

AON

Supplemental ESG Information

March 25, 2024

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
1	Compliance	Ethics Training Program Scope	Aon-sponsored compliance training and certification modules are sent to all applicable colleagues, including part-time and contract workers.	SV-PS-510a.1
2	Compliance	Compliance Training and Certification Modules	<div>Aon-sponsored compliance training and certification modules are sent to all applicable colleagues, including part-time and contract workers, and focus on key risks, including:</div> <ul style="list-style-type: none">• Anti-Bribery and Anti-Corruption• Anti-Money Laundering and Combating Terrorist Financing• Antitrust and Fair Competition• Communicating with Government Entities and Officials• Conflicts of Interest• Cross-Border Business• Drug-Free Workplace• Entertainment and Gifts• General Data Protection Regulation (GDPR)• Harassment/Discrimination• Human Rights• Privacy and Data Protection• Security Awareness• Trade Restrictions	SV-PS-510a.1
3	Environment	Carbon Emissions	<div>Aon's 2019 emissions were a total of 538,756 tCO2e*:</div> <ul style="list-style-type: none">• Scope 1: 14,060 tCO2e• Scope 2: 22,298 tCO2e• Scope 3: 502,398 tCO2e <div>Aon's 2021 emissions were a total of 472,606 tCO2e*:</div> <ul style="list-style-type: none">• Scope 1: 6,177 tCO2e• Scope 2: 24,214 tCO2e• Scope 3: 442,215 tCO2 <div>Aon's 2022 emissions were a total of 453,520 tCO2e*:</div> <ul style="list-style-type: none">• Scope 1: 12,504 tCO2e• Scope 2: 37,370 tCO2e• Scope 3: 346,325 tCO2e <div>Aon's 2023 emissions were a total of 451,424 tCO2e*:</div> <ul style="list-style-type: none">• Scope 1: 22,583 tCO2e• Scope 2: 24,099 tCO2e• Scope 3: 404,742 tCO2e	FN-IN-410c.1

1

* Per the GHG Protocol, the emissions base year is subject to recalculation should a material change in total base year emissions be identified. In line with the GHG Protocol, we rebaseline calculations in the event of a change in methodology that would result in a 5% or greater change in our base year emissions. From 2022 to 2023 Aon revised its methodology. The figures presented for 2022 and 2023 are calculated using this revised methodology. Please see [Aon's Greenhouse Gas Methodology disclosure](#) for more details.

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
4	Environment	EMS/ISO Certifications	Aon has achieved ISO 14001 environmental management certification for larger office buildings in Chicago, London, Singapore and Spain. 23% of Aon’s leased square footage is in an environmentally certified space (i.e. LEED, BREEAM).	FN-IN-410a.2
5	Environment	Renewable Energy	Aon continues to expand its use of renewable energy and is at 34% kwh usage as of 2023.	FN-IN-410a.2
6	Environment	Examples of Emissions Reduction Activities	<p>Aon has undertaken hundreds of facilities optimization projects over the past several years. Our results are reflected in our overall emissions reduction. Initiatives included upgrades to LED lighting, utility capacity optimization and upgrading of heating and cooling systems.</p> <p>Additionally, Aon continues to use furniture management companies that work with non-profit community organizations to reuse older furniture. Our Facilities Team also makes every effort to collect unused supplies from our offices and donate them to local churches, schools and other non-profit organizations. Aon works with Patcraft to use low VOC products and recycled carpet from sites that we are refurbishing along with new spaces, when available.</p>	FN-IN-410a.2
7	Environment	Environmental/ESG Training	<p>Aon colleagues play an integral role in our approach to decarbonization and, in 2023, we continued our education efforts to help colleagues learn more about environmental impacts and how our firm and our colleagues are making a difference. In 2023, our global intranet community — in which colleagues can regularly share news of how they are making an impact around the globe — grew by almost four times. We also continued a quarterly educational webinar series that informs colleagues about Aon’s progress toward our net-zero commitment, client climate solutions and colleague accomplishments.</p> <p>In 2023 we also continued to expand the program by formalizing a global Sustainability Engagement Network, which includes representation from all regions and is sponsored by our global head of Investor Relations and ESG. This group shares thought leadership across the globe and works locally to implement and communicate sustainability solutions.</p>	FN-IN-410a.2
8	Environment	Emission Reduction Strategy	<p>Aon’s Environmental Policy reinforces our pledge to pursue sustainable business solutions. A range of controls ensures our operations are responsibly managed, and we strive to reduce adverse impacts to the environment, biodiversity and ecosystems. Aon is committed to achieving net-zero greenhouse gas (GHG) emissions by 2030, and we have been approved by the Science Based Targets initiative in line with a 1.5-degree pathway. To achieve these targets, the firm must be unified in its ESG ambitions, and regions must be aligned to implement environmental goals on a global level. Our current efforts focus on key areas:</p> <ul style="list-style-type: none">Continuing our sustainable sourcing strategy, enabled by our Aon Business Services platform, in which we’re working closely with suppliers to understand their existing carbon reduction commitments and strategies, encouraging them to take steps and considering future options to change suppliers.Reducing the impact of our real estate footprint by reducing the space we use and improving energy efficiency across our real estate portfolio and technology, including through renewable energy.Thoughtfully limiting our travel and commuting footprint through our Smart Working strategy and investing in electric vehicle charging stations and Sustainable Aviation Fuel. <p>These defined commitments guide us as we continue to innovate in the face of ecological instability, and our proactive approach to carbon neutrality sets us apart as a climate-conscious industry leader.</p>	FN-IN-410a.2
9	Environment	Climate Change Risks & Opportunities	Aon’s approach to climate change risks and opportunities can be found in our Task Force on Climate-Related Financial Disclosures (TCFD) .	FN-IN-410a.2
10	Environment	Intensity Metrics	Aon's gross global combined Scope 1, 2 and 3 emissions for 2023 in metric tons CO2e per USD total revenue intensity metric is 0.000033749.	
11	Environment	Paper and Water Reduction Statistics	<p>In 2023, in collaboration with ABS, we continued to use electronic invoicing and purchase orders, badge printing and DocuSign. Collectively, these initiatives have saved numerous resources:</p> <ul style="list-style-type: none">25 million sheets of paper577,000 kilograms of CO2e11.6 million liters of waterMore than 2,800 trees <p>We are also reducing our impact by moving from hard copies of Certificates of Insurance and Policies to e-delivery. In 2023, e-delivery helped achieve paper savings that amounted to 433 trees, 378,000 gallons of water and 390,000 pounds of CO₂.</p>	FN-IN-410a.2
12	Environment	Enhancements to GHG Reporting	Aon continues to leverage the most comprehensive data sets for our annual emissions calculations. Please see Aon's Greenhouse Gas Methodology disclosure .	FN-IN-410a.2
13	Environment	Net-Zero Committee	Aon’s management team has established a Net-Zero committee to develop short, medium and long-term strategies to support firm sustainability and our commitment to net zero by 2030. This committee is jointly sponsored and chaired by our chief procurement officer and head of investor relations and ESG, and is focused on identifying, managing and mitigating risks relating to sustainability and net zero for Aon, including guidance on operational sustainability issues and reporting.	FN-IN-410a.2

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
14	Environment	Incentives for Climate Change Management	Aon's Head of Sustainability has financial incentives tied to emissions reductions. Aon continues to invest in its Sustainable Procurement function and incentivize decarbonization of our supply chain.	FN-IN-410a.2
15	Environment	Examples of Aon Products and Services with Environmental or Carbon Reduction Impact	<p>Aon is helping public and private entities to accelerate capital flows for low carbon transition in a number of areas, including:</p> <ul style="list-style-type: none">• Transition Performance Index (TPI) is designed to assist clients in hard-to-abate sectors secure cover over the course of their shift to greener energy. By leveraging data from public sources and Aon's proprietary analytics, TPI allows underwriters to better understand the impact of client's actions to become greener and justify providing risk capital.• Technology Performance Guarantees help early-stage businesses secure debt financing by insuring against a shortfall in renewable energy production caused by an underperforming technology. This, in turn, helps smooth cash flow volatility for a project, helping lenders feel more confident that debt payments will be made on time and on target.• Tax credits are a widely used incentive to encourage investment in renewable energy projects. Tax Credit Insurance for Renewable Energy Transactions is a solution that allows tax equity investors, developers, guarantors and lenders manage any potential tax liabilities.• Carbon Capture and Storage Solutions help transportation and storage companies — as well as emitters using abatement technology — manage new and emerging exposures such as CO₂ leakage. This gives projects greater access to capital investment as well as supporting regulatory obligations and stakeholder net-zero targets.	FN-IN-410b.2
16	Environment	Environmental Policy	Aon's Environmental Policy can be found at: ESG Policies and Disclosures .	FN-IN-410a.2
17	Environment	Climate Commitment and Science Based Targets Initiative	Aon has committed to achieving net-zero greenhouse gas (GHG) emissions by 2030, and we have been validated by the Science Based Targets initiative in line with a 1.5-degree pathway.	FN-IN-410a.2
18	Philanthropy/Community	Number of Organizations Supported	Over 2,500 organizations received philanthropic support from Aon or our colleagues in 2023.	
19	Philanthropy/Community	Amount of Matching Gifts	Aon matched over \$850,000 in colleague donations to eligible organizations in 2023.	
20	Philanthropy/Community	Total Global Philanthropic Support	Aon contributed over \$12 million in 2023 to philanthropic causes.	
21	Philanthropy/Community	Pro Bono Legal Hours	In 2023, colleagues in Aon's Law and Compliance department committed more than 1,500 hours to pro bono and corporate social responsibility initiatives.	
22	General ESG	Microinsurance Opportunities - Example / Impact Story	<p>In Sri Lanka, farmers represent a third of the workforce and account for almost 20 percent of the economy. Yet, despite their substantial stake in the country's economy, Sri Lankan farmers face major barriers to securing insurance coverage protecting their livelihoods. Historically, there has been a lack of affordable and reliable insurance products, little education about insurance and uncertainty about when and how a claim would be paid.</p> <p>Aon acted to change this. Collaborating with Oxfam in Sri Lanka, an organization working to alleviate poverty, and Etherisc, an InsurTech startup developing a protocol for decentralized insurance applications, we launched the first blockchain-based agricultural insurance policies for smallholder farmers in Sri Lanka.</p> <p>The innovative platform helps overcome historical obstacles, simplifying the claims process. A farmer no longer needs to submit a claim, and, at the same time, the insurer no longer needs to send a claims adjuster into the field. This reduces administration costs and, leads to a higher percent of premiums being used for claims payment and immediate, fully trusted payout.</p> <p>Leveraging Oxfam in Sri Lanka's local farmer engagement, Etherisc's blockchain technology knowledge and Aon's expertise in reinsurance and global insights, the program has enrolled nearly 200 smallholder paddy field farmers in Sri Lanka who are at risk of losing their crops due to extreme weather.</p>	
23	General ESG	Biodiversity and Animal Welfare	Aon's approach to biodiversity risks and opportunities can be found in our Task Force on Nature-Related Financial Disclosures (TNFD) .	
24	General ESG	Risk Identification; Corporate Development	Aon has dedicated resources for pre- and post-close due diligence of target companies, which includes review by legal and compliance professionals and representatives from Aon's procurement and ESG functions, who conduct due diligence and integration planning and report to corporate development and business leaders to address and remediate as needed. Diligence and remediation regarding compliance with Aon's Code of Conduct, Human Rights Policy and other compliance policies is an important part of the due diligence and pre-close planning process.	
25	General ESG	Senior Decision Maker Statement	Letters from CEO Greg Case, and SVP and Head of Investor Relations & ESG Leslie Follmer introducing Aon's 2023 Impact Report can be found here: A message from CEO . A message from Head of ESG .	

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
26	HR/People	Historically Black Colleges and Universities (HBCU) Partnerships	<p>Aon continues to share industry expertise and build relationships with the next generation of leaders by engaging with Historically Black Colleges and Universities (HBCUs). Aon has taken a robust approach to engaging with partner universities, focusing on four key areas: university support, scholarships, curriculum development and veterans, in particular, recruiting and building trust. Brooklyn College is one of six HBCUs at which our investments support students through scholarships, recruiting and curriculum development. In 2022, we joined with Brooklyn College’s Murray Koppelman School of Business and The Spencer Educational Foundation to develop a series of undergraduate programs to help students prepare for a career in risk management, insurance, finance and other professions. Aaron Olson, executive vice president of Aon, served as executive in residence at the Koppelman School of Business. Through the program, Aaron shared his expertise in strategic decision making with students in guest lectures and one-on-one mentoring sessions with students and faculty.</p> <p>The full scope of the partnership included more than 10 guest lectures from Aon colleagues, attendance at career fairs, a 75-plus person event featuring Aon executives and Brooklyn College faculty, and the sponsorship and development of a three-credit course on the fundamentals of risk management and insurance for the 2022 Winter Intersession. The course introduces students to the concept of risk in the context of what households and commercial businesses face in this highly uncertain environment. Students learn how risk is assessed, measured, managed, absorbed, distributed and transferred. They also examine the value of specific household and business decisions regarding the use of insurance to protect income, wealth and property value from losses that result from certain events. In 2022, Brooklyn College selected Aon as a key community partner.</p>	
27	HR/People	Benefits Overview	<p>Through our commitment to our values and purpose, Aon provides colleague rewards that are transparent, fair and competitive to help them reach their long-term financial goals and support their and their family members’ physical health and wellbeing.</p> <p>Aon offers a comprehensive onboarding experience with a support structure tailored to different profiles, including materials about Aon’s business, culture, strategy and sharing information on things colleagues need to start performing their work.</p> <p>The program includes a first-year curriculum, a journey map, a common first-day experience, a buddy program to support the new colleague during their first six months, online and on-demand training, and one-on-one and networking opportunities for new colleagues to build their social connections that are essential to engaging them to stay at Aon.</p> <p>For more information, please refer to: Make Your Choices.</p>	
28	HR/People	Wellbeing	<p>Aon continues to sponsor and promote benefits and programming to support our colleagues including:</p> <ul style="list-style-type: none">• Two firm-wide global holidays allowing colleagues time to focus on personal wellbeing.• Hired a full-time chief wellbeing officer, which reinforces our commitment to strategically approaching wellbeing programs as a cornerstone in every colleague-related conversation within Aon and more broadly with our clients.• Adopted of a Smart Working model, where colleagues and managers work together to discuss and determine the best workstyle to create a healthy, productive, inclusive and sustainable way of working and enable colleagues to deliver their best work for clients from wherever they are best placed to do so.• Introduced a new Wellbeing intranet site with resources including webinars and Ted@Work for colleagues around the globe.• Enhanced colleague communications around benefit changes and refreshed UPoint to make it easier to navigate and highlight benefits to colleagues.• Offer in-plan Roth conversion feature in 401(k) savings plan for US colleagues to promote more financial wellbeing opportunities.	
29	HR/People	OHSA Compliance and ISO45001	Aon is considered a low-risk company by OHSA and therefore does not report out on OHSA metrics. We have received ISO45001 certification.	
30	HR/People	Focus on Continuous Improvement/ Pay-for-Performance	Aon emphasizes a culture of pay-for-performance by ensuring regular performance dialogues that lead to continuous improvement. Approximately 48,000 colleagues are eligible for performance and career development reviews, of which 96 percent were completed in 2023.	
31	HR/People	Flexible Work Arrangement / Smart Working	Introduced in 2022, we took significant steps to enhance Aon’s Smart Working model this year, holding managers more accountable to be in office with their teams. Over a four month process we redefined the in-office, hybrid and remote working designations to maintain the highest levels of client service and collaboration among colleagues. The evolution of Smart Working was designed to be leader-led, ensuring managers were prepared to have effective conversations with colleagues on their workstyle designations while managers also built better in-office working environments and role modeled the desired behaviors. The results were over 90% of all colleagues redesignating their Smart Working workstyle. We continue to work with managers on their in-office presence. Smart Working also enables us to make progress toward our net-zero ambitions while connecting our global firm and bringing the breadth and depth of our expertise to each other in more efficient, modern ways. Additionally, Smart Working allows our clients to choose how we connect with them and reduce their own footprints with thoughtful decisions on travel.	

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
32	HR/People	Engagement Scores & Ongoing Employee Feedback	We continue to regularly check in with our colleagues and seek feedback to be more agile in addressing their needs. Again in 2023, we received over 90,000 colleague responses to our formal annual Colleague Support Survey and Pulse surveys during the year which supplement various listening sessions we conduct with our teams and senior leaders. This year we heard from an overwhelming 84% of our colleagues during our full annual engagement survey and our overall engagement score remained an all-time high of 80%. An additional pride point this year is the recognition our colleagues provided on our managers. Nearly nine out of 10 colleagues (89%) responded that their manager cared about them, 84 percent of colleagues felt supported by their manager in making decisions about their wellbeing and 83 percent said that their managers supported their career development. These are best in class results and appreciate the job our managers are doing with colleague engagement. Again this year, our biggest area of opportunity is how our colleagues see us in talent attraction and retention.	
33	HR/People	Long-Term Incentives	Eligible colleagues that were active on September 24, 2021 received a one-time stock based award enabling Aon colleagues to share in the future success of our Aon United mission.	
34	HR/People	Financial Inclusion / Aon Apprenticeship Program	<p>The Aon Apprenticeship Program further builds on our commitment to diversity and developing opportunities for underrepresented populations. Our programs in the U.S. and UK support high-potential colleagues from a large and diverse talent pool, all of whom help us shape better decisions for our clients. In the U.S., we have built a two-year full-time job and educational program that provides opportunities for those without a traditional four-year college degree. Aon provides apprentices with an entry point to a professional career at Aon — including a salary and benefits — as well as tuition and books as they pursue an associate degree at a partner community college.</p> <p>For more information, please refer to: Learn, Earn and Develop Your Career.</p>	
35	HR/People	Paid Time Off for Volunteering	Managers and teams are encouraged to volunteer together in the community.	
36	HR/People	Development Programs	Across Aon, we create a culture of opportunity for our colleagues that is driven by collaboration and innovation. To help colleagues reach their full professional potential, we provide targeted and meaningful learning and development opportunities. Colleagues participated in over 19,000 hours of leadership development learning following the return of Pinnacle, Catalyst and external leadership development programs. Virtual learning remains key to our learning and development programs, with 293 sessions held in 2023. In-person sessions were reinstated around the world with 131 sessions delivered — over 45,000 hours.	
37	HR/People	Diversity-Related Mentorship Programs	<p>Aon continued to make progress on many of our inclusion actions throughout 2023, and we strive to be even more representative of the communities in which we operate. This year, we maintained our global representation of women across all reported categories and had similar results for ethnically diverse colleagues in the U.S. except for senior leadership, where we dropped one percentage point. Hiring efforts for both global women and U.S. ethnically diverse colleagues improved. Our slowed attrition and Gemini efforts provided headwinds in overall growth of women and ethnically diverse colleague representation.</p> <p>During 2023, we expanded the Elevation Experience for Aon Role Level (ARL) 3 and 4 for women and diverse, high-potential, emerging leaders to over 200 and we are continuing to see strong results in retention and promotions of that group. The Global Inclusion Leadership Council lead the way in efforts to evolve our performance management process to insure a more inclusive process. Additionally, we introduced a more inclusive, global process for in-role promotions from ARL 4 to 3 which has had positive impact on representation.</p>	
38	HR/People	Paid Family/Care Leave	Paid family or care leave beyond parental leave is included in employee benefits (i.e. care for a child, spouse, partner, dependent, parent, sibling or other designated relation with a physical or mental health condition).	
39	HR/People	Training Hours	In 2023, our colleagues participated in over 126,000 hours (up from 75,000 in 2022) of virtual and in-person facilitated learning and online courses.	
40	Human Rights	Human Rights Campaign	Aon received a score of 100 percent for the eighteenth consecutive year on the Human Rights Campaign Foundation's 2023 Corporate Equality Index (CEI). We are proud of our commitment to be a leader in our industry for diversity, equity and inclusion.	
41	Human Rights	Modern Slavery	<p>As part of our robust Business Code of Conduct, and Supplier Code of Business Conduct, Aon has a zero-tolerance policy for forced labor, child labor, modern slavery and or any trafficking of human beings. We are diligent in our efforts to ensure we are working with a transparent, ethical and diverse supply base that adheres to our standards of conduct.</p> <p>Modern Slavery Act Statement.</p>	
42	Human Rights	Assessment of Human Rights Issues in Supply Chain	<p>From Aon's Code of Conduct:</p> <p>"Aon acknowledges that companies, including providers of insurance and reinsurance brokerage, human resources solutions and outsourcing services, can potentially have an impact on human rights. Aon does not use forced labor or child labor and has zero tolerance for slavery or trafficking in human beings".</p> <p>Our suppliers are contractually obligated to comply with Aon's Code of Conduct — Aon has zero tolerance for modern slavery or human rights violations. Risk and assessment of modern slavery and human rights considerations is included in our sourcing approach and ongoing monitoring of our supply chain relationships.</p>	

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
43	Human Rights	Human Rights Statement	Aon is committed to upholding international standards on human rights. We support the principles contained within the Universal Declaration of Human Rights and the International Labor Organization Core Conventions on Labour Standards. Aon acknowledges that companies — including providers of insurance and reinsurance brokerage and human resources solutions — can potentially have an impact on human rights. Aon does not tolerate the use of forced labor or child labor and has zero tolerance for slavery or trafficking in human beings. Our commitment to human rights and addressing human rights risks is uncompromising. We devote significant time and resources to helping colleagues and people around the world understand their rights, protect their fundamental liberties and reach their full potential through training and education, charitable and pro-bono services, business solutions and industry partnerships.	
44	Inclusion and Diversity	Board Diversity	As of March 2023, our Board includes 8 of 13 diverse members (62%), including 5 women (38%) and 5 (38%) racially or ethnically diverse directors. For more information regarding director diversity and the racial/ethnic demographics of our Board, see our 2023 proxy statement.	SV-PS-330a.1
45	Inclusion and Diversity	Anti-Discrimination	At Aon we do not tolerate harassment of any kind, including sexual harassment or any other behavior that is hostile, disrespectful, abusive or humiliating. All colleagues are required to certify annually their agreement to uphold the Aon Code of Business Conduct, which includes requirements regarding harassment and discrimination. Aon's Code of Business Conduct can be found at: Code of Business Conduct .	
46	Inclusion and Diversity	I&D and Gender Statistics	As of December 31, 2023, our global workforce was 54 percent women and 46 percent men, and the Aon Executive Committee, which leads the firm, was 58 percent women and 42 percent men. At the manager level, 28 percent of senior leaders and 43 percent of managers with one or more direct report were women. New colleague hires for the year were 53 percent women and 47 percent men. Our U.S. workforce was 25 percent racially or ethnically diverse, calculated as a percentage of colleagues that have voluntarily disclosed their race or ethnicity to Aon. At the manager level, 11 percent of U.S. senior leaders and 18 percent of U.S. managers with one or more direct report were racially or ethnically diverse. New colleague hires for the year in the U.S. were 34 percent racially or ethnically diverse.	SV-PS-330a.1
47	Inclusion and Diversity	Aon's EEO-1	At Aon, we believe that diverse, inclusive teams produce better insight, better solutions and ultimately the best outcomes for clients and Aon's long-term success, and we are focused on being a firm that is representative of the communities in which we operate. Aon annually submits to the United States Equal Employment Opportunity Commission (EEOC) an Employer Information Report (EEO-1) to provide data regarding the gender and racial/ethnic diversity of our colleagues in the United States. For more information, please refer to: ESG Policies and Disclosures .	
48	Inclusion and Diversity	Inclusion and Diversity Goals	We are focused on being a firm that is representative of the communities in which we operate. We achieve this by aligning Inclusion and Diversity (I&D) actions to the following pillars: Recruitment, Education, Promotion and Representation. We strongly believe that only when colleagues can be their authentic selves will they reach their full potential. We have incorporated I&D into our annual Senior Executive Incentive Compensation Plan to align incentives around our I&D objectives while also delivering strong financial results. In this plan, 20 percent of discretionary incentive compensation is based on quantitative I&D goals of recruitment, promotion, education and representation.	
49	Inclusion and Diversity	Diversity-Related Training and Metrics	I&D training initiatives and programs are the foundation for all colleagues to engage in and continue their inclusion learning journey. Aon colleagues completed over 39,000 hours of I&D training in 2023 — including the Activating Your Allyship course, which teaches colleagues how to support each other and drive Aon's overall I&D goals. Managers, meanwhile, participate in inclusive leadership programs to help them learn and develop their inclusive leadership, hiring and recruiting skills.	
50	Inclusion and Diversity	List of Active Business Resource Groups (BRGs)	By taking part in voluntary business resource groups led by colleagues, Aon employees have a forum to discuss shared experiences. Current chapters include the Aon Pride Alliance, Women's International Network, Aon Veterans United, Multicultural Group, Black Professional Network, Mental Health, Empowering Abilities and Women in Technology. In 2023, 112 business resource group chapters spanned 20 countries, including several global chapters and 59 percent of colleagues belong to one or more business resources groups based on a 2022 Pulse Survey.	
51	IT/Data Privacy and Cyber Security	Substantiated Complaints Received Concerning Breaches of Customer Privacy	Aon plc's Board of Directors regularly receives reports on data privacy and cyber security matters, including incidents and regular complaints/notifications.	
52	IT/Data Privacy and Cyber Security	Global Privacy Statement	Aon's Global Privacy Statement can be found at: Global Privacy Statement .	SV-PS-230a.1

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
53	IT/Data Privacy and Cyber Security	Overview of Data Privacy Program and Oversight	<p>Aon strives to protect the personal and confidential data of our clients and our colleagues through technical, administrative and physical safeguards. As a rule, personal data is stored within our secure environment. Our policy directs colleagues to store personal data within the Aon secure environment and access to restricted and protected information is managed on a business-need-to-know basis. Here is a link to our Global Privacy Statement which provides more details as to how we collect and handle personal information. Aon includes privacy statements on its website, to address how information will be collected and used. The Global Privacy Policy (“policy”) is the core internal policy document that describes Aon’s approach to collecting, storing, transferring and using such information. These policies are made available to Aon colleagues via our company’s intranet and are referenced via Aon Secure, our corporate, multichannel colleague security engagement program which includes email communications and signage.</p> <p>Aon has implemented reasonable physical, technical and administrative security standards to protect personal information from loss, misuse, alteration or destruction. Our Global Privacy Policy elaborates on Aon’s approach to collecting, storing, transferring and using sensitive information. We conduct annual internal audit reviews; our dedicated Global Privacy Team provides enterprise-wide privacy and data protection, as well as legal and compliance advice in partnership with Aon’s Global Security Services organization. All our colleagues are required to take trainings on protecting information.</p>	SV-PS-230a.1
54	IT/Data Privacy and Cyber Security	Privacy and Security Risk Assessments and Audits	<p>In addition to ongoing reviews of Privacy Records of Processing Activities (RPA) and control reviews, Privacy Impact Assessments (PIA) are triggered as part of new projects or business initiatives. In addition to ongoing security scanning and reviews of Regulatory IT controls (like Sarbanes Oxley or PCI), security reviews are also triggered as part of new projects, business initiatives or third-party/supplier engagements. Internal Audit follows a risk-based approach to evaluating controls over key enterprise risks, including data privacy and security, as well as compliance with select regulations and corporate policies. Internal Audit may also perform advisory services that provide insights and advice in areas such as emerging risks and business change activities.</p> <p>We also leverage external auditors for required regulatory assessments like Sarbanes Oxley, Financial Statutory Audits, SOC1/SOC2 client-driven third-party assurance assessments, and PCI DSS. Regulatory bodies also perform audits on Aon on an annual basis (e.g. regulations like FINRA, FCA, SEC, NYDFS, etc.).</p>	SV-PS-230a.2
55	IT/Data Privacy and Cyber Security	Third-Party Security Standards	Aon’s Third-Party Security strategy is all about ensuring that our third-party providers have proven security protocols and technology in place that meet our highest standards.	SV-PS-230a.2
56	IT/Data Privacy and Cyber Security	Data Privacy Office & Data Privacy Officer	We have established a Global Privacy Office (the “GPO”), which is led by Chief Privacy Officer, Brad Bryant. The company’s management regularly presents (no less than twice annually) to the Audit Committee of the Board and/or the Compliance Sub-Committee of the Audit Committee regarding cyber security, data security and data privacy matters. The GPO comprises a number of full-time privacy professionals located around the globe and is responsible for implementing Aon’s data privacy program, designing and developing data privacy compliance solutions and supporting our global data privacy champion network.	SV-PS-230a.1
57	IT/Data Privacy and Cyber Security	Chief Security Officer (CSO)	We have established a Global Security Services (GSS) organization, which is led by Chief Security Officer, Joe Martinez. The company’s management regularly presents to the Audit Committee of the Board and/or the Compliance Sub-Committee of the Audit Committee regarding cyber security, data security and any people safety matters. GSS comprises a number of full-time security professionals located around the globe and is responsible for protecting Aon’s people property and information.	SV-PS-230a.1
58	IT/Data Privacy and Cyber Security	Supply Chain Adherence to Aon's Privacy Policy	Aon has established a Third-Party Risk Governance program that creates guidelines for selecting and managing those suppliers, including assessing their operational capabilities and adherence to our privacy and data security requirements. We require our third-party suppliers have technical, organizational and physical safeguards designed to protect the personal information that they process. Through appropriate contracts and periodic reviews, we ensure that our third-party suppliers understand and comply with Aon security and privacy requirements. Our Legal and Privacy specialists work with business units to incorporate appropriate controls into supplier contracts.	SV-PS-230a.2
59	IT/Data Privacy and Cyber Security	Privacy Policy Adherence	Aon’s Code of Business Conduct requires all employees to meet the responsibilities of the code, including complying with privacy and data protection policies. The Code of Business Conduct applies to all Aon officers, directors and employees throughout the world. Failure to live up to the responsibilities of the Code of Business Conduct results in disciplinary action up to and including termination of employment. Such action is considered on a case-by-case basis and is subject to local law.	SV-PS-230a.2
60	Procurement	Use of Sustainable/Recycled Products	Aon encourages the use of “green” label and recycled products through our preferred buying partners. Items are labelled as such for colleague selection at point of sale. In 2023, 45% of the products purchased through our centralized office product purchasing systems were labelled "green" up from 40% in 2022.	FN-IN-410b.2

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
61	Procurement	Product Life Cycle and End of Use	As Aon expands the use of green materials in our offices, we are working with partners to improve purchased product life cycles and responsible end-of-use equipment practices. We have moved from ownership to leasing of hardware through our third-party partners, which enables end-of-life recycling for printers, print cartridges and laptops, and our office products are increasingly refurbished to reduce waste. We also donate to local communities to extend the life cycle of materials and products.	FN-IN-410b.2
62	Procurement	Sustainable Procurement Plan	<p>Aon has established a Sustainable Procurement function bringing together key ESG and risk elements to build a more resilient supply chain. We recognize the critical role our suppliers play in helping Aon reduce Scope 3 emissions associated with our purchased goods and services. Our Sustainable Procurement function seeks to engage and support our suppliers in their own decarbonization journey while setting measurable sustainable progress of our enterprise level suppliers.</p> <p>Building a resilient supply chain is not limited to our environmental sustainability efforts. We recognize that strong governance and diversity are critical to developing agile solutions that support internal procurement and our evolving client needs.</p> <p>Several actions form the foundation of our supplier sustainability strategy:</p> <ul style="list-style-type: none">• Deploy an integrated sustainable procurement capability which addresses firm needs and future demands related to climate, vendor risk and diversity.• Work with suppliers committed to innovation in these areas and realize post-deal value through supplier management.• Embed sustainability and diversity in the supply chain and evaluate suppliers for diversity and sustainability goal alignment during the sourcing process.• Establish scalable frameworks to meet evolving compulsory requirements across several areas: people, process and technology. <p>Our supplier code of conduct works to promote corporate resilience and sustainability by communicating our commitment to reducing greenhouse gas emissions.</p> <p>We expect our suppliers to reduce their negative environmental impacts, set environmental targets and regularly update us with their progress.</p> <p>Aon's Supplier Code of Business Conduct can be found here.</p>	
63	Procurement	Supply Chain Code Compliance	<p>Aon's suppliers are obligated to follow Aon's Supplier Code of Business Conduct.</p> <p>Third parties acting on Aon's behalf to obtain or retain business for Aon must contractually agree to comply with the content of Aon's Code, Aon's Anti-Corruption Policy, applicable anti-corruption laws and any other applicable statutory or regulatory requirements. Aon is also clear and transparent in upholding the same Business Code of Conduct standards with our suppliers and other relevant third parties.</p> <p>Aon's Code of Business Conduct can be found here.</p> <p>Aon's Supplier Code of Business Conduct can be found here.</p>	
64	Procurement	Diverse Supplier Spend	Through our integrated supplier and business diversity efforts, over 7 percent of our U.S. addressable spend was with diverse suppliers in 2023.	
65	Procurement	Human Rights Factored Into Purchasing Decisions	Our suppliers are contractually obligated to comply with Aon's Code of Conduct — Aon has zero tolerance for modern slavery or human rights violations.	
66	Responsible Investing	PRI Signatory	Aon is a global signatory to the Principles for Responsible Investment (PRI). We were the first investment consulting firm to make a global commitment to follow the Principles. To ensure our client-facing and research colleagues had a firm foundation in responsible investing, we sent nearly 600 Aon investment colleagues through the Trustee Training Program by the PRI Academy.	FN-IN-410a.2
67	Responsible Investing	UNEP FI Signatory	We are a signatory to the UN's Principles for Sustainable Insurance and are a member of the PSI Board. The PSI Board works to develop frameworks for the insurance industry addressing ESG risks and opportunities.	FN-IN-410a.2
68	Responsible Investing	Responsible Investment Policy	Aon's Responsible Investment Policy can be found here.	FN-IN-410a.2
69	Responsible Investing	Impact Fund Assets	<p>Global Impact Fund assets as of December 31, 2023: £596 million.</p> <p>Additional information can be found here: The Aon Global Impact Fund.</p>	FN-IN-410a.2
70	Risks and Governance	Oversight of Code of Conduct	<p>The Aon Board of Directors Audit Committee has general oversight responsibility for the company's compliance with legal, regulatory and ethics policies and programs established by management and the Board, and annually reviews the adequacy of those policies and programs, including Aon's Code of Business Conduct.</p> <p>Aon's Code of Business Conduct can be found here.</p>	

Item	Category	Question/Metric	Response	Related SASB Metric Code, Professional Services & Insurance
71	Risks and Governance	Responsibility for ESG / ESG Committee	<p>Aon has established an ESG Committee of senior leaders to address and make recommendations regarding environmental, social and governance matters facing the company. The ESG Committee sets and monitors Aon's ESG strategy, which is based on risk and stakeholder impact.</p> <p>The ESG Committee is dedicated to increasing Aon's focus and global coordination on identifying and mitigating ESG risks and ensuring disclosure of our practices and policies in these areas. It is chaired by our head of investor relations and ESG and includes our chief marketing officer, chief people officer, chief procurement officer, general counsel, head of ESG for commercial risk solutions and our head of public affairs and policy. Our head of investor relations and ESG, as chair of the ESG Committee, is responsible for keeping our CEO and Aon Executive Committee updated on ESG developments and the risks reviewed by the ESG Committee, and providing updates to the Board.</p>	
72	Risks and Governance	ESG Risks	<p>Our Board and management recognize that the full spectrum of ESG risks are evolving in their significance to the business, and accordingly, oversight of ESG risks is a continuing and dynamic commitment. The Board (or through its committees) oversees and has reviewed the company's top ESG risks and strategy, including climate risk and human capital management, and people-related risks.</p> <p>For additional information, see Aon's proxy.</p>	FN-IN-450a.3
73	Risks and Governance	Risk Assessment Process	<p>Risk is inherent and evolving in every business, and how well a business manages risk can ultimately determine its success. Our risk management program covers the range of material risks to Aon, including strategic, operational, financial, compliance, human capital and social risks. The Board oversees Aon's risk management program and allocates certain oversight responsibilities to its committees, as appropriate. Each committee regularly reports to the Board on risk matters under its purview. The Board and its committees periodically review our risk management policies, processes and controls (including enterprise risk management).</p>	FN-IN-450a.3
74	Risks and Governance	Risk Management Responsibility	<p>Management carries out the daily processes, controls and practices of our risk management program, many of which are embedded in our operations. Our Board oversees Aon's strategy and risk management, and has reviewed our top ESG risks, including climate-related risks.</p>	FN-IN-450a.3
75	Risks and Governance	Incentives for Risk Management	<p>In determining annual incentives for our NEOs, the Compensation Committee (or, with respect to our CEO, the independent members of the Board) evaluates contributions to our business and financial results, delivery of key strategic initiatives (which may include risk management) and personal leadership qualities. For example, in 2023 in determining the compensation for Darren Zeidel, Aon's executive vice president, general counsel and company secretary, the Compensation Committee considered Mr Zeidel's enhancement of Aon's global approach to enterprise risk management and his contributions to the oversight of ESG risks.</p>	
76	Risks and Governance	ESG Materiality Assessment	<p>In 2022, Aon's ESG Steering Committee, which is made up of senior firm leaders, oversaw a comprehensive ESG risk assessment and senior management reported the findings to our Board of Directors.</p>	



Contact Us

Investor Relations & ESG

Leslie Follmer

investor.relations@aon.com

+1 847 442 0622

Media Contact

Will Dunn

mediainquiries@aon.com

+1 312 381 3024

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.

Follow Aon on [LinkedIn](#), [X](#), [Facebook](#) and [Instagram](#). Stay up-to-date by visiting Aon's [newsroom](#) and sign up for news alerts [here](#).

[aon.com](#)

©2024 Aon plc. All rights reserved.

The goals, targets and commitments discussed in this report are aspirational. As such, no guarantees or promises are made that any such goals, targets or commitments will be met. In addition to goals, targets and commitments, this report contains certain other 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. The words "believe," "expect," "estimate," "anticipate," "forecast," "aim," "plan," "project," "should" and similar expressions identify forward-looking statements. Also, when Aon uses words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "forecast," "intend," "looking forward," "may," "might," "plan," "potential," "opportunity," "commit," "probably," "project," "should," "will," "would" or similar expressions, it is making forward-looking statements. 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. Any or all of Aon's forward-looking statements may turn out to be inaccurate, and there are no guarantees about Aon's performance. Aon operates 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. 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 SEC. See "Risk Factors" in Aon's Annual Report on Form 10-K for the year ended December 31, 2023 for a further discussion risks and uncertainties applicable to Aon and its businesses. These factors may be revised or supplemented in subsequent reports filed with the Securities and Exchange Commission (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, except as required by law.

Statistics and metrics included in this report are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change. This report has not been externally assured or verified by an independent third party.

The information contained herein and the statements expressed are of a general nature and are not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information and use sources we consider reliable, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.