

# Supplier Diversity

Willis Towers Watson (WTW) embraces supplier diversity and values the process in which we approach our business development, support our diverse workforce, and provide all businesses with an opportunity to participate in the procurement process. WTW recognizes that having a diverse supplier pool is a major competitive advantage and a powerful business tool. Diverse suppliers bring different viewpoints and fresh perspectives to the table, which benefit our customers, the community, and our Company.

## Qualification

WTW requires that any business categorized as a diverse supplier must have certifications by a third party.

For all of our U.S.-based operations, a diverse-owned business is a for-profit enterprise, regardless of size, physically located in the U.S. or its trust territories, which is 51% owned, operated and controlled by diverse group members.

There are several categories used to identify diverse businesses in the U.S. Common examples are:

- Small Business Enterprise (SBE)
- Minority-Owned Business Enterprise (MBE)
- Women's Business Enterprise (WBE)
- Disadvantage Business Enterprise (DBE)
- Veteran Owned Business Enterprise (VBE)
- Service-Disabled Veteran Owned Business Enterprise (SDVBE)

## Our commitment

Our supplier diversity mission is to proactively identify, build relationships with, and purchase goods and services from certified small businesses as well as enterprises owned by minorities, women, veterans, and disabled persons that can help WTW achieve its corporate objectives.

It is the policy of WTW that diverse suppliers will have an equal opportunity to be included in our strategic sourcing and procurement process. We are supportive of our suppliers, subcontractors, and service providers' commitment to supplier diversity and take this into consideration by including requirements and weighting criteria around supplier diversity as part of our standard sourcing and Request for Proposal practices.

In support of this, we have contracted with a respected third party in the industry to provide us with a real-time database that provides access to a certified diverse supplier listing that allows us to include diverse suppliers as part of our standard sourcing practices. This third party also helps us with managing the assessment and certification of our indirect spend with respect to quarterly reporting that is distributed internally and to our clients.

Diverse companies that seek to do business with WTW must demonstrate the ability to add value and provide high-quality goods and services that are competitively priced, reliable, and aligned with our service level.

# 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.

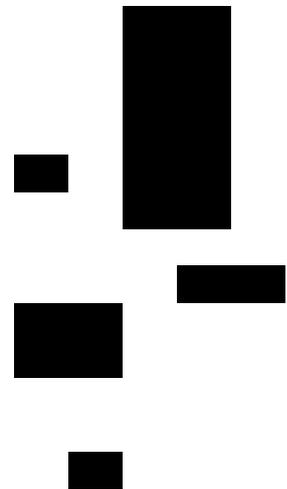
Our forward-looking statements speak only as of the date made and we will not update these forward-looking statements unless the securities laws require us to do so. In light of these risks, uncertainties and assumptions, the forward-looking events discussed on our website may not occur, and we caution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



## 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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