### Form 4

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP**

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

#### 1. Name and Address of Reporting Person

**HALEY JOHN J**

(C/O WILLIS GROUP LIMITED 51 LIME STREET)

LONDON X0 EC3M 7DQ

#### 2. Issuer Name and Ticker or Trading Symbol

WILLIS TOWERS WATSON PLC [ WLTW ]

#### 3. Date of Earliest Transaction (Month/Day/Year)

12/03/2021

#### 4. If Amendment, Date of Original Filed

12/03/2021

#### 5. Relationship of Reporting Person(s) to Issuer

- **X** Director
- **X** Officer (give title below)
- **Other (specify below)** Chief Executive Officer

#### 6. Individual or Joint/Group Filing (Check Applicable Line)

- **X** Form filed by One Reporting Person
- **Form filed by More than One Reporting Person**

### Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

<table>
<thead>
<tr>
<th>1. Title of Security (Instr. 3)</th>
<th>2. Transaction Date (Month/Day/Year)</th>
<th>2A. Deemed Execution Date, if any (Month/Day/Year)</th>
<th>3. Transaction Code (Instr. 8)</th>
<th>4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)</th>
<th>5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)</th>
<th>6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)</th>
<th>7. Nature of Indirect Beneficial Ownership (Instr. 4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>M(1)</td>
<td>150,235</td>
<td>A</td>
<td>$110.58</td>
<td>424,376</td>
<td>D</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>P(2)</td>
<td>38,601</td>
<td>D</td>
<td>$232.84</td>
<td>385,775</td>
<td>D</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>P(2)</td>
<td>63,808</td>
<td>D</td>
<td>$232.86</td>
<td>321,967</td>
<td>D</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>S(3)</td>
<td>7,900</td>
<td>D</td>
<td>$230.55(6)</td>
<td>21,000</td>
<td>I</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>S(3)</td>
<td>12,879</td>
<td>D</td>
<td>$231.78(6)</td>
<td>8,121</td>
<td>I</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>S(3)</td>
<td>7,107</td>
<td>D</td>
<td>$232.29(6)</td>
<td>1,014</td>
<td>I</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td>S(3)</td>
<td>1,014</td>
<td>D</td>
<td>$233.28(6)</td>
<td>0</td>
<td>I</td>
</tr>
<tr>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td>12/03/2021</td>
<td></td>
<td></td>
<td></td>
<td>96,020</td>
<td></td>
<td>Grantor Retained Annuity Trusts</td>
</tr>
</tbody>
</table>

### Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g., puts, calls, warrants, options, convertible securities)

<table>
<thead>
<tr>
<th>1. Title of Derivative Security (Instr. 3)</th>
<th>2. Conversion or Exercise Price of Derivative Security</th>
<th>3. Transaction Date (Month/Day/Year)</th>
<th>3A. Deemed Execution Date, if any (Month/Day/Year)</th>
<th>4. Transaction Code (Instr. 8)</th>
<th>5. Number of Derivative Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)</th>
<th>6. Date Exercisable and Expiration Date (Month/Day/Year)</th>
<th>7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)</th>
<th>8. Price of Derivative Security (Instr. 5)</th>
<th>9. Number of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)</th>
<th>10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)</th>
<th>11. Nature of Indirect Beneficial Ownership (Instr. 4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock Option (right to buy)</td>
<td><strong>$110.58</strong></td>
<td>12/03/2021</td>
<td>M(1)</td>
<td>150,235</td>
<td>07/01/2018(7)</td>
<td>09/10/2022</td>
<td>Ordinary Shares, nominal value $0.000304635 per share</td>
<td><strong>150,235</strong></td>
<td><strong>$0</strong></td>
<td><strong>0</strong></td>
<td><strong>D</strong></td>
</tr>
</tbody>
</table>

**Explanation of Responses:**

1. The transaction reported on this Form 4 is being executed in light of year-end tax planning and the executive’s upcoming retirement.

2. Withholding of shares by Issuer to satisfy the tax payment related to the stock option exercise as well as the aggregate exercise price for the stock option.

3. This transaction was executed in multiple trades at prices ranging from $229.97 to $231.96. The price reported above reflects the weighted average sale price. The reporting person hereby undertakes to provide upon request to the SEC staff, the issuer or a security holder of the issuer full information regarding the number of shares and prices at which the transaction was effected.

4. This transaction was executed in multiple trades at prices ranging from $230.97 to $231.96. The price reported above reflects the weighted average sale price. The reporting person hereby undertakes to provide upon...
request to the SEC staff, the issuer or a security holder of the issuer full information regarding the number of shares and prices at which the transaction was effected.

5. This transaction was executed in multiple trades at prices ranging from $231.97 to $232.96. The price reported above reflects the weighted average sale price. The reporting person hereby undertakes to provide upon request to the SEC staff, the issuer or a security holder of the issuer full information regarding the number of shares and prices at which the transaction was effected.

6. This transaction was executed in multiple trades at prices ranging from $232.97 to $233.71. The price reported above reflects the weighted average sale price. The reporting person hereby undertakes to provide upon request to the SEC staff, the issuer or a security holder of the issuer full information regarding the number of shares and prices at which the transaction was effected.

7. 100% of the shares underlying the option vested and were exercisable on July 1, 2018.

/s/ John J. Haley by Elaine Wiggins, Attorney-in-Fact (power of attorney previously filed) 12/07/2021

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).


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

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