and their families in 180 countries. In recent years, he has produced films for Disney, Dream Works and Fox Searchlight and Hallmark Hall of Fame.

He co-founded the Collaborative for Academic, Social and Emotional Learning (CASEL) and currently chairs the CASEL Board. He is a member of the Council on Foreign Relations and is also a non-executive director of the Malaria No More, Neogenix Oncology, and he is the founder and President of the Center for Interface Action on Global Poverty.

### **Paul Spencer Non-executive director Age 61**

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Paul Spencer was appointed a director in April 2004. He is a financier with 20 years' experience in the financial management of a number of blue-chip companies, including British Leyland PLC, Rolls-Royce PLC, Hanson PLC and Royal & Sun Alliance PLC.

He has held a number of non-executive directorships including until 2009 chairman of NS and I (National Savings). He is currently chairman of State Street Managed Pension Funds and chairs audit at TR Property Investment Trust PLC. He is the independent Trustee of the BAT, BT, BA and Rolls-Royce Pension Funds. In the 2010 Honours he was awarded a CBE for services to the financial services industry. He is a governor of the charity Motability.

### **Sol Trujillo Non-executive director Age 59**

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Sol Trujillo was appointed a director in October 2010. He is a highly experienced international business executive, who brings 30 years of international business experience to the Board, having served as CEO on three continents in media communications organisations: US West (now Qwest), Orange (now France Telecom) and Telstra, the Australian communications company. Recognised as a broadband and wireless pioneer, he has a reputation as an innovator in the digital space, described by President Reagan's science advisor as "the nation's first digital telecom CEO". He has managed operations and remains active in business affairs in both developed and fast-growing markets from China and South Asia to Europe, North America, Africa and the Middle East... more than 20 countries around the world.

He is a member of corporate boards in the US, EU and China – including in the US, Target and Promerica Bank; in Europe, Weather Investments S.p.A in Italy; and in Asia, Silk Road Technologies in China, where he is board chairman.

In the public sector, Mr Trujillo served as a trade policy advisor to the Clinton and Bush administrations and remains active on public policy issues related to immigration, trade, productivity and fiscal affairs.

# Advisors to the Board

## Investment bankers

**Citigroup**  
Citigroup Centre  
33 Canada Square  
Canary Wharf  
London E14 5LB

**Goldman Sachs International Ltd**  
Peterborough Court  
133 Fleet Street  
London EC4A 2BB

**HSBC**  
8 Canada Square  
London E14 5HQ

**Merrill Lynch International**  
2 King Edward Street  
London EC1A 1HQ

**Morgan Stanley & Co Limited**  
20 Bank Street  
Canary Wharf  
London E14 4QA

## Legal advisors

**Allen & Overy LLP**  
One Bishops Square  
London E1 6AO

**Davis & Gilbert LLP**  
1740 Broadway  
New York NY 10019

**Freshfields Bruckhaus Deringer**  
65 Fleet Street  
London EC4Y 1HS

**Fried, Frank, Harris, Shriver & Jacobson LLP**  
1 New York Plaza  
New York NY 10004

**Squire Sanders Hammonds**  
7 Devonshire Square  
Cutlers Gardens  
London EC2M 4YH

**Mourant du Feu & Jeune**  
22 Grenville Street  
St Helier  
Jersey JE4 8PX

## Stockbrokers

**Merrill Lynch International**  
Corporate Broking  
2 King Edward Street  
London EC1A 1HQ

## Auditors and accountancy advisors

**Deloitte LLP**  
2 New Street Square  
London EC4A 3BZ

**Ernst & Young LLP**  
1 More London Place  
London SE1 2AF

**KPMG LLP**  
1 Puddle Dock  
London EC4V 3DS

**PricewaterhouseCoopers LLP**  
1 Embankment Place  
London WC2N 6RH

## Remuneration consultants

**Towers Watson**  
71 High Holborn  
London WC1V 6TP

## Property advisors

**CB Richard Ellis**  
200 Park Avenue  
New York NY 10166

**Cushman & Wakefield**  
1290 Avenue of the Americas  
New York NY 10104-6178

**James Andrew International**  
72/75 Marylebone High Street  
London W1U 5JW

**Jones Lang LaSalle**  
22 Hanover Square  
London W1A 2BN