



Environment & Sustainability Statement

Climate change and its growing impact on society represents a significant global challenge. As one of the world's leading risk advisors and experts in assessing and mitigating climate risk, WTW is committed to supporting measures aimed at helping to tackle climate change.

Systems

As a global Company with operations in 140 countries and markets, we recognize our environmental responsibilities and the need to minimize our impact on the environment. We are currently focused on base-lining our environmental data, setting new carbon reduction targets aligned to SBTi and developing a carbon/environmental management process, which will help us track and report our emissions and carbon footprint.

Focus areas

Our work involves reducing our environmental impact and carbon emissions through improvements to energy efficiency in our operations, reducing our need for business travel through the use of virtual meeting technologies, promoting recycling and reducing the waste we send to landfill.

Colleagues

We engage our 45,000 colleagues globally through the promotion of companywide and local initiatives. Our colleagues are encouraged to adopt environmentally responsible habits that focus on minimizing waste, like paperless record keeping and recycling. In addition, colleagues can learn about new sustainability initiatives through internal communications and promotional campaigns.

Clients

We partner with our clients and communities to help address their social, environmental and economic challenges. We accomplish this through a combination of our business services and corporate programs.

Suppliers

We are committed to improving our suppliers' environmental impact by increasing our demand for and use of goods that are developed in a sustainable way and contribute to a reduced carbon footprint. This includes Environmental, Social and Governance (ESG) questions and evaluation criteria within our procurement processes and supplier contracts that stipulates that all operations must be conducted in full compliance with all applicable laws including environmental laws in connection with the contract, where the form is in place.

Government

We have been closely involved with various governments, intergovernmental organizations and civil societies on climate policy and research for some years and share the collective ambition of an orderly transition towards sustainable and resilient economies and communities. Amongst a variety of our collaborations and memberships, we are proud to be members of the insurance industry initiative ClimateWise, to support the Taskforce on Climate-Related Financial Disclosures (TCFD) and to play a leadership role in the formation of the Coalition for Climate Resilient Investment (CCRI).

Compliance

Our policy is to comply with all applicable environmental laws and regulations where we operate.

Corporate and business oversight

Internally, we have an ESG Taskforce that provides central governance and focuses on aligning our ESG commitments with our Company's strategic priorities. The Taskforce is sponsored by our General Counsel, Chief Financial Officer and Chief Administrative Officer and comprises representatives from across the business and corporate functions.

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.

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.