



# Leave and Benefits Statement

WTW is proud of the benefit programs we provide our colleagues and their family members as part of our overall Total Rewards offering. WTW's global Total Rewards framework ensures all plans and programs align to a common set of guiding principles while providing the flexibility to adapt to local market practices.

## Guiding principles

At its core, our Total Rewards program is designed to:

- attract and compete for talent in the local marketplace;
- promote an inclusive and diverse working environment and workforce;
- allow for meaningful choice, where appropriate, to address individual needs;
- clearly communicate benefits, so that plans are well understood; and
- be maintained on a compliant basis and monitored by our governance processes.

## How we invest in our talent

WTW invests significant resources in our most important asset – our colleagues. Our Total Rewards program ensures colleagues are protected in the event of accident or illness, have appropriate paid time off and have the opportunity to accumulate capital for personal needs and retirement. We are also committed to flexibility at work and Work Styles that conform to colleague needs where possible, including modified work arrangements and schedules (e.g., flex time, part-time, work-from-home and hybrid work arrangements) that enable colleagues to stay focused on their clients and business needs, while balancing personal commitments.

## Colleague feedback mechanisms

WTW regularly collects feedback from colleagues on our Total Rewards. Input is also provided by various local inclusion and affinity groups focused on topics such as physical well-being, mental health and financial wellness. Additionally, Inclusion and Diversity (I&D) is embedded in all efforts, with business led I&D Councils established in every geography.

## Effective plan management

With the support of our Total Rewards team in Human Resources (HR), our local HR staff and leaders, and our vast consulting network, WTW stays on top of emerging trends and regulations in the ever-changing global Total Rewards landscape to deliver attractive and competitive programs across the organization. These efforts are aided by software systems that allow us to collect and consolidate plan

design and administrative information, enabling us to generate summary reports and compare against survey or other data, as needed.

## Governance

WTW's Total Rewards program is supported by a highly structured governance process. With the support of corporate staff partnering with local teams, plan design change recommendations and compliance activities are reviewed by multi-functional committees (e.g. HR, Finance, business leaders and subject matter experts) at higher organizational levels outside of the country. Recommendations are typically subject to reviews at the region, geography and/or the Global Leadership level. This review process helps WTW properly balance the needs of its plan participants with those of the business.

# 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](http://www.sec.gov) or [www.wtwco.com](http://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.