AON

Own Impact

Our

ESG at Aon - Better Decisions for a Better World

At Aon, helping clients manage risk — including ESG risk — is at the core of what we do. We see significant opportunity in enhancing our impact and delivering innovative client solutions.

Environmental

Aon is committed to achieving net zero by 2030, enabled by our Aon Business Services operational platform:

- Reducing the space we use and improving energy efficiency across our real estate portfolio and technology.
- Controlling our direct operations emissions through thoughtful travel and Smart Working.
- Managing Scope 3 emissions through our supplier sustainability strategy.

Social

Sustainability Network

Colleagues from around the world meet regularly to share progress and best practices around local sustainability actions, driving engagement and improving environmental outcomes.

Our Aon United strategy defines our culture, including how we hire, retain, develop, reward and support our people:

Clients utions for

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Our Risk Capital capability enables us to deliver climate analytics and solutions at scale that help clients assess and quantify risk, build resiliency, accelerate their transition and unlock growth opportunities:

- Leading expertise in current and future climate and catastrophe modeling.
- Innovative solutions such as catastrophe bonds, green captives, parametrics and intellectual property solutions - address risk and reduce volatility.
- Climate solutions help clients assess and quantify risk, build resiliency, accelerate their transition and unlock growth opportunities.

Supplier Diversity and Sustainability

Our centralized purchasing through Aon Business Services enables our ESG goals. Aon Diversity Solutions helps clients achieve their own goals.

Our Human Capital capability enables clients to protect and grow their people and their organizations:

- proposition.

• Frequent colleague feedback and surveys enable responsive action to drive engagement.

• Smart Working and Inclusive People Leadership strategies are designed to support our colleagues.

• Focus on resilience and wellbeing led by our Chief Wellbeing Officer.

• 2023 colleague engagement of 80%, continuing our record high scores over the last two years and with 84% of respondents indicating they feel supported by their manager in making decisions about their wellbeing.

• Global and local offerings help clients mitigate rising healthcare costs and improve employee health and physical wellbeing – while optimizing return on investment and employee value

• Our solutions drive workforce resilience, aligned with our clients' strategic and cultural goals.

 We help organizations to improve financial wellbeing and provide a more secure future for their people.

Governance

Inclusive People Leadership is essential to Aon United culture:

Board of Directors Inclusion and Wellbeing Sub-Committee.

20% of executive discretionary incentive compensation is based on quantifiable performance against firm-wide inclusion initiatives.

Global Inclusive Leadership **Council** embeds I&D strategy and actions across our global footprint.

Gender diversity at every level with women representing: 58% of the Aon Executive Committee, 43% of managers and 53% of new hires in 2023.

Diverse representation and talent attraction through programs such as our global apprenticeships and partnerships with Historically Black Colleges and Universities in the U.S.

Risk mitigation and governance through firm-wide policies and processes:

- Board review of ESG risks within Enterprise Risk Management.
- Executive ESG Committee comprised of senior leaders drives strategy.
- Strong cyber security, compliance and data privacy programs.
- Al Governance team assesses and prioritizes AI opportunities, solutions, and risks across the firm.

We help clients navigate volatility and complexity, with structure and processes that lead to better decisions:

- ESG risk assessments, advice and diagnostics help clients understand risk and address with Aon solutions.
- Tools like CyQu help quantify, mitigate and transfer cyber security risk.
- Expertise in optimizing D&O cover, with consideration of ESG and other risk factors.

AON

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About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better – to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

<u>aon.com</u>

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