



EU Sustainable Finance Disclosure Regulation

Remuneration policy disclosure for Towers Watson Netherlands B.V.

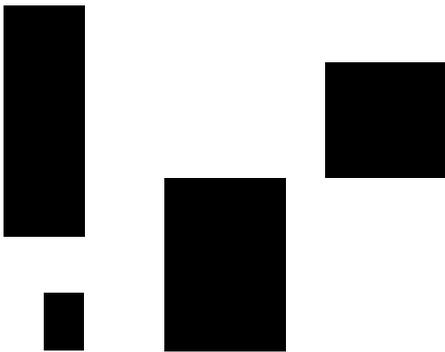
The remuneration policy of Towers Watson Netherlands B.V. (the “relevant entity”) who is subject to the EU Sustainable Finance Disclosure Regulation (“SFDR”) includes information on the integration of sustainability risks in the relevant entity’s remuneration procedures, as required by the SFDR.

The relevant entity acknowledges that these Policies, and an individual employee’s remuneration, must be consistent with and promote sound and effective risk management and not encourage risk-taking that exceeds the level of tolerated risk of the relevant entity.

The risk-limiting features of these Policies include amongst other things application of non-financial metrics, such as an assessment of an employee’s compliance with the relevant entity’s risk management and compliance policies including the Sustainability Risk Policy.

The relevant entity carries out an assessment of an individual’s performance, when assessing and determining variable remuneration. For relevant individual employees, the qualitative criteria used include an assessment of whether the relevant individual employee has complied with the relevant entity’s sustainability policies, including the Sustainability Risk Policy.

This assessment of compliance with the Sustainability Risk Policy will be carried out by a senior manager responsible for the employee. Where there is a negative assessment of overall compliance by an individual with the Sustainable Risk Policy this may result in a reduction in the variable remuneration amount which would otherwise have been awarded to that individual.



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