

## **WILLIS JAPAN LIMITED**

(Registered Number 1689758)

### **DIRECTORS' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015**

#### **Directors**

KL Clark (appointed 29 January 2016)  
OHW Goodinge  
Willis Corporate Director Services Limited

#### **Secretary**

AC Peel

#### **Registered Office**

51 Lime Street  
London EC3M 7DQ

#### **Auditor**

Deloitte LLP  
London, UK

COMPANIES HOUSE

WEDNESDAY



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# **WILLIS JAPAN LIMITED**

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## **WILLIS JAPAN LIMITED**

### **DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2015**

The Directors present their annual report, together with the audited financial statements, for the year ended 31 December 2015.

The Directors' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

#### **Principal activities and review of developments**

Following the closure of its branch operation in Tokyo and the conclusion of various employee secondments, the Company ceased to provide Japanese retail insurance, international insurance and reinsurance activities from the end of 2007. The Company acts as a holding company and is a subsidiary of Willis Towers Watson plc (formerly Willis Group Holdings plc). Willis Towers Watson plc, together with its subsidiaries ('the Group') is one of the world's leading professional service providers of risk management, insurance broking, consulting, technology and solutions and private exchange services.

#### *Results*

The profit on ordinary activities after taxation amounted to £2,538,000 (2014: £nil) as shown in the income statement on page 7. The profit for the year ended 31 December 2015 is attributable to a dividend received from Willis Japan Holdings K.K., the subsidiary undertaking of the Company amounting to JPY 481 million (£2,618,000).

The Directors do not anticipate any changes in the Company's position for the foreseeable future.

#### *Employees*

The Company employed no staff during the year (2014: none).

#### *Going concern*

The Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in note 1 to the financial statements on page 10.

#### *Dividends*

An interim dividend of £3,000,000 was paid on 29 December 2015 (2014: £nil). The Directors do not recommend the payment of a final dividend (2014: £nil).

#### *Events after the balance sheet date*

On 4 January 2016, pursuant to an Agreement and Plan of Merger, the Willis Group Holdings plc group and the Towers Watson & Co. group combined, with Towers Watson & Co. becoming a wholly-owned subsidiary of Willis Group Holdings plc.

Immediately following the merger, Willis Group Holdings plc changed its name to Willis Towers Watson plc.

The Company was not directly affected by this merger.

## **WILLIS JAPAN LIMITED**

### **DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)**

#### **Directors**

The current Directors of the Company are shown on page 1, which forms part of this report. SE Wood resigned as Director of the company on 29 January 2016. KL Clark was appointed as Director of the company on 29 January 2016. There were no other changes in Directors during the year or after the year end.

#### **Statement of Directors' responsibilities in relation to the financial statements**

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law, the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Disclosure of information to the auditor**

Each of the persons who is a Director at the date of approval of this report confirms that:

- so far as the Director is aware, there is no relevant audit information of which the Company's auditor is unaware; and
- the Director has taken all the steps that they ought to have taken as a Director in order to make themselves aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section 418 of the Companies Act 2006.

#### **Auditor**

Deloitte LLP have indicated their willingness to be reappointed for another term and appropriate arrangements have been put in place for them to be deemed reappointed as auditor in the absence of an Annual General Meeting.

By Order of the Board

*Katherine Clark*

KL Clark  
Director  
51 Lime Street  
London EC3M 7DQ

*7 July*

2016

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WILLIS JAPAN LIMITED**

We have audited the financial statements of Willis Japan Limited for the year ended 31 December 2015 which comprise the Income Statement, the Balance Sheet, the Statement of Changes in Equity and the related notes 1 to 15. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 101 "Reduced Disclosure Framework".

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of directors and auditor**

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 December 2015 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WILLIS JAPAN LIMITED (continued)**

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to take advantage of the small companies exemption in preparing the Directors' Report or from the requirement to prepare a Strategic Report.

A handwritten signature in black ink, appearing to be 'Mark McIlquham', with a long horizontal line extending to the right.

Mark McIlquham (Senior Statutory Auditor)  
for and on behalf of Deloitte LLP  
Chartered Accountants and Statutory Auditor  
London, UK

A handwritten date '18 Jul' in black ink.

2016

## **WILLIS JAPAN LIMITED**

### **INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015**

	Notes	2015 £000	2014 £000
Turnover	3	2,618	-
Operating expense - foreign exchange loss		(100)	-
<b>Operating profit/result and profit/result on ordinary activities before taxation</b>	4	<b>2,518</b>	-
Tax credit on profit/result on ordinary activities	7	20	-
<b>Profit/result for the year</b>		<b>2,538</b>	-

All activities derive from continuing operations.

There is no other comprehensive income in either 2015 or 2014 other than the profit/result for those years.

**WILLIS JAPAN LIMITED**

**BALANCE SHEET AS AT 31 DECEMBER 2015**

	Notes	2015 £000	2014 £000
<b>Fixed assets</b>			
Investments	9	499	499
<b>Current assets</b>			
Debtors: amounts falling due within one year	11	430	892
<b>Net current assets</b>		430	892
<b>Net assets</b>		929	1,391
<b>Equity</b>			
Called up share capital	12	1	1
Retained earnings		928	1,390
<b>Shareholder's equity</b>		929	1,391

The financial statements of Willis Japan Limited, registered company number 1689758, were approved by the Board of Directors and authorised for issue on *7 July* 2016 and signed on its behalf by:

*Katherine Clark*

KL Clark  
Director



**WILLIS JAPAN LIMITED****STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2015**

	<b>Called up share capital £000</b>	<b>Retained earnings £000</b>	<b>Total equity £000</b>
Balance at 1 January 2014	1	1,390	1,391
Result for the year	-	-	-
<b>Balance at 31 December 2014</b>	<b>1</b>	<b>1,390</b>	<b>1,391</b>
Profit for the year	-	2,538	2,538
Dividend to shareholder	-	(3,000)	(3,000)
<b>Balance at 31 December 2015</b>	<b>1</b>	<b>928</b>	<b>929</b>

## **WILLIS JAPAN LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015**

#### **1. Accounting policies**

##### **Basis of preparation**

The Company meets the definition of a qualifying entity under Financial Reporting Standard 100 and, consequently, has prepared these financial statements in accordance with Financial Reporting Standard 101, Reduced Disclosure Framework ("FRS 101").

The financial statements have been prepared on the historical cost basis.

The principal accounting policies adopted are set out below.

##### **Disclosure exemptions**

The Company has taken advantage of certain disclosure exemptions permitted under FRS 101 in relation to: (i) presentation of a cash flow statement; (ii) financial instruments; and (iii) related party transactions as, where required, equivalent disclosures are given in the group accounts of Willis Towers Watson plc.

##### **Going concern**

The Company's business activities and the factors likely to affect its future development and position are set out in the Director's Report.

The Directors have conducted enquiries into the nature and quality of the assets and liabilities that make up the Company's capital. Furthermore, the Directors' enquiries extend to the Company's relationship with the Group and external parties on a financial and non-financial level. Having assessed the responses to their enquiries, the Directors have no reason to believe that a material uncertainty exists that may cast significant doubt upon the ability of the Group to continue as a going concern or its ability to repay loans due to the Company from time to time.

As a consequence of the enquiries the Directors have a reasonable expectation that the Company has appropriate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the accounts.

##### **True and fair view override**

In special disclosure circumstances, where compliance with any of the provisions of the Companies Act as to the matters to be included in a company's accounts (or notes thereto) is inconsistent with the requirement to give a true and fair view of the state of affairs and profit or loss, the directors shall depart from that provision to the extent necessary to give a true and fair view. In these instances, the Company would adopt a true and fair view override.

## **WILLIS JAPAN LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)**

#### **1. Accounting policies (continued)**

##### **Parent undertaking and controlling party**

The Company's:

- immediate parent company and controlling undertaking is Willis Faber Limited; and
- ultimate parent company is Willis Towers Watson plc (formerly Willis Group Holdings plc), a company incorporated in Ireland.

In accordance with Section 400 of the Companies Act 2006, the Company is exempt from the requirement to produce group financial statements.

The largest and smallest group in which the results of the Company are consolidated is Willis Towers Watson plc (formerly Willis Group Holdings plc), whose financial statements are available to members of the public from the Company Secretary, 51 Lime Street, London EC3M 7DQ.

##### **Revenue recognition**

Income from shares in the subsidiary undertaking is recognised when the subsidiary has a legally binding obligation to make the distribution.

##### **Fixed asset investments**

Investments in subsidiaries are carried at cost less provision for impairment.

##### **Foreign currency translation**

These financial statements are presented in pounds sterling which is the currency of the primary economic environment in which the Company operates (the 'functional currency').

Transactions in currencies other than the functional currency are initially recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange ruling at that date. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

##### **Income taxes**

Current tax is provided at amounts expected to be paid or recovered using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Income tax is charged or credited to other comprehensive income if it relates to items that are charged or credited to other comprehensive income. Similarly, income tax is charged or credited directly to equity if it relates to items that are credited or charged directly to equity. Otherwise income tax is recognised in the income statement.

## **WILLIS JAPAN LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)**

#### **1. Accounting policies (continued)**

##### **Financial assets and financial liabilities**

Financial assets and financial liabilities include amounts owed to / by group undertakings.

The Company classifies its financial assets and financial liabilities in the following categories: as loans, receivables or payables (including amounts owed by / to group undertakings). The classification is made by management at initial recognition and depends on the purpose for which the financial assets or financial liabilities were entered into.

Loans, receivable and payables are non-derivative financial assets or financial liabilities with fixed or determinable receipts or payments that are not quoted in an active market. Such financial assets or financial liabilities are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method. Any resulting interest is recognised in interest income or interest expense, as appropriate.

##### **Recent Accounting Pronouncements to be adopted in Future Periods**

In July 2015, the Financial Reporting Council ('FRC') issued amendments to FRS 101 as part of its 2014-2015 Cycle and other minor amendments. Each amendment not already effective for the Company's 2015 accounting year will, subject to EU endorsement, be mandatorily effective for the Company's 2016, 2017 or 2018 accounting year. The changes include the following standards issued by the International Accounting Standards Board ('IASB'): (i) International Financial Reporting Standard ('IFRS') 15, 'Revenue From Contracts With Customers', whose core principle is that an entity recognises revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services; and (ii) IFRS 9 'Financial Instruments', which includes requirements for classification and measurement of financial assets and liabilities, impairment of financial assets and hedge accounting. In January 2016, the IASB issued IFRS 16 'Leases', which introduces a single lessee accounting model and requires a lessee to recognise assets and liabilities for all leases with a term of more than twelve months, unless the underlying asset is of low value and, subject to EU endorsement, will become mandatorily effective for the Company at the beginning of its 2019 accounting year.

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#### **2. Critical accounting judgements and estimates**

The preparation of financial statements in conformity with FRS 101 and in the application of the Company's accounting policies, which are described in note 1, requires management to make judgements, estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities as at the dates of the financial statements and the reported amounts of revenues and expenses during the year. Judgements, estimates and assumptions are made about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

## **WILLIS JAPAN LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)**

#### **2. Critical accounting judgements and estimates (continued)**

The following are the critical judgements that management has made in the process of applying the Company's accounting policies and/or the key assumptions or sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

##### ***Impairment of investment in subsidiaries***

Determining whether the Company's investment in a subsidiary has been impaired requires estimations of the investment's fair value, less costs of disposal, and/or value in use. Management judgement is required to identify comparable recent transactions and/or to estimate the future cash flows expected to arise from the investment and select a suitable discount rate to use in calculating present value. See note 9 for the carrying amount of investments in subsidiaries. No impairment loss was recognised in 2015 or 2014.

##### ***Impairment of loans and receivables***

Management judgement is required to assess at the end of each reporting period whether there is any objective evidence that loans and receivables are impaired and, if so, to determine the amount of any impairment loss. See note 11 for the carrying amount of loans and receivables.

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#### **3. Turnover**

Turnover arises solely in the UK and comprises income from shares in subsidiary undertaking.

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#### **4. Operating profit/result on ordinary activities**

The foreign exchange loss in 2015 of £100,000 is attributable to the fluctuation in the value of the pound to the Japanese Yen during the year.

Auditor's remuneration of £2,600 (2014: £2,600) was borne by another Group company.

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#### **5. Employee costs**

The Company employed no staff during the year (2014: none).

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#### **6. Directors' remuneration**

The Directors of the Company received no remuneration for services rendered to the Company during the year (2014: £nil).

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**WILLIS JAPAN LIMITED****NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)**

<b>7. Taxation</b>	<b>2015</b>	<b>2014</b>
	<b>£000</b>	<b>£000</b>
<b>(a) Tax credit in the income statement</b>		
<b>Current tax:</b>		
UK corporation tax	(20)	-
Total current tax (note 7(b))	(20)	-

	<b>2015</b>	<b>2014</b>
	<b>£000</b>	<b>£000</b>
<b>(b) Reconciliation of total tax credit</b>		
The tax assessed for the year is equal to (2014: equal to) the standard rate of corporation tax in the UK of 20.25% (2014: 21.5%). The differences are explained below:		
Profit/result on ordinary activities before taxation	2,518	-
Tax calculated at UK standard rate of corporation tax of 20.25% (2014: 21.5%)	510	-
Effects of:		
Intra-group dividends which are non-taxable	(530)	-
Total tax credit reported in the income statement (note 7(a)).	(20)	-

**(c) Change in Corporation tax rates**

The Finance Act 2013, set the rate of UK corporation tax at 20% with effect from 1 April 2015. The Finance Act 2015, maintained this rate for the year from 1 April 2016. The Finance (No.2) Act 2015, which was substantively enacted on 26 October 2015 and received royal assent on 18 November 2015 reduced the rate to 19% with effect from 1 April 2017 with a further reduction to 18% from 1 April 2020. As the changes were substantively enacted prior to 31 December 2015, they have been reflected in these financial statements.

<b>8. Dividends paid</b>	<b>2015</b>	<b>2014</b>
	<b>£000</b>	<b>£000</b>
First interim paid 29 December 2015	3,000	-

## WILLIS JAPAN LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)

<b>9. Investments held as fixed assets</b>	<b>Subsidiary undertaking £000</b>
<i>Cost and net book value</i>	
31 December 2014 and 31 December 2015	<u>499</u>

Investments held as fixed assets comprise the Company's investment in 100% of the ordinary share capital of Willis Japan Holdings K.K., a holding company within the Group.

In the opinion of the Directors, the value of the shares in the subsidiary undertaking is not less than the amount shown in the balance sheet.

#### 10. Shares in subsidiary undertaking

The subsidiary undertakings at 31 December 2015 were:

	<b>Percentage of share capital held</b>	<b>Class of share</b>	<b>Country of incorporation</b>
<i> Holding Company</i>			
Willis Japan Holdings K.K. *	100%	Ordinary of JPY 0.37 each	Japan
<i> Trading Company</i>			
Willis Japan Services K.K.	100%	Ordinary of JPY 1 each	Japan
Willis Re Japan K.K.	100%	Ordinary of JPY 0.56 each	Japan
<i> Dormant Company</i>			
Willis Consulting K.K.	100%	Ordinary of JPY 1 each	Japan

\* Owned directly by Willis Japan Limited: All other undertakings are indirectly held.

The Company is exempt from the obligation to prepare group financial statements in accordance with Section 400 of the Companies Act 2006 as the Company is a wholly-owned subsidiary of Willis Towers Watson plc (formerly Willis Group Holdings plc), in whose financial statements it is consolidated. These financial statements relate to the Company only and not to its Group.

## WILLIS JAPAN LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015 (continued)

<b>11. Debtors</b>	<b>2015</b>	<b>2014</b>
	<b>£000</b>	<b>£000</b>
<i>Amounts falling due within one year:</i>		
Amounts owed by Group undertakings	410	892
Amounts owed by Group undertakings in respect of corporation tax group relief	20	-
	<b>430</b>	<b>892</b>

<b>12. Called up share capital</b>	<b>2015</b>	<b>2014</b>
	<b>£000</b>	<b>£000</b>
<b>Allotted, called up and fully paid</b>		
1,000 (2014: 1,000) ordinary shares of £1 each	1	1

#### 13. Related party transactions

FRS101 (paragraph 8(k)) exempts the reporting of transactions between Group companies in the financial statements of companies that are wholly owned within the group. The Company has taken advantage of this exemption. There are no other transactions requiring disclosure.

#### 14. Events after the balance sheet date

On 4 January 2016, pursuant to an Agreement and Plan of Merger, the Willis Group Holdings plc group and the Towers Watson & Co. group combined, with Towers Watson & Co. becoming a wholly-owned subsidiary of Willis Group Holdings plc.

Immediately following the merger, Willis Group Holdings plc changed its name to Willis Towers Watson plc.

The Company was not directly affected by this merger.

#### 15. Explanation of transition to FRS 101

As stated in note 1, these are the Company's first financial statements prepared in accordance with FRS 101.

The accounting policies set out in note 1 have been applied in preparing the financial statements for the year ended 31 December 2015, the comparative information presented in these financial statements for the year ended 31 December 2014 and in the preparation of an opening FRS 101 balance sheet at 1 January 2014 (the Company's date of transition).

Management has reviewed the effect on the Company's financial position and financial performance and concluded that no adjustments to the financial statements, previously prepared in accordance with its old basis of accounting (old UK GAAP) were needed.