



WTW

Earnings Release Supplemental Materials

2026 First Quarter Financial Results

April 30, 2026

WTW Forward-Looking Statements

This document contains ‘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, including such things as: our outlook; the potential impact of natural or man-made disasters like health pandemics and other world health crises; the impact of macroeconomic trends, including inflation, changes in interest rates, trade policies and other geopolitical risks; future capital expenditures; ongoing working capital efforts; future share repurchases; financial results (including our revenue, costs or margins) and the impact of changes to tax laws on our financial results; existing and evolving business strategies; our indebtedness; our ability to execute strategic transactions, including both acquisitions and dispositions, including our ability to receive adequate consideration or any earnout proceeds in return for any dispositions or integrate or manage acquired businesses (such as our recent acquisition of Newfront and our planned acquisition of Cushon); demand for our services and competitive strengths; strategic goals; the benefits of new initiatives; growth of our business and operations; the sustained health of our product, service, transaction, client, and talent assessment and management pipelines; our ability to successfully manage ongoing leadership, organizational and technology changes, including investments in improving systems and processes; our cybersecurity and privacy processes; our application of artificial intelligence technologies throughout our business; our ability to protect our intellectual property; our compliance with laws and regulations; our ability to implement and realize anticipated benefits of any cost-savings initiatives generated from our completed multi-year operational transformation program or other expense savings initiatives; our recognition of future impairment charges; and plans and references to future performance, including our future financial and operating results, short-term and long-term financial goals, plans, objectives, expectations and intentions, including with respect to free cash flow generation, adjusted net revenue, adjusted operating margin and adjusted earnings per share, are forward-looking statements. Also, when we use words such as ‘may’, ‘will’, ‘would’, ‘anticipate’, ‘believe’, ‘estimate’, ‘expect’, ‘intend’, ‘plan’, ‘continue’, ‘seek’, ‘target’, ‘goal’, ‘focus’, ‘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.

There are important risks, uncertainties, events and factors that could cause our actual results or performance to differ materially from those in the forward-looking statements contained in this document, including the following: our ability to successfully establish, execute and achieve our global business strategy as it evolves; our ability to fully realize the anticipated benefits of our growth strategy, including inorganic growth through acquisitions; our ability to achieve our short-term and long-term financial goals, such as with respect to our cash flow generation, and the timing with respect to such achievement; the risks related to changes in general economic conditions, business and political conditions, changes in the financial markets, inflation, credit availability, increased interest rates, changes in trade policies, increased tariffs and retaliatory actions; the risks to our short-term and long-term financial goals from any of the risks or uncertainties set forth herein; the risks relating to the adverse impacts of macroeconomic trends, including those relating to changes in trade policies and tariffs, as well as political events, war, such as the Russia-Ukraine war and conflict in the Middle East, and other international disputes, terrorism, natural disasters, public health issues and other business interruptions on the global economy and capital markets, such as uncertainty in the global markets, inflation, changes in interest rates and recessionary trends, changes in spending by government agencies and contractors, which could have a material adverse effect on our business, financial condition, results of operations and long-term goals; our ability to successfully hedge against fluctuations in foreign currency rates; the risks relating to the adverse impacts of natural or man-made disasters such as health pandemics and other world health crises on the demand for our products and services, our cash flows and our business operations; material interruptions to or loss of our information processing capabilities, or failure to effectively maintain and upgrade our information technology resources and systems; the insufficiency of client data protection, potential breaches of information systems or insufficient safeguards against cybersecurity breaches or incidents; our ability to comply with complex and evolving regulations related to data privacy, cybersecurity and artificial intelligence; significant competition that we face and the potential for loss of market share and/or profitability; the impact of seasonality and differences in timing of renewals and non-recurring revenue increases from disposals and book-of-business sales; the risk of increased liability or new legal claims arising from our new and existing products and services, and expectations, intentions and outcomes relating to outstanding litigation; the risk of substantial negative outcomes on existing or potential future litigation or investigation matters; changes in the regulatory environment in which we operate, including, among other risks, the impacts of pending competition law and regulatory investigations; various claims, government inquiries or investigations or the potential for regulatory action; our ability to make divestitures or acquisitions, including our ability to integrate or manage acquired businesses or carve-out businesses to be disposed, as well as our ability to identify and successfully execute on opportunities for strategic collaboration; our ability to integrate direct-to-consumer sales and marketing solutions with our existing offerings and solutions; our ability to successfully manage ongoing organizational changes, including as a result of our investments in improving systems and processes, and in connection with our acquisition and divestiture activities; disasters or business continuity problems; our ability to successfully enhance our billing, collection and other working capital efforts, and thereby increase our free cash flow; our ability to properly identify and manage conflicts of interest; reputational damage, including from association with third parties; reliance on third-party service providers and suppliers; risks relating to changes in our management structures and in senior leadership; the loss of key employees or a large number of employees and rehiring rates; our ability to maintain our corporate culture; doing business internationally, including the impact of global trade policies and retaliatory considerations as well as foreign currency exchange rates; compliance with extensive government regulation; the risk of sanctions imposed by governments, or changes to associated sanction regulations and related counter-sanctions; our ability to effectively apply artificial intelligence and other technology, data and analytics solutions, including for internal operations, maintaining industry standards, meeting client preferences and gaining competitive advantage, among other things; changes and developments in the insurance industry or the U.S. healthcare system, including those related to Medicare, and any other changes and developments in legal, regulatory, economic, business or operational conditions that could impact our businesses; the inability to protect our intellectual property rights, or the potential infringement upon the intellectual property rights of others; fluctuations in our pension assets and liabilities and related changes in pension income, including as a result of, related to, or derived from movements in the interest rate environment, investment returns, inflation, or changes in other assumptions that are used to estimate our benefit obligations and their effect on adjusted earnings per share; our capital structure, including indebtedness amounts, the limitations imposed by the covenants in the documents governing such indebtedness and the maintenance of the financial and disclosure controls and procedures of each; our ability to obtain financing on favorable terms or at all; adverse changes in our credit ratings; the impact of recent or potential changes to U.S. or foreign laws, and the enactment of additional, or the revision of existing, state, federal, and/or foreign laws and regulations, recent judicial decisions and development of case law, other regulations and any policy changes and legislative actions, including those that may impose additional excise taxes or impact our effective tax rate; U.S. federal income tax consequences to U.S. persons owning at least 10% of our shares; changes in accounting principles, estimates or assumptions; our recognition of future impairment charges; risks relating to or arising from environmental, social and governance (‘ESG’) practices; fluctuation in revenue against our relatively fixed or higher-than-expected expenses; the risk that investment levels across our portfolio increase, which can amplify the impact of market downturns; the laws of Ireland being different from the laws of the U.S. and potentially affording less protections to the holders of our securities; and our holding company structure potentially preventing us from being able to receive dividends or other distributions in needed amounts from our subsidiaries.

The foregoing list of factors is not exhaustive and new factors may emerge from time to time that could also affect actual performance and results. For more information, please see Part I, Item 1A in our Annual Report on Form 10-K, and our subsequent filings with the SEC. Copies are available online at <http://www.sec.gov> or www.wtco.com.

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. Given the significant uncertainties inherent in the forward-looking statements included in this document, 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. With regard to these risks, uncertainties and assumptions, the forward-looking events discussed in this document may not occur, and we caution you against unduly relying on these forward-looking statements.

WTW Non-GAAP Measures

In order to assist readers of our consolidated financial statements in understanding the core operating results that WTW's management uses to evaluate the business and for financial planning, we present the following non-GAAP measures: (1) Constant Currency Change, (2) Organic Change, (3) Adjusted Operating Income/Margin, (4) Adjusted EBITDA/Margin, (5) Adjusted Net Income, (6) Adjusted Diluted Earnings Per Share, (7) Adjusted Income Before Taxes, (8) Adjusted Income Taxes/Tax Rate, (9) Free Cash Flow and (10) Free Cash Flow Margin.

The Company believes that those measures are relevant and provide pertinent information widely used by analysts, investors and other interested parties in our industry to provide a baseline for evaluating and comparing our operating performance, and in the case of free cash flow, our liquidity results.

Reconciliations of these measures are included in the accompanying appendix of these earning release supplemental materials.

The Company does not reconcile its forward-looking non-GAAP financial measures to the corresponding U.S. GAAP measures, due to variability and difficulty in making accurate forecasts and projections and/or certain information not being ascertainable or accessible; and because not all of the information, such as foreign currency impacts necessary for a quantitative reconciliation of these forward-looking non-GAAP financial measures to the most directly comparable U.S. GAAP financial measure, is available to the Company without unreasonable efforts. For the same reasons, the Company is unable to address the probable significance of the unavailable information. The Company provides non-GAAP financial measures that it believes will be achieved, however it cannot accurately predict all of the components of the adjusted calculations and the U.S. GAAP measures may be materially different than the non-GAAP measures.

Key Takeaways



Generated Organic revenue growth¹ of 3%, Adjusted Operating Margin¹ expansion of +70bps and Adjusted Diluted EPS¹ growth of 19% in Q1 2026



Continued to see solid traction in the market for our innovative solutions, with our strategic focus on specialization, data and analytics, and smart connections contributing to growth



Focused on enhancing efficiency and productivity with AI, improving our ability to create operating leverage, drive margin expansion and increase free cash flow margin



Maintained commitment to return capital to shareholders, with share repurchases of \$300 million and dividends of \$88 million in Q1 2026



Helped clients navigate macroeconomic volatility and uncertainty while executing on our strategy and delivering on our commitments

¹ Signifies Non-GAAP financial measures. See Appendix I for Non-GAAP reconciliations.

Q1 2026 GAAP Financial Results¹

Key figures

	Three months ended March 31,		
	2026	2025	Change
<i>\$USD million, except EPS and %</i>			
Revenue	\$2,412	\$2,223	8%
Income from operations	\$448	\$432	4%
Operating margin %	18.6%	19.4%	(80) bps
Net income	\$303	\$239	27%
Diluted earnings per share	\$3.10	\$2.33	33%
Net cash from operating activities	\$(10)	\$(35)	71%

Q1 2026 Key Figures, Including Non-GAAP Financial Results

Q1 2026 Results

Total Revenue	\$2.4B Q1 2026	+3% Q1 2026 Organic ¹	+5% Q1 2025 Organic ¹
Adjusted Diluted EPS ¹	\$3.72 Q1 2026	+19% Q1 2026	\$3.13 Q1 2025
Adjusted Operating Margin ¹	22.3% Q1 2026	+70 bps Q1 2026	21.6% Q1 2025
Free Cash Flow ¹	-\$65M Q1 2026	+\$21M Q1-26 vs. Q1-25	-\$86M Q1 2025

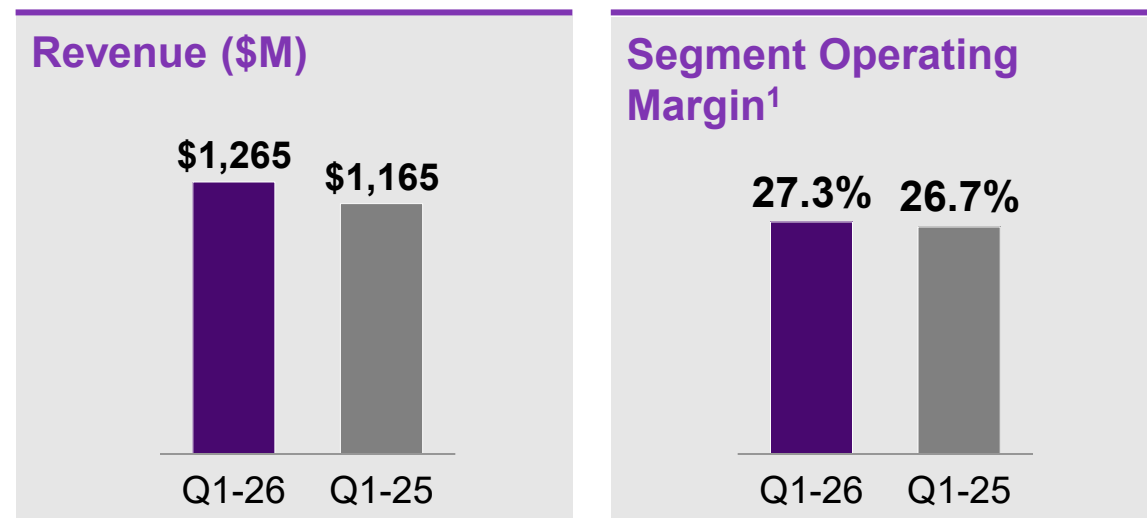
¹ Signifies Non-GAAP financial measures. See Appendix I for Non-GAAP reconciliations.

Financial Review

Quarterly Segment Performance: Health, Wealth & Career

Q1 2026 Segment Highlights¹

- For the quarter, HWC had organic revenue growth² of 3%
 - Health had 6% organic revenue growth driven by strong performance across international markets driven by new business wins and renewals
 - Wealth generated 4% organic revenue growth from higher levels of retirement work across all regions, alongside growth in the Investments business
 - Career organic revenue decreased by 3% as clients deferred discretionary work amid geopolitical uncertainty in the Middle East. Career also saw clients delaying projects with a moderation in advisory-related demand in North America, partially offset by growth outside North America
 - BD&O organic revenue decreased by 1% as expanded projects and administration engagements in Outsourcing were offset by lower commissions in Individual Marketplace
- Operating income was \$346 million in the quarter, an increase of 11% from the prior year
- Operating margin increased 60 bps from the prior year primarily due to improved operating leverage and expense discipline



Organic Revenue Growth ²	Q1-26	Q1-25
Health	6%	6%
Wealth	4%	2%
Career	(3)%	1%
Benefits Delivery & Outsourcing (BD&O)	(1)%	1%
Health, Wealth & Career	3%	3%

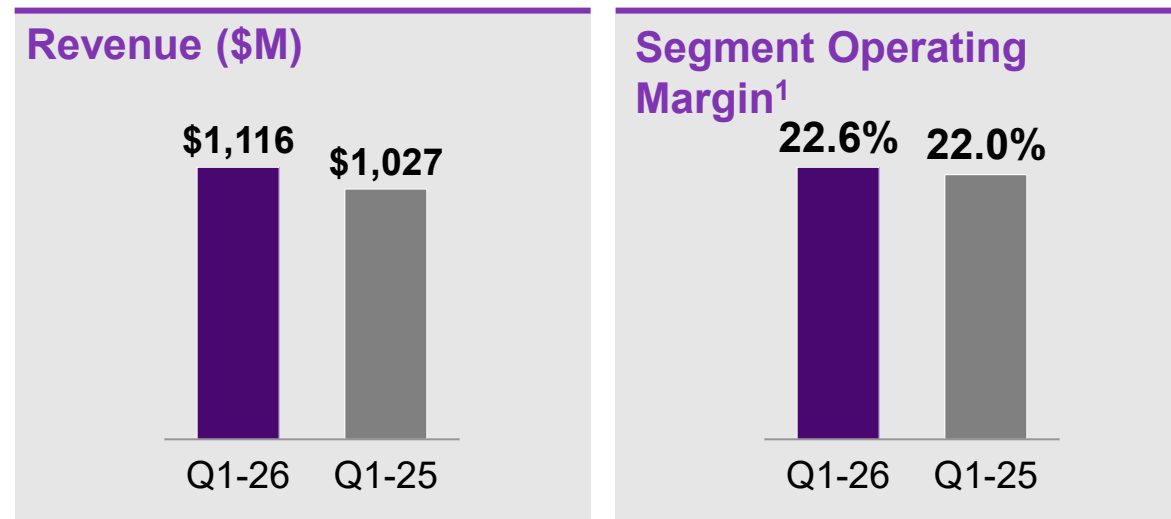
¹ Includes Segment financial measures. See accompanying Earnings Release for Supplemental Segment Information.

² Signifies Non-GAAP financial measure. See Appendix I for Non-GAAP reconciliations.

Quarterly Segment Performance: Risk & Broking

Q1 2026 Segment Highlights¹

- For the quarter, R&B had organic revenue growth² of 2%
 - CRB generated organic revenue growth of 2% driven by new business activity and strong client retention globally
 - ICT organic revenue increased 5% for the quarter driven by strong software sales in the Technology practice
- Operating income was \$252 million in the quarter, an increase of 12% from the prior year
- Operating margin increased 60 bps driven primarily by a tailwind from foreign exchange



Organic Revenue Growth ²	Q1-26	Q1-25
Corporate Risk & Broking (CRB)	2%	8%
Insurance Consulting & Technology (ICT)	5%	3%
Risk & Broking	2%	7%

¹ Includes Segment financial measures. See accompanying Earnings Release for Supplemental Segment Information.

² Signifies Non-GAAP financial measure. See Appendix I for Non-GAAP reconciliations.

Maintaining a Flexible Balance Sheet

Reinforcing our business fundamentals; safeguarding WTW's financial strengths

(\$ millions)	Mar 31, 2026	Dec 31, 2025
Cash and Cash Equivalents	1,855	3,132
Total Debt ¹	6,304	6,306
Total Equity	8,059	8,052
Debt to Adj. EBITDA² <i>Trailing 12-month</i>	2.3x	2.4x

Disciplined capital management strategy

Provides WTW with the **financial flexibility** to reinvest in our businesses, capitalize on market growth opportunities and support significant value creation for shareholders

- Our capital structure provides a solid foundation of business strength and reinforces our ability to capture long-term growth and create value for shareholders
- History of effectively managing our leverage with a commitment to **maintaining our investment grade credit rating**
- Committed to a **disciplined approach to managing outstanding debt** and our leverage profile

¹ Total Debt equals sum of current debt and long-term debt as shown on the Consolidated Balance Sheets.

² Signifies Non-GAAP financial measure. See Appendix I for Non-GAAP reconciliations.

Executing Against a Balanced Capital Allocation Strategy

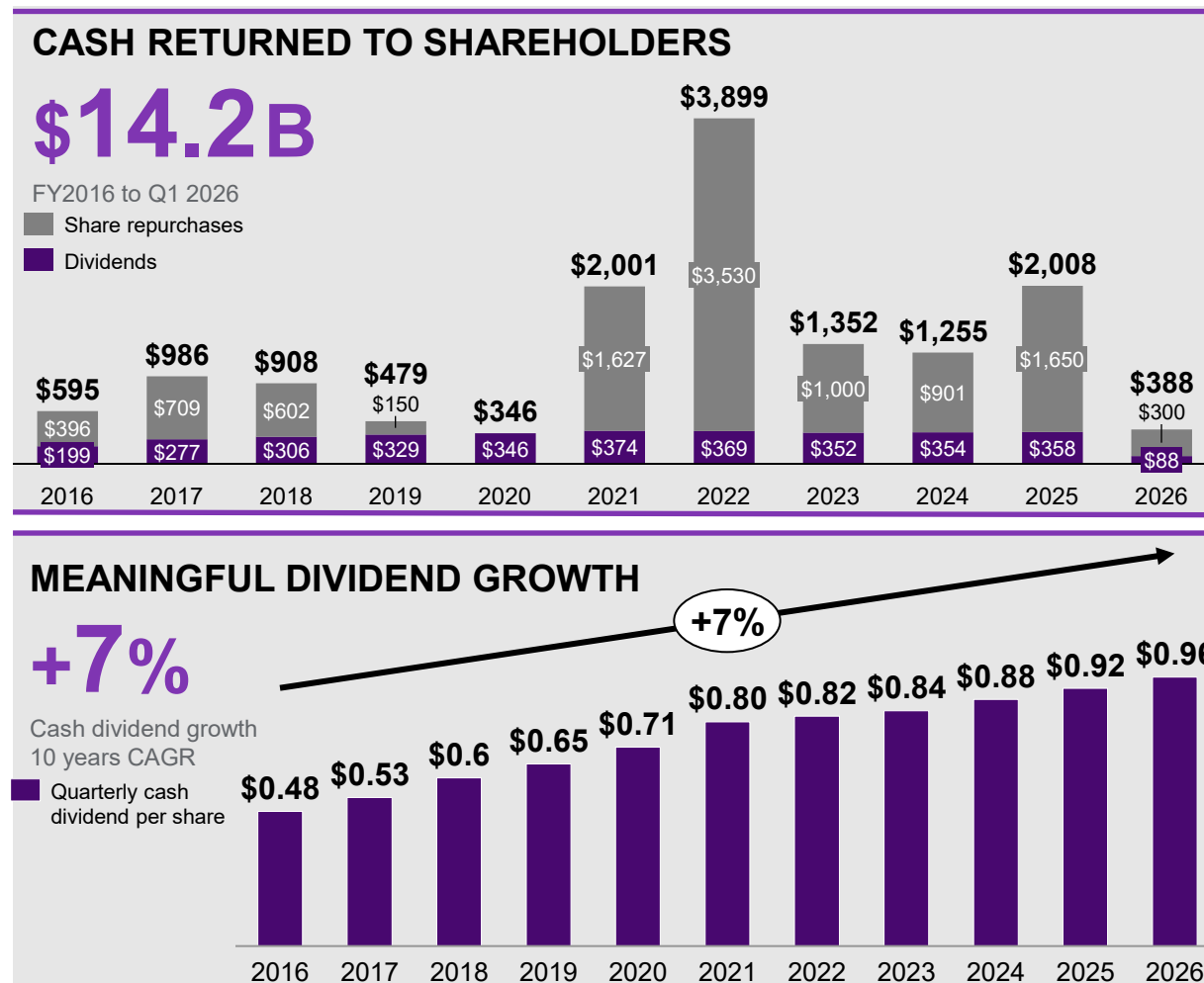
Allocating capital to opportunities with the potential for highest return

Capital Allocation Priorities

- Reinvest in capabilities, businesses, and processes
- Invest in innovation, technology, and new business
- Return excess cash to shareholders through share repurchases and dividends to create long-term shareholder value
- Strengthen balance sheet and liquidity
- Business portfolio management
- Pursue opportunistic M&A to strengthen capabilities

Q1 2026 Highlights

- Repurchased \$300 million of shares during the quarter
- Paid quarterly cash dividends of \$88 million, \$0.96 per common share



Business Overview

WTW at a Glance

Delivering superior advice, broking and solutions in the areas of people, risk and capital

Rich heritage

Servicing clients since **1828**

Global reach, local expertise

140+ countries & markets served by **47,000** colleagues

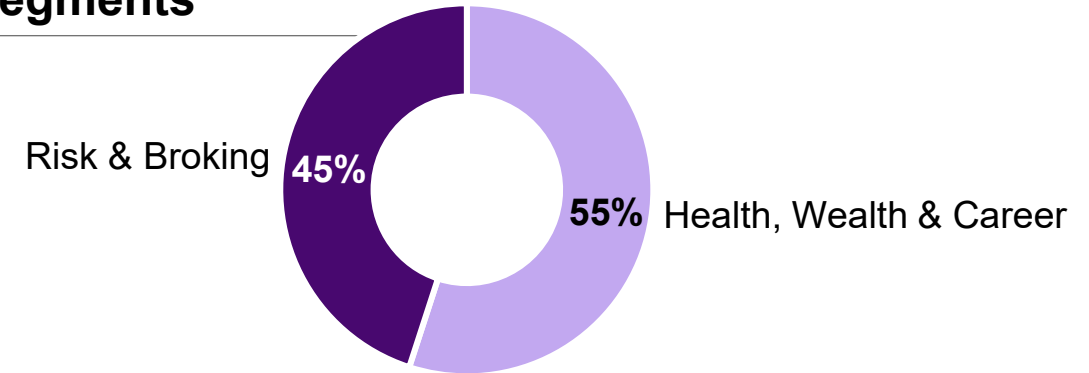


Global and diversified client base

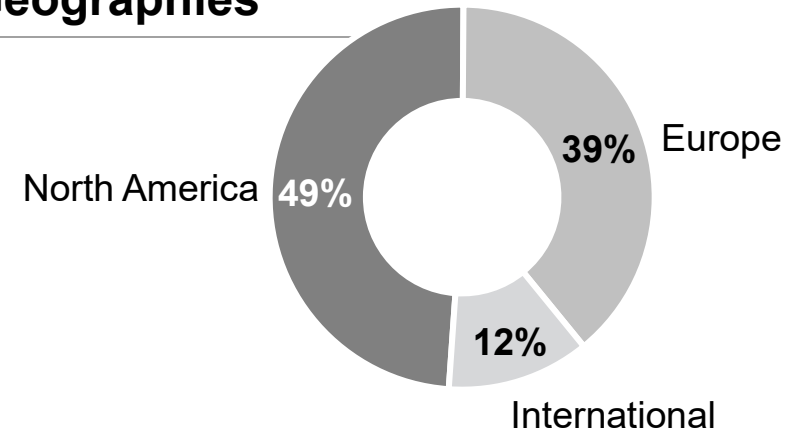
- **90%** of the **Fortune Global 500**
- **89%** of the **U.S. Fortune 1000**
- **96%** of the **FTSE 100**
- Significant **middle market** presence



Segments¹



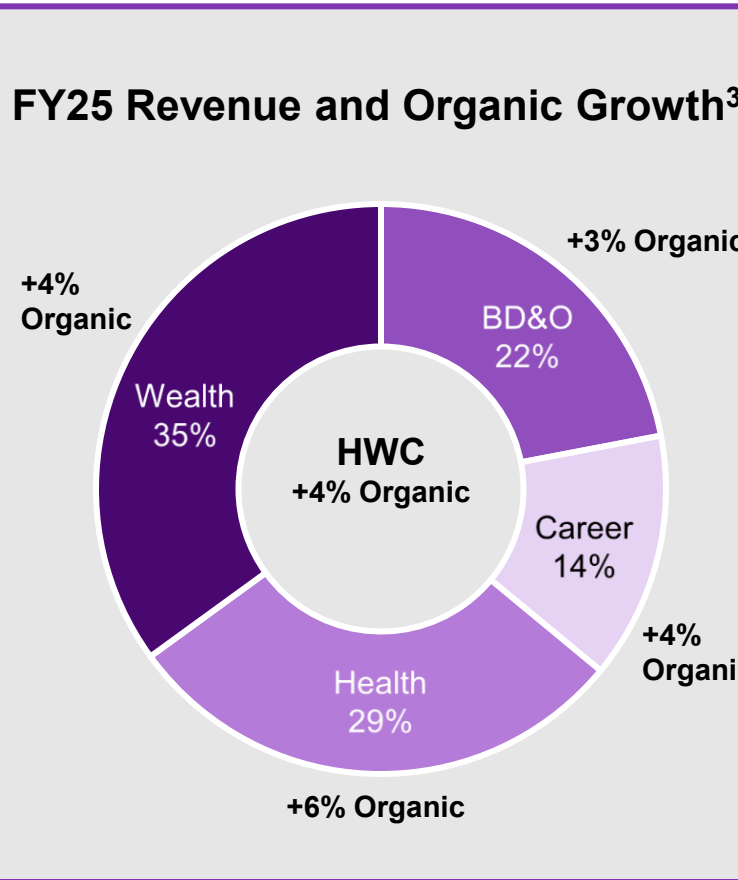
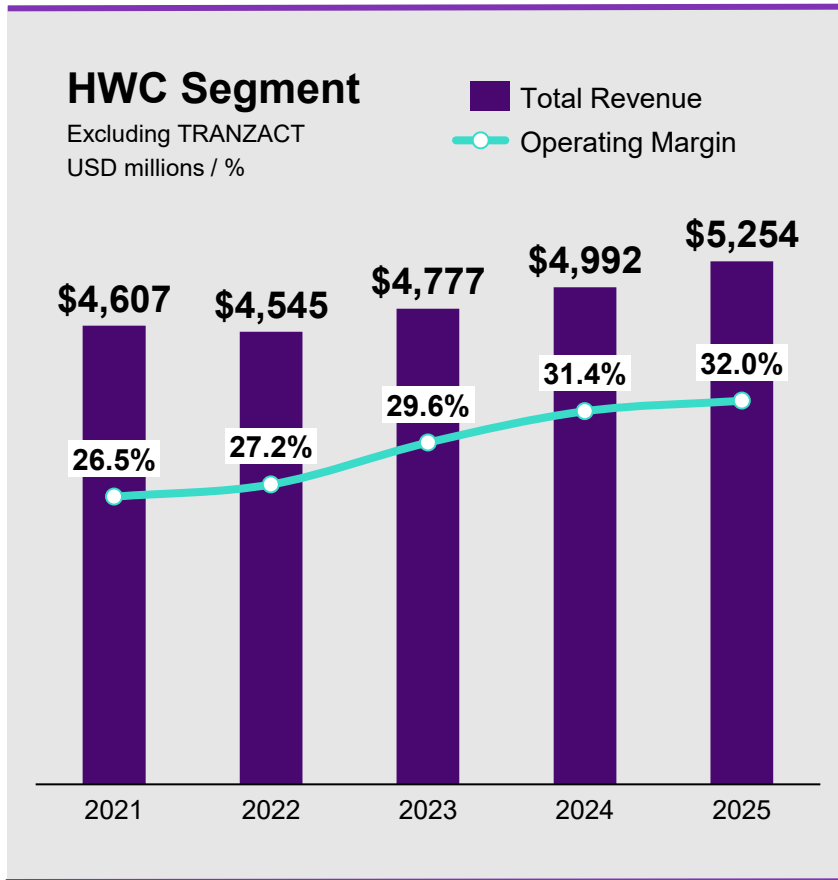
Geographies¹



¹ Presented as % of full year 2025 revenue

Segment Overview: Health, Wealth & Career^{1,2}

Health, Wealth & Career: World-class portfolio of leading businesses providing advisory and consulting services within human capital, employee benefits and retirement verticals



Health provides advice, broking, solutions and software for employee benefit plans, HR organizations and management teams of our clients

Wealth provides advice and management for retirement and investment asset owners using a sophisticated framework for managing risk

Benefits Delivery & Outsourcing provides medical exchange and outsourcing services to active employees and retirees across the group and individual markets as well as pension outsourcing

Career provides compensation advisory services, employee experience software and platforms, and other career-related consulting services to our clients

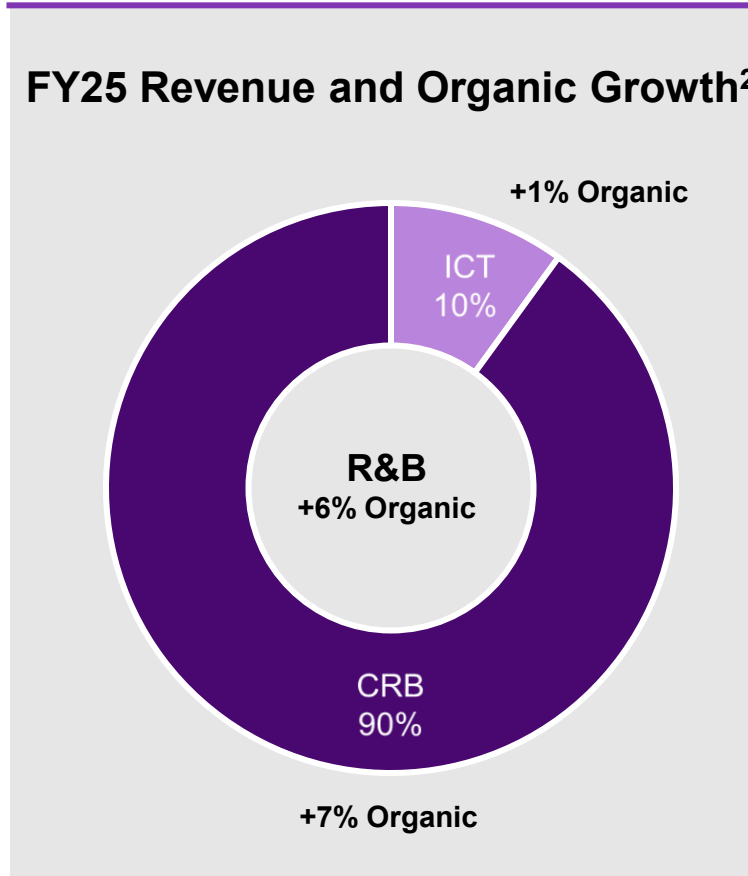
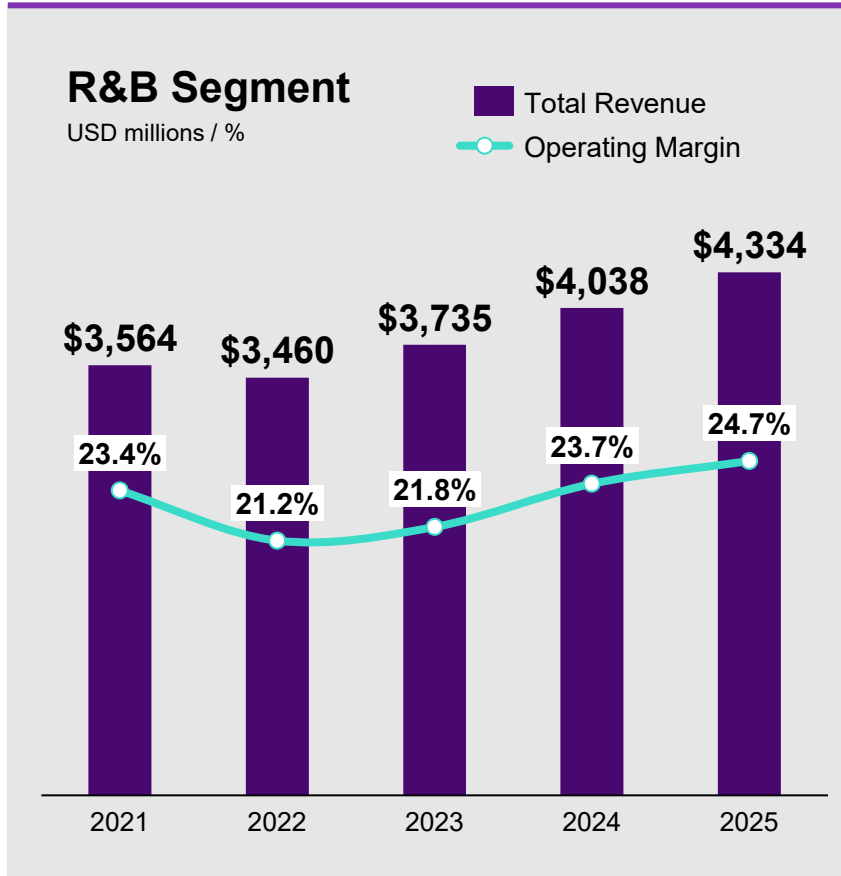
¹ Includes Segment financial measures. See accompanying Earnings Release for Supplemental Segment Information. Segment results prior to 2022 were recast to reflect the realignment effective January 1, 2022.

² All figures are shown excluding TRANZACT.

³ Signifies Non-GAAP financial measure. See Appendix I for Non-GAAP reconciliations.

Segment Overview: Risk & Broking¹

Risk & Broking: Risk advisory and solutions business delivering innovative, integrated solutions tailored to client needs and underpinned by cutting edge data and analytics, technology and experienced risk thinkers



Corporate Risk & Broking provides a broad range of risk advice insurance brokerage and consulting services to clients worldwide ranging from small businesses to multinational corporations

Insurance Consulting and Technology provides advice and technology solutions to the insurance industry to help clients measure and manage risk and capital and improve performance

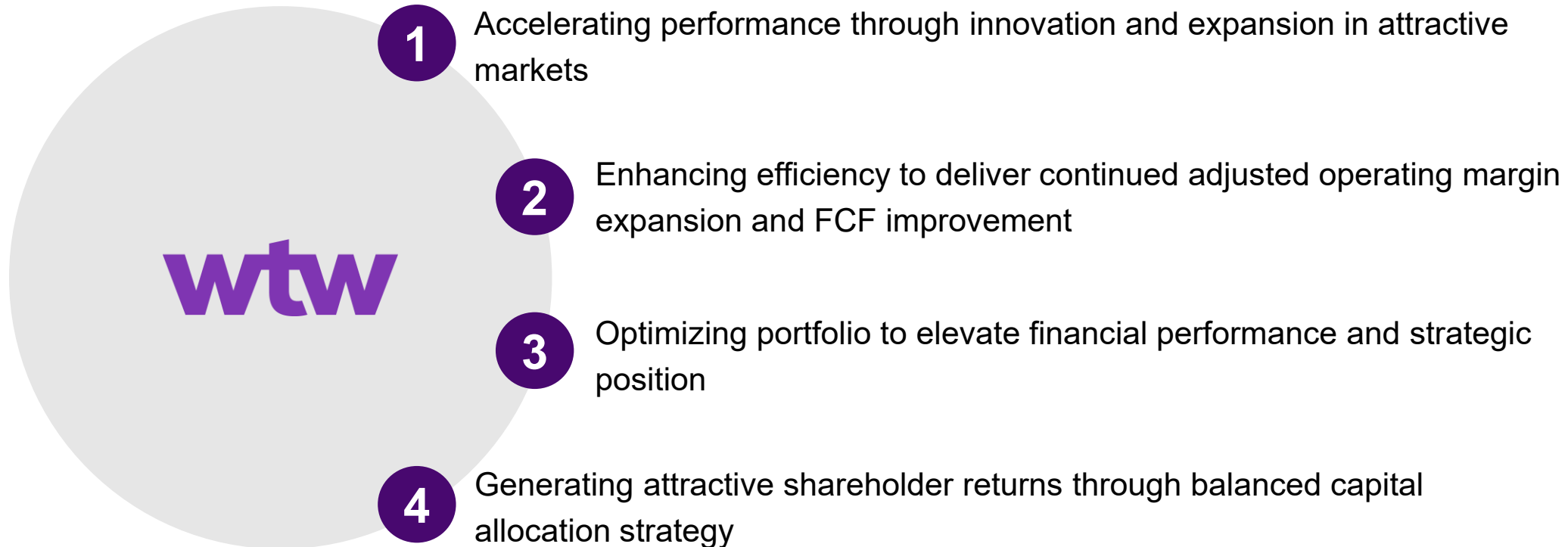
¹ Includes Segment financial measures. See accompanying Earnings Release for Supplemental Segment Information. Segment results prior to 2022 were recast to reflect the realignment effective January 1, 2022.

² Signifies Non-GAAP financial measure. See Appendix I for Non-GAAP reconciliations.

Strategy & Outlook

Focused on Creating Long-Term Value for Shareholders

Our successful rebuild and transformation has strengthened WTW's position and results



WTW Strategic & Financial Framework

Strategic Priorities



Accelerate Performance

We will build on recent momentum to drive performance in our businesses



Enhance Efficiency

We will focus on enhancing operational efficiency to sustain margin and FCF improvement



Optimize Portfolio

We will invest strategically to optimize our portfolio and pursue scaled and high-growth broking businesses

Revenue Growth

Adjusted Operating Margin

Adjusted EPS

Free Cash Flow

Financial Outlook

Mid-single digit organic growth¹ plus opportunistic inorganic growth

Continued annual margin expansion, driven by improved efficiency and business mix

Annual growth driven by margin expansion and disciplined capital management

Improve FCF margin and grow FCF by evolving business mix, expanding operating margin and managing working capital

¹ Signifies forward-looking Non-GAAP financial measures. See WTW Non-GAAP measures on page 3 for more.

Long-term Organic Revenue Growth Outlook

**Sustainable
long-term,
mid-single
digit organic
growth²**

Segment Growth Profiles¹

Risk & Broking: MSD to HSD

CRB: MSD-to-HSD

ICT: MSD-to-HSD

Health, Wealth & Career: MSD

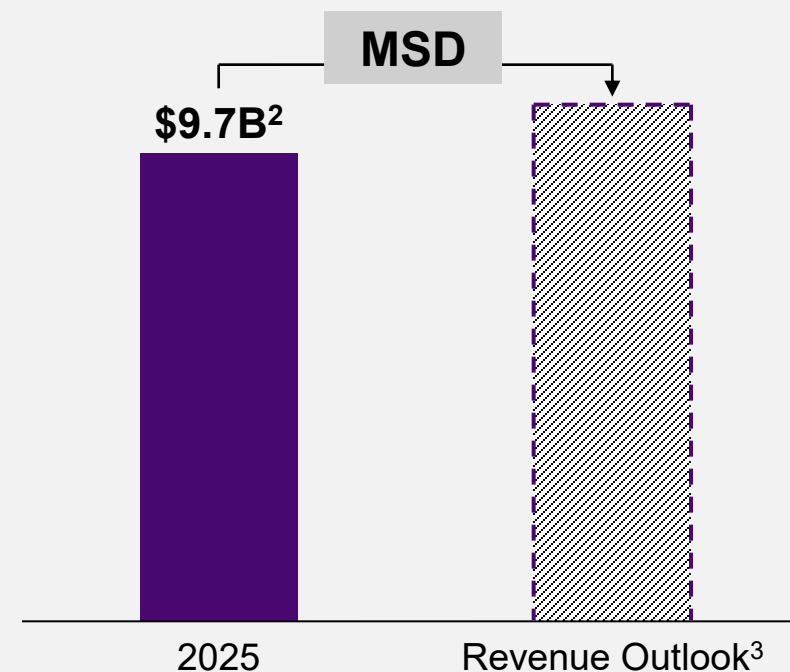
Health: HSD

Wealth: LSD

Career: MSD

BD&O: MSD

WTW Organic Growth Profile



¹ "HSD" High-Single Digits; "MSD" Mid-Single Digits; "LSD" Low-Single Digits

² Signifies Non-GAAP financial measure. See WTW Non-GAAP measures on page 3 for more and Appendix I for Non-GAAP reconciliations.

³ Outlook is intended to reflect improved performance over time and is not intended to be a precise graph

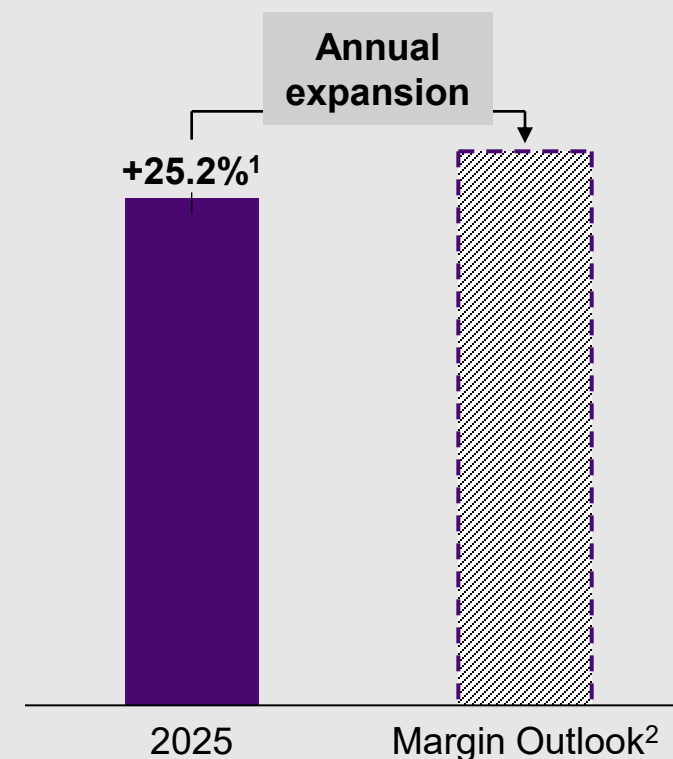
Adjusted Operating Margin Outlook

Enhancing efficiency is a priority across the company

Committed to driving continued annual margin expansion through efficiency and operating leverage

- Continue to drive efficiencies and operating leverage, coupled with WE DO efforts to further streamline processes
- Offshoring and right shoring initiatives will expand margins
- Investing in automation and AI to support productivity
- ~100 bps of average annual operating margin¹ expansion over the next 2 years in R&B
- Continue to build on HWC's strong margin expansion track record

WTW Adjusted Operating Margin %

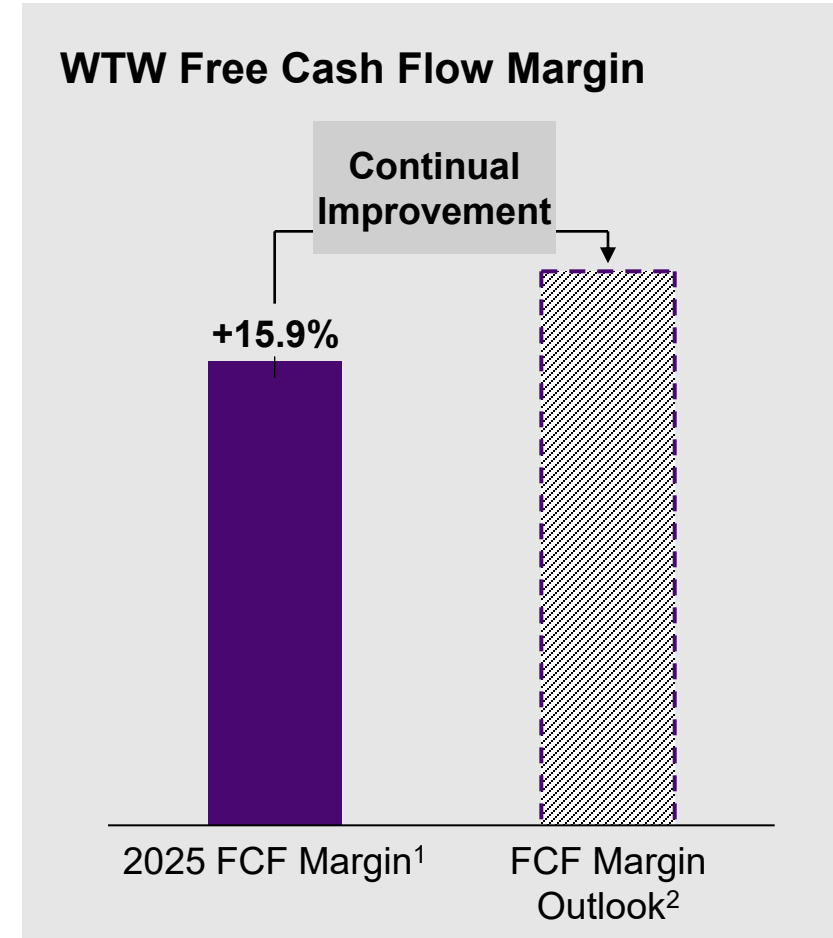
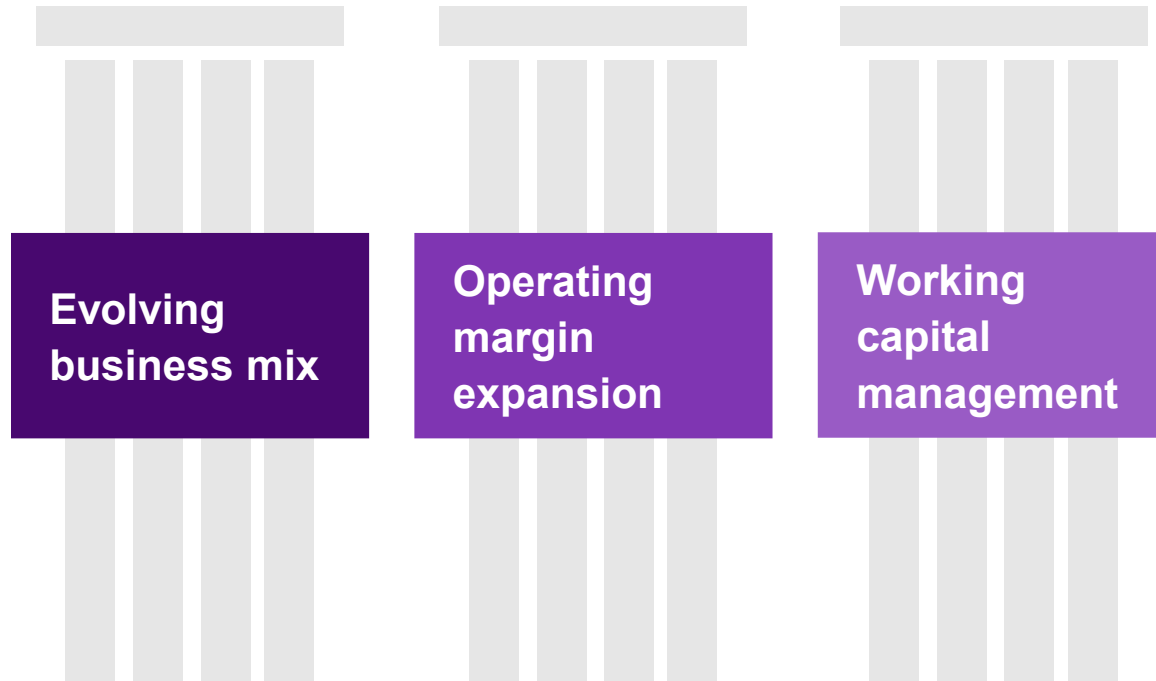


¹ Signifies non-GAAP financial measure. See Appendix I for Non-GAAP reconciliations.

² Outlook is intended to reflect improved performance over time and is not intended to be a precise graph.

Free Cash Flow Outlook

Delivering improvement through three pillars

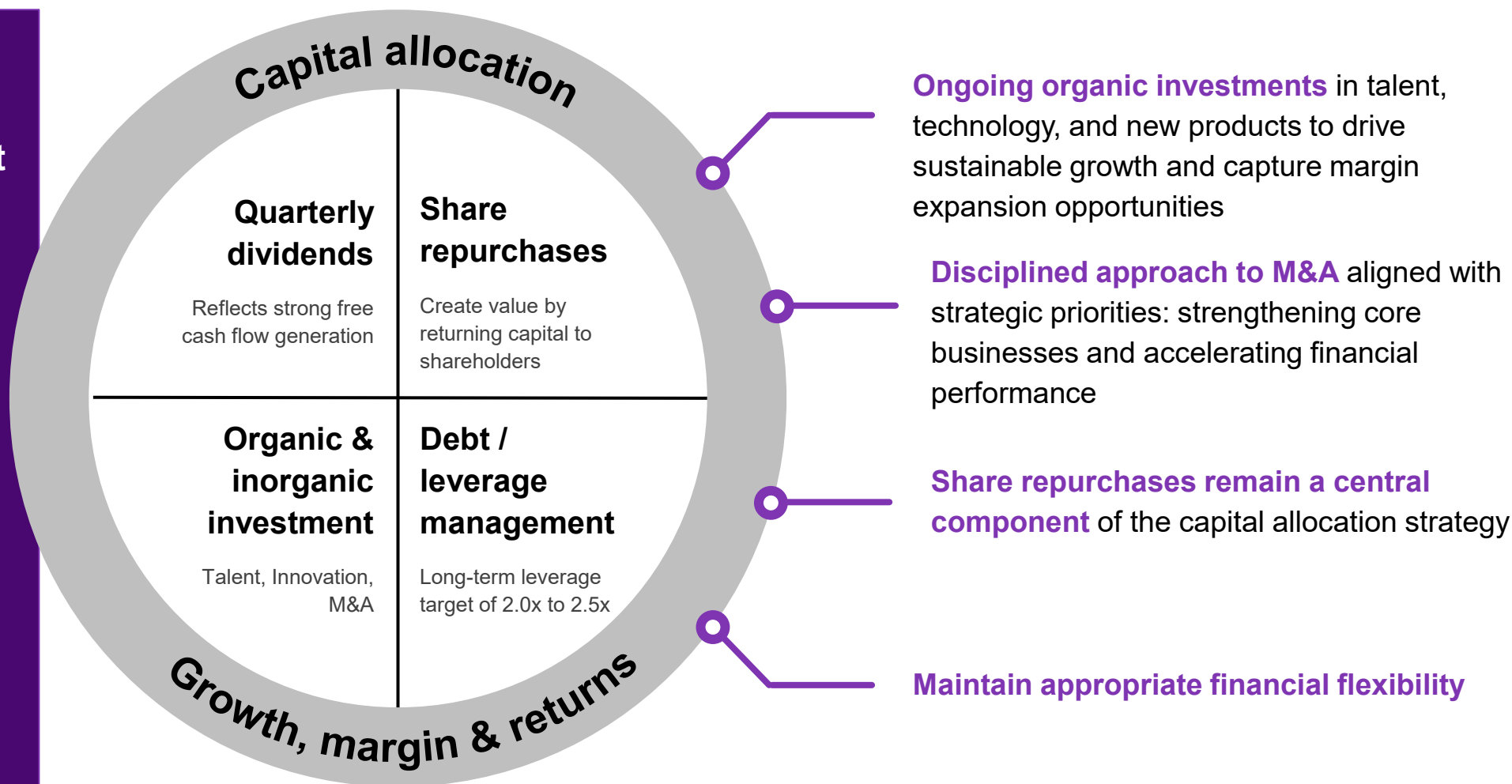


¹ Signifies Non-GAAP financial measures. See Appendix I for Non-GAAP reconciliations.

² Outlook and expected forward looking result is intended to reflect improved performance over time and is not intended to be a precise graph

Capital Allocation Strategy - Driving Growth, Margin and Returns

Rebalancing capital allocation strategy to reflect successful transformation and continued pursuit of a higher growth portfolio and margin expansion



Select 2026 Financial Considerations

Adjusted Operating Margin

Continued annual margin expansion at the enterprise level driven by:

~100 basis points of average annual margin expansion over the next 2 years in R&B

Incremental annual margin expansion in HWC

Capital Allocation

Expect share repurchases of \$1.0B or greater, subject to market conditions and potential capital allocation to organic and inorganic investment opportunities

Willis Re Joint Venture

Expected to be a headwind on Adjusted Diluted EPS of ~\$0.30

The remaining equity investments in the interest in earnings of associates line are not expected to be material in 2026

Newfront Acquisition

Expected to be ~\$0.10 dilutive to Adjusted EPS in 2026

Expected 2026 post-close revenue of ~\$250M and an adjusted EBITDA margin of ~26%

Newfront's Total Rewards business segment (~42%) will be included in HWC and Newfront's Business Insurance business segment (~58%) will be included in R&B

Free Cash Flow

Continual improvement in FCF margin primarily from operating margin expansion along with evolving our business mix

Foreign Exchange

Expect an incremental foreign currency tailwind on Adjusted Diluted EPS of ~\$0.10 for the remainder of 2026, resulting in a ~\$0.35 tailwind for the full year 2026 at today's rates

¹ See Appendix II for recast of historical Non-GAAP financial measures

Appendix I: Reconciliation of Non-GAAP Measures

Constant Currency and Organic Revenue Change

As reported, USD millions except %

	Three Months Ended March 31,		As Reported % Change	Components of Revenue Change ⁽ⁱ⁾			
	2026	2025		Less: Currency Impact	Constant Currency Change	Less: Acquisitions/ Divestitures	Organic Change
Health, Wealth & Career							
Revenue excluding interest income	\$ 1,257	\$ 1,158	9%	4%	5%	2%	3%
Interest income	8	7					
Total	1,265	1,165	9%	4%	5%	2%	3%
Risk & Broking							
Revenue excluding interest income	\$ 1,091	\$ 1,005	9%	6%	3%	1%	2%
Interest income	25	22					
Total	1,116	1,027	9%	6%	3%	1%	2%
Segment Revenue							
Corporate, reimbursable expenses and other	24	21					
Interest income	7	10					
Revenue	\$ 2,412	\$ 2,223	8%	5%	4%	1%	3%⁽ⁱⁱ⁾

(i) Components of revenue change may not add due to rounding.

(ii) Interest income did not contribute to organic change for the three months ended March 31, 2026.

Adjusted Op Income and Margin, Adj. EBITDA and Margin

As reported, USD millions except %

	Three Months Ended March 31, 2026		2025			
Income from operations and Operating margin	\$	448	18.6%	\$	432	19.4%
Adjusted for certain items:						
Amortization		48			48	
Transaction and integration expenses		41			—	
Adjusted operating income and Adjusted operating income margin	\$	537	22.3%	\$	480	21.6%

	Three Months Ended March 31, 2026		2025			
Net income	\$	303	12.6%	\$	239	10.8%
Provision for income taxes		70			65	
Interest expense		77			65	
Depreciation		56			54	
Amortization		48			48	
Transaction and integration expenses		41			—	
Net periodic pension and postretirement benefits		(6)			75	
Gain on disposal of operations		—			(14)	
Adjusted EBITDA and Adjusted EBITDA Margin	\$	589	24.4%	\$	532	23.9%

Adjusted Net Income and Adjusted Diluted EPS

As reported, USD millions except %

	Three Months Ended March 31,	
	2026	2025
Net income attributable to WTW	\$ 297	\$ 235
Adjusted for certain items:		
Amortization	48	48
Transaction and integration expenses	41	—
Net periodic pension and postretirement benefits	(6)	75
Gain on disposal of operations	—	(14)
Tax effect on certain items listed above ⁽ⁱ⁾	(23)	(28)
Adjusted Net Income	\$ 357	\$ 316
Weighted-average ordinary shares, diluted	96	101
Diluted Earnings Per Share	\$ 3.10	\$ 2.33
Adjusted for certain items: ⁽ⁱⁱ⁾		
Amortization	0.50	0.48
Transaction and integration expenses	0.43	—
Net periodic pension and postretirement benefits	(0.06)	0.74
Gain on disposal of operations	—	(0.14)
Tax effect on certain items listed above ⁽ⁱ⁾	(0.24)	(0.28)
Adjusted Diluted Earnings Per Share⁽ⁱⁱⁱ⁾	\$ 3.72	\$ 3.13

(i) The tax effect was calculated using an effective tax rate for each item.

(ii) Per share values and totals may differ due to rounding.

About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help organizations sharpen their strategy, enhance organizational resilience, motivate their workforce and maximize performance. Working shoulder to shoulder with our clients, we uncover opportunities for sustainable success—and provide perspective that moves you. Learn more at www.wtwco.com.