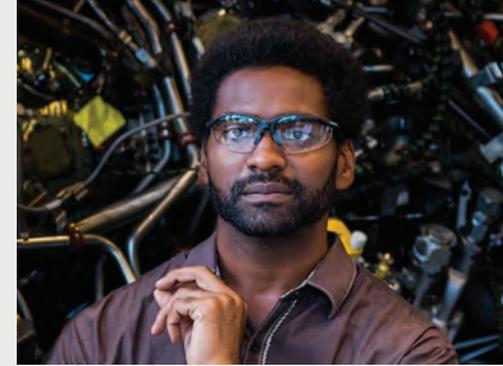


Diversity, Equity & Inclusion Report





| Our commitment

At Raytheon Technologies, our thinking is as expansive as the world we serve. Solving the world's toughest aerospace and defense challenges demands bold innovation that a diverse, equitable and inclusive company can deliver.

We're built on a foundation of integrity, trust and respect, which means driving DE&I is more than a goal. It's our duty. It's mission-critical. It's who we are.

We strive to set the standard for DE&I excellence, not only for ourselves but for our industry and our world. We embrace uniqueness and diversity of thought to fuel opportunities for our colleagues, customers and communities.

We look beyond the horizon, acting with urgency and intention today to create systemic, generational progress for tomorrow.

We stand side by side.

We are stronger together.

Who we are

Raytheon Technologies

(NYSE: RTX) is an aerospace and defense company that provides advanced systems and services for commercial, military and government customers worldwide. The company was formed in 2020 through the combination of Raytheon Company and the United Technologies Corporation aerospace businesses. It is headquartered in Waltham, Massachusetts.

To learn more, visit www.rtx.com.

Key capabilities

- Actuation, cargo, landing and propeller systems
- Aerostructures
- Aircraft engines and auxiliary power systems
- Aircraft interiors
- Avionics
- Cybersecurity
- Data analytics
- Missile defense
- Mission systems
- Power and controls
- Precision effects
- System integration and sensors

Raytheon Technologies consists of four highly specialized business units:



Collins Aerospace

Specializes in aerostructures, avionics, interiors, and mechanical, mission, and power and control systems that serve customers across the commercial, regional, business aviation and military sectors.



Raytheon Intelligence & Space

Develops advanced sensors, training, and cyber and software solutions – applying the disruptive technologies customers need to succeed in any domain, against any challenge.



Pratt & Whitney

Designs, manufactures and services the world's most advanced aircraft engines and auxiliary power systems for commercial, military and business aircraft.



Raytheon Missiles & Defense

Provides the industry's most advanced end-to-end solutions to detect, track and engage threats.

Our values

Trust

We act with integrity and do the right thing.

Respect

We embrace diverse perspectives and treat others the way they want to be treated.

Accountability

We honor our commitments, expect excellence and take pride in our work.

Collaboration

We share insights, learn together and perform as a team.

Innovation

We experiment, design, build and transform with speed and agility.

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A message from our Chairman and Chief Executive Officer

Stronger together

At Raytheon Technologies, our commitment to DE&I focuses on the success of our people, our company, our industry and our communities.

For us, advancing diversity, equity and inclusion is both a business and a social imperative. We understand that embracing diversity in all its forms will help us innovate in exciting ways. And we understand that by weaving the core principles of DE&I into the fabric of our company's culture, we will enhance opportunities for our employees, customers, suppliers, investors and communities around the world.

We have charted our journey in line with how we address our customers' most difficult technical challenges, applying comprehensive and disciplined logic to tackle complex cultural and societal issues. Our four-pronged plan focuses squarely on workforce representation, community engagement, supplier diversity and public policy.

What gets measured gets done

Within our company, we have tied DE&I goals to executive performance evaluation and compensation. In doing so, we aim to strengthen our diversity in hiring and focus attention on the professional development programs that will increase the representation of women and people of color in our executive ranks, ensuring inclusivity at all levels of the company.

Our commitment is unwavering, and will require intentionality, consistent application of our high standards of operational excellence and collaborative partnership. To ensure progress, we are dedicated to tangible measurement, and will publicly share data including the annual release of our employee population's diversity statistics and **EEO-1 disclosure**.

Building from the heritage of two aerospace and defense leaders, we have the experience, scale and resources to make an enduring impact on generations. Each day we make progress, but there is much work to do. Our goal is to develop and maintain a diverse, equitable and inclusive company. Our aspiration is to lead change that positively impacts our world. Working together, we will do both.

Gregory J. Hayes

Chairman and Chief Executive Officer

Our DE&I journey

As a company doing business in more than 100 countries, we're embracing principles and practices rooted in diversity, equity and inclusion.

To accelerate the pace of progress, we firmly established DE&I as a central component of the company's business strategy. Led by our chief diversity officer, our newly created Global DE&I Advisory Board is composed of senior leaders from across our business units who offer oversight and governance.

Our Pillars for Action serve as a unifying framework for our DE&I strategy. These pillars – focused on workforce diversity, community engagement, supplier diversity and public policy – frame a multiyear plan to create meaningful and measurable progress in advancing DE&I across the company and beyond. We believe this intentional and multifaceted approach to DE&I will drive systemic change for a long-lasting, generational impact.

Earlier this year, our CEO announced – and our board approved – the introduction of DE&I factors into executive compensation. That action demonstrates the priority we place on increasing diversity across our enterprise, and reinforces that inclusivity is a business imperative for which our leaders are responsible.

This report outlines where we are in our DE&I journey, providing data and goals to ensure accountability.

The business case for DE&I

Companies that embrace diversity, equity and inclusion not only produce more unique and innovative ideas, but also are better at making decisions and bringing their ideas to life.

25%

Companies with gender-diverse executive teams were 25% more likely to have above-average profitability than less diverse organizations¹

36%

Ethnically diverse companies are 36% more likely to have above-average profitability than their less diverse competitors¹

¹ Source: McKinsey & Company, 2019

Accelerating progress

Raytheon Technologies is a mission-driven organization led by people who value diversity and inclusivity as cornerstones of innovation.

As Raytheon Technologies' chief diversity officer, I have the opportunity to listen to employees, ideas and concerns – and learn from them. Our team members are clear: they are passionate about progress and excited about accelerating our DE&I journey. They want to be part of a company that enables people to show up as their full selves, free to focus on developing the most innovative solutions to our industry's greatest challenges. And they're enthusiastic about supporting societal change and driving positive impact in the communities where we live, work and serve.

Our CEO and board of directors set the tone: diversity, equity and inclusion aren't just things we do to make ourselves feel good – successful performance in these areas is a business imperative and will give us a strategic advantage in an increasingly global and digitally connected society.

DE&I is a must-do

Top talent from around the world has their pick of great companies where they can build their careers. What we know for sure, especially when it comes to attracting and retaining the best and brightest, is that people want environments where they can work, grow and belong. That's why a culture grounded in a rich diversity of ideas, perspectives and experiences is so

important. From mitigating bias in our internal processes and systems, to driving economic empowerment, to creating new pipelines for future STEM professionals, we are elevating our efforts to deliberately create generational impact.

As the daughter of parents who built careers in aerospace – my father, an electrical engineer who immigrated to this country in the late 1960s, and my mother, a Baltimore native who worked as a computer scientist – I experienced firsthand how this industry can change the trajectory of generations and the future of communities.

Each of us at Raytheon Technologies can be a catalyst for change – change that improves the experience of the next generation and our commitment to each other. We accelerate our progress when we work together.



Marie Sylla-Dixon
Chief Diversity Officer



A message from our Chief Diversity Officer

Global DE&I Advisory Board

Our company’s Global DE&I Advisory Board provides oversight and governance of our DE&I strategy. Chaired by our CEO and co-chaired by our chief diversity officer and chief human resources officer, the board meets regularly to bolster transparency and drive accountability for our DE&I efforts aligned to our four Pillars for Action. Together, these cross-business leaders help drive equity by championing inclusion and supporting equality of opportunity in our workforce and the communities where we live and work. They sponsor employee resource groups, mentor employees and serve as ambassadors both internally and externally, communicating the importance and progress of our DE&I initiatives and our position as a bold leader in this space.

Global DE&I Advisory Board leadership



Gregory J. Hayes
Chairman and CEO
Chair, DE&I Advisory Board



Marie Sylla-Dixon
Chief Diversity Officer
Co-chair, DE&I Advisory Board



Dantaya Williams
Chief Human Resources Officer
Co-chair, DE&I Advisory Board



Mauro Atalla
Vice President,
Engineering



Barbara Borgonovi
Vice President,
Intelligence, Surveillance
and Reconnaissance Systems



Vincent M. Campisi
Senior Vice President,
Enterprise Services, and
Chief Digital Officer



Eric Craft
Executive Director,
Supply Chain



Robin Diamonte
Vice President,
Pension



Eric Ditmars
Vice President,
Secure Sensor Solutions



Kim Ernzen
Vice President,
Naval Power



Earl Exum
Vice President,
International Aero Engines



Ruben Harris
Vice President,
Global Supply Chain



Eugene Jaramillio
Vice President,
Supply Chain



Kim Kinsley
Vice President,
Power & Controls



Irene Makris
Vice President,
Marketing



Marie Robert
Executive Director,
Strategic Sourcing

Our DE&I Pillars for Action

Established as a unifying framework for our DE&I strategy, the four Pillars for Action represent a comprehensive, multiyear plan to drive meaningful and measurable progress in advancing DE&I across our company and beyond.



Workforce diversity



Cultivating a culture of inclusion and innovation

- Drive an inclusive culture with transparency and accountability
- Develop underrepresented talent and improve representation of women and people of color at executive levels
- Mitigate unconscious biases in our processes and systems



Supplier diversity



Driving economic empowerment and opportunity

- Increase percentage of purchasing with small and diverse suppliers
- Support diverse supplier readiness through coaching, mentoring and development
- Leverage buying power to influence supply chain partners to focus on workforce diversity



Community engagement



Investing strategically in our global communities

- Invest \$500 million over this decade to drive transformational outcomes in our communities
- Build a more diverse technology workforce by improving STEM education opportunities
- Address social equity issues in underserved communities



Public policy



Championing equality for all

- Incorporate societal impact factors into business location decisions
- Leverage our platform to address barriers for marginalized populations
- Partner with organizations and influencers who are focused on generating equitable policies for underrepresented communities



Workforce diversity: cultivating a culture of inclusion and innovation

As a global enterprise with 181,000 employees worldwide, we know our people are our greatest asset. We also know that establishing a more representative workforce – in which all employees have opportunities to grow and thrive – will enhance our ability to deliver products and services at the cutting edge of innovation and technological advancement.



Gender diversity

Gender diversity is a key component of our DE&I strategy, and we are evolving our policies and practices to reflect a more equitable recruitment, advancement and retention process. Based on an analysis of available data through the end of 2020, we are roughly on par with industry standards when it comes to gender diversity in our global workforce (only 19% of today's engineering graduates are women¹), but we want to be better.

As part of our efforts to increase the presence of women within our executive ranks, we made an early commitment to Paradigm for Parity, a coalition of business leaders dedicated to addressing the leadership gender gap in corporate America. With that commitment, Raytheon Technologies has set a goal that 50% of our executive-level talent will be women by 2030. To support this goal, we are developing strategically focused approaches to sourcing, professional development and career progression of our female talent.

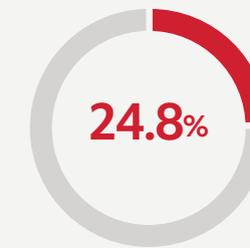
Pay equity

We are committed to fair treatment and equality of opportunity to ensure all our employees experience Raytheon Technologies as a great place to work, grow and belong. This includes paying employees equitably based on their contribution to our success. We review employee compensation and compensation practices annually to ensure employees of comparable experience and performance who perform similar work are paid similarly, regardless of race or gender.

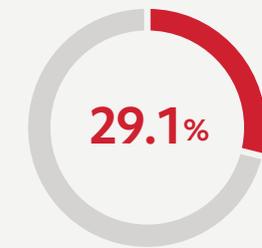
50%

Raytheon Technologies has set a goal that 50% of our executive-level talent will be women by 2030

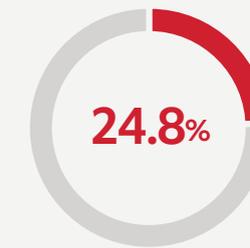
2020 global workforce by gender



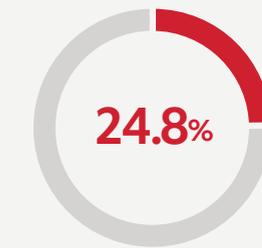
Overall
 Women 24.8%
 Men 75.2%



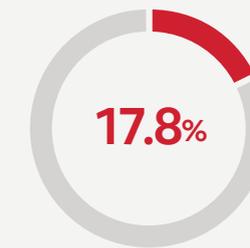
Executives
 Women 29.1%
 Men 70.9%



People leaders
 Women 24.8%
 Men 75.2%



Individual contributors
 Women 24.8%
 Men 75.2%



Engineering professionals
 Women 17.8%
 Men 82.2%



Production and maintenance
 Women 19.9%
 Men 80.1%

¹ Source: U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, Digest of Education Statistics 2017

Racial and ethnic diversity

People of color are underrepresented throughout the aerospace and defense industry. The Pew Research Center found that Hispanics, for example, make up 17% of the total workforce in the United States, but comprise just 8% of STEM workers. For Black workers, it's 11% and 9%, respectively.¹

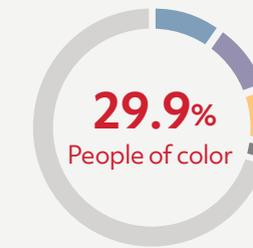
We are comparable to our peers, with nearly one-third of our U.S. workforce identifying as people of color. We are proud of our diverse talent, but we have more work to do. For example, Black and Hispanic talent is underrepresented in our engineering and leadership roles.

To achieve equity, we're accelerating our efforts to make a long-term systemic impact by breaking down barriers for advancement.

Much like our Paradigm for Parity commitment, it's a business imperative to increase the representation of people of color in our executive ranks. We understand that accomplishing this goal will take intentionality and an unwavering focus on talent sourcing, development and retention.

¹ Source: Pew Research Center, 2021

2020 U.S. workforce by race and ethnicity



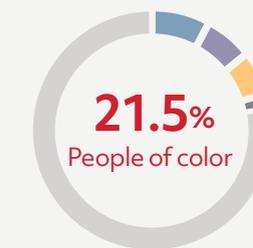
Overall

- Hispanic/Latinx 10.0%
- Asian/Asian American 9.5%
- Black/African American 7.6%
- Other 2.7%
- White 70.1%



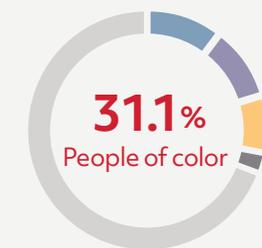
Executives

- Hispanic/Latinx 3.6%
- Asian/Asian American 5.7%
- Black/African American 4.6%
- Other 1.4%
- White 84.7%



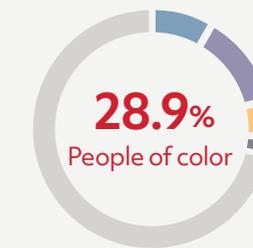
People leaders

- Hispanic/Latinx 7.5%
- Asian/Asian American 6.4%
- Black/African American 5.7%
- Other 1.9%
- White 78.5%



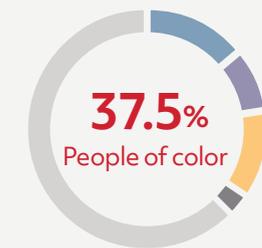
Individual contributors

- Hispanic/Latinx 10.3%
- Asian/Asian American 10.0%
- Black/African American 7.9%
- Other 2.8%
- White 68.9%



Engineering professionals

- Hispanic/Latinx 8.6%
- Asian/Asian American 12.6%
- Black/African American 5.0%
- Other 2.7%
- White 71.1%



Production and maintenance

- Hispanic/Latinx 14.0%
- Asian/Asian American 8.7%
- Black/African American 12.0%
- Other 2.8%
- White 62.5%

Because of rounding, some numbers might not add up to 100%

Employees with disabilities

100%

score on Disability:IN's Disability Equality Index¹

We are committed to removing barriers that prevent people living with disabilities from achieving their highest potential at work. Their inclusion in our workforce is vital, providing much-needed diversity of thought and perspective to further advance our innovative thinking. We are proud that our efforts in supporting people with disabilities have earned us a 100% score on the Disability Equality Index.¹

We're focused on deploying more targeted recruitment strategies to attract people with disabilities, along with initiatives to encourage employees to self-identify.² A better understanding of our population will give us more precise insights so we can refine our programs; make facilities, information and technology more accessible; and ensure representation and advocacy.



"We're trying to create a good common experience for all employees."

DC Foster
Senior Director,
Raytheon Intelligence & Space
President,
Raytheon Alliance for Diverse Abilities



A journey with no end

"We're moving in the right direction on a journey that has no end," says DC Foster, president of the Raytheon Alliance for Diverse Abilities, an employee resource group for those with disabilities as well as caretakers.

We're providing centralized funds for disability accommodations like screen readers, American Sign Language interpretation services, facility access for service animals and specialized office equipment. We're also ensuring senior executives are known within the company as advocates for employees with disabilities.

"We're always going to be striving to have an evermore inclusive culture for all people, and when a third-party organization like Disability:IN gives us a high score, it lets us know we're doing some things right," Foster said.

¹ Source: 2021 Ratings, Disability:IN

² Some countries do not permit us to collect this type of personal data, and we actively respect data privacy laws.

Military veterans

16K

U.S. veterans are part of the Raytheon Technologies workforce¹

Raytheon Technologies is proud to support our military veterans and leverage their unique set of experiences and skills. The 16,000 U.S. veterans we employ are more than just part of the fabric of our culture; they are the drivers of some of the company's critical customer solutions. Their transferable skills, from leadership to project management to systems development – coupled with their end-user knowledge – bring a meaningful depth of experience to colleagues and customers alike.

These talented team members work in factories and engineering labs, travel to remote test sites and embed in military installations around the world. They draw from their unique real-world experiences to create technologies that help customers accomplish their most critical missions.

We offer an array of programs to help veterans transition to civilian careers, build community through service-focused employee resource groups and give back to their communities. We also provide employees serving in the U.S. National Guard or reserves with the flexibility and peace of mind they need to succeed in balancing their responsibilities.

¹ The data in this report is based on teammates' voluntary self-identification, but it doesn't reflect the full diversity of our workforce. We are making self-identification a priority so we can gather more complete data for future reports.



Justin Weissert (left) led a company effort in Huntsville, Alabama, to donate care packages for soldiers deployed to Guam.

How Raytheon Technologies helps veterans, and how veterans help Raytheon Technologies

By the time Justin Weissert retired from the U.S. Army, it had been more than 20 years since he last applied for a job – at least in the civilian world. Giving up the security of military life, he said, made him wonder: “How does my work transition into civilian life? What jobs should I apply for?”

“I’d worked with some great people at Raytheon throughout my years in the Army,” he said. “I knew it was a place I would like to work.” Weissert leveraged his network and was hired as an integration lead at Raytheon Missiles & Defense in Huntsville, Alabama.

For many veterans, working for the company translates into an extension of their service to their country. Skills they learned in the military, such as leadership, project management and systems development, can give them a big advantage in the private sector. That’s one reason why Raytheon Technologies actively seeks to hire them.

In addition to his primary job, Weissert is also the site lead for Raytheon Technologies’ employee resource group for veterans.

“I’m fortunate to be part of this organization,” he said. “I hope to give back by helping veterans find their place as they move into their new chapter.”

Employee resource groups

Our people power our success. Through nine ERGs, we give voice to the diverse communities that make up our workforce, creating a more inclusive workplace and helping employees grow their careers. The ERGs' interactions and activities help amplify members' voices, build community, and foster collaboration and allyship.

Ability/Disability: Dedicated to team members with disabilities as well as caretakers, we create a community for people with unique challenges and provide opportunities for members to learn from one another and grow their careers.

Asian/Pacific Islander: We celebrate the diverse cultures and contributions of our Asian population, building a strong community to support social and professional empowerment.

Black/African American: We champion Black talent through every career level and path by cultivating Black leaders; supporting the communities where we live, work and serve; and fostering a spirit of belonging.

Connections: We cultivate an environment where members of all ages recognize the strengths and skills in each other, engage in traditional and reverse mentoring, and forge more collaborative workplace communities.

Hispanic: Through leadership development and education, we contribute to a multicultural workforce and community and provide valuable insights about the Hispanic marketplace.

Indigenous/Aboriginal Peoples: We are a home for Indigenous employees and allies, offering cultural events, career support programs and cross-company networking. We also partner with our recruiting team and liaison with local Indigenous groups.

LGBTQIA+: From providing support to those coming out, to creating a space where individuals can discuss similar life experiences and find mentorship, to pushing for change like the inclusion of personal pronouns in communications, we play a critical role in developing a company where everyone can bring their whole selves to work.

Military/Veterans: A forum for our military community – including former service members, family members and their supporters – we strive to make Raytheon Technologies an employer of choice for service members transitioning to civilian careers.

Women: We provide women at Raytheon Technologies with the tools that enable their successful development and advancement across all levels of the organization.



Members of Raytheon Technologies ERGs help rebuild a farmhouse at Ironstone Farm in Andover, Massachusetts, for weekend veteran retreats. The farm offers equine therapy for veterans and children with special needs.

DE&I leadership development programs

At Raytheon Technologies, we recognize that employees come to our company with different experiences, and that professional development is not one-size-fits-all. In addition to a wide range of leadership development programs for all employees, we engage and sponsor a number of prominent external DE&I leadership development programs.

Each year, our leaders nominate employees with strong performance histories and demonstrated potential for unique professional development opportunities. Our DE&I nomination programs support underrepresented talent at all levels so they can optimize their performance and maximize their potential.

Some of the programs we support include:

Executive Leadership Council C-Suite Academy

An intensive program focused on human capital management, influence, partnering, political savvy, technology management and vision.

Hispanic Association of Corporate Responsibility Leadership Pipeline Program

A program for Hispanic mid-level managers who want to position themselves for future executive leadership roles.

Information Technology Senior Management Forum's Global Institute for Professional Development Leadership Academy

An introspective program for senior-level executives to gain insight into the expectations of executive-level performance. It also includes critical tools for building collaboration and inspiring positive change in companies and communities.

McKinsey Black Executive Leadership Program

Featuring one-on-one, C-level sponsor workshops and executive coaching peer boards, this program focuses on decision-making amid uncertainty, adaptability, the art of storytelling, influencing and role modeling.

Simmons University Strategic Leadership for Women Program

A program for women to strengthen their leadership practices, gain strategic mentors and develop successful career strategies.



“At the end of the day, we want a workforce that’s filled with the brightest and best talent. We have to cultivate a culture that empowers our people by making them feel valued and allowing them to grow, so they can help lead us in the right direction.”

Dantaya Williams
Chief Human Resources Officer



Community engagement: investing strategically in our global communities

We take pride in supporting the communities where we work and live. Our size and scale allow us to effect change, using our people, passion and purpose to make a generational difference.



Building a better future together

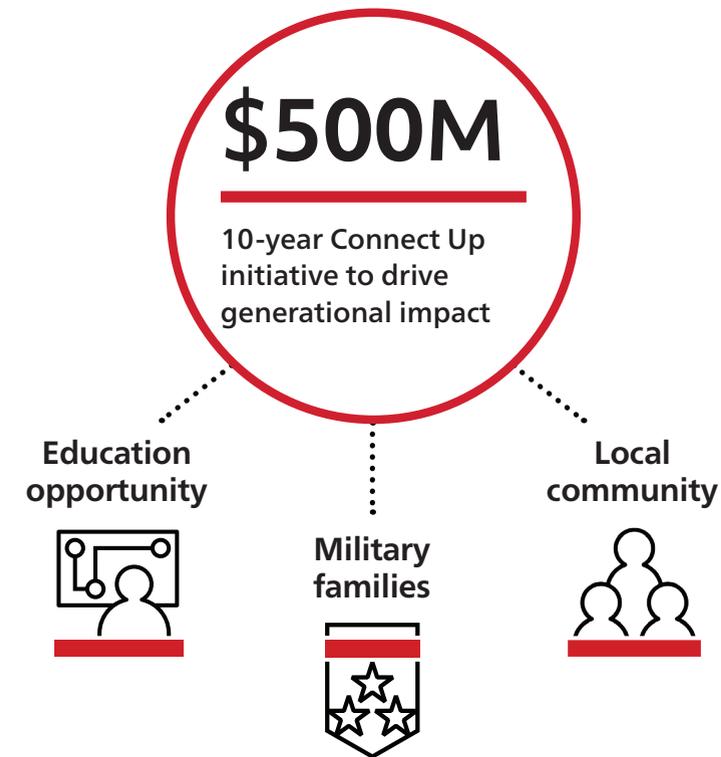
Through transformative investments in our communities, we enable lifelong learning, honor those who serve, create equity and inclusion for underrepresented populations, and make an impact on our key local communities around the globe.

In 2021, we launched Connect Up, a 10-year, \$500 million corporate responsibility initiative to drive transformative, generational impact on critical societal challenges. A core component of that investment strategy includes a five-year, \$25 million commitment to support marginalized individuals and communities through programs focused on racial justice, empowerment and career readiness.

We are dedicated to:

- Advancing lifelong learning with a focus on access to STEM education to create a more work-ready and diverse talent pipeline for the jobs of the future
- Providing resources to military families and helping veterans use their transferable skills as they transition to the civilian workforce
- Addressing social welfare, including hunger and food insecurity, in local communities to create a more equitable and secure future for generations to come

connectup



“We have a responsibility to commit resources and talent to help meet the needs of our communities and to build a better future together.”

Pam Erickson
Senior Vice President,
Communications &
Corporate Responsibility

Learn more about our corporate responsibility initiatives at www.rtx.com/connect-up



Supplier diversity: driving economic empowerment and opportunity

To more effectively address economic inequality, we're increasing strategic investments with small and diverse-owned businesses in our supply chain, as well as with financial institutions who operate in and support underserved communities. We're also investing in programs and with partners that foster entrepreneurship among women, veterans and minority groups.



Supplier diversity in action

To address economic inequality, we've committed to retain, develop and attract a diverse supply base.

We provide maximum practicable procurement opportunities for small and diverse businesses, including minority-owned, women-owned, veteran-owned, Historically Underutilized Business Zone (HUBZone), LGBTQ+-owned, disability-owned and disadvantaged-owned. In addition, we have:

- Expanded areas of growth within our active network of diverse-owned suppliers and established new partnerships with diverse suppliers and organizations.
- Established an internal mentoring program with select small and diverse-owned suppliers to provide support on how to grow their capabilities and maximize their potential.
- Enhanced our global diversity presence through new partnerships, including WEConnect International.

Learn more about our supplier relations at www.rtx.com/suppliers

- Launched our [supplier diversity website](#) on RTX.com to increase awareness of our supplier diversity program, highlight successes and upcoming events, and provide a platform for potential new suppliers to register.
- Continued to participate in the U.S. Department of Defense's Mentor-Protégé program, designed to encourage large prime contractors to provide mutually beneficial developmental assistance to small and diverse businesses. We've received 25 DOD Nunn-Perry Awards for our work with mentor-protégés.

We also recognize that investing with diverse-owned asset management firms is an effective way to access unique investment opportunities. Today, Raytheon Technologies employs seven investment management firms that are more than 50% owned by women or people of color, managing a total of \$3.8 billion in retirement assets. Additionally, we employ another nine management firms that are between 25% and 50% minority- or women-owned, managing \$10.6 billion in retirement assets.

28%

of Raytheon Technologies' supplier spend in the United States is with small and diverse businesses*

\$6.8B

spent by Raytheon Technologies with small and diverse-owned businesses in 2020*

\$3.8B

in retirement assets are managed by firms that are more than 50% owned by women or people of color

\$10.6B

in retirement assets are managed by firms that are between 25% and 50% owned by women or people of color

* includes minority-owned, women-owned, veteran-owned, Historically Underutilized Business Zone (HUBZone), LGBTQ+-owned, disability-owned and disadvantaged-owned

Economic impact

Raytheon Technologies' spend with its suppliers has a ripple effect, generating economic activity within our suppliers' communities.

| Small and diverse categories | Jobs ¹ Created within Raytheon Technologies' supply chain and in the suppliers' communities | Wages ¹ Measures the cumulative earnings of the employees in the jobs supported through our supplier diversity purchases |
|--|---|--|
| Small businesses | 26,136 | \$1.8B |
| Small disadvantaged-owned | 5,752 | \$354.8M |
| Women-owned businesses | 3,803 | \$247M |
| Minority-owned businesses | 3,555 | \$245M |
| Veteran-owned businesses | 2,661 | \$186M |
| HUBZone businesses | 2,041 | \$128M |
| Individuals with disabilities-owned businesses | 1,217 | \$72M |
| LGBTQ+-owned businesses | 26 | \$2M |

¹ Drawn from direct
² Drawn from direct, indirect and induced
 Source: supplier.io Economic Impact Analysis

59K

total jobs supported through our spend with small and diverse-owned suppliers²

\$3.8B

total wages earned by our small and diverse-owned suppliers' employees²



“At Raytheon Technologies, we are a global company focused on a common goal: defining the future of aerospace and defense. But we can’t do it alone. Our diverse supply chain enables us to be agile, innovative and cost competitive as we work together to solve problems and develop solutions addressing our customers’ greatest challenges.”

Paolo Dal Cin
 Senior Vice President,
 Operations & Supply Chain



Public policy: championing equality for all

Understanding the impact of our size and scale, we recognize that we have a role and responsibility to shape the environment outside the walls of Raytheon Technologies through advocacy and policy influence.



Championing equality for all

We advocate for issues that are important to our company and our stakeholders. We believe we can use our scale to advance education equity, encourage social justice reform and elevate economic policies that support equality in the communities where we live and work.

Some of the actions we are taking include:

- Leading a consortium within the aerospace and defense industry to lobby for increased programming for Black and Hispanic students in STEM
- Using data about underrepresented communities to inform where we choose to locate our business operations and advocate for local education reform
- Aligning with organizations and influencers who are focused on generating equitable policies for underrepresented people and communities
- Integrating societal impact factors into our business processes and decisions
- Partnering with the Congressional Black Caucus Foundation to increase the representation of Black Americans in public policy and service by creating fellowships for Black professionals seeking to build their knowledge and skills in aerospace and defense policy
- Supporting the Faith & Politics Institute, which leads annual Congressional Civil Rights Pilgrimages to five southern states, offering opportunities for reflective dialogue that transcends politics



“Economic policy, education equity and social justice advance through partnership and advocacy. We are eager to lead meaningful progress.”

Jeff Shockey
Senior Vice President,
Government Relations

The path forward

Diversity, equity and inclusion lie at the heart of any meaningful effort to create a sustainable culture of innovation, particularly in our increasingly global society.

In this report we've detailed our current state, identified our goals and plans, and outlined how we're holding ourselves accountable as we move forward on our DE&I journey. As we continue to become a more diverse and inclusive global enterprise, we've established several aspirations that we're committed to reaching by 2030:

- Achieve executive gender parity
- Raise the representation of people of color in our executive ranks
- Embed DE&I training into leadership programs at all levels
- Drive tangible outcomes in underserved communities
- Increase spend with diverse suppliers
- Advance equity, social justice reform and economic policy

We are excited to accelerate our progress as one team so we can innovate tomorrow's transformative technologies while leading with empathy and understanding.

The limitless potential we see is why we're turning this diverse, equitable and inclusive mindset into action – action that creates an opportunity-rich organization for all.

It's about attracting the right talent. It's being intentional with our engagements and partnerships. It's ensuring that we use the power of our voice and platform to create positive change at the policy level, with our suppliers and in the global communities we serve.

Every day, we take another step to foster an environment that truly celebrates and leverages diversity of thoughts, ideas and experiences, creating a culture where every employee grows and feels like they belong. We have work to do, but we're well on our way.





EEO-1 disclosure

Our 2020 EEO-1 report reflects the composition of our U.S. workforce in categories prescribed by the U.S. Equal Employment Opportunity Commission. These general categories do not reflect how our industry or workforce is specifically organized. While our EEO-1 report provides useful insights into our employee diversity, the 2020 representation data presented elsewhere in this DE&I report more precisely reflects the diversity of our workforce.

SECTION D – EMPLOYMENT DATA

| Job categories | Hispanic or Latino | | Non-Hispanic or Latino | | | | | | | | | | | | Overall totals |
|----------------------------|--------------------|--------------|------------------------|---------------------------|-------------------------------------|--------------|----------------------------------|-------------------|---------------|---------------------------|-------------------------------------|--------------|----------------------------------|-------------------|----------------|
| | Male | Female | Male | | | | | | Female | | | | | | |
| | | | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaska Native | Two or more races | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaska Native | Two or more races | |
| Exec/sr officials & mgrs | 29 | 13 | 730 | 33 | 2 | 42 | 1 | 11 | 297 | 25 | 0 | 21 | 1 | 5 | 1,210 |
| First/mid officials & mgrs | 1,059 | 494 | 11,222 | 731 | 28 | 862 | 72 | 196 | 3,917 | 412 | 8 | 413 | 29 | 82 | 19,525 |
| Professionals | 4,139 | 1,677 | 35,806 | 2,578 | 125 | 5,458 | 192 | 1,004 | 10,912 | 1,349 | 36 | 2,039 | 86 | 410 | 65,811 |
| Technicians | 608 | 153 | 3,806 | 448 | 15 | 399 | 51 | 97 | 1,116 | 170 | 5 | 136 | 27 | 34 | 7,065 |
| Sales workers | 10 | 9 | 295 | 9 | 0 | 13 | 2 | 5 | 117 | 5 | 0 | 7 | 0 | 2 | 474 |
| Administrative support | 150 | 248 | 852 | 100 | 2 | 126 | 13 | 38 | 1,508 | 202 | 7 | 117 | 24 | 44 | 3,431 |
| Craft workers | 915 | 100 | 5,998 | 963 | 18 | 309 | 30 | 100 | 677 | 229 | 5 | 81 | 4 | 18 | 9,447 |
| Operatives | 1,668 | 737 | 5,430 | 974 | 24 | 938 | 75 | 163 | 2,628 | 907 | 12 | 754 | 126 | 49 | 14,485 |
| Laborers and helpers | 43 | 34 | 210 | 71 | 1 | 28 | 1 | 2 | 135 | 35 | 1 | 14 | 0 | 2 | 577 |
| Service workers | 80 | 55 | 301 | 30 | 1 | 8 | 2 | 4 | 97 | 11 | 2 | 2 | 1 | 2 | 596 |
| Total | 8,701 | 3,520 | 64,650 | 5,937 | 216 | 8,183 | 439 | 1,620 | 21,404 | 3,345 | 76 | 3,584 | 298 | 648 | 122,621 |
| Previous year total | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |