

Ronnie Dickerson Stewart Appointed Publicis Groupe US Chief Diversity Officer

Renetta McCann, Publicis Groupe Chief Inclusion Experience Officer, to Put Together a Newly Created D&I Steering Committee Across Countries

January 29th, 2020 – Paris – Publicis Groupe [Euronext Paris FR0000130577, CAC 40] announced today the appointment of Ronnie Dickerson Stewart to Publicis Groupe US Chief Diversity Officer, effective February 3rd. In this role, Stewart will be responsible for driving the organization's Diversity & Inclusion culture and initiatives in the U.S. She will also lead the Talent Engagement & Inclusion (TE&I) Council, with the support of all Diversity & Inclusion (D&I) leaders and Chief Talent Officers in the market, and coordinate the tremendous work done by our Business Resource Groups across markets.

A 15-year industry veteran, with more than a decade of tenure at Publicis Groupe, Stewart was most recently SVP of Career Advancement and Inclusion at Digitas North America, where she led the agency's Diversity, Inclusion and Corporate Social Responsibility practice across North America and oversaw Digitas' Performance Management and Career Advancement efforts. She spent the early stages of her career in media focused roles working across a range of clients at Burrell Communications, FCB and Starcom. Stewart is a well-respected and awarded industry leader with recognition such as ADCOLOR "Rising Star" (2010) and "Change Agent" (2017); 4As MAIP Paragon Award (2018); and 3% Conference's Nancy Hill Award (2019).

She will report to Anne-Gabrielle Heilbronner, Member of the Directoire and Secretary General, and she will lead the Diversity and Inclusion (D&I) team in the US.

"Diversity and Inclusion forms part of the DNA of Publicis Groupe culture. Our "Viva la Difference" motto reminds us constantly that our differences are our strengths, to be celebrated and vital to our success. Advancing these efforts are a priority and we are fortunate to have Ronnie lead on this front in our largest market," said Heilbronner.

"I look forward to sharing my passion for people and for this work while leading our Publicis Groupe agencies in the U.S. into our next phase of advancing our culture, diversity, and inclusion efforts. More specifically, I look forward to engaging our exceptional talent, nurturing partnerships, creating platforms and developing resources that will continue to strengthen our existing, long-standing D&I practice," said Stewart. *"I am proud to be a part of Publicis Groupe's ongoing journey to champion*



diversity, inclusion and equity, not only throughout our organization and work, but also the industry-at-large.”

Under the leadership of Heilbronner, a Publicis Groupe global Diversity & Inclusion Steering Committee will be put in place, with a focus on key priorities Groupe-wide, to sustain inclusiveness in the workplace. Renetta McCann, Publicis Groupe Chief Inclusion Experience Officer, will lead putting this group together, assembling Diversity & Inclusion leaders and Chief Talent Officers from various countries, building the agenda and the Steering Committee activities related to best practices, as well as specific programs fostering existing D&I local activities in order to have a greater impact. This mission will be in addition to her existing duties. Stewart will collaborate closely with this Groupe Steering Committee.

“Publicis Groupe has always been resolutely committed to Diversity and Inclusion and is proud to count emblematic figures like Renetta McCann among its executives. As part of her outstanding career, she continues to make impressive contributions to drive inclusion and diversity inside Publicis Groupe,” said Heilbronner. *“It’s time for us to accelerate our efforts, to get even more results, and everyone can contribute.”*

Publicis Groupe is frequently recognized for its Diversity & Inclusion efforts and leadership. Most recently, the organization had 10 agencies recognized as “Best Place to Work for LGBTQ Equality,” receiving a perfect 100 rating on the Human Rights Campaign (HRC)’s Corporate Equality Index. Publicis Media Americas CEO Tim Jones was also inducted into the 2020 Advancing Diversity Hall of Honors, recognizing the ongoing work he and Publicis Media have done to advance Diversity & Inclusion within the company and industry, including spearheading unique efforts like Publicis Groupe’s Multicultural Talent Pipeline, now in its 10th year.

About Publicis Groupe - The Power of One

Publicis Groupe [Euronext Paris FR0000130577, CAC 40] is a global leader in marketing, communication, and digital transformation, driven through the alchemy of data, creativity, media and technology, uniquely positioned to deliver personalized experience at scale. Publicis Groupe offers its clients a seamless end-to-end service to address all their marketing and transformation challenges. Publicis Groupe is organized across Solutions hubs: Publicis Communications (Publicis Worldwide, Saatchi & Saatchi, Leo Burnett, BBH, Marcel, Fallon, MSL, Prodigious), Publicis Media (Starcom, Zenith, Spark Foundry, Performics, Digitas), Publicis Sapient and Publicis Health. Epsilon, the data-driven marketing and tech company and its platform Conversant, is positioned at the center of the group fueling all the group’s operations. Present in over 100 countries, Publicis Groupe employs nearly 84,000 professionals.

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