

Executive Committee Charter

April 2020

I. Purpose

The Executive Committee (“Committee”) is a standing committee of the Board of Directors (the “Board”) of Aon plc (the “Company”). The primary purpose of the Committee is to function when the Board is not in session.

II. Membership, Structure and Organization

1. **Members.** The membership of the Committee shall be determined by the Board in consultation with each of the Chairman of the Board and the Chief Executive Officer (the “CEO”), and shall consist of three (3) or more Directors. The Board shall also appoint a Committee Chairperson. The Board may remove any member from the Committee at any time.
2. **Delegation of Authority.** To the extent permitted by applicable law and the listing standards of the NYSE, the Committee may establish subcommittees consisting of one or more members, other directors and management to carry out such duties as the Committee may delegate.
3. **Resources.** The Committee has the authority to retain such outside advisors, including legal counsel or other experts, as it deems appropriate, and to approve the fees and expenses of such advisors
4. **Charter.** The Committee shall periodically review and reassess the adequacy of this charter and recommend any proposed changes to the Board for approval.
5. **Minutes and Reports.** The Chairperson of the Committee will report to the full Board on the Committee’s activities, findings and recommendations. The report to the Board may take the form of an oral report by the Chairperson or by any other member of the Committee designated by the Chairperson to make such report. The Company Secretary shall assist the Committee in maintaining minutes or other records of meetings and activities.

III. Responsibilities/Authority

During intervals between meetings of the Board, the Executive Committee shall have and may exercise the power and authority of the Board in directing the management of the business and affairs of the Company, including but not limited to the power and authority to declare dividends, except as may be limited by applicable law, by the Company’s Articles of Association or by resolution of the Board.

Effective April 1, 2020.