



# Physical Security and Safety

Willis Towers Watson (WTW) is committed to providing a safe and secure work environment to protect our assets – including 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 provide for a coordinated response to incidents that threaten or might potentially disrupt business operations or 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 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.

Please note the following Legal Disclaimer is incorporated by reference herein. As noted in the Disclaimer and our public filings with the U.S. Securities and Exchange Commission, we face numerous risks that could cause results to differ.

## Legal Disclaimer

### Forward-Looking Statements

Some of the statements contained on the Company's website are 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, are forward-looking statements. Also, when we use words such as "may," "will," "would," "anticipate," "believe," "estimate," "expect," "intend," "plan," "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. These statements are based on assumptions that may not come true and are subject to significant risks and uncertainties.

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. In light of the significant uncertainties inherent in the forward-looking statements included in our Annual Report on Form 10-K and subsequent filings, our inclusion of this information is not a representation or guarantee by us that our objectives and plans will be achieved.

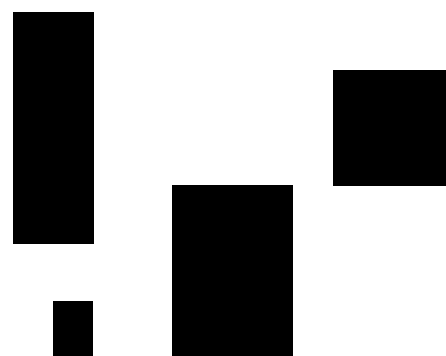
Our forward-looking statements speak only as of the date made and we will not update these forward-looking statements unless the securities laws require us to do so. In light of these risks, uncertainties and assumptions, the forward-looking events discussed on our website may not occur, and we caution 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 policy statements attached to this Legal Disclaimer 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.



### About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries and markets. We design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at [willistowerswatson.com](http://willistowerswatson.com).



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