



Data Security Statement

WTW recognizes that effective management of information security and risk is an essential part of maintaining the trust and confidence of our clients. We take a proactive approach to information protection and security and design our strategy around the principle of defense in depth. We believe it is important to maintain the confidentiality of the data provided to us by our clients and colleagues. Therefore, we continue to strive to make significant investments in our information security and data privacy program as it is essential to maintaining our reputation as a trusted advisor. We have developed safeguards and processes to help ensure the security of the data that is entrusted with us.

Program objectives, planning and management

In designing, implementing and assessing the effectiveness of our security controls, we consider the requirements of international and industry standards. WTW has a well-defined risk-based Information Security Management System (ISMS) that is aligned to International Organization for Standardization (ISO) 27001 and the Information Security Forum (ISF) Standard of Good Practice for Information Security. Our ISMS is ISO 27001 certified and assessed annually as part of its certificate maintenance requirement. In addition, WTW utilizes external threat intelligence feeds and risk assessments to identify and implement appropriate safeguards to counter the changing threat landscape. Our approach to information security and data privacy includes:

- Board level oversight, support and commitment to Information Security;
- An Information Security Policy and supporting IS Standards which are reviewed internally on an annual basis and are subject to independent external assessment;
- information security and data privacy programs that include mandatory training and awareness campaigns for all colleagues;
- human resource controls that include employee screening;
- physical security;
- access controls and other data protection measures including encryption;
- data loss prevention;
- ongoing vulnerability testing;
- a cyber defense team that provides proactive and reactive data breach and incident response capabilities
- a global security operations team that includes a cyber defense center dedicated to cyber defense and resiliency;

- a third party (supplier) risk assessment function that assess the security posture of our third parties;
- a technology risk and controls function, in addition to internal audit;
- a records management program;
- business continuity management;
- annual external testing by independent bodies and
- other technical, administrative and physical controls.

Legal disclaimer

Forward-Looking Statements

We have included in this document 'forward-looking statements' within the meaning of Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934, which are intended to be covered by the safe harbors created by those laws. These forward-looking statements include information about possible or assumed future results of our operations. All statements, other than statements of historical facts, that address activities, events or developments that we expect or anticipate may occur in the future, including such things as our outlook, metrics and targets, the impact of the global pandemic on our business, future capital expenditures, ongoing working capital efforts, future share repurchases, financial results (including our revenue, costs or margins), the impact of changes to tax laws on our financial results, existing and evolving business strategies and acquisitions and dispositions, including the sale of Willis Re to Arthur J. Gallagher & Co. ('Gallagher'), demand for our services and competitive strengths, goals, the benefits of new initiatives, growth of our business and operations, our ability to successfully manage ongoing leadership, organizational and technology changes, including investments in improving systems and processes, our ability to implement and realize anticipated benefits of any cost-savings initiatives including the multi-year operational Transformation program, and plans and references to future successes, including our future financial and operating results, plans, objectives, expectations and intentions are forward-looking statements. Also, when we use words such as 'may,' 'will,' 'would,' 'anticipate,' 'believe,' 'estimate,' 'expect,' 'intend,' 'plan,' 'continues,' 'seek,' 'target,' 'focus,' 'probably,' or similar expressions, we are making forward-looking statements. Such statements are based upon the current beliefs and expectations of the Company's management and are subject to significant risks and uncertainties. Actual results may differ from those set forth in the forward-looking statements. All forward-looking disclosure is speculative by its nature.

A number of risks and uncertainties that could cause actual results to differ materially from the results reflected in these forward-looking statements are identified under Risk Factors in Item 1A of our Annual Report on Form 10-K and in our subsequent filings. Copies are available online at www.sec.gov or www.wtwco.com. The risk factors described in our filings are not the only risks and uncertainties that we face. Additional risks and uncertainties that are presently unknown to us could also impair our business operations, financial condition or results.

Although we believe that the assumptions underlying our forward-looking statements are reasonable, any of these assumptions, and therefore also the forward-looking statements based on these assumptions, could themselves prove to be inaccurate. Given the significant uncertainties inherent in the forward-looking statements, our inclusion of this information is not a representation or guarantee by us that our objectives and plans will be achieved.

Our forward-looking statements speak only as of the date made and we will not update these forward-looking statements unless the securities laws require us to do so. In light of these risks, uncertainties and assumptions, the forward-looking events discussed in this document may not occur, and we caution you against unduly relying on these forward-looking statements.

Risk Factors

As discussed above, a number of risks and uncertainties could cause actual results to differ materially from those projected in any forward-looking statements. The Company's risk factors are described in "Risk Factors" in Item 1A of our Annual Report on Form 10-K and in our subsequent filings, and should be carefully considered in evaluating our business. The risk factors described in our filings are not the only risks and uncertainties that we face. Additional risks and uncertainties that are presently unknown to us could also impair our business operations, financial condition or results.

Policy Statements

Each of the following statements is a statement of general policy. It is possible that specific circumstances in our global operations may differ from those described in our policy statements.

Willis Towers Watson public limited company and its subsidiaries ("WTW") is a leading global advisory, broking and solutions company that provides data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving more than 140 countries and markets, we help organizations sharpen strategies, enhance resilience, motivate workforces and maximize performance. Our purpose is to transform tomorrows - this extends to our own sustainability position and impact. Our clients, colleagues and other stakeholders expect us to conduct business with integrity, in an environmentally and socially responsible manner and with the highest ethical standards. Providing disclosures, like this report, is just one way we plan to help create additional clarity for our stakeholders on our sustainability position and impact.