| SEC For  | m 4<br>FORM   | Л   |   | רא ר <u>מ</u>                              | TES  | SECUE   | ודוק             | IFS                                       | ΔΝΓ                | ) F              | хсни                  |  | E CO   | MMISS                                  | SION   |  |  |  |   |
|--|---|---|---|--|--|---|------------------|---|--------------------|------------------|-----------------------|--|--|--|--|--|--|--|---|
|  | ••••  | UNITED STATES SECURITIES AND EXCHANGE COMMISS<br>Washington, D.C. 20549 |   |  |  |   |                  |   |                    |                  |                       |  |  |  | OMB APPROVA  |  |  |  |   |
| Check this box if no longer subject to STAT<br>Section 16. Form 4 or Form 5<br>obligations may continue. See |   |   |   | FEME                                       | MENT OF CHANGES IN BENEFICIAL OWNERSH  |   |                  |   |                    |                  |                       |  |  |  |  | IP OMB Number:<br>Estimated ave<br>hours per resp                                    |  |  | 3235-0287<br>m<br>0.5                                 |
|  | tion 1(b).  |   |   | File                                       | d pursua<br>or Se  | nt to Secti<br>ction 30(h)  | on 16<br>) of th | 6(a) of<br>ne Inve                        | f the Se<br>estmen | curitie<br>t Con | es Excha<br>npany Ac  | ange Ad<br>t of 19   | ct of 1934<br>40   | 4                                      |  |  | s per res                                |  | 0.5   |
| 1. Name and Address of Reporting Person <sup>*</sup><br>Faber Alexis   |   |   |   |  | 2. Issuer Name and Ticker or Trading Symbol<br><u>WILLIS TOWERS WATSON PLC</u> [ WTW ] |   |                  |   |                    |                  |                       |  |  |  | 5. Relationship of Reporting Person(s) to Issuer<br>(Check all applicable)<br>Director 10% Owner |  |  |  |   |
| (Last) (First) (Middle)<br>C/O WILLIS GROUP LIMITED  |   |   |   |  |  | 3. Date of Earliest Transaction (Month/Day/Year)<br>10/16/2023  |                  |   |                    |                  |                       |  |  |  | X Officer (give title Other (speci<br>below) below)<br>Chief Operating Officer                   |  |  |  |   |
| 51 LIME STREET   |   |   |   |  | 4. If Amendment, Date of Original Filed (Month/Day/Year) 6. Indiv<br>Line)             |   |                  |   |                    |                  |                       |  |  |  | vidual or Joint/Group Filing (Check Applicable   |  |  |  |   |
| (Street)   |   |   |   |  |  |   |                  |   |                    |                  |                       |  |  |  | ed by One Reporting Person<br>ed by More than One Reporting Person                               |  |  |  |   |
| LONDON X0 EC3M   |   |   | EC3M 7DC  | Į<br>                                      | Rule 10b5-1(c) Transaction Indication  |   |                  |   |                    |                  |                       |  |  |  |  |  |  |  |   |
| (City) (State) (Zip)   |   |   |   |  | eck this box<br>rmative defe   |   |                  |   |                    |                  |                       |  |  | instruction or                         | written pla  | an that is   | intended to                              | satisfy the  |   |
|  |   | ٦   | Fable I - Nor   | n-Deriv                                    | ative S  | Securitie   | es A             | cqu                                       | ired,              | Disp             | osed                  | of, oi   | r Bene   | ficially                               | Owned  |  |  |  |   |
| 1. Title of Security (Instr. 3)  |   |   |   | 2. Transaction<br>Date<br>(Month/Day/Year) |  | r) 2A. Deemed<br>Execution Dat<br>if any<br>(Month/Day/Ye   |                  | Code (In                                  |                    |                  |                       | irities Acquired (A)<br>ed Of (D) (Instr. 3, 4                     |  |  | and 5) Securities<br>Beneficially<br>Owned Follo   |  | 6. Own<br>Form:<br>(D) or I<br>(I) (Inst | Direct<br>ndirect  | 7. Nature of<br>Indirect<br>Beneficial<br>Ownership   |
|  |   |   |   |  |  |   |                  |   | Code               | v                | Amoun                 | ıt   | (A) or<br>(D)  | Price                                  | Reported<br>Transaction<br>(Instr. 3 and   |  |  |  | (Instr. 4)  |
| Ordinary Shares, nominal value \$0.000304635 per share   |   |   |   |  | /2023  |   |                  |   | Α                  |                  | 3.03                  | 3(1)   | A  | \$0                                    | 4,799.858  |  |  | D  |   |
| Ordinary Shares, nominal value \$0.000304635<br>per share  |   |   |   |  |  |   |                  |   |                    |                  |                       |  |  |  | 1  |  |  | I  | Directly<br>held by<br>immediate<br>family<br>member. |
|  |   |   | Table II -  |  |  | curities  |                  |   |                    |                  |                       |  |  |  | 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/Ye | e, 4.<br>Code                              | saction<br>e (Instr.   | 5. Number of<br>Derivative<br>Securities<br>Acquired (A)<br>or Disposed<br>of (D) (Instr. 3<br>4 and 5) |                  | 6. Date Exe<br>Expiration I<br>(Month/Day |                    | rcisal<br>Date   | cisable and<br>bate   |  | 7. Title and Amount<br>Securities Underlyin<br>Derivative Security<br>(Instr. 3 and 4) |  | 8. Price of<br>Derivative<br>Security<br>(Instr. 5)  | 9. Numl<br>derivati<br>Securiti<br>Benefic<br>Owned<br>Followi<br>Reporte<br>Transac | ve<br>ies<br>ially<br>ng<br>ed           | 10.<br>Ownersh<br>Form:<br>Direct (D)<br>or Indirec<br>(I) (Instr. 4 | D) Beneficial<br>Ownership<br>ect (Instr. 4)          |
|  |   |   |   | Code                                       | e V  | (A)   | (D)              |   |                    |                  | piration<br>te        | Title  |  | Amount<br>or<br>Number<br>of<br>Shares |  | (Instr. 4  |  |  |   |
| Restricted<br>Share Unit   | (2)   | 10/16/2023  |   | A  |  | 6.7903 <sup>(3)</sup>   |                  |   | (2)                | (2) (2)          |                       | Sh<br>nomin<br>\$0.00  | dinary<br>nares,<br>nal value<br>0304635<br>share                                      | 6.7903                                 | \$0  | 1,811  | .3072                                    | D  |   |
| Restricted<br>Share Unit   | (4)   | 10/16/2023  |   | A  |  | 3.4883 <sup>(5)</sup>   |                  |   | (4)                | (4)              |                       | Sh<br>nomin<br>\$0.00  | dinary<br>aares,<br>nal value<br>0304635<br>share                                      | 3.4883                                 | \$0  | 910.4  | 4842                                     | D  |   |
| Dividend<br>Equivalent<br>Rights-<br>2022 RSU  | (1)   | 10/16/2023  |   | A  |  | 2.005 <sup>(1)</sup>  |                  |   | (1)                |                  | (1)                   | Ordinary<br>Shares,<br>nominal value<br>\$0.000304635<br>per share |  | 2.005                                  | \$0  | 11.457   |  | D  |   |
| Dividend<br>Equivalent<br>Rights-<br>2021 RSU  | (1) 10/16/2023  |   | A   |  | 9.977 <sup>(1)</sup>   |   |                  | (1)                                       |                    | (1)              | Sh<br>nomin<br>\$0.00 | dinary<br>hares,<br>hal value<br>0304635<br>share                  | 9.977  | \$0 74.5                               |  | 502  | )2 D                                     |  |   |
| Explanatio   | n of Respon   | ses:  |   |  | -  |   |                  |   |                    |                  |                       |  |  |  |  |  |  |  | 3   |

1. The dividend equivalent rights accrued on the reporting person's previously reported restricted share unit award and will vest based on the same vesting schedule applicable to the underlying award. Each dividend equivalent right is the economic equivalent of one WTW Ordinary Share.

2. 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.

3. Represents dividends 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.

4. Vested shares under the Willis Towers Watson Non-Qualified Stable Value Excess Plan for U.S. Employees settle for Ordinary Shares, nominal value \$0.000304635 per share, on a 1:1 basis on the first business day of the month on which the NASDAQ Stock Market is open for business following the earlier of (i) the date that is 6 months after the reporting person's separation from service and (ii) the date that is 30 days after the reporting person's death.

5. Represents dividends acquired pursuant to the Willis Towers Watson Non-Qualified Stable Value Excess Plan for U.S. Employees (the "Excess Plan"), including the participant's deferral election under the Excess 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 Excess Plan.

s/ Alexis Faber by Elaine Wiggins, Attorney-in-Fact (power of attorney previously <u>filed)</u>

10/18/2023

\*\* Signature of Reporting Person

Date

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