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TNS Gallup A/S Central Business Registration No 11945198 Masnedøgade 22-24 2100 Copenhagen Ø

Annual report 2015

The Annual General Meeting adopted the annual report on 25.05.2016

Chairman of the General Meeting

Name: Nicolaas Neele

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Entity details

Entity

TNS Gallup A/S Masnedøgade 22-24 2100 Copenhagen Ø

Central Business Registration No: 11945198 Registered in: Copenhagen Financial year: 01.01.2015 - 31.12.2015

Internet: www.tns-gallup.dk E-mail: skrivtil@tns-gallup.dk

Board of Directors

Yvonne Pernodd, Chairman Paul Francis Cherry Henrik J. Hansen

Executive Board

Henrik J. Hansen, Chief Executive Officer Morten Kromann-Larsen, Director Martin Hoffmann, Director Nicolaas Neele, Director

Auditors

Deloitte Statsautoriseret Revisionspartnerselskab Weidekampsgade 6 P.O. Box 1600 0900 Copenhagen C

Statement by Management on the annual report

The Board of Directors and the Executive Board have today considered and approved the annual report of TNS Gallup A/S for the financial year 01.01.2015 - 31.12.2015.

The annual report is presented in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the Entity's financial position at 31.12.2015 and of the results of its operations and cash flows for the financial year 01.01.2015 - 31.12.2015.

We believe that the management commentary contains a fair review of the affairs and conditions referred to therein.

We recommend the annual report for adoption at the Annual General Meeting.

Copenhagen, 25.05.2016

Executive Board

Henrik J. Hansen Chief Executive Officer Morten Kromann-Larsen Director Martin Hoffmann Director

Nicolaas Neele Director

Board of Directors

Yvonne Pernodd Chairman Paul Francis Cherry

Henrik J. Hansen

Independent auditor's reports

To the owner of TNS Gallup A/S

Report on the financial statements

We have audited the financial statements of TNS Gallup A/S for the financial year 01.01.2015 - 31.12.2015, which comprise the accounting policies, income statement, balance sheet, statement of changes in equity, cash flow statement and notes. The financial statements are prepared in accordance with the Danish Financial Statements Act.

Management's responsibility for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing and additional requirements under Danish audit regulation. This requires that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Entity's preparation of financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Management, as well as the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our audit has not resulted in any qualification.

Opinion

In our opinion, the financial statements give a true and fair view of the Company's financial position at 31.12.2015 and of the results of its operations and cash flows for the financial year 01.01.2015 - 31.12.2015 in accordance with the Danish Financial Statements Act.

Statement on the management commentary

Pursuant to the Danish Financial Statements Act, we have read the management commentary. We have not performed any further procedures in addition to the audit of the financial statements.

On this basis, it is our opinion that the information provided in the management commentary is consistent with the financial statements.

Copenhagen, 25.05.2016

Deloitte

Statsautoriseret Revisionspartnerselskab

Kim MückeMax DamborgState Authorised Public AccountantState Authorised Public Accountant

CVR-nr. 33963556

Management commentary

	2015 DKK'000	2014 DKK'000	2013 DKK'000	2012 DKK'000	2011 DKK'000
Financial high- lights					
Key figures					
Revenue	165.489	164.195	170.508	186.451	175.041
Gross profit/loss	97.965	99.235	97.093	115.310	111.622
Operating profit/loss	23.368	22.956	22.507	34.086	29.704
Net financials	(203)	(329)	(282)	2.196	175
Profit/loss for the year	17.658	17.028	16.416	27.852	22.467
Total assets Investments in proper-	62.325	61.439	83.920	100.450	115.088
ty, plant and equipment	2.005	582	932	732	1.088
Equity	23.192	22.562	36.950	48.386	53.231
Ratios					
Net margin (%)	10,7	10,4	9,6	14,9	12,8
Return on equity (%)	77,2	57,2	38,5	54,8	45,4
Solvency ratio (%)	37,4	36,7	44,0	48,2	46,3

Management commentary

Primary activities

In 2015, TNS Gallup A/S, which is the Danish part of the TNS Group, maintained its position on the market as the leading provider of market research in Denmark. Today, the TNS Group is owned by the Kantar Group, which is part of the WPP Group.

Development in activities and finances

Revenue and results have not lived up to the expectations for the year. The small difference compared to 2014 is mainly caused by the stagnant activities.

Uncertainty relating to recognition and measurement

There are no material uncertainties relating to recognition and measurement.

Unusual circumstances affecting recognition and measurement

There are no unusual circumstances affecting recognition and measurement.

Outlook

In 2016, the Company expects a limited growth both in revenue and results compared to 2015.

Particular risks

Business risks There are no business risks.

Financial exposure

The Company's results and cash flow are to a limited degree influenced by exchange rate fluctuations. Currency risks are partly hedged through opposing cash flows from the Company's activities. No currency transactions are entered into to further reduce the risks, nor are any speculative currency transactions entered into.

Changes in the interest rate levels have no significant impact on the earnings.

Intellectual capital resources

TNS Gallup works constantly on maintaining and enhancing its position as the leading market research company in Denmark. To ensure this position, the Company's objective is to employ and retain well-educated and highly skilled employees.

TNS Gallup is determined to remain a very attractive workplace with a strong and deeply embedded company culture.

Management commentary

Environmental performance

There are no material environmental impacts to take into consideration.

Research and development activities

The Company has no research and development activities.

Events after the balance sheet date

No events have occurred after the balance sheet date to this date which would influence the evaluation of this annual report.

Reporting class

This annual report has been presented in accordance with the provisions of the Danish Financial Statements Act governing reporting class C enterprises (medium).

The accounting policies applied to these financial statements are consistent with those applied last year.

Recognition and measurement

Assets are recognised in the balance sheet when it is probable as a result of a prior event that future economic benefits will flow to the Entity, and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when the Entity has a legal or constructive obligation as a result of a prior event, and it is probable that future economic benefits will flow out of the Entity, and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. Measurement subsequent to initial recognition is effected as described below for each financial statement item.

Anticipated risks and losses that arise before the time of presentation of the annual report and that confirm or invalidate affairs and conditions existing at the balance sheet date are considered at recognition and measurement.

Income is recognised in the income statement when earned, whereas costs are recognised by the amounts attributable to this financial year.

Foreign currency translation

On initial recognition, foreign currency transactions are translated applying the exchange rate at the transaction date. Receivables, payables and other monetary items denominated in foreign currencies that have not been settled at the balance sheet date are translated using the exchange rate at the balance sheet date. Exchange differences that arise between the rate at the transaction date and the one in effect at the payment date, or the rate at the balance sheet date, are recognised in the income statement as financial income or financial expenses.

Income statement

Revenue

Revenue from the sale of services is recognised in the income statement when performed. Revenue is recognised net of VAT, duties and sales discounts.

Contract work in progress is included in revenue based on the stage of completion so that revenue corresponds to the selling price of the work performed in the financial year (the percentage-of-completion method).

Other external expenses

Other external expenses include expenses relating to the Entity's ordinary activities, including expenses for premises, stationery and office supplies, marketing costs, etc.

Staff costs

Staff costs comprise salaries and wages as well as social security contributions, pension contributions, etc for entity staff.

Amortisation, depreciation and impairment losses

Amortisation, depreciation and impairment losses relating to intangible assets and property, plant and equipment comprise amortisation, depreciation and impairment losses for the financial year, calculated on the basis of the residual values and useful lives of the individual assets and impairment testing.

Other financial income

Other financial income comprises interest income, net capital gains on transactions in foreign currencies as well as tax relief under the Danish Tax Prepayment Scheme etc.

Other financial expenses

Other financial expenses comprise interest expenses, net capital losses on transactions in foreign currencies as well as tax surcharge under the Danish Tax Prepayment Scheme etc.

Income taxes

Tax for the year, which consists of current tax for the year and changes in deferred tax, is recognised in the income statement by the portion attributable to the profit for the year and recognised directly in equity by the portion attributable to entries directly in equity.

The Entity is jointly taxed with other Danish subsidiaries of the WPP Group. The current Danish income tax is allocated among the jointly taxed entities proportionally to their taxable income (full allocation with a refund concerning tax losses).

Balance sheet

Property, plant and equipment

Other fixtures and fittings, tools and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost comprises the acquisition price, costs directly attributable to the acquisition and preparation costs of the asset until the time when it is ready to be put into operation.

The basis of depreciation is cost less estimated residual value after the end of useful life. Straight-line depreciation is made on the basis of the following estimated useful lives of the assets:

Other fixtures and fittings tools and equipment 1-10 years

Property, plant and equipment are written down to the lower of recoverable amount and carrying amount.

Receivables

Receivables are measured at amortised cost, usually equalling nominal value, less write-downs for bad and doubtful debts.

Deferred tax

Deferred tax is recognised on all temporary differences between the carrying amount and tax-based value of assets and liabilities, for which the tax-based value of assets is calculated based on the planned use of each asset.

Deferred tax assets, including the tax base of tax loss carryforwards, are recognised in the balance sheet at their estimated realisable value, either as a set-off against deferred tax liabilities or as net tax assets.

Contract work in progress

Contract work in progress is measured at the selling price of the work carried out at the balance sheet date.

The selling price is measured based on the stage of completion and the total estimated income from the individual contracts in progress. Usually, the stage of completion is determined as the ratio of actual to total budgeted consumption of resources.

Each contract in progress is recognised in the balance sheet under receivables or liabilities other than provisions, depending on whether the net value, calculated as the selling price less prepayments received, is positive or negative.

Costs of sales work and of securing contracts as well as financing costs are recognised in the income statement as incurred.

Income tax payable or receivable

Current tax payable or receivable is recognised in the balance sheet, stated as tax calculated on this year's taxable income, adjusted for prepaid tax.

Prepayments

Prepayments comprise incurred costs relating to subsequent financial years. Prepayments are measured at cost.

Cash

Cash comprises cash in hand and bank deposits.

Dividend

Dividend is recognised as a liability at the time of adoption at the general meeting. The proposed dividend for the financial year is disclosed as a separate item in equity.

Provisions for pensions and similar liabilities

Provisions for pensions and similar liabilities are measured at net realisable value equal to the present value of expected payments by the individual pension schemes etc.

Operating leases

Lease payments on operating leases are recognised on a straight-line basis in the income statement over the term of the lease.

Other financial liabilities

Other financial liabilities are measured at amortised cost, which usually corresponds to nominal value.

Prepayments received from customers

Prepayments received from customers comprise amounts received from customers prior to delivery of the goods agreed or completion of the service agreed.

Cash flow statement

The cash flow statement shows cash flows from operating, investing and financing activities as well as cash and cash equivalents at the beginning and the end of the financial year.

Cash flows from operating activities are presented using the indirect method and calculated as the operating profit/loss adjusted for non-cash operating items, working capital changes and income taxes paid.

Cash flows from investing activities comprise payments in connection with purchase, development, improvement and sale, etc of intangible assets and property, plant and equipment.

Cash flows from financing activities comprise changes in the size or composition of the contributed capital and related costs as well as payment of dividend.

Cash and cash equivalents comprise cash.

Financial highlights

Financial highlights are defined and calculated in accordance with "Recommendations & Ratios 2015" issued by the Danish Society of Financial Analysts.

Ratios	Calculation formula	Ratios reflect
Net margin (%)	Profit/loss for the year x 100 Revenue	The Entity's operating profitability.
Return on equity (%)	Profit/loss for the year x 100 Average equity	The Entity's return on capital invested in the Entity by the owners.
Solvency ratio (%)	Equity x 100	The financial strength of the Entity.

Total assets

Income statement for 2015

	Notes	2015 DKK'000	2014 DKK'000
	Notes		DKK 000
Revenue		165.489	164.195
Other external expenses		(67.524)	(64.960)
Gross profit/loss		97.965	99.235
Staff costs	1	(73.835)	(74.466)
Depreciation, amortisation and impairment losses	2	(762)	(1.813)
Operating profit/loss		23.368	22.956
Other financial income	3	59	8
Other financial expenses	4	(262)	(337)
Profit/loss from ordinary activities before tax		23.165	22.627
Tax on profit/loss from ordinary activities	5	(5.507)	(5.599)
Profit/loss for the year		17.658	17.028
Proposed distribution of profit/loss			
Dividend for the financial year		17.658	17.028

17.658 17.658

17.028

Balance sheet at 31.12.2015

	Notes	2015 DKK'000	2014 DKK'000
Other fixtures and fittings, tools and equipment		1.569	326
Property, plant and equipment	6	1.569	326
Other receivables		2.660	2.624
Deferred tax	8	1.803	2.194
Fixed asset investments	7	4.463	4.818
Fixed assets		6.032	5.144
Trade receivables		19.385	17.036
Contract work in progress	9	1.028	1.253
Receivables from group enterprises		32.089	34.655
Other short-term receivables		0	300
Income tax receivable		733	721
Prepayments	10	2.236	973
Receivables		55.471	54.938
Cash	11	822	1.357
Current assets		56.293	56.295
Assets		62.325	61.439

Balance sheet at 31.12.2015

	Notes	2015 DKK'000	2014 DKK'000
Contributed capital	12	534	534
Retained earnings		5.000	5.000
Proposed dividend		17.658	17.028
Equity		23.192	22.562
Provisions for pensions and similar liabilities	13	2.020	2.180
Provisions		2.020	2.180
Durance manifest from systematic		6.427	8.822
Prepayments received from customers Trade payables		3.700	8.822 2.983
Debt to group enterprises		4.941	3.641
Other payables	14	22.045	21.251
Current liabilities other than provisions		37.113	36.697
Liabilities other than provisions		37.113	36.697
Equity and liabilities		62.325	61.439
Unrecognised rental and lease commitments	16		
Contingent liabilities	17		
Related parties with control	18		

Statement of changes in equity for 2015

	Contri- buted capi- tal DKK'000	Retained earnings DKK'000	Proposed dividend DKK'000	Total DKK'000
Equity beginning of year	534	5.000	17.028	22.562
Ordinary dividend paid	0	0	(17.028)	(17.028)
Profit/loss for the year	0	0	17.658	17.658
Equity end of year	534	5.000	17.658	23.192

Cash flow statement 2015

	Notes	2015 DKK'000	2014 DKK'000
Operating profit/loss		23.368	22.956
Amortisation, depreciation and impairment losses		762	1.813
Other provisions		(160)	(130)
Working capital changes	15	(105)	3.597
Cash flow from ordinary operating activities		23.865	28.236
Financial income received		59	8
Financial income paid		(262)	(337)
Income taxes refunded/(paid)		(5.128)	(4.000)
Cash flows from operating activities		18.534	23.907
Acquisition etc of property, plant and equipment		(2.005)	(582)
Acquisition of fixed asset investments		(36)	377
Cash flows from investing activities		(2.041)	(205)
Dividend paid		(17.028)	(31.416)
Cash flows from financing activities		(17.028)	(31.416)
Increase/decrease in cash and cash equivalents		(535)	(7.714)
Cash and cash equivalents beginning of year		1.357	9.071
Cash and cash equivalents end of year		822	1.357
Cash and cash equivalents at year-end are composed of:			
Cash		822	1.357
Cash and cash equivalents end of year		822	1.357

	2015 DKK'000	2014 DKK'000
1. Staff costs		
Wages and salaries	71.429	71.506
Pension costs	194	257
Other social security costs	1.169	1.133
Other staff costs	1.043	1.570
	73.835	74.466
Average number of employees	145	154
	Remune- ration of manage- ment 2015 DKK'000	Remune- ration of manage- ment 2014 DKK'000
Executive Board	6.556 6.556	6.484 6.484

Special incentive programmes

The Executive Board and the Senior Officers at TNS Gallup A/S are covered by the WPP Group's share option programmes. The programmes that have been entered into by WPP Plc and TNS Gallup A/S have no financial impact on these financial statements.

	2015 DKK'000	2014 DKK'000
2. Depreciation, amortisation and impairment losses		
Amortisation of intangible assets	0	500
Depreciation of property, plant and equipment	762	1.313
	762	1.813
	2015 DKK'000	2014 DKK'000
3. Other financial income		
Interest income	24	8
Exchange rate adjustments	34	0
Other financial income	1	0
	59	8

	2015 DKK'000	2014 DKK'000
4. Other financial expenses		
Interest expenses	239	266
Exchange rate adjustments	23	71
	262	337
	2015	2014
	DKK'000	DKK'000
5. Tax on ordinary profit/loss for the year		
Current tax	5.116	5.417
Change in deferred tax for the year	386	160
Effect of changed tax rates	5_	22
	5.507	5.599
		Other fix- tures and fittings, tools and equipment DKK'000
6. Property, plant and equipment		
Cost beginning of year		36.236
Additions		2.005
Disposals		(1.954)
Cost end of year		36.287
Depreciation and impairment losses beginning of the year		(35.910)
Depreciation for the year		(762)
Reversal regarding disposals		1.954
Depreciation and impairment losses end of the year		(34.718)
Carrying amount end of year		1.569

	Other re- ceivables DKK'000	Deferred tax DKK'000
7. Fixed asset investments		
Cost beginning of year	2.624	2.194
Additions	36	0
Disposals	0	(391)
Cost end of year	2.660	1.803
Carrying amount end of year	2.660	1.803
	2015 DKK'000	2014 DKK'000
8. Deferred tax		
Property, plant and equipment	836	1.124
Provisions	444	584
Liabilities other than provisions	523	486
	1.803	2.194
	2015	2014
	DKK'000	DKK'000
9. Contract work in progress		
Contract work in progress	10.121	11.419
Progress billings regarding contract work in progress	(9.093)	(10.166)
	1.028	1.253

10. Prepayments

Prepayments contain prepaid expenses etc.

11. Cash and cash equivalents

The Company has entered into a cash pool scheme with group enterprises. At 31.12.2015, the Company has a deposit in this cash pool scheme of DKK 30,110 thousand, which has been recognised as receivables from group enterprises.

	Number	Par value DKK	Nominal value DKK'000
12. Contributed capital			
Share capital	534	1.000,00	534
	534		534

The shares have not been divided into classes.

13. Provisions for pensions and similar liabilities

Provisions for pensions and similar liabilities comprise anticipated costs of non-recourse pension commitments and amount to DKK 2,020 thousand at 31.12.2015.

	2015 DKK'000	2014 DKK'000
14. Other short-term payables		
VAT and duties	2.343	2.397
Wages and salaries, personal income taxes, social security costs, etc. payable	124	130
Holiday pay obligation	8.000	8.360
Other costs payable	11.578	10.364
	22.045	21.251
	2015	2014
-	DKK'000	DKK'000
15. Change in working capital		
Increase/decrease in receivables	(521)	11.559
Increase/decrease in trade payables etc	416	(7.962)
	(105)	3.597
	2015	2014
	DKK'000	DKK'000
16. Unrecognised rental and lease commitments		
Commitments under rental agreements or leases until expiry	5.135	11.347

17. Contingent liabilities

The Company participates in a Danish joint taxation arrangement in which WPP Holding Denmark A/S serves as the administration company. According to the joint taxation provisions of the Danish Corporation Tax Act, the Company is therefore liable from the financial year 2013 for income taxes etc for the jointly taxed companies and from 1 July 2012 also for obligations, if any, relating to the withholding of tax on interest, royalties and dividend for the jointly taxed companies.

18. Related parties with control

TNS Gallup A/S is 100 % owned by Taylor Nelson Sofres B.V., Laan op Zuid 167, 3072 DB Rotterdam, Holland and is ultimately a 100 % owned subsidiary of WPP Plc., Queensway House, Hilgrove Street, St. Helier, Jersey, JE1 1ES, a company listed on the London Stock Exchange. TNS Gallup A/S is included in the consolidated financial statements of WPP Plc.

The consolidated financial statements are available at www.wpp.com/wpp/investor/