FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

| Washington,   | DC   | 20549 |  |
|---------------|------|-------|--|
| vasiiiigtoii, | D.C. | 20349 |  |

| STATEMENT OF CHANGES IN BENEFICIAL OWNERSH | ΙP |
|--|----|
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| OMB APPROVAL             |           |  |  |  |  |  |  |  |
|--------------------------|-----------|--|--|--|--|--|--|--|
| OMB Number:              | 3235-0287 |  |  |  |  |  |  |  |
| Estimated average burden |           |  |  |  |  |  |  |  |
| hours per response.      | 0.5       |  |  |  |  |  |  |  |

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| Name and Address of Reporting Person*     Kurpis Joseph Stephen |  |  |  |                               | 2. Issuer Name and Ticker or Trading Symbol WILLIS TOWERS WATSON PLC [ WTW ]  |                       |       |                        |   |  | ck all applica<br>Director   | ıble)             | rson(s) to Issu<br>10% Ow  | ner  |  |
|---|--|--|--|-------------------------------|---|-----------------------|-------|------------------------|---|--|--|-------------------|--|--|--|
| (Last)  | `  | First) JP LIMITED                          | (Middle)   |                               | 3. Date of Earliest Transaction (Month/Day/Year) 07/11/2023   |                       |       |                        |   |  | X  | below)            | give title PAO and Co  | Other (s <sub>i</sub><br>below)<br>ntroller                              | pecify   |
| 51 LIME STREET  |  |  |  | 4                             | 4. If Amendment, Date of Original Filed (Month/Day/Year)  |                       |       |                        |   | Line)  | 6. Individual or Joint/Group Filing (Check Applicable Line)                                |                   |  |  |  |
| (Street)  | N X  | (0   | EC3M 7DQ   |                               |   |                       |       |                        |   | X  | Form filed by One Reporting Person Form filed by More than One Reporting Person            |                   |  |  |  |
| (City)  | (5   | State)                                     | (Zip)  | F                             | Rule 10b5-1(c) Transaction Indication   |                       |       |                        |   |  |  |                   |  |  |  |
|   |  |  |  |                               | Check this box to indicate that a transaction was made pursuant to a contract, instruction or writted the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10. |                       |       |                        |   |  |  | r written plan th | at is intended to  | satisfy  |  |
|   | Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned |  |  |                               |   |                       |       |                        |   |  |  |                   |  |  |  |
| Date  |  | . Transacti<br>ate<br>Month/Day            | Execution Date   |                               | Code (Instr.  |                       |       | Beneficial<br>Owned Fo | Form (D) or                                     | m: Direct I<br>or Indirect I<br>Instr. 4)                          | . Nature of<br>ndirect<br>Beneficial<br>Ownership  |                   |  |  |  |
|   |  |  |  |                               |   | Code                  | V Amo | unt (A) or (D)         | Price   | Reported<br>Transaction<br>(Instr. 3 and                           |  | [                 | nstr. 4)   |  |  |
|   |  |  | Table II - De<br>(e.                                       |                               |   |                       |       | . ,                    | •   | of, or Benet<br>rtible secur                                       | •  | wned              |  |  |  |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)             | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security            | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year | 4.<br>Transa<br>Code (I<br>8) |   | Derivative Expira     |       | Expiration D           | rpiration Date Securi<br>Ionth/Day/Year) Deriva |  | 7. Title and Amount of<br>Securities Underlying<br>Derivative Security<br>(Instr. 3 and 4) |                   | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|   |  |  |  | Code                          | v   | (A)                   | (D)   | Date<br>Exercisable    | Expiratior<br>Date                              | Title  | Amount<br>or<br>Number<br>of<br>Shares   |                   | Transaction(:<br>(Instr. 4)  | 9)   |  |
| Restricted<br>Share Unit  | (1)  | 07/11/2023                                 |  | A                             |   | 3.4659 <sup>(2)</sup> |       | (1)                    | (1)   | Ordinary<br>Shares,<br>nominal value<br>\$0.000304635<br>per share | 3.4659   | \$235.08          | 200.8597   | D  |  |

## **Explanation of Responses:**

- 1. Restricted share units settle for Ordinary Shares, nominal value \$0.000304635 per share, on a 1:1 basis 6 months after the reporting person's termination date.
- 2. Includes restricted share units acquired pursuant to the Willis Towers Watson Non-Qualified Deferred Savings Plan for U.S. Employees (the "Plan"), including the participant's deferral election under the Plan and the Company's matching contribution on the participant's deferral election credited to the participant's account in the form of restricted share units under the Plan.

/s/ Joseph S. Kurpis by Elaine Wiggins, Attorney-in-Fact (power of attorney previously filed)

07/13/2023

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- \* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.