

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan WILLIS NORTH AMERICA INC. PENSION PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 10/01/1965
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) WILLIS NORTH AMERICA INC. 26 CENTURY BLVD. NASHVILLE, TN 37214-3695
2b	Employer Identification Number (EIN) 13-5654526
2c	Plan Sponsor's telephone number 615-872-6421
2d	Business code (see instructions) 524210

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2024	ROBERT KRAJCI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 4935
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 626 6a(2) 551 6b 2478 6c 1615 6d 4644 6e 265 6f 4909 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1D 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan WILLIS NORTH AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF WILLIS NORTH AMERICA INC.	D Employer Identification Number (EIN) 13-5654526
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	711737275	
b	Actuarial value	2b	782911003	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	2583	543134979	543134979
b	For terminated vested participants	1726	184435039	184435039
c	For active participants	626	84714562	89488813
d	Total	4935	812284580	817058831
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.21 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	3900000	
c	Target normal cost	6c	3900000	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>JOHN W. ALLEN</div> <div>Type or print name of actuary</div> <div>WILLIS TOWERS WATSON US LLC</div> <div>Firm name</div> <div>WILLIS TOWER 233 SOUTH WACKER DRIVE SUITE 1800 CHICAGO, IL 60606</div> <div>Address of the firm</div>	<div>05/31/2024</div> <div>Date</div> <div>23-05412</div> <div>Most recent enrollment number</div> <div>312-288-7700</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	35339633
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	35339633
10	Interest on line 9 using prior year's actual return of <u>-17.49</u> %	0	-6180902
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		263094
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.38</u> %		14154
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		277248
d	Portion of (c) to be added to prefunding balance		277248
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29435979

Part III Funding Percentages			
14	Funding target attainment percentage	14	92.21 %
15	Adjusted funding target attainment percentage	15	92.21 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	106.04 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a 0
b Contributions made to avoid restrictions adjusted to valuation date	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☒ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year	
(1) 1st	(2) 2nd
(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	3900000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	63583807	5823050	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	9723050	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	9723050	9723050
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021
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<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan WILLIS NORTH AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 WILLIS NORTH AMERICA INC.	D Employer Identification Number (EIN) 13-5654526	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
NORTHERN TRUST
36-1561860

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 28 50 51 62	TRUSTEE	94400	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

PARAMETRIC

20-0292745

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	69472	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	NONE	64793	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

DELOITTE & TOUCHE LLP

13-3891517

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	62815	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

LEGAL & GENRL INVSTMNT MGMT AMERICA

20-8058531

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	14168	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

<p style="text-align: center;">SCHEDULE D (Form 5500)</p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p>	<p style="text-align: center;">DFE/Participating Plan Information</p> <p style="text-align: center; font-size: small;">This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p style="text-align: center; font-weight: bold;">▶ File as an attachment to Form 5500.</p>	<p style="text-align: center; font-size: small;">OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: large; font-weight: bold;">2023</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection.</p>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

<p>A Name of plan <u>WILLIS NORTH AMERICA INC. PENSION PLAN</u></p>	<p>B Three-digit plan number (PN) ▶ <u>001</u></p>	
<p>C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>WILLIS NORTH AMERICA INC.</u></p>	<p>D Employer Identification Number (EIN) <u>13-5654526</u></p>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)	

a Name of MTIA, CCT, PSA, or 103-12 IE: LEGAL & GENERAL 15 STRIPS CIT FUND

b Name of sponsor of entity listed in (a): LEGAL & GENERAL

c EIN-PN <u>35-7085469-021</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>26628695</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK TRSRY US 10YR KY RT NL FD

b Name of sponsor of entity listed in (a): BLACKROCK GROUP

c EIN-PN <u>47-4226866-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>32093753</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK TRSRY US 15YR KY RT NL FD

b Name of sponsor of entity listed in (a): BLACKROCK GROUP

c EIN-PN <u>45-3856099-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>28039965</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK TRSRY US 20YR KY RT NL FD

b Name of sponsor of entity listed in (a): BLACKROCK GROUP

c EIN-PN <u>45-3856189-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15926780</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK TRSRY US 25YR KY RT NL FD

b Name of sponsor of entity listed in (a): BLACKROCK GROUP

c EIN-PN <u>45-3856224-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>13725803</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: WTW GT LONG CREDIT FUND

b Name of sponsor of entity listed in (a): TOWERS WATSON INVESTMENT SERVICES, INC.

c EIN-PN <u>82-6695738-004</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>25189046</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: WTW GT REAL ASSET FUND

b Name of sponsor of entity listed in (a): TOWERS WATSON INVESTMENT SERVICES, INC.

c EIN-PN <u>82-6695738-005</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>112968014</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: **WTW GT DIVERSIFIED EQUITY FUND**

b Name of sponsor of entity listed in (a): **TOWERS WATSON INVESTMENT SERVICES, INC.**

c EIN-PN 82-6695738-002	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 211268834
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a Name of MTIA, CCT, PSA, or 103-12 IE: **BLACKROCK TRSRY US 5YR KY RT NL FD**

b Name of sponsor of entity listed in (a): **BLACKROCK GROUP**

c EIN-PN 47-4104495-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14261024
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a Name of MTIA, CCT, PSA, or 103-12 IE: **WTW GT DIVERSIFIED CREDIT FUND**

b Name of sponsor of entity listed in (a): **TOWERS WATSON INVESTMENT SERVICES, INC.**

c EIN-PN 82-6695738-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20975875
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan WILLIS NORTH AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 WILLIS NORTH AMERICA INC.	D Employer Identification Number (EIN) 13-5654526	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	2234299	4784000
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	282914	1331350
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	17892249	19360257
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	457628348	501077789
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	233807957	182076289

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	711845767	708629685
Liabilities			
g Benefit claims payable	1g	46598	29530
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	61894	1534114
k Total liabilities (add all amounts in lines 1g through 1j)	1k	108492	1563644
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	711737275	707066041

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	64379	
(B) U.S. Government securities	2b(1)(B)	1217817	
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1282196
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	59347881	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	54233750	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		5114131
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	2502083	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		41684009
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		50582419

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	50549287	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		50549287
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	62815	
(5) Investment advisory and investment management fees	2i(5)	148433	
(6) Bank or trust company trustee/custodial fees	2i(6)	59723	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	34677	
(11) Other expenses	2i(11)	4398718	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		4704366
j Total expenses. Add all expense amounts in column (b) and enter total	2j		55253653

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-4671234
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **DELOITTE & TOUCHE LLP**

(2) EIN: **13-3891517**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☒		182076289
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 511491.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

<div>A Name of plan WILLIS NORTH AMERICA INC. PENSION PLAN</div>	<div>B Three-digit plan number (PN) ▶ 001</div>
<div>C Plan sponsor's name as shown on line 2a of Form 5500 WILLIS NORTH AMERICA INC.</div>	<div>D Employer Identification Number (EIN) 13-5654526</div>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

<div>1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....</div>	<div>1</div>	<div>0</div>
<div>2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 41-6257133</div> <div>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</div>		
<div>3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year</div>	<div>3</div>	<div>0</div>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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<div>4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?</div> <div>If the plan is a defined benefit plan, go to line 8.</div>	<div>☐ Yes ☒ No ☐ N/A</div>
<div>5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</div>	
<div>6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)</div>	<div>6a</div>
<div>b Enter the amount contributed by the employer to the plan for this plan year</div>	<div>6b</div>
<div>c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)</div>	<div>6c</div>
<div>If you completed line 6c, skip lines 8 and 9.</div>	
<div>7 Will the minimum funding amount reported on line 6c be met by the funding deadline?</div>	<div>☐ Yes ☐ No ☐ N/A</div>
<div>8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?</div>	<div>☐ Yes ☐ No ☒ N/A</div>

Part III	Amendments
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<div>9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.</div>	<div>☐ Increase ☐ Decrease ☐ Both ☒ No</div>
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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<div>10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?</div>	<div>☐ Yes ☐ No</div>
<div>11 a Does the ESOP hold any preferred stock?</div>	<div>☐ Yes ☐ No</div>
<div>b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)</div>	<div>☐ Yes ☐ No</div>
<div>12 Does the ESOP hold any stock that is not readily tradable on an established securities market?</div>	<div>☐ Yes ☐ No</div>

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2023
v. 230707

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to: a The corresponding number for the plan year immediately preceding the current plan year b The corresponding number for the second preceding plan year	15a 15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year: a Enter the number of employers who withdrew during the preceding plan year b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: <u>30.0</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>25.0</u> % High-Yield Debt: <u>9.0</u> % Real Assets: <u>13.0</u> % Cash or Cash Equivalents: <u>6.0</u> % Other: <u>17.0</u> % b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☐ "Current year" ADP test ☒ N/A 22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.	
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Willis North America Inc. Pension Plan

Employer ID No: 13-5654526

Plan Number: 001

Financial Statements as of and for the Years Ended December 31, 2023 and 2022, Supplemental Schedules as of and for the Year Ended December 31, 2023, and Independent Auditor's Report

Willis North America Inc. Pension Plan

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

INDEPENDENT AUDITOR'S REPORT

To the Willis Towers Watson U.S. Benefit Plans Administration Committee

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the Willis North America Inc. Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2023 and Schedule of Reportable Transactions for the Year ended December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Deloitte & Touche LLP

October 10, 2024

WILLIS NORTH AMERICA INC. PENSION PLAN
Statements of Net Assets Available for Benefits
As of December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS:		
Cash	\$ 4,784,000	\$ 2,234,299
Investments at fair value:		
Short-term securities	19,360,257	17,892,249
Hedge funds	182,076,289	233,807,957
Commingled trust funds	<u>501,077,789</u>	<u>457,628,348</u>
Total investments - at fair value	<u>702,514,335</u>	<u>709,328,554</u>
Receivables:		
Receivable for investments sold	1,038,555	—
Other receivables	192,943	248,060
Accrued investment income	<u>99,852</u>	<u>34,854</u>
Total receivables	<u>1,331,350</u>	<u>282,914</u>
Total assets	<u>708,629,685</u>	<u>711,845,767</u>
LIABILITIES:		
Other payables	<u>1,534,114</u>	<u>61,894</u>
Total liabilities	<u>1,534,114</u>	<u>61,894</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 707,095,571</u></u>	<u><u>\$ 711,783,873</u></u>

See accompanying notes to the financial statements.

WILLIS NORTH AMERICA INC. PENSION PLAN
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
EMPLOYER CONTRIBUTIONS	\$ —	\$ 274,558
INVESTMENT INCOME:		
Interest income	1,282,196	430,323
Net appreciation/(depreciation) in fair value of investments	<u>49,300,223</u>	<u>(156,672,013)</u>
Total investment income/(loss)	<u>50,582,419</u>	<u>(156,241,690)</u>
DEDUCTIONS:		
Benefits paid to participants	50,566,355	48,538,585
Administrative expenses	<u>4,704,366</u>	<u>3,706,121</u>
Total deductions	<u>55,270,721</u>	<u>52,244,706</u>
NET DECREASE	(4,688,302)	(208,211,838)
NET ASSETS AVAILABLE FOR BENEFITS — Beginning of year	<u>711,783,873</u>	<u>919,995,711</u>
NET ASSETS AVAILABLE FOR BENEFITS — End of year	<u><u>\$ 707,095,571</u></u>	<u><u>\$ 711,783,873</u></u>

See accompanying notes to the financial statements.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of the Willis North America Inc. Pension Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan’s information.

General — The Plan is a defined benefit pension plan sponsored by Willis North America Inc. (the “Company” or “Plan Sponsor”), a subsidiary of Willis Towers Watson plc (“WTW”), and covers employees of the Company, including employees of adopting subsidiaries, some of which had predecessor defined benefit retirement plans (the “Predecessor Plans”) which have elected to transfer the net assets of their Predecessor Plans to the Plan. The Benefit Plans Administration Committee of the Company controls and manages the operation and administration of the Plan. Northern Trust Company (the “Trustee”) serves as the trustee of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Contributions and Vesting — Generally, all employees of the Company and its subsidiaries who were at least 21 years old and who were hired by December 31, 2006, and have completed one year of service, were eligible to participate in the Plan. Temporary employees who were at least 21 years old and who had completed 1,000 hours of service prior to January 1, 2007, were also eligible to participate in the Plan.

Effective January 1, 2007, no new employees were permitted to participate in the Plan. All Plan participants are now vested. Contributions are based on the actuarially determined amounts required to provide for participants’ benefits under the Plan, after considering earnings of the Plan’s assets. During 2023, the Company elected not to contribute to the Plan for the 2023 plan year; during 2022, the Company made a contribution to the Plan of \$274,558 for the 2022 plan year.

Normal retirement age under the Plan is 65, with early retirement permitted if the participant is 55 and has 10 years of vesting service. If participants were hired before January 1, 2005, retirement benefits are calculated as a percentage of compensation for the average of the five consecutive calendar years during the last 15 years of employment which produce the highest average. If participants were hired on or after January 1, 2005, retirement benefits are calculated at 1.75% of eligible compensation for all periods in which benefit service is earned. Participants in the Plan may elect to receive the value of their Plan benefits in the form of one of several annuity methods.

Effective May 15, 2009, the Plan was amended to freeze participants’ plan benefits. As a result, the total benefits for each employee will only reflect benefit service and compensation each employee earned through May 15, 2009. The employees’ service subsequent to this date will continue to count for the purpose of determining the employees’ vested status, eligibility for early retirement, and eligibility for certain death benefits under the Plan.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting — The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (“GAAP”).

Use of Estimates — The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, the

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements. Actual results could differ from these estimates.

Risks and Uncertainties — The Plan utilizes various investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit risk, and overall market volatility. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements. The Plan invests in certain commingled trust funds and hedge funds whose respective fair values at December 31, 2023 and 2022 are in excess of 10% of the Plan's respective net assets available for benefits at December 31, 2023 and 2022.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumption process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment Valuation and Income Recognition — Investments are stated at fair value. The Plan follows the guidance of Accounting Standards Codification 820, *Fair Value Measurements and Disclosures* ("ASC 820"), which establishes a framework for measuring fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Refer to Note 5 for a discussion of fair value measurements.

Investment transactions are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes net gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits — Benefit payments to participants are recorded upon distribution.

Contributions Receivable — Contributions receivable are amounts due from the Company as of the date of the financial statements, including legal and contractual obligations or obligations resulting from a formal commitment.

Administrative Expenses — Administrative expenses of the Plan are paid by the Plan as provided in the Plan document. The Plan Sponsor provides accounting and other administrative services to the Plan, at no cost to the Plan.

3. ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the employees' compensation and services employees have rendered as of the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, and (b) present employees or their beneficiaries.

The actuarial present value of accumulated plan benefits is determined by an independent actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements, such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

The following presents the significant actuarial assumptions used in the valuation of the Plan's accumulated plan benefits as of December 31, 2022 and 2021. The actuarial present value of accumulated plan benefits at December 31, 2022 and 2021 are presented using a beginning of year benefit information date. The actuarial present value of accumulated plan benefits below is measured as of January 1, which is a proxy for December 31 for each respective year presented. The effect of Plan amendments on accumulated plan benefits are recognized during the year in which such amendments are adopted. There were no amendments effective January 1 recognized in the actuarial present value of accumulated plan benefits included below.

	December 31, 2022	December 31, 2021
Mortality	RP-2014 Mortality Table ⁽¹⁾	RP-2014 Mortality Table ⁽¹⁾
Interest discount assumptions	8.00%	6.75 %
Retirement age assumptions range	55-80	55-80
Average retirement age	62	62

⁽¹⁾ The special disability mortality tables specified in Internal Revenue Service ("IRS") Revenue Ruling 96-7 were used for disabled participants.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue indefinitely. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits as of December 31, 2022 is summarized as follows:

Actuarial present value of accumulated plan benefits -

Vested benefits:

Participants currently receiving payments \$ 441,939,029

Other participants 192,973,373

Total vested accumulated benefits: 634,912,402

Nonvested benefits⁽¹⁾ 3,445,702

Total actuarial present value of accumulated plan benefits \$ 638,358,104

⁽¹⁾Nonvested benefits includes the following: (a) early retirement benefits and supplements in excess of standard termination benefits for participants who have not yet satisfied the eligibility requirements for such benefits, and (b) death benefits in excess of the Plan's qualified pre-retirement survivor annuity.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

A summary of the change in the accumulated plan benefits for the year ended December 31, 2022, is as follows:

Actuarial present value of accumulated plan benefits as of December 31, 2021	\$ 700,166,337
Changes during the year due to:	
Actuarial losses	3,089,003
Increase for interest due to the decrease in the discount period	45,622,288
Benefits paid	(48,561,178)
Assumption changes	<u>(61,958,346)</u>
Net decrease	(61,808,233)
Actuarial present value of accumulated plan benefits as of December 31, 2022	<u>\$ 638,358,104</u>

Effective May 15, 2009, an amendment was passed which froze the Plan. At the time of the amendment, the projected benefit obligation became equal to the accumulated benefit obligation and will remain so in future years. Another by-product of the freeze on net benefit cost is that gains and losses are now amortized over the expected future lifetime of Plan participants, rather than over expected future service of active participants.

4. CERTIFIED INVESTMENT INFORMATION

The Company, acting in its capacity as the Plan administrator, has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following is a summary of the information regarding the Plan as of and for the years ended December 31, 2023 and 2022, included in the Plan's financial statements and supplemental schedules, that was prepared by or derived from information prepared by the Trustee and furnished to the Company. The Company has obtained certifications from the Trustee as of December 31, 2023 and 2022, and for the years then ended December 31, 2023 and 2022, that such information is complete and accurate.

The hedge funds of \$182,076,289 and \$233,807,957, the Willis Towers Watson Group Trust Diversified Equity Fund of \$211,268,834 and \$193,564,177, the Willis Towers Watson Group Trust Long Credit Fund of \$25,189,046 and \$22,732,283, and the Willis Towers Watson Group Trust Real Asset Fund of \$112,968,014 and \$146,478,369, at December 31, 2023 and 2022, respectively, the Willis Towers Watson Group Trust Diversified Credit Fund of \$20,975,875 at December 31, 2023, and related investment gain of \$52,250,209 for the year ended December 31, 2023, are not certified.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Statements of net assets available for benefits		
Investments at fair value:		
Short-term securities	\$ 19,360,257	\$ 17,892,249
Commingled trust funds	<u>130,676,020</u>	<u>94,853,519</u>
	<u>150,036,277</u>	<u>112,745,768</u>
Cash	4,784,000	2,234,299
Receivable for securities sold	1,038,555	—
Other receivables	192,943	248,060
Accrued investment income	99,852	34,854
Other payables	1,474,357	1,335
Statements of changes in net assets available for benefits		
Interest income	1,282,196	430,323
Net depreciation in fair value of investments	(2,949,986)	(99,329,261)

- Supplemental schedule of assets (held at end of year), as of December 31, 2023, except for the hedge funds and the Willis Towers Watson Group Trust Diversified Credit Fund, Willis Towers Watson Group Trust Diversified Equity Fund, Willis Towers Watson Group Trust Long Credit Fund, and Willis Towers Watson Group Trust Real Asset Fund investments.
- Supplemental schedule of reportable transactions for the year ended December 31, 2023.
- Note 5, *Fair Value Measurements* – Investment balances except for the hedge funds, the Willis Towers Watson Group Trust Diversified Credit Fund, Willis Towers Watson Group Trust Diversified Equity Fund, Willis Towers Watson Group Trust Long Credit Fund, and Willis Towers Watson Group Trust Real Asset Fund investments included within commingled trust funds, and investment leveling.

5. FAIR VALUE MEASUREMENTS

The Plan follows the guidance of ASC 820, which establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described as follows:

Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the plan has the ability to access.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

Level 2 — Inputs to the valuation methodology include:

- a) Quoted prices for similar assets or liabilities in active markets;
- b) Quoted prices for identical or similar assets or liabilities in inactive markets;
- c) Inputs other than quoted prices that are observable for the asset or liability; and
- d) Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023.

Short-term Securities — Consists of short-term investment funds which are not exchange-traded funds, however, the prices per unit are published and represent the actual price at which the units held in the fund can be bought or sold.

Hedge Funds — The fair values of these investments are estimated based on the net asset value at year end as provided by the funds' investment managers, as a practical expedient.

Commingled Trust Funds — Valued at the net asset value of shares held by the Plan at year end as a practical expedient. The respective investment manager determines the net asset values of shares by reference to the quoted closing market prices of the underlying investments held in the portfolio.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

The following table set forth by level within the fair value hierarchy, a summary of the Plan's investments measured at fair value at December 31, 2023:

	Assets at Fair Value at December 31, 2023			
	Level 1	Level 2	Level 3	Total
Short-term securities	\$ —	\$ 19,360,257	\$ —	\$ 19,360,257
Hedge funds	—	—	—	182,076,289
Commingled trust funds	—	—	—	501,077,789
Total assets measured at fair value	<u>\$ —</u>	<u>\$ 19,360,257</u>	<u>\$ —</u>	<u>\$ 702,514,335</u>

Commingled trust funds - This category is composed of ten funds. Fair value is based on the calculated net asset value of shares held by the Plan as reported by the manager of the funds. Each of the funds are direct filing entities whose investment strategies have been omitted from disclosure in accordance with the adoption of ASU 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960)* ("ASU 2015-12"). Other required information is presented below.

Blackrock Treasury U.S. 5 Yr Key Rate Duration NL Fund: (\$14,261,024) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 10 Yr Key Rate Duration NL Fund: (\$32,093,753) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 15 Yr Key Rate Duration NL Fund: (\$28,039,965) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 20 Yr Key Rate Duration NL Fund: (\$15,926,780) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 25 Yr Key Rate Duration NL Fund: (\$13,725,803) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Legal and General Treasury 15+ Strips CIT Fund: (\$26,628,695) There are no substantial redemption restrictions for this fund, however redemption typically requires a 1-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Diversified Credit Fund: (\$20,975,875) Redemptions of shares require a minimum 30-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Diversified Equity Fund: (\$211,268,834) Redemptions of shares require a minimum 1-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Long Credit Fund: (\$25,189,046) Redemptions of shares require a minimum 1-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Real Asset Fund: (\$112,968,014) Redemptions of shares require a minimum 1-day notice. There are no unfunded commitments to this fund.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

Hedge funds - This category is comprised of investments in three WTW-sponsored hedge funds: the Towers Watson Alternative Credit Z Shares Unhedged Fund (\$85,656,416), the Towers Watson Diversifying Strategy Fund (\$6,322,881), and the Towers Watson Hedge Advantage Fund (\$90,096,992). This class consists of multi-strategy hedge fund of funds, which invest in a diversified array of funds across a multitude of strategies. The redemption period is generally quarterly, however the Alternative Credit Z Shares Unhedged Fund has an initial lock-up period of one year and requires a 50-day notice, the Diversifying Strategy Fund requires a 50-day notice, and the Hedge Advantage Fund has an initial lock-up period of one year and requires a 185-day notice. There are no unfunded commitments for any of the three funds.

The following table set forth by level within the fair value hierarchy, a summary of the Plan's investments measured at fair value at December 31, 2022:

Assets at Fair Value at December 31, 2022				
	Level 1	Level 2	Level 3	Total
Short-term securities	\$ —	\$ 17,892,249	\$ —	\$ 17,892,249
Hedge funds	—	—	—	233,807,957
Commingled trust funds	—	—	—	457,628,348
Total assets measured at fair value	<u>\$ —</u>	<u>\$ 17,892,249</u>	<u>\$ —</u>	<u>\$ 709,328,554</u>

Commingled trust funds - This category is composed of nine funds. Fair value is based on the calculated net asset value of shares held by the Plan as reported by the manager of the funds. Each of the funds are direct filing entities whose investment strategies have been omitted from disclosure in accordance with the adoption of ASU 2015-12. Other required information is presented below.

Blackrock Treasury U.S. 5 Yr Key Rate Duration NL Fund: (\$10,600,538) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 10 Yr Key Rate Duration NL Fund: (\$23,103,420) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 15 Yr Key Rate Duration NL Fund: (\$17,814,674) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 20 Yr Key Rate Duration NL Fund: (\$13,100,751) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Blackrock Treasury U.S. 25 Yr Key Rate Duration NL Fund: (\$21,001,966) Redemptions of shares can be paid in-kind. There are no unfunded commitments to this fund.

Legal and General Treasury 15+ Strips CIT Fund: (\$9,232,170) There are no substantial redemption restrictions for this fund, however redemption typically requires a 1-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Diversified Equity Fund: (\$193,564,177) Redemptions of shares require a minimum 1-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Long Credit Fund: (\$22,732,283) Redemptions of shares require a minimum 1-day notice. There are no unfunded commitments to this fund.

Willis Towers Watson Group Trust Real Asset Fund: (\$146,478,369) Redemptions of shares require a minimum 1-day notice. There are no unfunded commitments to this fund.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

Hedge funds - This category is comprised of investments in three WTW-sponsored hedge funds: the Towers Watson Alternative Credit Z Shares Unhedged Fund (\$96,656,945), the Towers Watson Diversifying Strategy Fund (\$21,317,637), and the Towers Watson Hedge Advantage Fund (\$115,833,375). This class consists of multi-strategy hedge fund of funds, which invest in a diversified array of funds across a multitude of strategies. The redemption period is generally quarterly, however the Alternative Credit Z Shares Unhedged Fund has an initial lock-up period of one year and requires a 50-day notice, the Diversifying Strategy Fund requires a 50-day notice, and the Hedge Advantage Fund has an initial lock-up period of one year and requires a 185-day notice. There are no unfunded commitments for any of the three funds.

6. INCOME TAX STATUS

The IRS has determined and informed the Company by a letter dated December 4, 2017, that the Plan and related trust are designed in accordance with applicable regulations of the Internal Revenue Code (“IRC”). In December 2016, the IRS began publishing a Required Amendments List for individually designed plans which specifies changes in qualification requirements. The list is published annually and requires plans to be amended for each item on the list, as applicable, to retain its tax-exempt status. The Plan administrator and the Plan’s tax counsel believe that the Plan is currently designed and is currently being operated in compliance with the applicable requirements of the IRC and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan’s financial statements.

7. DERIVATIVE INSTRUMENTS

Derivative instruments as of December 31, 2023 consist of exchange-traded futures contracts.

Accounting for Exchange-Traded Futures Contracts — Generally, upon entering into such a contract, the Plan is required to pledge to the broker an amount of cash or securities equal to the minimum “initial margin” requirements of the exchange. Pursuant to the contract, the Plan agrees to receive from or pay to the broker an amount of cash equal to the daily fluctuation in value of the contract. Such receipts or payments are known as “variation margin” and are recorded by the Plan as unrealized appreciation or depreciation. When the contract is closed the Plan records a realized gain or loss equal to the difference between the value of the contract at the time it was opened and the value at the time it was closed.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

The following tables present the notional values of the outstanding futures contracts and the unrealized appreciation/(depreciation) of futures recorded in the statements of changes in net assets available for benefits as of December 31, 2023 and 2022.

	December 31, 2023	
	Contract Notional Par (Short)/Long	Unrealized (Depreciation)/ Appreciation *
Exchange-Traded Futures:		
International Monetary Market (Canada) Future Mar 24	\$ (1,000,000)	\$ (18,400)
MSCI EAFE Index Future Mar 24	\$ (1,300)	\$ (119,632)
MSCI Emerging Markets Index Future Mar 24	\$ (1,200)	\$ (60,588)
S&P 60 Index (Canada) Future Mar 24	\$ (600)	\$ (33,997)
S&P 500 E-mini Future Mar 24	\$ (1,450)	\$ (231,964)
US Long-Term Treasury Bond Future Mar 24	\$ 1,600,000	\$ 26,375
US Treasury Note Future 2 year Mar 24	\$ 4,000,000	\$ 9,828
US Treasury Note Future 5 year Mar 24	\$ 3,500,000	\$ 18,125
US Treasury Note Future 10 year Mar 24	\$ 2,100,000	\$ 14,906
US Ultra Treasury Bond Future Mar 24	\$ 53,500,000	\$ (632,219)
US Ultra Treasury Note Future Mar 24	\$ 1,400,000	\$ 12,156

	December 31, 2022	
	Contract Notional Par (Short)/Long	Unrealized (Depreciation)/ Appreciation *
Exchange-Traded Futures:		
International Monetary Market (Canada) Future Mar 23	\$ (1,700,000)	\$ (2,124)
MSCI EAFE Index Future Mar 23	\$ (5,000)	\$ 195,827
MSCI Emerging Markets Index Future Mar 23	\$ (4,300)	\$ 75,878
S&P 60 Index (Canada) Future Mar 23	\$ (1,000)	\$ 24,211
S&P 500 E-mini Future Mar 23	\$ (5,700)	\$ 692,328
US Long-Term Treasury Bond Future Mar 23	\$ (900,000)	\$ (651)
US Treasury Note Future 2 year Mar 23	\$ (2,800,000)	\$ (2,668)
US Treasury Note Future 5 year Mar 23	\$ (2,300,000)	\$ 1,078
US Treasury Note Future 10 year Mar 23	\$ (1,400,000)	\$ 3,726
US Ultra Treasury Bond Future Mar 23	\$ (900,000)	\$ (7,037)
US Ultra Treasury Note Future Mar 23	\$ (900,000)	\$ 1,511

* The unrealized appreciation/(depreciation) presented in the tables above represents the variation margin for the last day of the reporting period. It is considered unrealized because each day's cash settlement will be completed on the following day. These amounts are classified within other receivables/payables on the statements of net assets available for benefits.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

The gains and losses of exchange-traded futures are included in net appreciation/(depreciation) in fair value of investments in the statements of changes in net assets available for benefits. The net depreciation in exchange-traded futures for the years ended December 31, 2023 and 2022 is summarized as follows:

Primary Underlying Risk	Location on Statements of Changes in Net Assets Available for Benefits	Loss for the year ended December 31,	
		2023	2022
Exchange-traded Futures	Net appreciation/(depreciation) in fair value of investments	\$ (3,942,031)	\$ (866,884)
Total depreciation of derivatives		<u>\$ (3,942,031)</u>	<u>\$ (866,884)</u>

8. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder, and the Plan document.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (“PBGC”) if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor’s pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan’s termination, subject to a statutory ceiling on the amount of an individual’s monthly benefit.

Whether all participants receive their benefits should the Plan be terminated at some future time will depend on the sufficiency, at that time, of the Plan’s net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

9. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

Transactions with parties-in-interest include various funds managed by the Trustee. Therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to the Trustee and for investment management services were \$242,833 and \$245,904 during the years ended December 31, 2023 and 2022, respectively. These amounts are included as part of administrative expenses on the statements of changes in net assets available for benefits. Furthermore, the Plan is invested in certain WTW-sponsored funds.

The fair value and related appreciation/(depreciation) of these investments as of and for the years ended December 31, 2023 and 2022 are detailed in the table below.

	Fair Value at December 31,		Net Appreciation/(Depreciation) in Fair Value of Investments For the Year Ended December 31,	
	2023	2022	2023	2022
Towers Watson Alternative Credit Z Shares Unhedged Fund	\$ 85,656,416	\$ 96,656,945	\$ 9,499,471	\$ (4,851,521)
Towers Watson Diversifying Strategy Fund	6,322,881	21,317,637	1,285,179	(308,839)
Towers Watson Hedge Advantage Fund	90,096,992	115,833,375	763,618	6,636,023
Willis Towers Watson Group Trust Diversified Credit Fund	20,975,875	—	475,875	—
Willis Towers Watson Group Trust Diversified Equity Fund	211,268,834	193,564,177	39,104,657	(57,274,960)
Willis Towers Watson Group Trust Long Credit Fund	25,189,046	22,732,283	2,456,763	(10,458,098)
Willis Towers Watson Group Trust Real Asset Fund	112,968,014	146,478,369	(1,335,354)	8,914,643
Total	<u>\$552,478,058</u>	<u>\$596,582,786</u>	<u>\$ 52,250,209</u>	<u>\$ (57,342,752)</u>

10. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	December 31,	
	2023	2022
Net assets available for benefits per the financial statements	\$707,095,571	\$711,783,873
Benefits payable	(29,530)	(46,598)
Net assets available for benefits per Form 5500	<u>\$707,066,041</u>	<u>\$711,737,275</u>

WILLIS NORTH AMERICA INC. PENSION PLAN
Notes to the Financial Statements
As of and for the Years Ended December 31, 2023 and 2022

The following are reconciliations of benefits paid per the financial statements to the Form 5500 for the years ended December 31, 2023 and 2022:

Benefits paid per the financial statements - year ended December 31, 2023	\$ 50,566,355
Add: benefits payable at December 31, 2023	29,530
Less: benefits payable at December 31, 2022	<u>(46,598)</u>
Benefits paid per Form 5500 - year ended December 31, 2022	<u>\$ 50,549,287</u>

Benefits paid per the financial statements - year ended December 31, 2022	\$ 48,538,585
Add: benefits payable at December 31, 2022	46,598
Less: benefits payable at December 31, 2021	<u>(24,005)</u>
Benefits paid per Form 5500 - year ended December 31, 2022	<u>\$ 48,561,178</u>

11. SUBSEQUENT EVENTS

For the year ended December 31, 2023, subsequent events were evaluated through October 10, 2024, the date the financial statements were available to be issued. Except as noted below, no significant events occurred that require adjustment to or disclosure in the Plan's financial statements.

In September 2024, WTW commenced a program under which certain terminated vested participants in the Plan, who have not yet received benefit payments, were given the option to receive their respective vested pension benefit either as a one-time lump-sum payment or a monthly annuity payment, either of which would occur in December 2024.

SUPPLEMENTAL SCHEDULES

WILLIS NORTH AMERICA INC. PENSION PLAN

EIN: 13-5654526

Plan Number: 001

**FORM 5500, SCHEDULE H, PART IV, LINE 4i — SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2023**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	USD	NON-INTEREST-BEARING CASH:		
		Total Cash	\$ 4,784,000	\$ 4,784,000
		SHORT-TERM SECURITIES:		
*	66586U445	NTGI COLLECTIV GOVRNMNT SHORT-TERM INVESTMENT FD	\$ 19,360,257	\$ 19,360,257
		Total Short-term Securities	\$ 19,360,257	\$ 19,360,257
		HEDGE FUNDS:		
*	4P5999F52	TOWERS WATSON ALTERNATIVE CREDIT Z SHARES UNHEDGED FUND	\$ 70,231,838	\$ 85,656,416
*	997867403	TOWERS WATSON DIVERSIFYING STRATEGIES FUND	5,657,539	6,322,881
*	999881055	TOWERS WATSON HEDGE ADVANTAGE FUND	70,945,575	90,096,992
		Total Hedge Funds	\$ 146,834,952	\$ 182,076,289
		COMMINGLED TRUST FUNDS:		
	3V1999Y20	BLACKROCK TREAS U.S. 5 YR KEY RATE DURATION NL FD	\$ 13,740,673	\$ 14,261,024
	54999HSY9	BLACKROCK TREAS U.S. 10 YR KEY RATE DURATION NL FD	44,321,544	32,093,753
	8EN99Y2V5	BLACKROCK TREAS U.S. 15 YR KEY RATE DURATION NL FD	42,004,291	28,039,965
	8EN99Y2W3	BLACKROCK TREAS U.S. 20 YR KEY RATE DURATION NL FD	22,187,721	15,926,780
	47999BHO0	BLACKROCK TREAS U.S. 25 YR KEY RATE DURATION NL FD	23,614,361	13,725,803
	998625826	LEGAL AND GENERAL TREASURY 15+ STRIPS CIT FUND	29,931,394	26,628,695

(Continued)

WILLIS NORTH AMERICA INC. PENSION PLAN

EIN: 13-5654526

Plan Number: 001

**FORM 5500, SCHEDULE H, PART IV, LINE 4i — SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2023**

(b) Identity of Issue, Borrower, Lessor or (a) Similar Party		(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
COMMINGLED TRUST FUNDS:				
*	9955GQ994	WILLIS TOWERS WATSON GROUP TRUST DIVRSFIED CREDIT FD	\$ 20,500,000	\$ 20,975,875
*	994036770	WILLIS TOWERS WATSON GROUP TRUST DIVRSFIED EQTY FD	138,844,434	211,268,834
*	999457559	WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND	21,778,982	25,189,046
*	996449435	WILLIS TOWERS WATSON GROUP TRUST REAL ASSET FUND	<u>76,222,467</u>	<u>112,968,014</u>
Total Commingled Trust Funds			<u>\$ 433,145,867</u>	<u>\$ 501,077,789</u>
TOTAL			<u>\$ 604,125,076</u>	<u>\$ 707,298,335</u>

* Denotes party-in-interest

See accompanying Independent Auditor's Report

WILLIS NORTH AMERICA INC. PENSION PLAN**Employer ID No: 13-5654526****Plan Number: 001****FORM 5500, SCHEDULE H, PART IV, LINE 4j — SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2023**

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	Number of Transactions	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
SERIES TRANSACTIONS:									
998625826	Legal and General Treasury 15+ Strips CIT Fund	\$ 34,000,000	\$ —	\$ —	1	\$ —	\$ 34,000,000	\$ 34,000,000	\$ —
998625826	Legal and General Treasury 15+ Strips CIT Fund	—	13,244,929	—	4	—	16,761,455	13,244,929	(3,516,526)
66586U445*	NTGI Collectiv Govrnmnt Short-Term Investment Fd	215,310,974	—	—	213	—	215,310,974	215,310,974	—
66586U445*	NTGI Collectiv Govrnmnt Short-Term Investment Fd	—	213,250,981	—	197	—	213,250,981	213,250,981	—

* Denotes party-in-interest

See accompanying Independent Auditor's Report

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2023

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	5	0	0	0	0	0	0	0	0	5
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	32	8	0	0	0	0	0	0	0	40
	-	4,294	-	-	-	-	-	-	-	-	4,485
45-49	1	26	31	8	0	0	0	0	0	0	66
	-	5,334	7,187	-	-	-	-	-	-	-	6,829
50-54	2	50	43	8	6	1	0	0	0	0	110
	-	7,723	11,554	-	-	-	-	-	-	-	10,301
55-59	9	48	56	23	17	8	0	0	0	0	161
	-	7,889	16,954	15,015	-	-	-	-	-	-	15,165
60-64	3	38	45	21	24	11	4	0	0	0	146
	-	7,582	13,862	18,745	29,698	-	-	-	-	-	17,336
65-69	2	22	29	6	8	8	1	1	0	0	77
	-	6,137	14,733	-	-	-	-	-	-	-	20,897
70 & over	0	5	4	4	5	2	1	0	0	0	21
	-	-	-	-	-	-	-	-	-	-	30,047
Total	17	226	216	70	60	30	6	1	0	0	626
	-	6,820	12,890	18,328	34,523	28,072	-	-	-	-	14,356

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Willis North America Inc. Pension Plan

EIN / PN: 13-5654526/001

Plan Sponsor: Willis North America Inc.

Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Assumptions and methods for contribution purposes as of January 1, 2023

Economic Assumptions

Interest rate basis:

Applicable month	September 2022 (based on yields through August 2022)
Yield curve basis	3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	4.75%	1.41%
Second segment rate	5.00%	3.09%
Third segment rate	5.74%	3.58%
Effective interest rate	5.21%	3.18%

Annual rates of increase:

Compensation	N/A
Future Social Security wage bases	N/A
Statutory limits on compensation	N/A

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant. Plan eligibility is frozen so no new hires may become eligible for the plan.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021 and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021.

Termination Rates varying by age

Representative Termination Rates

Age	
30	11.30%
40	9.63%
45	9.20%
50	8.77%
54	8.63%

Disability None assumed

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age, average age 62 for current employees.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year

Age	
55	10.0%
56	7.5%
57	7.5%
58	7.5%
59	7.5%
60	10.0%
61	12.5%
62	15.0%
63	15.0%
64	25.0%
65-79	30.0%
80	100.0%

Benefit commencement timing:

Benefit	Timing	
Retirement Benefit	Immediate	
Deferred Vested Benefit for Current Employees	Age 56	20.0%
	Age 62	12.5%
	Age 65	67.5%
Deferred Vested Benefit for Current Terminated Participants	Age 56	20.0%
	Age 62	12.5%
	Age 65-70	100.0%
Preretirement Death Benefit (Eligible to retire)	Immediate	
Preretirement Death Benefit (Not Eligible to retire)	Earliest Retirement Date (Age 55 with 10 years of service or Age 65)	

Plan Name: Willis North America Inc. Pension Plan
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Payment form:	Payment Form	Frequency
	Life annuity	35%
	5-year certain and life annuity	15%
	100% joint and survivor annuity	50%
Percent married	70%	
Spouse age	Wife three years younger than husband	
Administrative expenses	\$3,900,000. This amount is based on the administrative expenses paid from the trust in the prior year plus the expected change in the PBGC premium from the prior year, rounded to the nearest \$100,000.	
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.	

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year, as required by regulations under IRC §430.
Actuarial value of assets	<p>Average of the fair market value of assets on the valuation and the dates that are 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 6.75% for 2021 and 6.75% for 2022 (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2022 plan year.)</p> <p>The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values</p>

Plan Name:	Willis North America Inc. Pension Plan
EIN / PN:	13-5654526/001
Plan Sponsor:	Willis North America Inc.
Valuation Date:	January 1, 2023

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that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2023. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions for Contributions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Administrative expenses

Administrative expenses are estimated by using average historical actual expenses paid from the trust the preceding year plus the expected change in the PBGC premium from the prior year.

Assumptions Rationale - Significant Demographic Assumptions

Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

Retirement and Termination

Retirement and termination rates were based on an experience study conducted in 2019, with annual consideration of whether any

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

conditions have changed that would be expected to produce different results in the future.

Assumed retirement and termination rates differ by age because of observed differences in retirement and termination rates by age.

**Form of payment
and timing**

The timing and form of payment assumptions were based on an experience study conducted in 2019.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Change in Assumptions and Methods

**Change in assumptions
and methods since prior
valuation**

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The required mortality tables used to calculate the funding target and target normal cost were updated to include one additional year of projected mortality improvements, as required by IRC §430.

**Change in methods since
prior valuation**

None.

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

Plan Name	Willis North America Inc. Pension Plan
Plan Sponsor EIN	13-5654526
ERISA Plan #	001
Plan Year Ending	12/31/2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

<div>SCHEDULE SB (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

Round off amounts to nearest dollar.

Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

<div>A Name of plan WILLIS NORTH AMERICA INC. PENSION PLAN</div>	<div>B Three-digit plan number (PN) 001</div>
<div>C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF WILLIS NORTH AMERICA INC.</div>	<div>D Employer Identification Number (EIN) 13-5654526</div>
<div>E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B</div>	<div>F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500</div>

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2023			
2 Assets:			
a Market value		2a	711,737,275
b Actuarial value		2b	782,911,003
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2,583	543,134,979	543,134,979
b For terminated vested participants	1,726	184,435,039	184,435,039
c For active participants	626	84,714,562	89,488,813
d Total	4,935	812,284,580	817,058,831
4 If the plan is in at-risk status, check the box and complete lines (a) and (b): ☐			
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b	
5 Effective interest rate	5		5.21 %
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	3,900,000	
c Target normal cost	6c	3,900,000	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>	<div>John W. Allen</div> <div>Type or print name of actuary</div>	<div>Signature of actuary</div>	<div>5/31/2024</div> <div>Date</div>
	<div>Willis Towers Watson US LLC</div> <div>Firm name</div>		<div>2305412</div> <div>Most recent enrollment number</div>
	<div>Willis Tower 233 South Wacker Drive Suite 1800 Chicago IL 60606</div> <div>Address of the firm</div>		<div>312-288-7700</div> <div>Telephone number (including area code)</div>

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2023 v. 230728

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment		27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years.....	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	3,900,000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		63,583,807	5,823,050
b Waiver amortization installment		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34	9,723,050
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	9,723,050	9,723,050
36 Additional cash requirement (line 34 minus line 35).....		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....		39	0
40 Unpaid minimum required contributions for all years.....		40	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Willis North America Inc.
EIN/PN	13-5654526/001
Plan Name	Willis North America Inc. Pension Plan
Valuation Date	January 1, 2023
Enrolled Actuary	John W. Allen
Enrollment Number	23-05412

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

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Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2023

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
55	0.1000	1,000,000	1.000000	0.100000	5.500000
56	0.075	900,000	0.900000	0.067500	3.780000
57	0.075	833,000	0.832500	0.062438	3.558938
58	0.075	770,000	0.770063	0.057755	3.349772
59	0.075	712,000	0.712308	0.053423	3.151962
60	0.1000	659,000	0.658885	0.065888	3.953308
61	0.1250	593,000	0.592996	0.074125	4.521596
62	0.1500	519,000	0.518872	0.077831	4.825507
63	0.1500	441,000	0.441041	0.066156	4.167837
64	0.2500	375,000	0.374885	0.093721	5.998157
65	0.3000	281,000	0.281164	0.084349	5.482690
66	0.3000	197,000	0.196815	0.059044	3.896928
67	0.3000	138,000	0.137770	0.041331	2.769180
68	0.3000	96,000	0.096439	0.028932	1.967358
69	0.3000	68,000	0.067507	0.020252	1.397403
70	0.3000	47,000	0.047255	0.014177	0.992359
71	0.3000	33,000	0.033079	0.009924	0.704575
72	0.3000	23,000	0.023155	0.006947	0.500149
73	0.3000	16,000	0.016209	0.004863	0.354967
74	0.3000	11,000	0.011346	0.003404	0.251880
75	0.3000	8,000	0.007942	0.002383	0.178699
76	0.3000	6,000	0.005560	0.001668	0.126757
77	0.3000	4,000	0.003892	0.001167	0.089897
78	0.3000	3,000	0.002724	0.000817	0.063745
79	0.3000	2,000	0.001907	0.000572	0.045194
80	1.0000	1,000	0.001335	0.001335	0.106787
Average age at retirement					61.735646
Rounded for Schedule SB item 22					62

Plan Name: Willis North America Inc. Pension Plan

EIN / PN: 13-5654526/001

Plan Sponsor: Willis North America Inc.

Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Assumptions and methods for contribution purposes as of January 1, 2023

Economic Assumptions

Interest rate basis:

Applicable month	September 2022 (based on yields through August 2022)
Yield curve basis	3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	4.75%	1.41%
Second segment rate	5.00%	3.09%
Third segment rate	5.74%	3.58%
Effective interest rate	5.21%	3.18%

Annual rates of increase:

Compensation	N/A
Future Social Security wage bases	N/A
Statutory limits on compensation	N/A

Plan Name:	Willis North America Inc. Pension Plan
EIN / PN:	13-5654526/001
Plan Sponsor:	Willis North America Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Demographic Assumptions															
Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant. Plan eligibility is frozen so no new hires may become eligible for the plan.														
New or rehired employees	It was assumed there will be no new or rehired employees.														
Mortality	Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021 and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021.														
Termination	<div>Rates varying by age</div> <div>Representative Termination Rates</div> <table><tr><th colspan="2"></th></tr><tr><th>Age</th><th></th></tr><tr><td>30</td><td>11.30%</td></tr><tr><td>40</td><td>9.63%</td></tr><tr><td>45</td><td>9.20%</td></tr><tr><td>50</td><td>8.77%</td></tr><tr><td>54</td><td>8.63%</td></tr></table>			Age		30	11.30%	40	9.63%	45	9.20%	50	8.77%	54	8.63%
Age															
30	11.30%														
40	9.63%														
45	9.20%														
50	8.77%														
54	8.63%														
Disability	None assumed														

Plan Name:

EIN / PN:

Plan Sponsor:

Valuation Date:

Willis North America Inc. Pension Plan

13-5654526/001

Willis North America Inc.

January 1, 2023

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age, average age 62 for current employees.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year	
Age	
55	10.0%
56	7.5%
57	7.5%
58	7.5%
59	7.5%
60	10.0%
61	12.5%
62	15.0%
63	15.0%
64	25.0%
65-79	30.0%
80	100.0%

Benefit commencement timing:

Benefit	Timing	
Retirement Benefit	Immediate	
Deferred Vested Benefit for Current Employees	Age 56	20.0%
	Age 62	12.5%
	Age 65	67.5%
Deferred Vested Benefit for Current Terminated Participants	Age 56	20.0%
	Age 62	12.5%
	Age 65-70	100.0%
Preretirement Death Benefit (Eligible to retire)	Immediate	
Preretirement Death Benefit (Not Eligible to retire)	Earliest Retirement Date (Age 55 with 10 years of service or Age 65)	

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Payment form:	Payment Form	Frequency
	Life annuity	35%
	5-year certain and life annuity	15%
	100% joint and survivor annuity	50%
Percent married	70%	
Spouse age	Wife three years younger than husband	
Administrative expenses	\$3,900,000. This amount is based on the administrative expenses paid from the trust in the prior year plus the expected change in the PBGC premium from the prior year, rounded to the nearest \$100,000.	
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.	

Methods	
Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year, as required by regulations under IRC §430.
Actuarial value of assets	<p>Average of the fair market value of assets on the valuation and the dates that are 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 6.75% for 2021 and 6.75% for 2022 (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2022 plan year.)</p> <p>The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values</p>

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2023. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions for Contributions

Discount rate The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Administrative expenses Administrative expenses are estimated by using average historical actual expenses paid from the trust the preceding year plus the expected change in the PBGC premium from the prior year.

Assumptions Rationale - Significant Demographic Assumptions

Mortality Assumptions used for funding purposes are as prescribed by IRC §430(h).

Retirement and Termination Retirement and termination rates were based on an experience study conducted in 2019, with annual consideration of whether any

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023

Assumed retirement and termination rates differ by age because of observed differences in retirement and termination rates by age.

The timing and form of payment assumptions were based on an experience study conducted in 2019.

Source of Prescribed Methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Change in Assumptions and Methods

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The required mortality tables used to calculate the funding target and target normal cost were updated to include one additional year of projected mortality improvements, as required by IRC §430.

None.

Plan Name: Willis North America Inc. Pension Plan
 EIN / PN: 13-5654526/001
 Plan Sponsor: Willis North America Inc.
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

Effective May 15, 2009, benefit accruals were frozen under the legacy Willis benefit formulas.

Covered Employees All non-union employees who were covered employees as of December 31, 2006.

Non-US employees as of December 31, 2006 who subsequently transfer to become US employee shall become a participant as of the date of transfer up to May 15, 2009 when the plan was frozen.

Employees of the Carter Insurance Group ("Carter") who became employees as a result of the acquisition of Carter assets as of December 31, 2006 became a participant as of that date.

Definitions

Vesting Service Number of years and completed months.

Benefit Service All periods of service from the later of the employment commencement date and January 1, 1976. For an employee as of January 1, 1976, Benefit Service also includes the last period of continuous service as of December 31, 1975 that would have been Benefit Service under this plan. Any credited severance periods after February 1, 2006 shall not be included. No Benefit Service shall be provided after May 15, 2009.

Annual Compensation Base pay plus commissions and production incentive pay.

Average Compensation Annual Compensation for the five consecutive years out of the last fifteen which produces the highest average. Effective January 1, 2009, no further increases in compensation are recognized. For participants hired or re-hired in 2005 and 2006, Annual Compensation is not averaged.

Breakpoint \$34,000; the Breakpoint in any year will not exceed a participant's annual Social Security Compensation for that year.

Normal Retirement Date (NRD) Attainment of age 65.

Accrued Benefit Using the Average Compensation and Breakpoint as of the date of termination (or as of May 15, 2009 if earlier), the product of (1) and (2) below:

(1) 1.2% of Average Compensation plus 0.65% of Average Compensation in excess of the Breakpoint multiplied by the lesser of 30 years of Benefit Service and service at the later of Normal Retirement Date and the date of determination; plus 0.3% of Average Compensation multiplied by

Plan Name: Willis North America Inc. Pension Plan
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service at the later of Normal Retirement Date and date of determination in excess of 30 years

- (2) The ratio of Benefit Service as of the date of determination over Benefit Service at Normal Retirement Date (maximum 1)

In no event shall the resulting benefit be less than \$690 times years of benefit service as of the date of determination.

For employees hired or re-hired in 2005 or 2006 1.75% of annual compensation for all periods during which service is earned.

Form of payment Life annuity with 5 years certain

Eligibility for Benefits

Normal retirement	Retirement on Normal Retirement Date.
Early retirement	Attainment of age 55 with 10 years of vesting service.
Vested termination	Termination for reasons other than death or retirement after completing 5 years of vesting service. At age 60, an actively employed participant is 100% vested regardless of service.
Disability	Disability occurring while actively employed with ten years of vesting service. No participant will become eligible for disability benefits after May 15, 2009.
Preretirement death benefit	(1) Death while actively employed, age 60 or completed 5 years of vesting service. (2) Terminated with a vested deferred benefit, but before commencement.

Benefits Paid Upon the Following Events

Normal retirement	Accrued Benefit determined as of NRD.
Early retirement	Participants who retire after age 60 with at least 25 years of benefit service are eligible to begin receiving unreduced benefits commencing immediately. For other participants, the Accrued Benefit as of Early Retirement Date, reduced by 5% for each year by which the Early Retirement Date precedes the Normal Retirement Date
Vested termination	Accrued Benefit as of the date of termination multiplied by the applicable vesting percentage. If commencing prior to Normal Retirement Date, the Accrued Benefit shall be reduced by 5% for each year by which the commencement date (no earlier than age 55) precedes the Normal Retirement Date.
Disablement	Accrued Benefit with Benefit Service calculated as of the later of Normal Retirement Date of the date long-term disability benefits cease (assuming continued employment) and Average Compensation calculated as of date of termination. Benefit payable commencing at later of normal retirement date or
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date long-term disability benefits cease. Ten years of Vesting Service is required to be eligible for this benefit. No Vesting Service will be earned or imputed after May 15, 2009 towards disability benefits.

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Plan Sponsor: Willis North America Inc.
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Preretirement death	<p>For active participants with ten or more years of Vesting Service or age 65 or over and terminated vested participants who separated from service after attaining age 55 with ten or more years of Vesting Service: 50% of the Accrued Benefit as of the date of death of the participant, commencing immediately and continuing for the remaining lifetime of the spouse.</p> <p>Effective January 1, 1999, for active participants at least age 55 with at least ten years of vesting service or terminated vested participants who separated from service after attaining age 55 with ten or more years of Vesting Service, an optional benefit is available: the Accrued Benefit, actuarially adjusted for the 100% joint and survivor payment form and early commencement, if applicable, payable upon the participant's death. A participant who elects this optional death benefit will have his or her Accrued Benefit reduced to reflect the period the coverage is effective.</p> <p>For all other vested participants not yet receiving benefits: 50% of the Accrued Benefit, actuarially adjusted for the 50% joint and survivor payment form and early commencement, if applicable, payable commencing on the earliest date the participant could have retired, to the surviving spouse and continuing for the remaining lifetime of the surviving spouse.</p>
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Other Plan Provisions	
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	<p>All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining minimum and maximum contributions.</p> <p>For participants who were active and whose Annual Compensation exceeded the applicable maximum pay as of or prior to that date, their Accrued Benefit shall be equal to the greater of the basic Accrued Benefit described above or (1) or (2) below:</p> <p>(1) The Accrued Benefit determined above plus the product of (a) and (b) below:</p> <p>(a) 1.5% of Average Compensation multiplied by the number of years at Normal Retirement Date during which Annual Compensation exceeds the applicable pay limit (counting only years after 199e up to a maximum of 15 years).</p> <p>(b) The ratio, not exceeding 1, of years after 1993 as of the date of termination in which Annual Compensation exceeded the applicable pay limit over years as of Normal Retirement Date in which Annual Compensation would exceed the applicable pay limit, assuming a continuation of the current Annual Compensation level.</p>
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- (2) The sum of (a), (b) and (c) below:
 - (a) The Accrued Benefit determined above as of December 31, 1993
 - (b) The Accrued Benefit as of the date of termination using the formula above, but using service after 1993 and reducing the 30 years in (1) of the basic formula by the years of service as of December 31, 1993
 - (c) The benefit determined in (1) above as of the date of termination

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions. Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

None

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Plan Sponsor: Willis North America Inc.
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Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2023

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	-	-	-	-	-	-	-	-	-	-	-
	0	0	0	0	0	0	0	0	0	0	0
30-34	-	-	-	-	-	-	-	-	-	-	-
	0	0	0	0	0	0	0	0	0	0	0
35-39	-	-	-	-	-	-	-	-	-	-	-
	0	5	0	0	0	0	0	0	0	0	5
40-44	-	-	-	-	-	-	-	-	-	-	-
	0	32	8	0	0	0	0	0	0	0	40
45-49	-	4,294	-	-	-	-	-	-	-	-	4,485
	1	26	31	8	0	0	0	0	0	0	66
50-54	-	5,334	7,187	-	-	-	-	-	-	-	6,829
	2	50	43	8	6	1	0	0	0	0	110
55-59	-	7,723	11,554	-	-	-	-	-	-	-	10,301
	9	48	56	23	17	8	0	0	0	0	161
60-64	-	7,889	16,954	15,015	-	-	-	-	-	-	15,165
	3	38	45	21	24	11	4	0	0	0	146
65-69	-	7,582	13,862	18,745	29,698	-	-	-	-	-	17,336
	2	22	29	6	8	8	1	1	0	0	77
70 & over	-	6,137	14,733	-	-	-	-	-	-	-	20,897
	0	5	4	4	5	2	1	0	0	0	21
Total	17	226	216	70	60	30	6	1	0	0	626
	-	6,820	12,890	18,328	34,523	28,072	-	-	-	-	14,356

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
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Plan Sponsor: Willis North America Inc.
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Schedule SB, Line 26b
Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	744,525	2,401,973	50,457,439	53,603,937
2024	2,056,103	4,150,239	49,631,539	55,837,881
2025	3,114,634	5,743,401	48,685,831	57,543,866
2026	4,029,165	7,263,092	47,655,880	58,948,137
2027	4,861,662	8,633,880	46,515,494	60,011,036
2028	5,570,209	10,013,527	45,271,967	60,855,703
2029	6,114,558	11,445,451	43,944,924	61,504,933
2030	6,551,703	12,665,944	42,527,166	61,744,813
2031	6,906,673	13,598,343	41,020,737	61,525,753
2032	7,183,135	14,281,059	39,430,252	60,894,446
2033	7,372,605	14,781,749	37,756,092	59,910,446
2034	7,501,118	15,121,662	36,006,166	58,628,946
2035	7,588,605	15,334,956	34,180,375	57,103,936
2036	7,630,795	15,497,920	32,286,539	55,415,254
2037	7,620,112	15,613,229	30,335,507	53,568,848
2038	7,562,453	15,621,709	28,337,416	51,521,578
2039	7,470,256	15,574,210	26,304,335	49,348,801
2040	7,343,779	15,476,518	24,249,800	47,070,097
2041	7,178,393	15,332,834	22,190,554	44,701,781
2042	6,986,561	15,136,971	20,144,948	42,268,480
2043	6,770,402	14,856,212	18,132,341	39,758,955
2044	6,530,501	14,509,830	16,172,709	37,213,040
2045	6,268,604	14,094,003	14,286,167	34,648,774
2046	5,980,953	13,617,204	12,492,088	32,090,245
2047	5,672,880	13,095,600	10,808,248	29,576,728
2048	5,349,540	12,514,463	9,249,845	27,113,848
2049	5,015,153	11,881,571	7,828,455	24,725,179
2050	4,672,972	11,205,710	6,551,352	22,430,034
2051	4,327,507	10,494,018	5,421,328	20,242,853
2052	3,982,353	9,756,164	4,436,753	18,175,270
2053	3,640,948	9,002,098	3,591,969	16,235,015

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2054	3,306,512	8,241,374	2,878,160	14,426,046
2055	2,982,006	7,484,023	2,284,198	12,750,227
2056	2,670,154	6,740,196	1,797,329	11,207,679
2057	2,373,527	6,019,613	1,403,985	9,797,125
2058	2,094,235	5,331,042	1,090,529	8,515,806
2059	1,833,903	4,681,901	843,873	7,359,677
2060	1,593,747	4,077,952	651,978	6,323,677
2061	1,374,459	3,523,151	504,148	5,401,758
2062	1,176,270	3,019,699	391,188	4,587,157
2063	998,950	2,568,127	305,409	3,872,486
2064	841,863	2,167,522	240,543	3,249,928
2065	704,046	1,815,783	191,589	2,711,418
2066	584,262	1,509,921	154,633	2,248,816
2067	481,093	1,246,340	126,671	1,854,104
2068	393,012	1,021,102	105,420	1,519,534
2069	318,460	830,164	89,162	1,237,786
2070	255,887	669,553	76,615	1,002,055
2071	203,806	535,492	66,826	806,124
2072	160,830	424,460	59,091	644,381

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Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	63,583,807	15.00000	63,583,807	5,823,050
Total				63,583,807	5,823,050

Plan Name:
EIN / PN:
Plan Sponsor:
Valuation Date:

Willis North America Inc. Pension Plan
13-5654526/001
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Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Willis North America Inc.
EIN/PN	13-5654526/001
Plan Name	Willis North America Inc. Pension Plan
Valuation Date	January 1, 2023
Enrolled Actuary	John W. Allen
Enrollment Number	23-05412

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

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Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2023

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
55	0.1000	1,000,000	1.000000	0.100000	5.500000
56	0.075	900,000	0.900000	0.067500	3.780000
57	0.075	833,000	0.832500	0.062438	3.558938
58	0.075	770,000	0.770063	0.057755	3.349772
59	0.075	712,000	0.712308	0.053423	3.151962
60	0.1000	659,000	0.658885	0.065888	3.953308
61	0.1250	593,000	0.592996	0.074125	4.521596
62	0.1500	519,000	0.518872	0.077831	4.825507
63	0.1500	441,000	0.441041	0.066156	4.167837
64	0.2500	375,000	0.374885	0.093721	5.998157
65	0.3000	281,000	0.281164	0.084349	5.482690
66	0.3000	197,000	0.196815	0.059044	3.896928
67	0.3000	138,000	0.137770	0.041331	2.769180
68	0.3000	96,000	0.096439	0.028932	1.967358
69	0.3000	68,000	0.067507	0.020252	1.397403
70	0.3000	47,000	0.047255	0.014177	0.992359
71	0.3000	33,000	0.033079	0.009924	0.704575
72	0.3000	23,000	0.023155	0.006947	0.500149
73	0.3000	16,000	0.016209	0.004863	0.354967
74	0.3000	11,000	0.011346	0.003404	0.251880
75	0.3000	8,000	0.007942	0.002383	0.178699
76	0.3000	6,000	0.005560	0.001668	0.126757
77	0.3000	4,000	0.003892	0.001167	0.089897
78	0.3000	3,000	0.002724	0.000817	0.063745
79	0.3000	2,000	0.001907	0.000572	0.045194
80	1.0000	1,000	0.001335	0.001335	0.106787
Average age at retirement					61.735646
Rounded for Schedule SB item 22					62

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Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	744,525	2,401,973	50,457,439	53,603,937
2024	2,056,103	4,150,239	49,631,539	55,837,881
2025	3,114,634	5,743,401	48,685,831	57,543,866
2026	4,029,165	7,263,092	47,655,880	58,948,137
2027	4,861,662	8,633,880	46,515,494	60,011,036
2028	5,570,209	10,013,527	45,271,967	60,855,703
2029	6,114,558	11,445,451	43,944,924	61,504,933
2030	6,551,703	12,665,944	42,527,166	61,744,813
2031	6,906,673	13,598,343	41,020,737	61,525,753
2032	7,183,135	14,281,059	39,430,252	60,894,446
2033	7,372,605	14,781,749	37,756,092	59,910,446
2034	7,501,118	15,121,662	36,006,166	58,628,946
2035	7,588,605	15,334,956	34,180,375	57,103,936
2036	7,630,795	15,497,920	32,286,539	55,415,254
2037	7,620,112	15,613,229	30,335,507	53,568,848
2038	7,562,453	15,621,709	28,337,416	51,521,578
2039	7,470,256	15,574,210	26,304,335	49,348,801
2040	7,343,779	15,476,518	24,249,800	47,070,097
2041	7,178,393	15,332,834	22,190,554	44,701,781
2042	6,986,561	15,136,971	20,144,948	42,268,480
2043	6,770,402	14,856,212	18,132,341	39,758,955
2044	6,530,501	14,509,830	16,172,709	37,213,040
2045	6,268,604	14,094,003	14,286,167	34,648,774
2046	5,980,953	13,617,204	12,492,088	32,090,245
2047	5,672,880	13,095,600	10,808,248	29,576,728
2048	5,349,540	12,514,463	9,249,845	27,113,848
2049	5,015,153	11,881,571	7,828,455	24,725,179
2050	4,672,972	11,205,710	6,551,352	22,430,034
2051	4,327,507	10,494,018	5,421,328	20,242,853
2052	3,982,353	9,756,164	4,436,753	18,175,270
2053	3,640,948	9,002,098	3,591,969	16,235,015

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2054	3,306,512	8,241,374	2,878,160	14,426,046
2055	2,982,006	7,484,023	2,284,198	12,750,227
2056	2,670,154	6,740,196	1,797,329	11,207,679
2057	2,373,527	6,019,613	1,403,985	9,797,125
2058	2,094,235	5,331,042	1,090,529	8,515,806
2059	1,833,903	4,681,901	843,873	7,359,677
2060	1,593,747	4,077,952	651,978	6,323,677
2061	1,374,459	3,523,151	504,148	5,401,758
2062	1,176,270	3,019,699	391,188	4,587,157
2063	998,950	2,568,127	305,409	3,872,486
2064	841,863	2,167,522	240,543	3,249,928
2065	704,046	1,815,783	191,589	2,711,418
2066	584,262	1,509,921	154,633	2,248,816
2067	481,093	1,246,340	126,671	1,854,104
2068	393,012	1,021,102	105,420	1,519,534
2069	318,460	830,164	89,162	1,237,786
2070	255,887	669,553	76,615	1,002,055
2071	203,806	535,492	66,826	806,124
2072	160,830	424,460	59,091	644,381

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

Effective May 15, 2009, benefit accruals were frozen under the legacy Willis benefit formulas.

Covered Employees All non-union employees who were covered employees as of December 31, 2006.

Non-US employees as of December 31, 2006 who subsequently transfer to become US employee shall become a participant as of the date of transfer up to May 15, 2009 when the plan was frozen.

Employees of the Carter Insurance Group ("Carter") who became employees as a result of the acquisition of Carter assets as of December 31, 2006 became a participant as of that date.

Definitions

Vesting Service Number of years and completed months.

Benefit Service All periods of service from the later of the employment commencement date and January 1, 1976. For an employee as of January 1, 1976, Benefit Service also includes the last period of continuous service as of December 31, 1975 that would have been Benefit Service under this plan. Any credited severance periods after February 1, 2006 shall not be included. No Benefit Service shall be provided after May 15, 2009.

Annual Compensation Base pay plus commissions and production incentive pay.

Average Compensation Annual Compensation for the five consecutive years out of the last fifteen which produces the highest average. Effective January 1, 2009, no further increases in compensation are recognized. For participants hired or re-hired in 2005 and 2006, Annual Compensation is not averaged.

Breakpoint \$34,000; the Breakpoint in any year will not exceed a participant's annual Social Security Compensation for that year.

Normal Retirement Date (NRD) Attainment of age 65.

Accrued Benefit Using the Average Compensation and Breakpoint as of the date of termination (or as of May 15, 2009 if earlier), the product of (1) and (2) below:

(1) 1.2% of Average Compensation plus 0.65% of Average Compensation in excess of the Breakpoint multiplied by the lesser of 30 years of Benefit Service and service at the later of Normal Retirement Date and the date of determination; plus 0.3% of Average Compensation multiplied by

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service at the later of Normal Retirement Date and date of determination in excess of 30 years

- (2) The ratio of Benefit Service as of the date of determination over Benefit Service at Normal Retirement Date (maximum 1)

In no event shall the resulting benefit be less than \$690 times years of benefit service as of the date of determination.

For employees hired or re-hired in 2005 or 2006 1.75% of annual compensation for all periods during which service is earned.

Form of payment Life annuity with 5 years certain

Eligibility for Benefits

Normal retirement	Retirement on Normal Retirement Date.
Early retirement	Attainment of age 55 with 10 years of vesting service.
Vested termination	Termination for reasons other than death or retirement after completing 5 years of vesting service. At age 60, an actively employed participant is 100% vested regardless of service.
Disability	Disability occurring while actively employed with ten years of vesting service. No participant will become eligible for disability benefits after May 15, 2009.
Preretirement death benefit	(1) Death while actively employed, age 60 or completed 5 years of vesting service. (2) Terminated with a vested deferred benefit, but before commencement.

Benefits Paid Upon the Following Events

Normal retirement	Accrued Benefit determined as of NRD.
Early retirement	Participants who retire after age 60 with at least 25 years of benefit service are eligible to begin receiving unreduced benefits commencing immediately. For other participants, the Accrued Benefit as of Early Retirement Date, reduced by 5% for each year by which the Early Retirement Date precedes the Normal Retirement Date
Vested termination	Accrued Benefit as of the date of termination multiplied by the applicable vesting percentage. If commencing prior to Normal Retirement Date, the Accrued Benefit shall be reduced by 5% for each year by which the commencement date (no earlier than age 55) precedes the Normal Retirement Date.
Disablement	Accrued Benefit with Benefit Service calculated as of the later of Normal Retirement Date of the date long-term disability benefits cease (assuming continued employment) and Average Compensation calculated as of date of termination. Benefit payable commencing at later of normal retirement date or

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date long-term disability benefits cease. Ten years of Vesting Service is required to be eligible for this benefit. No Vesting Service will be earned or imputed after May 15, 2009 towards disability benefits.

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Preretirement death	<p>For active participants with ten or more years of Vesting Service or age 65 or over and terminated vested participants who separated from service after attaining age 55 with ten or more years of Vesting Service: 50% of the Accrued Benefit as of the date of death of the participant, commencing immediately and continuing for the remaining lifetime of the spouse.</p> <p>Effective January 1, 1999, for active participants at least age 55 with at least ten years of vesting service or terminated vested participants who separated from service after attaining age 55 with ten or more years of Vesting Service, an optional benefit is available: the Accrued Benefit, actuarially adjusted for the 100% joint and survivor payment form and early commencement, if applicable, payable upon the participant's death. A participant who elects this optional death benefit will have his or her Accrued Benefit reduced to reflect the period the coverage is effective.</p> <p>For all other vested participants not yet receiving benefits: 50% of the Accrued Benefit, actuarially adjusted for the 50% joint and survivor payment form and early commencement, if applicable, payable commencing on the earliest date the participant could have retired, to the surviving spouse and continuing for the remaining lifetime of the surviving spouse.</p>
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Other Plan Provisions

Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	<p>All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining minimum and maximum contributions.</p> <p>For participants who were active and whose Annual Compensation exceeded the applicable maximum pay as of or prior to that date, their Accrued Benefit shall be equal to the greater of the basic Accrued Benefit described above or (1) or (2) below:</p> <ul style="list-style-type: none">(1) The Accrued Benefit determined above plus the product of (a) and (b) below:<ul style="list-style-type: none">(a) 1.5% of Average Compensation multiplied by the number of years at Normal Retirement Date during which Annual Compensation exceeds the applicable pay limit (counting only years after 199e up to a maximum of 15 years).(b) The ratio, not exceeding 1, of years after 1993 as of the date of termination in which Annual Compensation exceeded the applicable pay limit over years as of Normal Retirement Date in which Annual Compensation would exceed the applicable pay limit, assuming a continuation of the current Annual Compensation level.
Plan Name:	Willis North America Inc. Pension Plan
EIN / PN:	13-5654526/001
Plan Sponsor:	Willis North America Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

(2) The sum of (a), (b) and (c) below:

- (a) The Accrued Benefit determined above as of December 31, 1993
- (b) The Accrued Benefit as of the date of termination using the formula above, but using service after 1993 and reducing the 30 years in (1) of the basic formula by the years of service as of December 31, 1993
- (c) The benefit determined in (1) above as of the date of termination

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions. Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

None

Plan Name:	Willis North America Inc. Pension Plan
EIN / PN:	13-5654526/001
Plan Sponsor:	Willis North America Inc.
Valuation Date:	January 1, 2023

Plan Name	Willis North America Inc. Pension Plan
Plan Sponsor EIN	13-5654526
ERISA Plan #	001
Plan Year Ending	12/31/2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	63,583,807	15.00000	63,583,807	5,823,050
Total				63,583,807	5,823,050

Plan Name: Willis North America Inc. Pension Plan
EIN / PN: 13-5654526/001
Plan Sponsor: Willis North America Inc.
Valuation Date: January 1, 2023