

AON

Aon plc

Fourth Quarter and Full Year
2022 Results

February 3, 2023



AON

Greg Case

Chief Executive Officer

Christa Davies

Chief Financial Officer

Eric Andersen

President



Safe Harbor Statement

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 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, future capital expenditures, growth in commissions and fees, changes to the composition or level of its revenues, cash flow and liquidity, expected tax rates, expected foreign currency translation impacts, business strategies, competitive strengths, goals, the benefits of new initiatives, growth of its business and operations, plans, and references to future successes, are forward-looking statements. Also, when Aon uses words such as "anticipate", "believe", "continue", "could", "estimate", "expect", "forecast", "intend", "looking forward", "may", "might", "plan", "potential", "probably", "project", "should", "will", "would" 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: changes in the competitive environment, due to macroeconomic conditions or otherwise, or damage to Aon's reputation; fluctuations in currency exchange, interest, or inflation rates that could impact our financial condition or results; changes in global equity and fixed income markets that could affect the return on invested assets; changes in the funded 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 and the terms thereof reducing Aon's flexibility or increasing borrowing costs; rating agency actions that could limit Aon's access to capital and our competitive position; volatility in Aon's global tax rate due to being subject to a variety of different factors, including the adoption and implementation of OECD tax proposals; changes in Aon's accounting estimates or assumptions on Aon's financial statements; limits on Aon's subsidiaries' ability to pay dividends or otherwise make payments to Aon; the impact of legal proceedings and other contingencies, including those arising from acquisition or disposition transactions, errors and omissions and other claims against Aon; the impact of, and potential challenges in complying with, laws and regulations in the jurisdictions in which Aon operates, particularly given the global nature of Aon's operations and the possibility of differing or conflicting laws and regulations, or the application or interpretation thereof, across jurisdictions in which Aon does business; the impact of any regulatory investigations brought in Ireland, the U.K., the U.S. and other countries; failure to protect intellectual property rights or allegations that Aon infringes on the intellectual property rights of others; general economic and political conditions in different countries in which Aon does business around the world; the failure to retain, attract and develop experienced and qualified personnel; international risks associated with Aon's global operations, including impacts from military conflicts or political instability, such as the ongoing Russian war in Ukraine; the effects of natural or man-made disasters, including the effects of the COVID-19 and other health pandemics and the impacts of climate change; any system or network disruption or breach resulting in operational interruption or improper disclosure of confidential, personal, or proprietary data, and resulting liabilities or damage to our reputation; Aon's ability to develop, implement, update and enhance new systems; the actions taken by third parties that perform aspects of Aon's business operations and client services; the extent to which Aon is exposed to certain risks, including lawsuits, related to actions Aon may take in being responsible for making decisions on behalf of clients in Aon's investment businesses or in other advisory services that Aon currently provides, or may provide in the future; Aon's ability to continue, and the costs and risks associated with, growing, developing and integrating acquired business, and entering into new lines of business or products; Aon's ability to secure regulatory approval and complete transactions, and the costs and risks associated with the failure to consummate proposed transactions; changes in commercial property and casualty markets, commercial premium rates or methods of compensation; Aon's ability to develop and implement innovative growth strategies and initiatives intended to yield cost savings, and the ability to achieve such growth or cost savings; the effects of Irish law on Aon's operating flexibility and the enforcement of judgments against Aon; and adverse effects on the market price of Aon's securities and/or operating results.

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 prior periods are not necessarily indicative of results that may be expected for any future period. 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 Aon's Annual Report on Form 10-K for the year ended December 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.

2022 U.S. GAAP Financials

	Q4'22	FY'22
Total Revenue Growth	+2%	+2%
Operating Margin	32.3%	29.4%
Earnings Per Share	\$3.14	\$12.14
Cash Flows from Operations		\$3,219M

Explanation of Non-GAAP Measures

This communication includes supplemental information not calculated in accordance with generally accepted accounting principles in the United States (“U.S. GAAP”), including organic revenue growth, free cash flow, free cash flow margin, adjusted operating income, adjusted operating margin, adjusted earnings per share, adjusted net income attributable to Aon shareholders, adjusted net income per share, other income (expense), as adjusted, pension income (expense), as adjusted, adjusted net operating profit after tax, return on invested capital, and adjusted effective tax rate that exclude the effects of intangible asset amortization and impairment, capital expenditures, and certain other noteworthy items that affected results for the comparable periods. Organic revenue growth includes the impact of intercompany activity and excludes foreign exchange rate changes, acquisitions, divestitures, transfers between revenue lines, fiduciary investment income, and gains or losses on derivatives accounted for as hedges. Currency impact represents the effect on prior year period results if they were translated at current period foreign exchange rates. Reconciliations to the closest U.S. GAAP measure for each non-GAAP measure presented in this communication are provided in the attached appendices. Supplemental organic revenue growth information and additional measures that exclude the effects of certain items noted above do not affect net income or any other U.S. GAAP reported amounts. Free cash flow is cash flows from operating activity less capital expenditures. The adjusted effective tax rate excludes the applicable tax impact associated with expenses for estimated intangible asset amortization and impairment, and certain other noteworthy items. Management believes that these measures are important to make meaningful period-to-period comparisons and that this supplemental information is helpful to investors. Management also uses these measures to assess operating performance and performance for compensation. Non-GAAP measures should be viewed in addition to, not in lieu of, Aon’s Condensed Consolidated Financial Statements. Industry peers provide similar supplemental information regarding their performance, although they may not make identical adjustments.

Table of Contents

01 Executive
Summary

02 Quarterly & Full Year
Performance

03 Delivering Long-
Term Growth

04 Free Cash Flow
Drives Long-Term
Shareholder Value

05 Appendices

Aon is in the business of better decisions

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.

50,000

colleagues around the world

120+

countries and sovereignties with Aon clients

Through our experience, global reach and state-of-the-art analytics, we are better able to help clients meet rapidly changing, increasingly complex and interconnected challenges across four areas of need:

Navigating new forms of volatility

Building a resilient workforce

Rethinking access to capital

Addressing the underserved

Commercial Risk Solutions

Shifts in technology, economics and geopolitics are creating unprecedented volatility. We help clients identify, measure and manage their risk exposure.

\$110B+¹

of bound premium placed annually

Health Solutions

Health is declining, costs are rising and workers have vastly different needs. We help companies improve employee health and wellbeing while managing costs.

\$35B

of bound premium placed annually

Reinsurance Solutions

Businesses, governments and communities need to become more resilient. Our expertise and insight help (re)insurers navigate uncharted territories and create more relevant solutions.

\$50B+

of bound premium placed annually

Wealth Solutions

Global business is becoming increasingly difficult to navigate. We help employers, fiduciaries and investment officers optimize results and provide a more secure future for their stakeholders.

\$3.8T²

of assets under advisement



¹ Includes approximately \$55 billion of captive premium

² As of 6/30/2022, includes non-discretionary assets advised by Aon and its global affiliates which includes retainer clients and clients in which Aon and its global affiliates have performed project services for over the past 12 months. Project clients may not currently engage Aon at the time of the calculation of assets under advisement as the project may have concluded earlier during preceding 12-month period.

1

Executive Summary

Quarterly and FY Performance and Focus on Long-Term Strategy¹

Quarterly Performance on Key Financial Metrics

- **Organic Revenue growth of +5%**; driven by ongoing strong retention, net new business generation and management of the renewal book portfolio
- **Adjusted Operating Margin expansion of +40 basis points and adjusted operating income growth of +3%**; reflecting organic revenue growth and increased fiduciary investment income, partially offset by increased expenses and investments in long-term growth
- **Adjusted Earnings per Share (EPS) growth of +5%**; primarily reflecting strong organic revenue growth and effective capital management, partially offset by a \$(0.09) unfavorable impact from FX

Annual Performance on Key Financial Metrics

- **Organic Revenue growth of +6%**; driven by ongoing strong retention, net new business generation, and management of renewal book portfolio
- **Adjusted Operating Margin expansion of +70 basis points and adjusted operating income growth of +5%**; reflecting organic revenue growth and increased fiduciary investment income, partially offset by increased expenses and investments in long-term growth
- **Adjusted Earnings per Share (EPS) growth of +12%**; primarily reflecting strong organic revenue growth and effective capital management, partially offset by a \$(0.44) unfavorable impact from FX
- **Free Cash Flow (FCF) increase of +48%**; reflecting an increase in cash flows from operations, due primarily to transaction costs in the prior year period, partially offset by a \$59M increase in capital expenditures

Committed to our Long-Term Strategy

- **Aon United is Stronger:** Our one-firm mindset enables teams across Aon to deliver more impact to clients on a consistent basis, enabling rapid development and broad distribution of solutions for growing client need
- **Aon Business Services is Delivering:** Digitization of Aon's core operating platform delivers efficiencies across the firm, accelerates distribution of new solutions globally and improves client experience
- **Innovation at Scale is Essential:** Clients need a partner capable of accelerating innovation on their behalf, and we are continuously bringing insight, based on data, analytics, and our global expertise to expand proven solutions and design new ones to address the biggest risks of today and tomorrow



¹ The results presented on this page are non-GAAP measures that are reconciled to their corresponding U.S. GAAP measures in the Appendices of this presentation.

Aon United - Driving Top and Bottom-Line Results^{1,2}

Committed to Mid-Single-Digit or Greater Organic Revenue Growth Over the Long-Term

- Track record of +4% average annual organic revenue growth from 2010-2022, with +6% organic revenue growth in 2022
- Driven by three areas: Delivering client value with continued improvement in core businesses, portfolio mix-shift towards areas of faster growing client demand and data-driven solutions, and net new opportunities that increase our total addressable market

Sustainable Operating Margin Expansion Net of Investment in Long-Term Growth

- From 2010-2022, increased adjusted operating margins by +1,120 bps or over +90 bps per year
- Driven by three areas: Top-line growth, portfolio mix-shift to higher contribution margin businesses, and increased operating leverage from ongoing productivity improvements from our Aon Business Services platform

Expected Free Cash Flow Growth Over the Long-Term

- Expect to deliver double-digit free cash flow growth in 2023 and over the long-term, driven by growth in operating income and ~\$500 million long-term improvement opportunity in working capital

Disciplined Portfolio Management and Capital Allocation based on Return on Invested Capital (ROIC)

- Strong history of M&A and portfolio management, including completion of 164 acquisitions for ~\$5.8 billion and 141 divestitures for ~\$5.8 billion from 2010-2022³
- All capital allocation decisions based on ROIC. Share repurchase continues to be our highest return opportunity, based on our strong free cash flow generation outlook, noting history of \$22.5 billion in share buyback from 2010-2022, or a net share reduction of approximately 38%⁴, and \$6.0 billion remaining repurchase authorization as of the end of 2022
- Significant financial flexibility to deploy capital driven by strong free cash flow generation and opportunity for increased debt

Translating into a Significant Shareholder Value Creation Opportunity

- Going forward, we expect to build on our demonstrated track record of free cash flow growth combined with an expected reduction in total shares outstanding, representing a significant long-term shareholder value creation opportunity



¹ The results presented on this page are non-GAAP measures that are reconciled to their corresponding U.S. GAAP measures for historical periods in the Appendices of this presentation.

² Reflects the Company's best estimates as of February 3, 2023, and the Company disclaims any obligations to update whether a result of new information, future events, or otherwise. Actual results may differ materially.

³ Includes asset deals and share transactions with joint venture partners.

⁴ Calculated as the change in actual shares outstanding from December 31, 2010 to December 30, 2022.

2023 Supplemental Financial Information¹

Organic Revenue:

- Expect to deliver mid-single-digit or greater organic revenue growth for full year 2023 and over the long-term

Expense Outlook

- Expect to deliver adjusted operating margin expansion for full year 2023 and over the long-term

Foreign Currency:

- If currency were to remain stable at today's rates, we would expect an unfavorable impact of approximately \$(0.13) per share in the first quarter of 2023 and an unfavorable impact of approximately \$(0.12) per share for full year 2023

Free Cash Flow:

- Expect to deliver double-digit free cash flow growth in 2023 and over the long-term

Interest Expense:

- Based on the Company's debt structure at the end of the fourth quarter, expect \$111 million of interest expense in the first quarter of 2023, compared to \$110 million of interest expense reported in the fourth quarter

Other Income (Expense) – as adjusted:

- Based on current assumptions, expect ~\$66 million of non-cash pension expense in 2023 spread evenly throughout each quarter, excluding all other items we do not forecast that could be favorable or unfavorable in any given period

2

Quarterly & Full Year Performance

Performance Across Key Metrics¹

	Q4'21	Q4'22	FY'21	FY'22
Organic Revenue	+10%	+5%	+9%	+6%
Adjusted Operating Margin	32.8%	33.2%	30.1%	30.8%
<i>Year-over-Year</i>		<i>+40 bps</i>		<i>+70 bps</i>
Adjusted Earnings Per Share	\$3.71	\$3.89	\$12.00	\$13.39
<i>Year-over-Year</i>		<i>+5%</i>		<i>+12%</i>
Free Cash Flow			\$2,045M	\$3,023M
<i>Year-over-Year</i>				<i>+48%</i>

Organic Revenue¹ - Strong Growth Across All Solution Lines

- **Organic revenue growth of +5% overall in the fourth quarter**, driven by ongoing strong retention and net new business generation
 - Full year organic revenue growth of +6% reflects mid-single-digit or greater growth in three of our four solution lines
- **Reported revenue growth of 2% in the fourth quarter**, including a (4)% unfavorable impact from FX and a +1% favorable impact from fiduciary investment income²

	Q4'21	Q4'22	FY'21	FY'22
Commercial Risk Solutions	+12%	+4%	+11%	+6%
Reinsurance Solutions	+13%	+9%	+8%	+8%
Health Solutions	+7%	+7%	+10%	+8%
Wealth Solutions	+1%	+6%	+2%	+3%
Total Aon	+10%	+5%	+9%	+6%



¹ Organic revenue is a non-GAAP measure that is reconciled to its corresponding U.S. GAAP measure in Appendix A of this presentation.

² Total fiduciary investment income for the three months ended December 31, 2022 was \$41 million.

Quarterly Summary of Organic Revenue Growth¹ Across Solution Lines

Commercial Risk Solutions

- Organic revenue growth of +4% reflects growth across most major geographies driven by strong retention, net new business generation, and management of the renewal book portfolio
- Growth in retail brokerage was highlighted by double-digit growth in Canada and Latin America, driven by continued strength in core P&C. U.S. retail brokerage was pressured primarily by Transaction Solutions, which declined due to lower external deal volume
- Results also reflect strong growth globally in the affinity business across both consumer and business solutions, including growth in the travel and events practice and Digital Client Solutions
- On average globally, exposures and pricing were modestly positive, resulting in a modestly positive market impact

Reinsurance Solutions

- Organic revenue growth of +9% reflects double-digit growth in both the Strategy and Technology Group and in facultative placements
- Market impact was modestly positive on results in the quarter
- The majority of revenue in our treaty portfolio is recurring in nature and is recorded in connection with the major renewal periods that take place throughout the first half of the year, while the second half of the year is largely driven by facultative placements and capital markets that are more transactional in nature

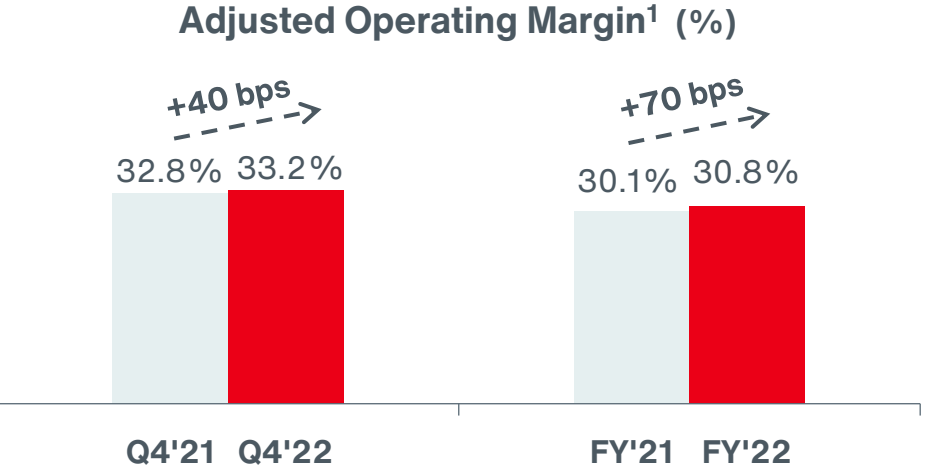
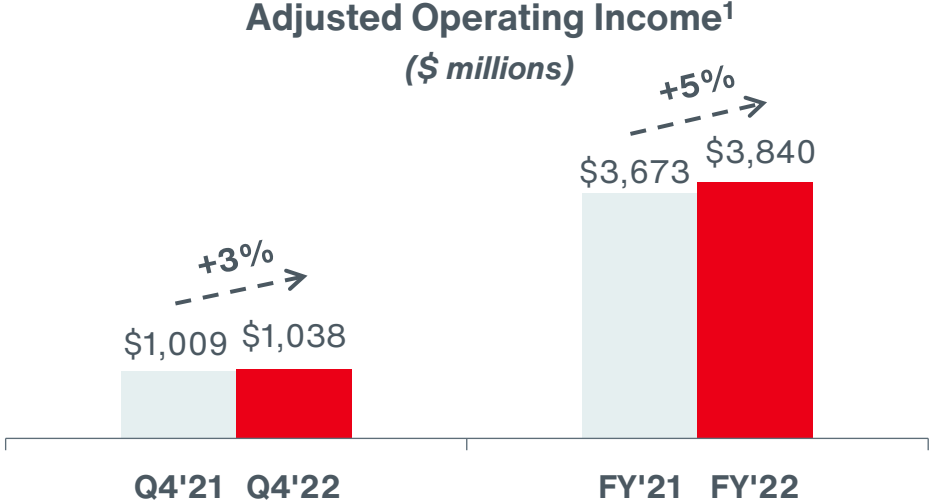
Health Solutions

- Organic revenue growth of +7% reflects growth globally in core health and benefits brokerage, driven by strong retention, new business generation and management of the renewal book portfolio
- Growth in the core was highlighted by double-digit growth in Latin America, UK, and Asia Pacific
- Results also reflect double-digit growth in Human Capital, driven by data and advisory solutions, and modest growth in Consumer Benefits Solutions

Wealth Solutions

- Organic revenue growth of +6% reflects growth in Retirement, driven by higher demand and project-related work related to pension risk transfer and ongoing impacts of regulatory changes
- In Investments, a decrease in AUM-based delegated investment management revenue due to equity market and interest rate movements was partially offset by higher advisory demand and project-related work

Adjusted Operating Margin¹ - Driven By Strong Organic Revenue Growth



Q4 Commentary

- Adjusted operating income growth of +3% and adjusted operating margin expansion of +40 bps reflects 5% organic revenue growth and \$41m fiduciary investment income, partially offset by increased expenses and long-term investments

Full Year 2022 Commentary

- Adjusted operating income growth of +5% and adjusted operating margin expansion of +70 bps reflects 6% organic revenue growth and \$76m fiduciary investment income, partially offset by increased expenses and long-term investments

Full Year 2023 Outlook

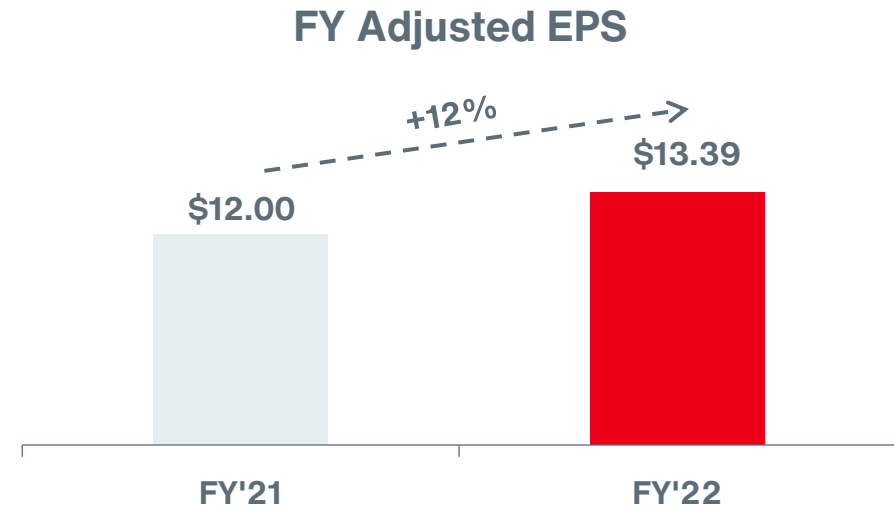
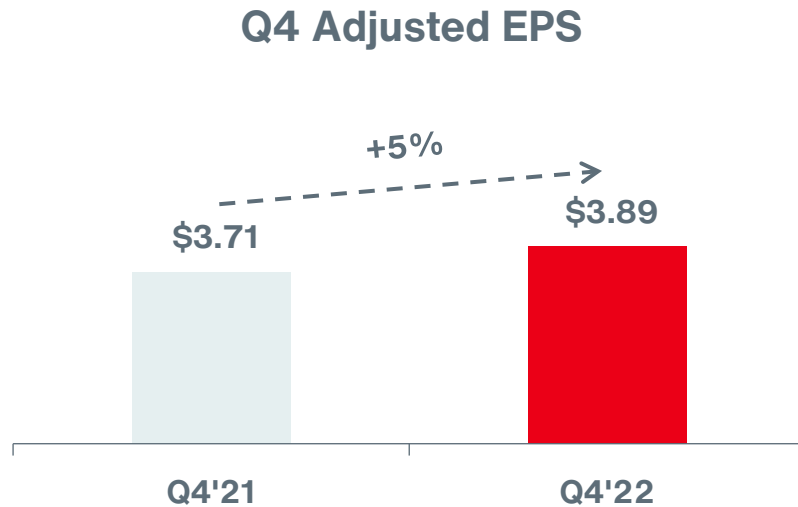
- Expect to deliver adjusted operating margin expansion for full year 2023 and over the long term
- Our Aon Business Services platform continues to enable efficiency gains, disciplined investment, service delivery excellence and innovation at scale



¹ Reflects performance from continuing operations. Adjusted operating income and adjusted operating margin are non-GAAP measures that are reconciled to their corresponding U.S. GAAP measures for historical periods in Appendix B of this presentation.

Adjusted EPS¹ - Delivered Strong Growth

- Adjusted earnings per share growth in the quarter reflects strong organic revenue growth and effective capital management
- FX translation had a \$(0.09) per share unfavorable impact in the fourth quarter and a \$(0.44) per share unfavorable impact for full year 2022
 - *If currency were to remain stable at today's rates, we would expect an unfavorable impact of approximately \$(0.13) per share in the first quarter of 2023 and an unfavorable impact of approximately \$(0.12) per share for full year 2023*
- Repurchased 2.3 million class A ordinary shares for approximately \$675 million in Q4 and 11.1 million class A ordinary shares for approximately \$3.2 billion in 2022



Non-Operating Financials

(\$ millions)	Q4'21	Q4'22
Interest Income	\$2	\$3
Interest Expense	\$(85)	\$(110)
Total Other Income (Expense) ¹	\$21	\$(26)
Pension Income (Expense) ¹	\$2	\$0
Other Income (Expense) ¹	\$19	\$(26)
Effective Tax Rate ¹	12.2%	9.0%
Noncontrolling Interest	\$(10)	\$(9)
Actual Common Shares Outstanding	214.8	205.4

- **Interest expense** increased +\$25M, reflecting an increase in total debt
- **Total other income (expense)** decreased \$47M, primarily reflecting net losses due to the favorable impact of exchange rates on the remeasurement of assets and liabilities in non-functional currencies and a gain on the sale of a business in the prior year period
- **Effective tax rate** decreased due primarily to changes in the geographical mix of income and a net favorable impact from discrete items
- **Actual common shares outstanding** decreased to 205.4 million with approximately 1.9 million additional dilutive equivalents. The company repurchased 2.3 million class A ordinary shares in Q4'22. Estimated Q1'23 beginning dilutive share count is ~207.6 million subject to share price movement, share issuance, and share repurchases

3

Delivering Long-Term Growth

Aon United Blueprint

How we shape decisions for the better and drive sustainable growth — working together as one firm
Aon is in the business of better decisions

Delivering Aon United

Our Delivering Aon United strategy defines how Aon colleagues work together to deliver value to clients and sets a new standard for client leadership. Delivering Aon United is brought to life through our common client value creation model which scales strategies from across the firm that have helped teams bring the best of the firm to clients.

Inclusive People Leadership

Our Inclusive People Leadership strategy ensures that all colleagues – at every stage of their journey – are equipped and motivated to model our Aon United values and behaviors. In doing so, it creates a culture where Aon colleagues engage one another in a manner that enables all of us to achieve our full professional potential.



Innovation at Scale

Our Innovation at Scale strategy applies a common content and capability development methodology and set of global standards in three areas of innovation: within our solution lines, across solution lines, and making net new enterprise-level big bets through Aon Growth Ventures that expand our addressable market.

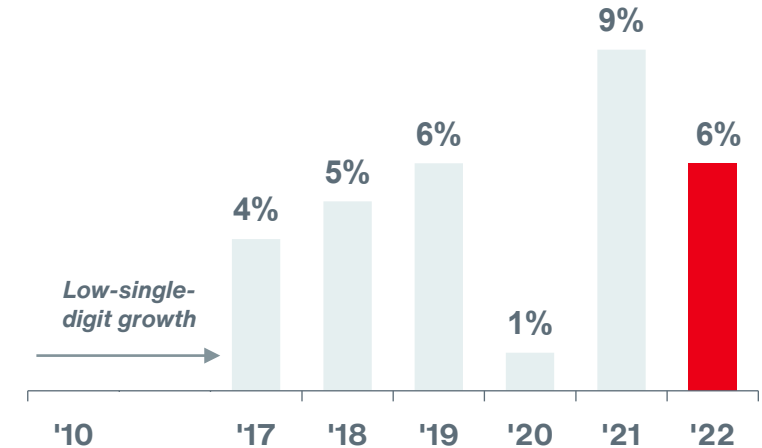
Aon Business Services

Our Aon Business Services strategy creates globally scaled operational and technology capabilities and connects them to our clients. Aon Business Services makes Aon easy to work with, delivering differentiated client service, supporting colleagues and enabling rapid solution development and innovation.

Drivers of Sustainable Organic Revenue Growth¹

<p>Delivering Client Value in the Core</p>	<ul style="list-style-type: none"> When we bring the best of the firm through our Aon United strategy, we can win more, retain more, and do more with clients Our strong core business is largely recurring, non-discretionary, and with retention rates of ~95% on average across the portfolio
<p>Portfolio Shift to High-Growth Areas of Demand</p>	<ul style="list-style-type: none"> Disproportionally investing organically and inorganically to differentiate our value proposition in targeted businesses with attractive growth and margin characteristics Priority areas are growing organically at higher rates than the overall portfolio, with significant long-term opportunity Proven history of portfolio management demonstrates ability to focus and prioritize areas of greatest client need
<p>Distributed Innovation to Unlock Net New</p>	<ul style="list-style-type: none"> Strong track record of developing innovative, first-to-market solutions that unlock new addressable markets Creating net new solutions for long-term challenges like climate, intellectual property, cyber, wellbeing and workforce resilience

Organic Revenue Growth

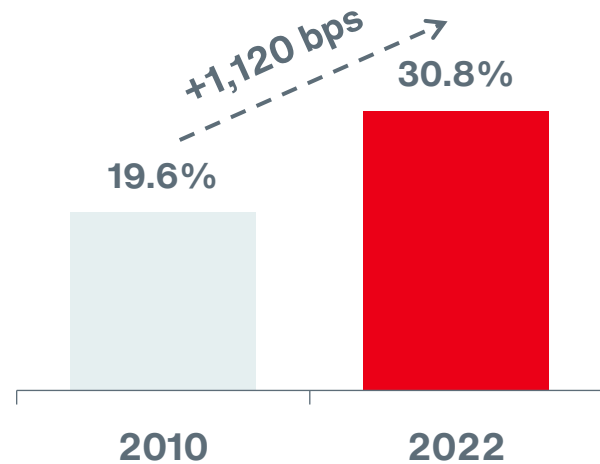


In 2017, established Aon United, our one-firm strategy, to drive long-term growth

Expect mid-single-digit or greater organic revenue growth in 2023 and over the long-term

Aon Business Services Operating Model Enables Efficiencies, Client Service, and Innovation

FY Adjusted Operating Margin¹



Aon Business Services provides operating leverage, a key driver of margin expansion

Efficiency and Operating Leverage

- Single platform enables prioritized investment in our highest return opportunities balanced with ongoing operating margin improvement
- Global management of working capital and external spend enables ongoing improvements

Excellence in Service Delivery

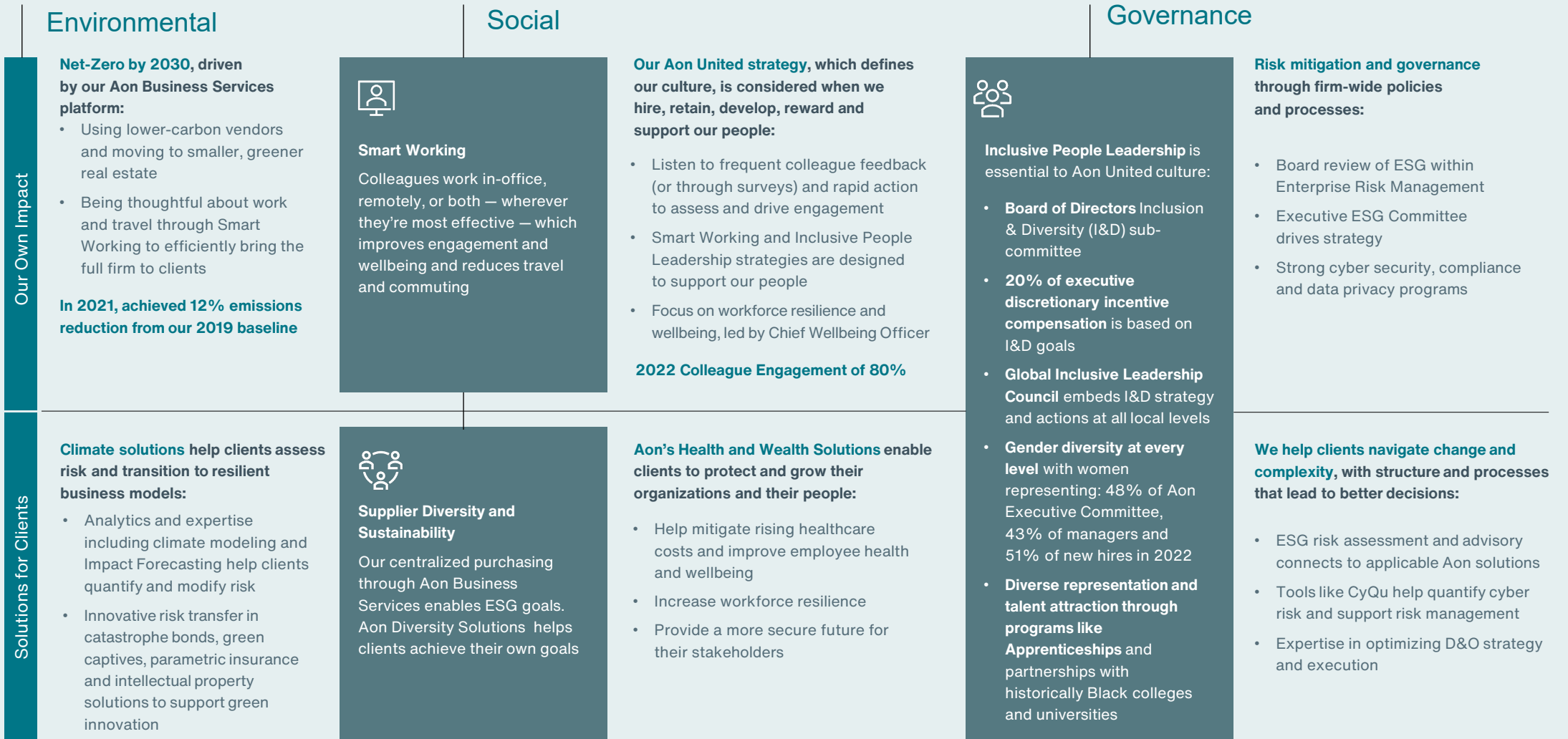
- Service centers, business platforms, and digitized processes increase our productivity, giving colleagues more capacity to serve clients
- Integrated and secure collaboration technologies and tools support virtual working and connectivity across the firm

Innovation Delivered at Scale

- Consolidated data centers and cloud infrastructure increase resilience, drive efficiency and provide a foundation for growth
- Global analytics platforms and cloud-based capabilities enable teams to ingest, analyze and use data to design, build and deploy new solutions, and enhance our ability to scale innovation across geographies and industries

ESG at Aon – Better Decisions for a Better World

Helping clients manage risk, including ESG risk, is at the core of what we do. We see significant opportunity to enhance our own impact and deliver innovative client solutions.



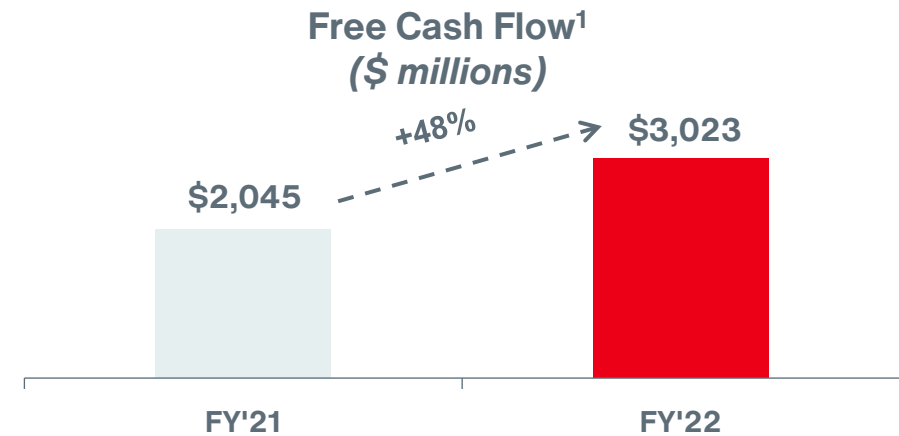
4

Free Cash Flow Drives Long-Term Shareholder Value

Strong Financial Flexibility and Cash Generation

Balance Sheet (\$ millions)	Sep 30, 2022	Dec 31, 2022
Cash	\$692	\$690
Short-term Investments	\$251	\$452
Total Debt	\$10,827	\$10,770
Shareholders' Equity (Deficit) ²	\$(783)	\$(529)

- Committed to maintaining current investment grade credit ratings
- Debt maturities are well-laddered with a weighted average maturity of ~12 years
- Will evaluate incremental debt as EBITDA grows while maintaining our current investment grade credit ratings
- As a continuation of our pension de-risking efforts, completed an annuity settlement transaction in the fourth quarter of 2022, resulting in an ~\$300 million reduction in our pension benefit obligation, as well as expected cash and expense savings going forward



- Cash flows from operations increased \$1,037M, or 48%, primarily due to transaction costs in the prior year period and strong operating income growth, partially offset by higher receivables and incentive compensation payments following strong performance in 2021
- Free cash flow increased \$978M, or 48%, reflecting an increase in cash flows from operations, partially offset by a \$59 million increase in capital expenditures
- Expect to deliver double-digit free cash flow growth in 2023 and over the long-term

¹ Free cash flow is non-GAAP measure that is reconciled to its corresponding U.S. GAAP measure in Appendix E of this presentation.

² Aon reported total Aon shareholders' deficit as of September 30, 2022 and December 31, 2022, compared to prior periods for which Aon reported total Aon shareholders' equity. The reporting of total Aon shareholders' deficit does not impact the manner in which Aon calculates Return on Invested Capital (ROIC).

Our Long-Term Track Record on Key Financial Metrics¹

Driving Top and Bottom-Line Improvement

	FY 2010	FY 2022	12-Year Change
Organic Revenue Growth	+0%	+6%	+4% avg / year
Adjusted Operating Margin	19.6%	30.8%	+1,120 bps <i>~90 bps / year</i>
Adjusted Earnings Per Share	\$3.48	\$13.39	+12% CAGR
Free Cash Flow	\$0.7B	\$3.0B	+13% CAGR

Free Cash Flow Margin	8.2%	24.2%	+1,600 bps <i>~130 bps / year</i>
Shares Outstanding²	332.3M	205.4M	~38% Net Reduction
Return on Invested Capital (ROIC)	11.7%	30.6%	+1,890 bps <i>~160 bps / year</i>



¹ The results presented on this page are non-GAAP measures that are reconciled to their corresponding U.S. GAAP measures in the Appendices of the presentation.

² Calculated as the change in actual shares outstanding from December 31, 2010 to December 31, 2022.

5

Appendices

Commercial Risk Solutions

Shifts in technology, economics and geopolitics are creating unprecedented volatility. We help clients identify, measure and manage their risk exposure.

Retail Brokerage:

- Our dedicated teams of risk professionals utilize comprehensive analytics capabilities and global expertise to provide clients with insights and risk advice for their organizations. We utilize Aon's differentiated capabilities in industry sector- and segment-specific approaches, like Digital Client Solutions, to risk transfer options and deliver them through a variety of channels including bespoke solutions for complex needs, structured solutions for mid-market and SME clients, and digital distribution including CoverWallet

Specialty Solutions:

- Through our specialty-focused organizational structure, colleagues around the world dive deep into their areas of proficiencies including financial and professional lines, cyber, surety and trade credit, crisis management, transaction liability, and intellectual property. They develop market leading insights on the most efficient risk transfer vehicles for clients in today's complex and integrated risk environment to enable clients to make better decisions

Global Risk Consulting & Captive Management:

- Aon risk consulting and captive management professionals are global leaders in supporting better management of companies' risk profiles by identifying and quantifying the risks they face, mapping out optimal risk mitigation, retention, and transfer solutions and thus enabling them to be more informed to make better decisions for their businesses

Affinity Programs:

- Development, marketing and administration of customized and targeted insurance programs, facilities and other structured solutions, including Aon Client Treaty
- Collaboration with sponsors and other privileged distribution channels through which Aon can deliver differentiated, highly targeted and highly valuable solutions for unique risk solutions

Place over
\$110B

of bound premium each year¹

Retention rates

+90%

on average in Retail Brokerage

+300

associations and
organizations benefit from
Aon's affinity solutions

	Q1'19	Q2'19	Q3'19	Q4'19	FY'19	Q1'20	Q2'20	Q3'20	Q4'20	FY'20	Q1'21	Q2'21	Q3'21	Q4'21	FY'21	Q1'22	Q2'22	Q3'22	Q4'22	FY'22
Total Revenue (\$M)	\$1,454	\$1,453	\$1,328	\$1,622	\$5,857	\$1,477	\$1,400	\$1,320	1,664	\$5,861	\$1,640	\$1,643	\$1,505	\$1,847	\$6,635	\$1,719	\$1,692	\$1,482	\$1,822	\$6,715
Organic Growth² (%)	6%	6%	6%	7%	6%	4%	(1)%	0%	1%	1%	7%	13%	13%	12%	11%	9%	7%	5%	4%	6%



¹ Includes approximately \$55 billion of captive premium

² Organic revenue is a non-GAAP measure that is reconciled to its corresponding U.S. GAAP measure in Appendix A.

Reinsurance Solutions

Businesses, governments and communities need to become more resilient. Our expertise and insight help re/insurers navigate uncharted territories and create more relevant solutions.

Treaty:

- Addresses underwriting and capital objectives on a portfolio level, allowing our clients to more effectively manage the combination of premium growth, return on capital and rating agency interests. This includes the development of more competitive, innovative and efficient risk transfer options

Facultative:

- Empowers clients to better understand, manage, and transfer risk through innovative facultative solutions and the most efficient access to the global facultative markets

Strategy and Technology Group:

- Our global platform combines strategic advice with data-driven consulting, analytics, and modeling tools, including Tyche, ReMetrica, and PathWise, to help clients deploy capital efficiently and effectively
- Highly customized solutions help clients drive growth and operational efficiency, improve balance sheet strength and resiliency, and comply with regulatory and operational requirements, including through the execution of re/insurance transactions

Capital Markets:

- Global investment bank with expertise in M&A, capital raising, strategic advice, restructuring, recapitalization services, and insurance-linked securities
- Works with insurers, reinsurers, investment firms, banks, and corporations to manage complex commercial issues through the provision of corporate finance advisory services, capital markets solutions, and innovative risk management products

Place over
\$50B

of bound premium each year

#1

issuer of insurance-linked securities

	Q1'19	Q2'19	Q3'19	Q4'19	FY'19	Q1'20	Q2'20	Q3'20	Q4'20	FY'20	Q1'21	Q2'21	Q3'21	Q4'21	FY'21	Q1'22	Q2'22	Q3'22	Q4'22	FY'22
Total Revenue (\$M)	\$788	\$420	\$291	\$187	\$1,686	\$848	\$448	\$321	\$197	\$1,814	\$922	\$500	\$353	\$222	\$1,997	\$976	\$537	\$396	\$281	\$2,190
Organic Growth¹ (%)	9%	12%	5%	17%	10%	9%	9%	13%	12%	10%	6%	9%	8%	13%	8%	7%	9%	7%	9%	8%



¹ Organic revenue is a non-GAAP measure that is reconciled to its corresponding U.S. GAAP measure in Appendix A.

Health Solutions

Healthcare costs are skyrocketing and workers have vastly differing needs. We help companies improve employee health and wellbeing while managing costs.

Consulting & Brokerage:

- Develops and implements innovative, customized health and benefits strategies for clients of all sizes across industries and geographies to manage risk, drive engagement, and increase accountability
- Partners with insurers and other strategic partners to develop and implement new and innovative solutions
- Delivers global expertise and world-class analytics and technology to help clients make informed decisions and manage healthcare outcomes
- Advises multinational companies on Global Benefits including program design and management, financing optimization, and enhanced employee experience, and assists in navigating global regulatory and compliance requirements in countries in which they operate

Human Capital:

- Our team delivers human capital data, analytics and advice to business leaders so they can make better workforce decisions and align their business and people strategies
- We support clients across the full employee lifecycle, including talent assessment and selection, compensation benchmarking and plan design, people analytics, performance benchmarking, total rewards strategy, human capital integration in transaction situations, Corporate Governance, ESG consulting and strategic employee communication

Consumer Benefit Solutions¹:

- Designs and delivers innovative voluntary consumer benefits that improve an employer's total rewards strategy and positively impacts their employees' financial wellbeing
- Multi-channel and targeted communications solutions increase consumer benefit knowledge and enhance engagement
- Leverages our proprietary digital platform to provide efficient enrollment strategies through an effective combination of data, analytics, and tailored products

Place
\$35B

of bound premium each year

Compensation
database with

25M

roles incorporated

	Q1'19	Q2'19	Q3'19	Q4'19	FY'19	Q1'20	Q2'20	Q3'20	Q4'20	FY'20	Q1'21	Q2'21	Q3'21	Q4'21	FY'21	Q1'22	Q2'22	Q3'22	Q4'22	FY'22
Total Revenue (\$M)	\$557	\$389	\$434	\$724	\$2,104	\$572	\$321	\$423	\$751	\$2,067	\$615	\$391	\$497	\$651	\$2,154	\$638	\$414	\$494	\$678	\$2,224
Organic Growth² (%)	6%	6%	2%	6%	5%	4%	(16)%	(3)%	1%	(2)%	4%	17%	16%	7%	10%	8%	11%	5%	7%	8%



¹ Voluntary Benefits and Enrollment Solutions was renamed to Consumer Benefit Solutions in Q1 2022.
² Organic revenue is a non-GAAP measure that is reconciled to its corresponding U.S. GAAP measure in Appendix A.

Wealth Solutions

Global business is becoming increasingly difficult to navigate. We help employers, fiduciaries, and investment officers optimize results to provide a more secure future.

Retirement Consulting & Pension Administration:

- Utilizes our deep pension expertise to deliver high-quality integrated retirement services. Our customized services include outsourcing, co-sourcing and in-sourcing options. We also help organizations execute pension de-risking projects to maximize shareholder value
- Manages defined benefit plans with people in mind. We believe in the power of connecting participants to experts to make better informed and smarter decisions about their Wealth. Our partnership-driven model is powered by deep pension experience and enabled with smart technology
- Retirement Consulting specializes in providing clients across the globe with strategic design consulting on their retirement programs, actuarial services, and risk management – including pension de-risking, governance, integrated pension administration and legal and compliance consulting

Investments:

- Provides public and private companies and other institutions with advice on developing and maintaining investment programs across a broad range of plan types, including defined benefit plans, defined contribution plans, endowments and foundations
- Our delegated investment solutions offer ongoing management of investment programs and fiduciary responsibilities either in a partial or full discretionary model for multiple asset owners. We partner with clients to deliver our scale and experience to help them effectively manage their investments, risk, and governance and potentially lower costs

\$4.0T+

of pension liabilities valued

\$3.8T¹

of assets under advisement

3M

retirement participants supported

	Q1'19	Q2'19	Q3'19	Q4'19	FY'19	Q1'20	Q2'20	Q3'20	Q4'20	FY'20	Q1'21	Q2'21	Q3'21	Q4'21	FY'21	Q1'22	Q2'22	Q3'22	Q4'22	FY'22
Total Revenue (\$M)	\$349	\$347	\$329	\$355	\$1,380	\$327	\$330	\$327	\$357	\$1,341	\$355	\$356	\$351	\$364	\$1,426	\$345	\$343	\$326	\$353	\$1,367
Organic Growth³ (%)	1%	(1)%	3%	2%	1%	(1)%	1%	(3)%	(1)%	(1)%	4%	1%	4%	1%	2%	0%	3%	2%	6%	3%



1 As of 6/30/2022, includes non-discretionary assets advised by Aon and its global affiliates which includes retainer clients and clients in which Aon and its global affiliates have performed project services for over the past 12 months. Project clients may not currently engage Aon at the time of the calculation of assets under advisement as the project may have concluded earlier during preceding 12-month period

2 Organic revenue is a non-GAAP measure that is reconciled to its corresponding U.S. GAAP measure in Appendix A.

Appendix A: Reconciliation of Non-GAAP Measures – Organic Revenue Growth

Aon Organic Revenue Reconciliation		Q4'19	FY'19	Q1'20	Q2'20	Q3'20	Q4'20	FY'20	Q1'21	Q2'21	Q3'21	Q4'21	FY'21	Q1'22	Q2'22	Q3'22	Q4'22	FY'22
Commercial Risk	Current period revenue	1,622	5,857	1,477	1,400	1,320	1,664	5,861	1,640	1,643	1,505	1,847	6,635	1,719	1,692	1,482	1,822	6,715
	Prior year period revenue	1,544	5,757	1,454	1,453	1,328	1,622	5,857	1,477	1,400	1,320	1,664	5,861	1,640	1,643	1,505	1,847	6,635
	% Change	5%	2%	2%	-4%	-1%	3%	0%	11%	17%	14%	11%	13%	5%	3%	-2%	-1%	1%
	Less: Currency Impact ⁽¹⁾	-2%	-3%	-2%	-2%	0%	2%	0%	5%	5%	2%	-1%	2%	-3%	-4%	-5%	-4%	-4%
	Less Fiduciary Investment Income ⁽²⁾	0%	0%	0%	-1%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%
	Less: Acquisitions, Divestitures & Other	0%	-1%	0%	0%	0%	0%	-1%	-1%	-1%	-1%	-1%	0%	0%	-1%	0%	-3%	-2%
	Organic Revenue Growth ⁽³⁾	7%	6%	4%	-1%	0%	1%	1%	7%	13%	13%	12%	11%	9%	7%	5%	4%	6%
Reinsurance	Current period revenue	187	1,686	848	448	321	197	1,814	922	500	353	222	1,997	976	537	396	281	2,190
	Prior year period revenue	162	1,563	788	420	291	187	1,686	848	448	321	197	1,814	922	500	353	222	1,997
	% Change	15%	8%	8%	7%	10%	5%	8%	9%	12%	10%	13%	10%	6%	7%	12%	27%	10%
	Less: Currency Impact ⁽¹⁾	-1%	-2%	-1%	0%	0%	0%	0%	3%	1%	1%	-1%	2%	-2%	-5%	-4%	-3%	-3%
	Less Fiduciary Investment Income ⁽²⁾	1%	1%	0%	-1%	-3%	-3%	-1%	-1%	0%	0%	0%	0%	0%	0%	3%	7%	1%
	Less: Acquisitions, Divestitures & Other	-2%	-1%	0%	-1%	0%	-4%	-1%	1%	2%	1%	1%	1%	0%	1%	3%	6%	14%
	Organic Revenue Growth ⁽³⁾	17%	10%	9%	9%	13%	12%	10%	6%	9%	8%	13%	8%	7%	9%	7%	9%	8%
Health	Current period revenue	724	2,104	572	321	423	751	2,067	615	391	497	651	2,154	638	414	494	678	2,224
	Prior year period revenue	689	2,018	557	389	434	724	2,104	572	321	423	751	2,067	615	391	497	651	2,154
	% Change	5%	4%	3%	-17%	-3%	4%	-2%	8%	22%	17%	-13%	4%	4%	6%	-1%	4%	3%
	Less: Currency Impact ⁽¹⁾	-1%	-3%	-2%	-4%	-1%	0%	-1%	3%	5%	2%	-1%	2%	-3%	-3%	-4%	-3%	-3%
	Less Fiduciary Investment Income ⁽²⁾	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Less: Acquisitions, Divestitures & Other	0%	2%	1%	3%	1%	3%	1%	1%	0%	-1%	-19%	-8%	-1%	-2%	-2%	0%	-2%
	Organic Revenue Growth ⁽³⁾	6%	5%	4%	-16%	-3%	1%	-2%	4%	17%	16%	7%	10%	8%	11%	5%	7%	8%
Wealth	Current period revenue	355	1,380	327	330	327	357	1,341	355	356	351	364	1,426	345	343	326	353	1,367
	Prior year period revenue	378	1,443	349	347	329	355	1,380	327	330	327	357	1,341	355	356	351	364	1,426
	% Change	-6%	-4%	-6%	-5%	-1%	1%	-3%	9%	8%	7%	2%	6%	-3%	-4%	-7%	-3%	-4%
	Less: Currency Impact ⁽¹⁾	-1%	-2%	-1%	-2%	2%	2%	0%	4%	6%	3%	0%	3%	-2%	-5%	-6%	-6%	-5%
	Less Fiduciary Investment Income ⁽²⁾	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Less: Acquisitions, Divestitures & Other	-7%	-3%	-4%	-4%	0%	0%	-2%	1%	1%	0%	1%	1%	-1%	-2%	-3%	-3%	-2%
	Organic Revenue Growth ⁽³⁾	2%	1%	-1%	1%	-3%	-1%	-1%	4%	1%	4%	1%	2%	0%	3%	2%	6%	3%
Total Company	Current period revenue	2,885	11,013	3,219	2,497	2,385	2,965	11,066	3,525	2,886	2,702	3,080	12,193	3,670	2,983	2,696	3,130	12,479
	Prior year period revenue	2,770	10,770	3,143	2,606	2,379	2,885	11,013	3,219	2,497	2,385	2,965	11,066	3,525	2,886	2,702	3,080	12,193
	% Change	4%	2%	2%	-4%	0%	3%	0%	10%	16%	13%	4%	10%	4%	3%	0%	2%	2%
	Less: Currency Impact ⁽¹⁾	-1%	-3%	-2%	-2%	0%	1%	0%	4%	4%	2%	-1%	2%	-3%	-4%	-5%	-4%	-4%
	Less Fiduciary Investment Income ⁽²⁾	0%	0%	0%	-1%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%
	Less: Acquisitions, Divestitures & Other	-2%	-1%	-1%	0%	1%	0%	-1%	0%	1%	-1%	-5%	-1%	-1%	-1%	-1%	0%	-1%
	Organic Revenue Growth ⁽³⁾	7%	6%	5%	-1%	0%	2%	1%	6%	11%	12%	10%	9%	8%	8%	5%	5%	6%

(1) Currency impact represents the effect on prior year period results if they were translated at current period foreign exchange rates.

(2) Total fiduciary investment income for the three months ended December 31, September 30, June 30, and March 31, 2022 was \$41 million, \$26 million, \$7 million, and \$2 million, respectively, for the three months ended December 31, September 30, June 30, and March 31 for the years 2021, 2020, and 2019 was \$2 million, \$2 million, \$2 million, \$4 million, \$3 million, \$5 million, \$15 million, \$16 million, \$21 million, \$18 million, and \$19 million, respectively, and for the twelve months ended December 31 for the years 2022, 2021, 2020, and 2019 was \$76 million, \$8 million, \$27 million, and \$74 million, respectively.

(3) Organic revenue growth includes the impact of intercompany activity and excludes the impact of changes in foreign exchange rates, fiduciary investment income, acquisitions, divestitures, transfers between revenue lines, and gains or losses on derivatives accounted for as hedges.

Appendix A: Reconciliation of Non-GAAP Measures – Organic Revenue Growth (Cont'd)

Aon Organic Revenue Reconciliation

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Total Revenue													
Current period revenue	8,512	11,287	11,514	11,815	12,045	11,682	11,627	9,998	10,770	11,013	11,066	12,193	12,479
Prior year period revenue	7,595	8,512	11,287	11,514	11,815	12,045	11,682	9,409	9,998	10,770	11,013	11,066	12,193
% Change	12%	33%	2%	3%	2%	-3%	0%	6%	8%	2%	0%	10%	2%
Less: Currency Impact ⁽¹⁾	1%	2%	-1%	-1%	-1%	-6%	-2%	0%	1%	-3%	0%	2%	-4%
Less Fiduciary Investment Income ⁽²⁾	-1%	0%	-1%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%
Less: Acquisitions, Divestitures & Other	12%	29%	1%	1%	0%	0%	-2%	2%	2%	-1%	-1%	-1%	-1%
Organic Revenue Growth ⁽³⁾	0%	2%	3%	3%	3%	3%	3%	4%	5%	6%	1%	9%	6%

(1) Currency impact represents the effect on prior year period results if they were translated at current period foreign exchange rates.

(2) Fiduciary investment income for the twelve months ended December 31 for the years 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, and 2010 was \$76 million, \$8 million, \$27 million, \$74 million, \$53 million, \$32 million, \$22 million, \$21 million, \$26 million, \$28 million, \$38 million, \$52 million and \$55 million, respectively.

(3) Organic revenue growth includes the impact of intercompany activity and excludes the impact of changes in foreign exchange rates, fiduciary investment income, acquisitions, divestitures, transfers between revenue lines, and gains or losses on derivatives accounted for as hedges.

Appendix B: Reconciliation of Non-GAAP Measures – Operating Income and Diluted Earnings Per Share

Aon plc

Reconciliation of Non-GAAP Measures - Operating Income and Diluted Earnings Per Share (Unaudited) ⁽¹⁾

(millions, except percentages)	Three Months Ended December 31,			Twelve Months Ended December 31,		
	2022	2021	% Change	2022	2021	% Change
Revenue	\$ 3,130	\$ 3,080	2 %	\$ 12,479	\$ 12,193	2 %
Operating income - as reported	\$ 1,012	\$ 974	4 %	\$ 3,669	\$ 2,090	76 %
Amortization and impairment of intangible assets	26	35	(26)%	113	147	(23)%
Transaction costs and other charges related to the combination and resulting termination ⁽²⁾	—	—	— %	—	1,436	(100)%
Legal settlements ⁽³⁾	—	—	— %	58	—	100 %
Operating income - as adjusted	\$ 1,038	\$ 1,009	3 %	\$ 3,840	\$ 3,673	5 %
Operating margin - as reported	32.3 %	31.6 %		29.4 %	17.1 %	
Operating margin - as adjusted	33.2 %	32.8 %		30.8 %	30.1 %	

(millions, except per share data)	Three Months Ended December 31,			Twelve Months Ended December 31,		
	2022	2021	% Change	2022	2021	% Change
Operating income - as adjusted	\$ 1,038	\$ 1,009	3 %	\$ 3,840	\$ 3,673	5 %
Interest income	3	2	50 %	18	11	64 %
Interest expense	(110)	(85)	29 %	(406)	(322)	26 %
Other income (expense):						
Other income (expense) - pensions - as adjusted ⁽⁴⁾	—	2	(100)%	(9)	21	(143)%
Other income (expense) - other - as adjusted ⁽⁵⁾	(26)	19	(237)%	54	7	671 %
Total Other income (expense) - as adjusted	(26)	21	(224)%	45	28	61 %
Income before income taxes - as adjusted	905	947	(4)%	3,497	3,390	3 %
Income tax expense ⁽⁶⁾	81	116	(30)%	585	623	(6)%
Net income - as adjusted	824	831	(1)%	2,912	2,767	5 %
Less: Net income attributable to noncontrolling interests	9	10	(10)%	57	53	8 %
Net income attributable to Aon shareholders - as adjusted	815	821	(1)%	2,855	2,714	5 %
Diluted net income per share attributable to Aon shareholders - as adjusted	\$ 3.89	\$ 3.71	5 %	\$ 13.39	\$ 12.00	12 %
Weighted average ordinary shares outstanding - diluted	209.3	221.2	(5)%	213.2	226.1	(6)%
Effective Tax Rates ⁽⁶⁾						
U.S. GAAP	6.1 %	15.7 %		16.2 %	32.3 %	
Non-GAAP	9.0 %	12.2 %		16.7 %	18.4 %	

- (1) Certain noteworthy items impacting operating income in 2022 and 2021 are described in this schedule. The items shown with the caption "as adjusted" are non-GAAP measures.
- (2) As part of the terminated combination with Willis Towers Watson ("WTW"), certain transaction costs were incurred by the Company in 2021. These costs may include advisory, legal, accounting, valuation, and other professional or consulting fees related to the combination, including planned divestitures that have been terminated, as well as certain compensation expenses and expenses related to further steps on our Aon United operating model as a result of the termination. Additionally, this includes a \$1 billion termination fee paid in connection with the termination of the combination.
- (3) In connection with certain legal settlements reached, a \$58 million charge was recognized in the second quarter of 2022.
- (4) To further its pension de-risking strategy the Company purchased an annuity for portions of its U.S. pension plans that will settle certain obligations. A non-cash settlement charge totaling \$170 million was recognized in the fourth quarter of 2022.
- (5) A gain of \$124 million was recorded for the year ended December 31, 2021 related to the disposal of the Aon Retiree Health Exchange™ business which was originally agreed upon in connection with the terminated combination with WTW. As a result of the termination of the combination, an amended agreement was executed to complete the transaction in the fourth quarter of 2021.
- (6) Adjusted items are generally taxed at the estimated annual effective tax rate, except for the applicable tax impact associated with certain transaction costs and other charges related to the combination and resulting termination, as well as certain legal and pension settlements, which are adjusted at the related jurisdictional rate. In addition, income tax expense for the year ended December 30, 2021 excludes the impact of remeasuring the net deferred tax liabilities in the U.K. as a result of the corporate income tax rate increase enacted in the second quarter of 2021.

Appendix B: Reconciliation of Non-GAAP Measures – Operating Income and Diluted Earnings Per Share¹ (Cont'd)

	Twelve Months Ended December 31,
	2010 (as revised)
<i>(millions, except per share data)</i>	
Operating income - as adjusted	\$ 1,650
Interest income	15
Interest expense	(182)
Hewitt related costs	14
Interest expense – as adjusted	(168)
Other (expense) income – as adjusted	-
Income from continuing operations before income taxes - as adjusted	1,497
Income taxes ⁽²⁾	433
Income from continuing operations – as adjusted	1,064
Less: Net income attributable to noncontrolling interests	26
Income from continuing operations attributable to Aon stockholders – as adjusted	1,038
Diluted earnings per share from continuing operations – as adjusted	\$ 3.48
Weighted average common shares outstanding - diluted	298.1

- (1) Certain noteworthy items impacting operating income in 2010 are described in this schedule. The items shown with the caption "as adjusted" are non-GAAP measures.
- (2) The effective tax rate for continuing operations is 28.4% for the twelve months ended December 31, 2010. All adjusting items are generally taxed at the effective tax rate. However, the twelve months ended December 31, 2010 U.S. GAAP effective tax rate was adjusted to 28.9% to exclude the impact of the 40% tax rate applied to the \$49 million U.S. pension expense adjustment for prior years recorded in the second quarter 2010.

Appendix C: Adjusted Operating Income and Margin and Reconciliation of Return on Invested Capital (ROIC)

Return on Invested Capital (ROIC) is a non-GAAP measure calculated as adjusted net operating profit after tax (NOPAT) divided by average invested capital (short-term debt, + long-term debt + total equity) and represents how well we are allocating our capital to generate returns. The metric for the historical periods shown below was calculated using financial results for total consolidated Aon, and therefore includes discontinued operations in connection with the sale of the outsourcing business completed on May 1, 2017, which will not be included on a going forward basis.

Aon Corporation

Continuing Operations - Externally Reported Financial Metrics

								Cont. Ops	Cont. Ops	Cont. Ops	Cont. Ops	Cont. Ops	Cont. Ops
(millions)	FY'10	FY'11	FY'12	FY'13	FY'14	FY'15	FY'16	FY'17	FY'18	FY'19	FY'20	FY'21	FY'22
Revenue - as reported	8,512	11,287	11,514	11,815	12,045	11,682	11,627	9,998	10,770	11,013	11,066	12,193	12,479
Consolidated operating income - as reported	1,244	1,596	1,596	1,671	1,966	1,848	1,906	979	1,544	2,169	2,781	2,090	3,669
Consolidated operating margin - as reported	14.6%	14.1%	13.9%	14.1%	16.3%	15.8%	16.4%	9.8%	14.3%	19.7%	25.1%	17.1%	29.4%
Restructuring	172	113	101	174	-	-	-	497	485	451	-	-	-
Pension adjustment	49	-	-	-	-	-	-	-	-	-	-	-	-
Hewitt related costs	40	47	-	-	-	-	-	-	-	-	-	-	-
Transactions/Headquarter relocation costs	-	3	24	5	-	-	15	-	-	-	123	1,436	-
Legacy receivable write-off	-	18	-	-	-	-	-	-	-	-	-	-	-
Anti-bribery, regulatory and compliance initiative	9	-	-	-	-	-	-	28	-	-	-	-	-
Legacy Litigation	-	-	-	-	35	176	-	-	75	13	-	-	-
Pension settlement	-	-	-	-	-	-	220	128	-	-	-	-	-
Legal settlement	-	-	-	-	-	-	-	-	-	-	-	-	58
Amortization of Intangible Assets	154	362	423	395	352	314	277	704	593	392	246	147	113
Total Adjustments	424	543	548	574	387	490	512	1,357	1,153	856	369	1,583	171
Consolidated operating income - as adjusted	\$ 1,668	\$ 2,139	\$ 2,144	\$ 2,245	\$ 2,353	\$ 2,338	\$ 2,418	\$ 2,336	\$ 2,697	\$ 3,025	\$ 3,150	\$ 3,673	\$ 3,840
Consolidated operating margin - as adjusted	19.6%	19.0%	18.6%	19.0%	19.5%	20.0%	20.8%	23.4%	25.0%	27.5%	28.5%	30.1%	30.8%
Adjusted Effective tax rate (%)	28.9%	27.3%	26.1%	25.4%	18.9%	17.9%	16.8%	14.9%	15.6%	17.5%	17.6%	18.4%	16.7%
NOPAT (Adj. OI*(1-Adj. Tax Rate))	\$ 1,186	\$ 1,555	\$ 1,584	\$ 1,675	\$ 1,908	\$ 1,919	\$ 2,012	\$ 1,988	\$ 2,276	\$ 2,496	\$ 2,596	\$ 2,997	\$ 3,199
Short-term debt and current portion of long-term debt	492	337	452	703	783	562	336	299	251	712	448	1,164	945
Long-term debt	4,014	4,155	3,713	3,686	4,799	5,138	5,869	5,667	5,993	6,627	7,281	8,228	9,825
Total Debt	4,506	4,492	4,165	4,389	5,582	5,700	6,205	5,966	6,244	7,339	7,729	9,392	10,770
Total Shareholder's Equity	8,251	8,078	7,762	8,145	6,571	6,002	5,475	4,583	4,151	3,375	3,495	1,061	(529)
Noncontrolling interest	55	42	43	50	60	57	57	65	68	74	88	97	100
End of Period Total Invested Capital	12,812	12,612	11,970	12,584	12,213	11,759	11,737	10,614	10,463	10,788	11,312	10,550	10,341
Average Total Invested Capital	10,126	12,712	12,291	12,277	12,399	11,986	11,748	11,176	10,539	10,626	11,050	10,931	10,446
ROIC (NOPAT/Average Total Invested Capital)	11.7%	12.2%	12.9%	13.6%	15.4%	16.0%	17.1%	17.8%	21.6%	23.5%	23.5%	27.4%	30.6%

Appendix D: Other Income (Expense) Under Pension Accounting Standard Effective 1/1/2018 (ASU No. 2017-07)

With the exception of service cost, all financial components of net periodic pension cost and net periodic postretirement benefit cost shifted from above the line in compensation and benefits expense to below the line in other income / expense.

Based on current assumptions, our best estimate is approximately \$66 million of non-cash pension expense in 2023 spread evenly throughout each quarter as part of other income / expense, excluding all other items we do not forecast that could be favorable or unfavorable in any given period.

<i>(millions)</i>	Q1'22	Q2'22	Q3'22	Q4'22	FY'22
Other income (expense) – Pension – Non-GAAP	\$(3)	\$(3)	\$(3)	\$(0)	\$(9)
Other income (expense) – Other	\$28	\$33	\$19	\$(26)	\$54
Total Other income (expense) – Non-GAAP	\$25	\$30	\$16	\$(26)	\$45
Pension Settlements	-	-	-	\$(170)	\$(170)
Gain on Sale of Business	-	-	-	-	-
Total Other income (expense) – U.S. GAAP	\$25	\$30	\$16	\$(196)	\$(125)

Appendix E: Reconciliation of Free Cash Flow & Free Cash Flow Margin

Free Cash Flow Margin is a non-GAAP measure calculated as Free Cash Flow (defined as Cash Flows from Operations less Capital Expenditures) / Total Revenue and represents our conversion rate of revenue into cash. The metric for the historical periods shown below was calculated using financial results for total consolidated Aon, and therefore includes discontinued operations in connection with the sale of the outsourcing business completed on May 1, 2017, which will not be included on a going forward basis.

<i>(\$ millions)</i>	FY'10	FY'11	FY'12	FY'13	FY'14	FY'15	FY'16	FY'17	FY'18	FY'19	FY'20	FY'21	FY'22
Revenue - as reported	8,512	11,287	11,514	11,815	12,045	11,682	11,627	9,998	10,770	11,013	11,066	12,193	12,479
Cash Provided by Operating Activities ¹	876	1,112	1,534	1,753	1,812	2,009	2,326	669	1,686	1,835	2,783	2,182	3,219
Capital Expenditures	(180)	(241)	(269)	(229)	(256)	(290)	(222)	(183)	(240)	(225)	(141)	(137)	(196)
Free Cash Flow - as Reported	696	871	1,265	1,524	1,556	1,719	2,104	486	1,446	1,610	2,642	2,045	3,023
Free Cash Flow Margin	8.2%	7.7%	11.0%	12.9%	12.9%	14.7%	18.1%	4.9%	13.4%	14.6%	23.9%	16.8%	24.2%

1 In Q4'15, we reclassified certain cash flows related to employee shares withheld for taxes. This resulted in reclassifying \$94M and \$115M for the FY'11 and FY'12, respectively, from "Accounts payable and accrued liabilities" and "Other assets and liabilities" within Cash Flows From Operating Activities, to "Issuance of shares for employee benefit plans" within Cash Flows From Financing Activities.

Free Cash Flow (Unaudited)

<i>(millions)</i>	Twelve Months Ended December 31,		% Change
	2022	2021	
Cash Provided By Operating Activities	\$ 3,219	\$ 2,182	48 %
Capital Expenditures	(196)	(137)	43
Free Cash Flow ⁽¹⁾	\$ 3,023	\$ 2,045	48 %

(1) Free cash flow is defined as cash flow from operations less capital expenditures. This non-GAAP measure does not imply or represent a precise calculation of residual cash flow available for discretionary expenditures.

Investor Relations

Leslie Follmer

leslie.follmer@aon.com

Office: 312-381-3230

Nicole Hendry

nicole.hendry@aon.com

Office: 312-381-5505

Grace Lenz

grace.lenz@aon.com

Office: 312-381-3310