



# Physical Security and Safety Statement

WTW is committed to providing a safe and secure work environment to protect our assets, colleagues and visitors.

WTW's global Physical Security program is designed to safeguard our colleagues and other assets, mitigate risks, prevent reasonably foreseeable security incidents, enable an effective response to known threats and contribute to the sustainability of the organization. Our global Physical Security policies and standards provide the tools, resources, process management and governance necessary to ensure program compliance and effectiveness. Our asset protection approach imparts balance in managing risk while supporting WTW's business objectives and operations.

## Objectives, planning and management

The global Physical Security program provides the framework under which we establish, implement and maintain physical security measures and protect our assets.

The global Physical Security team, led by the Global Director of Safety and Security, supports regional business partners by providing guidance, coordinating activities, managing security systems and capturing data for strategic planning and program evaluation. Facilities Services and leadership teams have the resources to ensure local procedures and plans reflect safe and secure business needs. Established partnerships with Human Resources, Legal, Facilities Services, Business Continuity, Safety, Information Technology and Incident Management teams provides for a coordinated response to incidents that threaten or might potentially disrupt business operations and impact our colleagues or other assets. Additionally, WTW actively enables our colleagues' commitment and awareness to maintain a safe and secure environment. Our global Physical Security program integrates the contributions of colleagues, internal and external partners, procedures, technologies and equipment to effectively execute a comprehensive asset protection plan. Regular risk reviews are conducted to identify risks to each workplace and facility by leveraging a proprietary process consistent with published security industry guidelines and industry best practices. The risk review process assists in identifying appropriate internal and external facility physical security measures which may include alarm systems, video surveillance, security officers, access controls and restricted access to sensitive areas and/or information needed to adhere to WTW's physical security objectives. Local legislative, regulatory and client requirements are also considered in local physical security plans. Implementation and maintenance of security measures are supported by the global Physical Security policies, standards, procedures and team.

# 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.