

2025 Code of Conduct

The Willis Towers Watson Public Limited Company's Code of Conduct applies to all WTW colleagues, including employees, directors and officers. Recent technical, administrative and non-substantive amendments to the text of the Code have been made as a result of the annual evaluation of the Code and which provide clarification in relation to topics previously addressed in the Code and/or other WTW policy and corporate governance documents. These topics include developments in applicable laws and regulations, the improvement of focus on core company values and the addition of wording consistent with WTW policy and procedure in relation to responsible artificial intelligence, fraud prevention, conflicts of interest. The amendments do not result in any waiver of any provision of the Code or company policy.