



NEWS RELEASE

Aon Establishes New Executive Committee to Lead the Firm Forward

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- Announcement further accelerates Aon United strategy following decision to end combination efforts
- Highly qualified leadership team will drive innovation on behalf of clients

DUBLIN, July 28, 2021 /PRNewswire/ -- **Aon plc** (NYSE: AON), a leading global professional services firm providing a broad range of risk, retirement and health solutions, today introduced the new Aon Executive Committee (AEC). The Aon Executive Committee is responsible for executing on the firm's four-pronged **Aon United Blueprint**, which creates new sources of value for clients, delivers more effective client service, drives innovation at scale and ensures a unique and sustaining colleague experience.

"Our Aon United operating model has been further strengthened through the combination planning process and we're moving forward at speed without the overhang of regulatory uncertainty or distraction of restructuring," said Aon CEO Greg Case. "Our new Executive Committee is an incredibly capable team of leaders with a clear perspective on what it will take to reach the full potential of Aon United."

Case added, "This team knows how to work together across geographies, solution lines and functions to bring the best of our firm to clients and is fully committed to accelerating innovation to better address unmet client need."

The Aon Executive Committee will be comprised of four solution lines, five regions and five shared service functions.

- The four solution lines include: Commercial Risk Solutions, Health Solutions, Reinsurance Solutions and Wealth Solutions. Global solution lines will play a critical role in understanding macro client trends and producing new solutions that address their unmet needs.
- The five regions include: North America, Latin America, the United Kingdom, EMEA and APAC. Regions serve as the distribution arm of the Aon United operating model and are responsible for delivering one-firm

capabilities to clients every day.

- The five shared services include: Business Services, Finance, Legal, Marketing & Communications and the People Organization. These functions support the delivery of client success. They are fully integrated professional organizations that share best practice and deliver consistent outcomes that ensure that the firm is fully leveraging the scale and functional capability of Aon.
- These components will be supported by critical specialty capabilities focused on more effectively serving key segments of Aon's client base, specifically Enterprise Clients and International Business.

The following leaders have been named to the new Aon Executive Committee:

The announcement of these leaders follows the **recent contract extensions** of Case and Aon CFO Christa Davies through April 1, 2026.

Aon will provide a financial update and outlook during its **Q2 2021 earnings call** on Friday, July 30.

About Aon

Aon plc (NYSE: AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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This communication contains certain statements related to future results, or states Aon's intentions, beliefs and expectations or predictions for the future which are forward-looking statements as that term is defined in the Private Securities Litigation Reform Act of 1995. These forward-looking statements are subject to certain risks and

uncertainties that could cause actual results to differ materially from either historical or anticipated results depending on a variety of factors. These forward-looking statements include information about possible or assumed future performance and results of Aon's operations. All statements other than statements of historical facts that address activities, events or developments that Aon expects or anticipates may occur in the future, including such things as its outlook, business strategies, competitive strengths, goals, the benefits of new initiatives, growth of its business and operations, plans, references to future successes, are forward-looking statements. Also, when Aon uses the words such as "anticipate", "believe", "estimate", "expect", "intend", "plan", "probably", "potential", "looking forward", or similar expressions, it is making forward-looking statements.

The following factors, among others, could cause actual results to differ from those set forth in or anticipated by the forward-looking statements: general economic and political conditions in different countries in which Aon does business around the world, including the U.K.'s withdrawal from the European Union; changes in the competitive environment or damage to Aon's reputation; fluctuations in exchange and interest rates that could influence revenue and expenses; changes in global equity and fixed income markets that could affect the return on invested assets; changes in the funding status of Aon's various defined benefit pension plans and the impact of any increased pension funding resulting from those changes; the level of Aon's debt limiting financial flexibility or increasing borrowing costs; rating agency actions that could affect Aon's ability to borrow funds; volatility in Aon's tax rate due to a variety of different factors, including U.S. tax reform; changes in estimates or assumptions on Aon's financial statements; limits on Aon's subsidiaries to make dividend and other payments to Aon; the impact of lawsuits and other contingent liabilities and loss contingencies arising from errors and omissions and other claims against Aon; the impact of, and potential challenges in complying with, legislation and regulation in the jurisdictions in which Aon operates, particularly given the global scope of Aon's businesses and the possibility of conflicting regulatory requirements across jurisdictions in which Aon does business; the impact of any investigations brought by regulatory authorities in the U.S., Ireland, the U.K. and other countries; the impact of any inquiries relating to compliance with the U.S. Foreign Corrupt Practices Act and non-U.S. anti-corruption laws and with U.S. and non-U.S. trade sanctions regimes; failure to protect intellectual property rights or allegations that Aon infringes on the intellectual property rights of others; the effects of Irish law on Aon's operating flexibility and the enforcement of judgments against Aon; the failure to retain and attract qualified personnel, whether as a result of the termination of Aon's proposed combination with Willis Towers Watson (the "Combination") or otherwise; international risks associated with Aon's global operations; the effects of natural or man-made disasters, including the effects of COVID-19 and other health pandemics; the potential of a system or network breach or disruption resulting in operational interruption or improper disclosure of personal data; Aon's ability to develop and implement new technology; the damage to Aon's reputation among clients, markets or third parties; the actions taken by third parties that perform aspects of Aon's business operations and client services; the extent to which Aon manages certain risks created in connection with the services, including fiduciary and investments, consulting, and other advisory services, among others, that Aon currently provides, or will provide in the future, to clients; Aon's ability to continue, and the costs and the costs and risks associated with, growing, developing and integrating companies that it acquires or new lines of business; changes in commercial property and casualty markets, commercial

premium rates or methods of compensation; changes in the health care system or Aon's relationships with insurance carriers; Aon's ability to implement initiatives intended to yield, and the ability to achieve, cost savings; Aon's ability to realize the expected benefits from its restructuring plan; adverse effects on the market price of Aon's securities and/or operating results for any reason, including, without limitation, because of the failure to consummate the Combination; the failure to realize the expected benefits of the Combination (including anticipated revenue and growth synergies); significant transaction costs in connection with the terminated Combination and divestitures planned in connection with the Combination; litigation associated with the termination of the Combination and divestitures planned in connection with the Combination; the payment of the termination fee in connection with the termination of the Combination; the potential impact of the termination of the Combination on relationships, including with suppliers, customers, employees and regulators; and general economic, business and political conditions (including any epidemic, pandemic or disease outbreak, including COVID-19) that affect the Company.

Any or all of Aon's forward-looking statements may turn out to be inaccurate, and there are no guarantees about Aon's performance. The factors identified above are not exhaustive. Aon and its subsidiaries operate in a dynamic business environment in which new risks may emerge frequently. Accordingly, you should not place undue reliance on forward-looking statements, which speak only as of the dates on which they are made. In addition, results for the year ended December 31, 2020, and the quarter ended March 31, 2021, are not necessarily indicative of results that may be expected for any future period, particularly in light of the continuing effects of the COVID-19 pandemic. Further information concerning Aon and its businesses, including factors that potentially could materially affect Aon's financial results, is contained in Aon's filings with the Securities and Exchange Commission (the "SEC"). See Aon's Annual Report on Form 10-K for the year ended December 31, 2020 and its Quarterly Report on Form 10-Q for the quarter ended March 31, 2021, for a further discussion of these and other risks and uncertainties applicable to Aon and its businesses. These factors may be revised or supplemented in subsequent reports filed with the SEC. Aon is not under, and expressly disclaims, any obligation to update or alter any forward-looking statement that it may make from time to time, whether as a result of new information, future events or otherwise.

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