

Marsh & McLennan Companies, Inc.

ESG COMMITTEE CHARTER

(Adopted March 12, 2020)

Purpose of Committee

The purpose of the Environmental, Social and Governance (“ESG”) Committee of the Board of Directors of Marsh & McLennan Companies is to oversee and support the Company’s commitment to social, environmental and other public policy initiatives.

The Committee will maintain contact with the Directors and Governance Committee and the Compensation Committee on matters of mutual interest relating to corporate governance.

The Committee shall report to the Board on a regular basis and perform any other functions which the Board may request.

Committee Membership

The Committee shall comprise three or more directors, a majority of whom are, in the business judgment of the Board, "independent" under the rules of the New York Stock Exchange. Members of the Committee shall be recommended by the Directors and Governance Committee of the Board and elected by the full Board.

Committee Structure and Operations

The Board shall designate one member of the Committee as its chair. The Committee may meet in person or telephonically or act by unanimous written consent. The Committee chair, in consultation with the other Committee members, shall schedule and determine the topics to be discussed at the Committee’s meetings.

Performance Evaluation

The Committee shall annually (i) evaluate its own performance and (ii) review and assess the adequacy of this charter.