



Advancing  
our shared  
values for  
**a safer, more  
connected  
world.**

# Our vision is a safer, more connected world.

A world grounded in the advancement of people and their potential, where inclusion and belonging are paramount and where the next generation of creators are born. A resilient world where we collectively act with sustainability and the stewardship of our planet in mind. A world in which we are all dedicated to upholding the highest principles and operating with integrity, accountability and respect.

Our ESG strategy sets forth aspirations aligned our impact areas and business strategy to help achieve this vision and contribute to the global efforts around sustainable development. We recognize that our greatest potential for positive impact is driving greater energy efficiency and lower emissions through sustainable technology and disruptive innovations. We can only achieve this by aligning our expertise and aspirations through a world-class, diverse team.

The ESG Steering Committee, which is made up of executives representing our ESG focus areas, is responsible for driving and monitoring our ESG strategy and performance. The ESG Council develops our strategy and takes action to improve ESG performance to meet our goals.

In 2021, we conducted a comprehensive ESG prioritization assessment. We sought to understand the ESG issues that are most relevant for our stakeholders and our business, including both civil aviation and defense. Considering the perspectives shared, we aligned on priority areas, rationale for each topic's importance and shared definitions.

## We've organized our ESG strategy into three key areas: **People, Planet and Principles.**

Our goals reflect our intent to drive reductions in greenhouse gas emissions (GHGs), advance our talented and diverse workforce, support the communities where we live and work, and protect the health and safety of our employees and our planet.

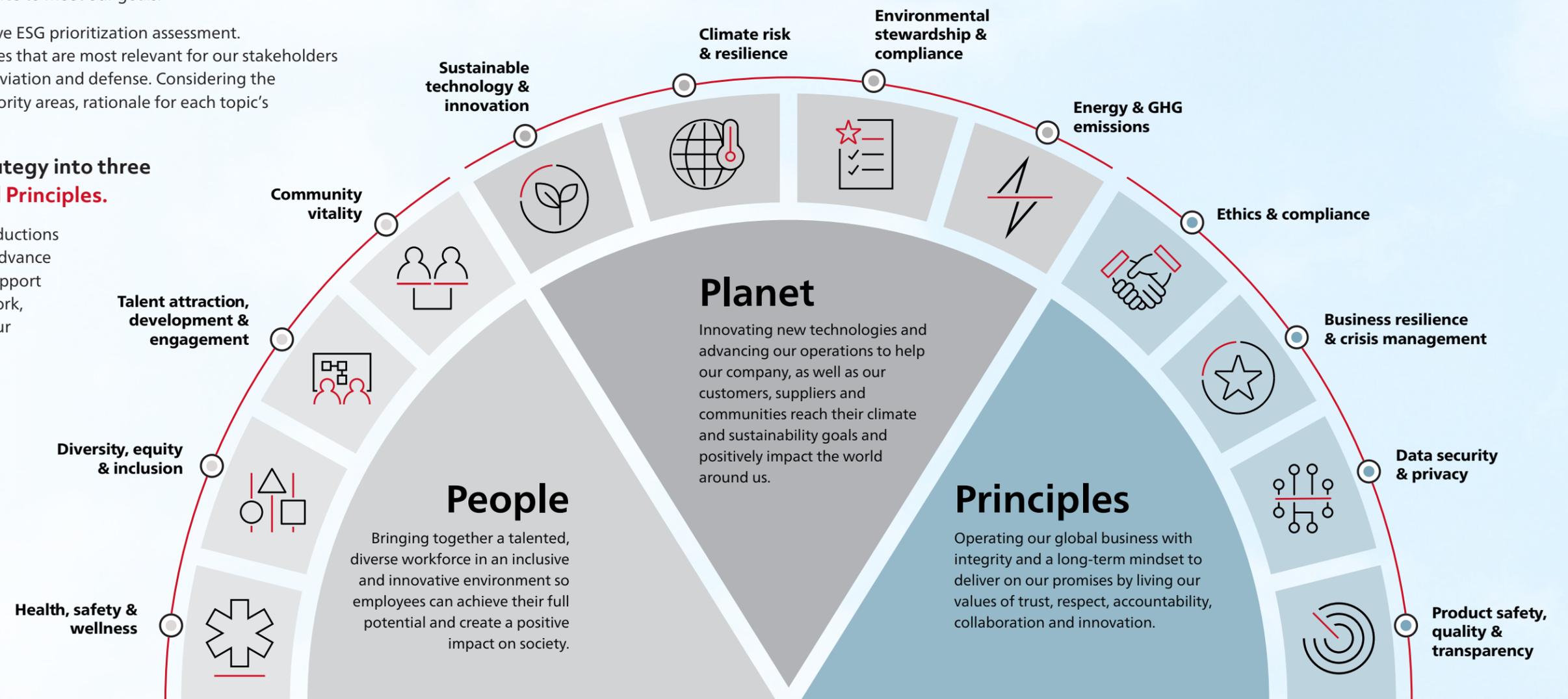
### By 2030, we aspire to:

- Decarbonize our operations by reducing our GHGs by 46% from 2019 levels, in line with the Paris Agreement.
- Achieve our Workforce 2030 goals with focused talent and community investments, ensuring all current and future employees have equitable opportunity to work, grow and belong.

### By 2050, we aspire to:

- Partner to achieve industrywide net-zero carbon emissions in civil aviation. To support the industry's goals, we aim to directly address 30% of air transport carbon dioxide (CO<sub>2</sub>) emissions through the engines, aircraft systems and services in our 2050 civil fleet, relative to 2015 technology levels and the associated emissions baseline.

We invite you to read the full Raytheon Technologies 2021 ESG Report for more detail on our strategy, progress and way ahead.





## **People.** Our business is built upon the human spirit of exploration – to connect, to create, to discover.

To continue our legacy of era-defining breakthroughs, we foster the talents of inventive people from a broad range of backgrounds and perspectives and ensure their safety on the job.

We work in close collaboration with a diverse array of suppliers who partner with us to stretch the boundaries of what is possible. And we invest in the communities where we operate, clear in our belief that we can build a better future together.

---

### **Our commitments**

- By 2030, we aim to achieve gender parity and double representation of people of color in our executive ranks.
- We are committed to greater spending with diverse suppliers and advocacy for education equity, social justice reform and equitable economic policies.
- We will embed training for diversity, equity and inclusion in all leadership programs.
- We strive for transformative, generational impact through investments in lifelong learning, honoring military service and support for the communities where we live and work.

---

### **Our focus areas**

- Attracting, developing and retaining world-class talent
- Protecting employee well-being and safety
- Prioritizing diversity, equity and inclusion
- Supporting our communities

**“We are committed to fostering diversity in our workforce and supply chain, cultivating an inclusive culture, prioritizing employee health and safety, and supporting the communities where we live and work.”**

**Gregory J. Hayes**  
Chairman and Chief Executive Officer

# Attracting, developing and retaining **world-class talent**

We're intently focused on helping our employees thrive, with professional development opportunities, educational support and an inclusive culture that gives everyone an equitable opportunity to work, grow and belong. Our Workforce 2030 talent strategy encapsulates our ambitions, and the steps we will take to reach them.

## Workforce 2030

All current and future employees have an equitable opportunity to work, grow and belong.

### Work

**Continue to adjust our hiring strategy** to address critical talent needs, further diversify our workplace and ensure we have the right talent with the right skills ready at the right time.

**Build on the success of proven early career development programs**, fielding summer interns across our business units and functions and developing hundreds of college hires through our nine rotational programs across key disciplines – one of which launched over 60 years ago.

**Drive an engaged and diverse talent pool** through successful conversion of high performing interns into full-time employment.

### Grow

**Embed DE&I learning into our corporate leadership programs at all levels**; assess our programs for new and enhanced content on an annual basis.

**Increase the internal mobility of talent** through capitalizing on skills-based and lifelong learning programs.

**Systematically ensure all new people leaders** are certified in leader effectiveness within 90 days of hire.

### Belong

**By 2030, achieve executive gender parity** with a goal of 50% global female executives.

**Double representation of people of color in executive roles** from 2020 baseline.<sup>1</sup>

**Establish an ERG program** that drives momentum toward business and DE&I goals.

**Develop a comprehensive strategy** to actively measure and manage employees' experience across how they work, grow and belong.

<sup>1</sup> Employee diversity data first available after 2020 merger.

# Protecting employee **health & safety**

We prioritize our employees' health and safety above all else. Our goal is to send our employees home safely, every day. Our efforts start with our proactive safety culture. Every employee, from workers on the manufacturing floor to senior leaders, shares responsibility for our collective health and safety.

## 2025 workplace safety goals

**100% | 50%**  
reduction in high and elevated/  
medium ergonomic risks<sup>2</sup>

**50%**  
reduction in high chemical  
and noise exposure risks<sup>3</sup>

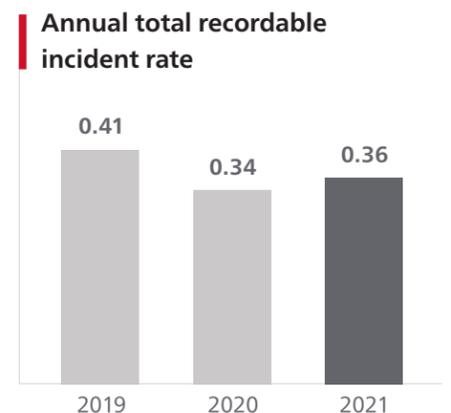
**100%**  
implementation of near-  
miss reporting best  
management practices

## 2021 progress

**85%** decrease in high and elevated ergonomic risks<sup>4</sup> | **16%** decrease in medium ergonomic risks<sup>5</sup>

**34%** of applicable sites have met requirements to ensure robust near-miss reporting

**12%** reduction in total recordable incident rate (TRIR)<sup>6</sup> since 2019



<sup>2</sup> We use the 2015 baseline for high ergonomic risk, as both of our heritage organizations, Raytheon and United Technologies, had 2020 goals to reduce high ergonomic risk from that baseline. Our 2025 goal is a continuation of their original goals. The baseline for medium risk was set in 2020 after the merger when the 2025 goals were established.

<sup>3</sup> We conducted a complete analysis of chemical and noise risks in 2021 to establish this baseline.

<sup>4</sup> Since 2015.

<sup>5</sup> Since 2020.

<sup>6</sup> TRIR is a workplace safety metric measuring recordable incidents as defined by OSHA.

# Prioritizing diversity, equity and inclusion

We believe that creating technology that inspires, progresses and transforms the industry requires expansive thinking and bold innovation—which, in turn, requires a culture that is diverse, equitable and inclusive. In particular, fostering an authentic and transparent culture helps us build a sense of belonging among our employees, which leads to innovation and growth.

Our DE&I strategy is focused in four areas:

- **Workforce representation.** Cultivating an environment of inclusion and innovation.
- **Community engagement.** Investing strategically in our global communities.
- **Supplier diversity.** Driving economic empowerment and opportunity.
- **Public policy advocacy.** Championing equality for all.

Our DE&I 2030 aspirations, some of which are embedded in our Workforce 2030 strategy, include:

## Raytheon Technologies DE&I 2030 aspirations

Achieve 50% women in executive-level talent

Embed DE&I training into leadership programs at all levels

Increase spending with diverse suppliers

Double the representation of U.S. people of color in executive ranks from 2020 baseline

Drive tangible outcomes in underserved communities

Advance equity, social justice reform and economic policy

In 2021, we made progress toward these aspirations by:

- Creating a Global DE&I Advisory Board of senior leaders from across business units who offer oversight and governance of our DE&I strategy and activities.
- Transforming our Employee Resource Groups (ERGs), which have long been a vital part of our culture, into nine global ERGs that give voice to the diverse communities that make up our workforce, create a more inclusive workplace and help employees grow their careers.
- Signing the CEO Action for Diversity & Inclusion™ pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace, and Catalyst's CEO Champions for Change pledge to advance more women into all levels of leadership.

## Employee demographics

174K

Total employees

58K

Total engineers

43K+

Women

15K+

U.S. veterans (self-identified)



### Employees by age

- Over 50 years of age: 33.7%
- 30-50 years of age: 50.1%
- Under 30 years of age: 16.2%



### Total gender diversity

- Women: 25.2%
- Men: 74.8%

### U.S. workforce diversity

- American Indian – AK<sup>1</sup>: 0.6%
- Asian<sup>1</sup>: 9.8%
- Black/African American<sup>1</sup>: 7.9%
- Hawaiian/Pacific Islander<sup>1</sup>: 0.2%
- Hispanic or Latino: 10.4%
- Two or more races<sup>1</sup>: 2.0%
- White: 69.1%

### Executive diversity

- Global female executives: 30.1%
- U.S. people of color (POC) executives: 16.6%

<sup>1</sup> Not Hispanic or Latino.

# Building **community vitality**

Our responsibility to address the world's challenges extends beyond our business operations. As a global industry leader, we commit resources and talent to help meet the needs of our communities and to build a better future together. We organize these efforts via Connect Up, our 10-year, \$500 million commitment, which combines intentional programmatic investments in select nonprofit organizations with the skills and talents of our global employee volunteer network. We aim to make a transformative impact in three areas: lifelong learning, honoring service and supporting communities.



## Our 2021 community impact

**\$50.1M**

donated to community groups

**76%**

of programs demonstrated an efficacy rate within or above sector benchmark ranges<sup>1</sup>

**1,500+**

total volunteer opportunities

**\$12.2M**

contributed by Raytheon Technologies employees

**65%**

of programs demonstrated a cost per outcome within or below sector benchmark ranges<sup>1</sup>

**650+**

total volunteer causes

**888,000+**

beneficiaries reached through social impact investments<sup>1</sup>

**117,000**

students developed an interest in STEM, through the work of Raytheon Technologies' signature partner<sup>1</sup>

**8,000+**

causes supported through employee giving

**11,500+**

employees who participated in employee giving

<sup>1</sup> Impact data was collected from Raytheon Technologies' signature partners via an online survey and verified by the Impact Genome ([www.impactgenome.org](http://www.impactgenome.org)) between September 2021 and February 2022.



## **Planet.** We are innovating sustainable technologies in support of the air transport industry's commitment to reach net-zero CO<sub>2</sub> emissions by 2050.

We are well positioned to help address the climate change crisis thanks to the scale of our company, the ingenuity of our people and our history of rising to meet generational challenges. As an aerospace and defense manufacturer, we recognize that our greatest potential impact on addressing climate change is reducing emissions through the products we design, develop, manufacture and support.

In addition to developing technologies that are in our control to pursue, we are also working closely with industry partners to support the development of other important technologies that are necessary to deliver net zero reductions in CO<sub>2</sub> emissions. We are committed to engaging with all areas of our supply chain to ensure we use quality, responsibly sourced materials in our products.

---

### **Our commitments**

- We are improving the efficiency of existing engines and minimizing weight through optimized design of aircraft parts.
- We are developing next-generation technologies to optimize air traffic control and ground operations.
- We are investing in electrification and advancing the use of sustainable aviation fuels.
- We are supporting the efforts of airframers and other industry partners to improve efficiency and operations.

---

### **Our focus areas**

- Progressing toward decarbonizing aviation
- Decarbonizing our operations
- Minimizing resource usage
- Collaborating with suppliers

**“The long-term environmental issues posed by climate change are a concern for us all. We are collectively innovating and seeking ways to reduce greenhouse gas emissions in our operations and our products.”**

**Gregory J. Hayes**  
Chairman and Chief Executive Officer

# On the path to **decarbonize aviation**



Sustainable development is vital for the future of the aviation industry. The aerospace industry currently contributes around 2% of global carbon dioxide emissions. Given the projected growth of air traffic demand, the industry predicts its carbon emissions will more than double by 2050 relative to 2019 levels if technology is not improved and adopted. Raytheon Technologies supports the Air Transport Action Group's (ATAG's) "Fly Net-zero" commitment to achieve industrywide net-zero carbon emissions in civil aviation by 2050.

The future of sustainable aerospace hinges on multiple, distinct technologies—some of which are just emerging. As breakthrough aerospace technologies are developed, their safety must be rigorously tested before they enter into service. This maturation process will take time, which is why Raytheon Technologies has a broad portfolio of solutions at varying levels of maturity to help reduce GHG emissions in the aerospace sector now and in the future.

# Our road map to 2050

## How we're supporting the air transport industry's net-zero commitment.

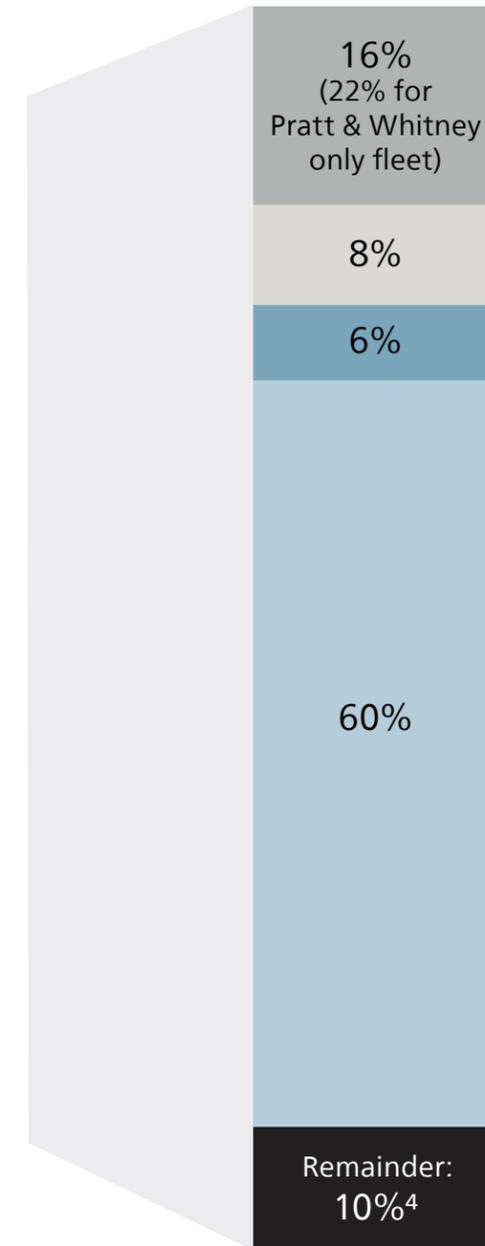
		INDICATIVE MILESTONES	
		2035	2050
ENGINES AND AIRCRAFT SYSTEMS	Continuous engine efficiency improvements and additional advancements	Develop hybrid-electric turboprop propulsion technology with potential fuel savings of 30%. <sup>1</sup> Launch hybrid-electric GTF engine with 25% potential additional fuel burn reduction. <sup>1</sup>	Launch advanced cycle engines that reduce fuel burn by potentially 33% over 2015 baseline with 100% AAF including hydrogen. <sup>1</sup>
	Aircraft system improvements	Optimize the design of aircraft components and equipment to minimize weight and maximize energy efficiency, reducing fuel burn by 3% per flight. <sup>1</sup>	Optimize the design of aircraft components and equipment to minimize weight and maximize energy efficiency, reducing fuel burn by 8% per flight. <sup>1</sup>
AIRLINE, AIRPORT & AIR TRAFFIC OPERATIONS	Aircraft trajectory and ground operations improvements	Develop next-generation technologies for air traffic and ground optimization, leading to 5% emission reductions on average per flight. <sup>1</sup>	Develop next-generation technologies for air traffic and ground optimization, leading to 8% emission reductions on average per flight. <sup>1</sup>
VALUE CHAIN PARTNERS	Sustainable aviation fuels (SAF), and other alternative aviation fuels (AAFs), airframer efficiency improvements and operations improvements from other players	Support energy industry value chain partners to achieve: <b>2035: 30% SAF availability</b>	Support energy industry value chain partners to achieve: <b>2050: 85% SAF/AAF availability</b>
		Airframers and other value chain partners enhance aircraft design to reduce drag and weight and improve overall vehicle fuel economy.	Technologies for air traffic optimization and infrastructure improvements from other value chain partners.

Driven by Raytheon Technologies

Supported by Raytheon Technologies

### Estimated fleet impact

Aggregate emissions reductions from 2050 civil fleet with Raytheon Technologies aviation products relative to an inventory baseline with 2015 technology levels<sup>2,3</sup>



<sup>1</sup> Improvements measured over a baseline with 2015 technology levels.

<sup>2</sup> Values represent Raytheon Technologies' estimates for civil fleet net CO<sub>2</sub> emissions relative to a 2015 technology baseline using GHG Protocol for Project Accounting methods for our fleet of engines and systems. We adopted a 2015 technology baseline consistent with ATAG Waypoint 2050, which is a vision of net-zero aviation that is widely adopted by the industry. Several new, significantly fuel efficient aircraft, including Airbus A320neo and Boeing 737 MAX, were introduced after 2015 and have been and continue to be adopted by airlines to replace older aircraft as well as to grow their fleet to serve traffic demand.

<sup>3</sup> Forecasting method adds direct emissions from aircraft engines to indirect emissions from non-engine related equipment mass, aerodynamic drag and secondary power extraction. As detailed guidelines for fully analyzing emissions for the aviation industry do not yet exist, the methodology used in the future may evolve with industry standards.

<sup>4</sup> Potential solutions for reducing the remainder include further enhancing the advancements noted above to further reduce emissions or employing market-based mechanisms.

# Decarbonizing our operations

The reduction of GHGs from our operations is a key element of our sustainability program. We recognize our responsibility to operate our facilities in ways that efficiently use resources and minimize emissions to help respond to climate change. We have developed robust programs and organization-wide reduction goals and track progress regularly to ensure we meet our commitments.

In 2021, we announced a 10% reduction goal for GHGs by 2025, based on 2019 levels. Due to the increased urgency of the climate crisis, we are setting a longer-term, more aggressive GHG reduction goal that aligns with a 1.5 degree C science-based pathway as identified in the Paris Climate agreement. Our new goal is to reduce GHG emissions by 46% by 2030 from 2019 levels.

## Our expanded climate-related goals for our operations

**15%**

reduction in GHGs by 2025 from 2019

**46%**

reduction in GHGs by 2030 from 2019

**100%**

implementation of 11 energy/ GHG best management practices (BMPs) by 2025

### ORIGINAL EMISSIONS 2025 GOAL

**10%**

reduction of GHG emissions from 2019 baseline

### EMISSIONS GOAL PROGRESS

**23%**

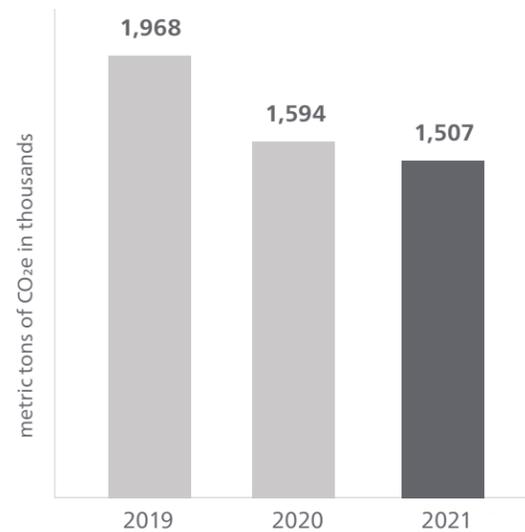
reduction of GHG emissions since 2019

Our GHG emissions in 2021 were 23% lower than our 2019 emissions. However, these figures are lower than is typical due to the effects of the COVID-19 pandemic. We expect our GHG emissions to increase over the next few years.

Within our operations, energy consumption accounts for approximately 90% of our GHG emissions. Reducing energy consumption and improving energy efficiency in our operations are central to our decarbonization strategy.

Currently, 3.5% of our electricity, inclusive of all global sites, is from renewable energy resources (up from 1.5% in 2020) and we are actively looking to increase this proportion. As part of our expanded climate commitment, we set a goal to achieve 10% renewable electricity by 2025.

Total GHG emissions in our original goal



Note: Raytheon Technologies adheres to the GHG Protocol and the U.S. EPA standards for our GHG accounting metrics. GHG data is validated each year by a third party consistent with ISO 14064 (greenhouse gases). Figures represent Scope 1, Scope 2 (location-based) and Scope 3, Category 6 (business travel). Figures from 2020 and 2021 reflect reduced GHG emissions due to the COVID-19 pandemic's effect on the commercial aviation sector business.

# Saving water and reducing waste

As stewards of our environment, we are committed to driving pollutants in our manufacturing processes to the lowest achievable levels and conserving natural resources in the design, manufacture, use and disposal of our products and the delivery of our services.

## Our water conservation goals

### WATER 2025 GOALS

**10%**

reduction in water consumption based on a 2019 baseline

**100%**

implementation of nine water best management practices

### WATER GOALS PROGRESS

**19%**

reduction from our 2019 baseline<sup>1</sup>

**50%**

implementation of water BMPs

Water consumption in 2021 was 19% less than our 2019 baseline, though usage was artificially low due to the effects of COVID-19 on commercial aviation and employees working from home. We anticipate consumption to increase in the next year or two.

By the end of 2021, we implemented 50% of our water best management practices, well ahead of our goal for the year.

## Reducing waste from landfills and incinerators

### WASTE 2025 GOALS

**10%**

reduction in waste sent to landfill and incineration from 2019 baseline

**100%**

implementation of 11 waste best management practices

### WASTE GOALS PROGRESS

**24%**

reduction from our 2019 baseline<sup>1</sup>

**56%**

implementation of waste BMPs

We are also strategically reducing the amount of waste we send to landfills and incinerators. We are focusing on minimizing waste generation; increasing recycling by improving waste segregation and finding additional recycling outlets; reusing materials where we can to extend their useful life; and expanding food composting at our facilities.

<sup>1</sup> Reflects reduced waste generation due to the pandemic's effect on the commercial aviation sector and restrictions that kept employees at home.



## **Principles.** Raytheon Technologies provides mission-critical support to military personnel and the flying public.

Cultivating an accountable, responsible culture is one of the most essential aspects of our work, ensuring that our products and services are safe and secure. To achieve these outcomes, we must uphold the highest ethical principles across our global operations and our value chain.

Our corporate values—trust, respect, accountability, collaboration and innovation—are the bedrock of our culture and policies, and set the standard for every aspect of our business.

---

### **Our commitments**

- We are driving transparency, visibility, coordination and collaboration across the organization through our Global Ethics & Compliance governance model.
- We strive to achieve competitive excellence and provide our customers with products and services that meet or exceed our quality representations and requirements.
- We view human rights as a core operating principle for all of our people and our businesses globally.
- We are protecting the security, integrity and confidentiality of customer, supplier and employee information.

---

### **Our focus areas**

- Prioritizing product safety and quality
- Advancing human rights
- Ensuring business resilience
- Operating with integrity

**“Our enterprisewide ESG strategy maps our aspirations to our business strategy and is centered around individual dignity, communal support and global sustainability.”**

**Gregory J. Hayes**  
Chairman and Chief Executive Officer

# Product safety, quality and transparency

The quality and safety of our products are essential to our business—and a focus for all Raytheon Technologies activities. Our promise to our customers and their end users is straightforward: We design, manufacture, service and maintain safe products that meet or exceed all applicable government standards, industry regulations and customer requirements for safety and product quality.

In consideration of the 2021 Enterprise Risk Management program and its risk oversight role, the Board of Directors recently amended the charter of the Governance and Public Policy Committee to confirm the Committee's oversight responsibility for company product safety risks (with the Special Activities Committee assisting on classified product safety).

Our focus on safety and quality starts when our products are just a concept. We apply military and commercial safety system methods consistent with military standards and commercial aerospace recommended practices, as well as aerospace standards for quality, throughout the design process.

## Quality Management System (QMS) certifications

# 100%

of Raytheon Technologies facilities and sites that provide product and services have a certified QMS or have a plan to achieve certification

### Raytheon Technologies product safety program objectives

- Promotion of continual improvement in our safety culture, processes and products.
- Full employee awareness of safety management system policies, processes and tools relevant to their responsibilities.
- Enterprisewide responsiveness to, and open reporting of, identified safety hazards.
- Proactive identification and management of safety-critical parts, features and manufacturing controls.
- Implementation of safety risk controls to acceptable risk levels.

# Human rights

Our commitment to respecting human rights is delineated in our Code of Conduct and embedded in our culture. In 2021, the Raytheon Technologies Human Rights Council developed our new enterprise Human Rights Policy based on legacy company policies and practices. The policy articulates our commitment to respect and protect human rights and sets forth the principles we expect our businesses and employees, as well as our customers, suppliers and other partners, to uphold.

# Data security and privacy

Protecting the security, integrity and confidentiality of customer, supplier and employee information is one of our top priorities. Strong cybersecurity controls ensure the continuity of our business – a critical outcome given the relevance of our data and systems to national security.

We place specific focus on data security and privacy in three strategic areas:

- **Enterprise cybersecurity.** Protecting and securing the Raytheon Technologies network across the enterprise from internal and external threat actors.
- **Product cybersecurity.** Ensuring the security of the hardware and software in our products.
- **Data privacy.** Protecting the privacy of the personal information of our employees, business partners and customers. This includes only collecting personal information when necessary and providing transparency regarding the data we do collect.

# Business resilience

The pandemic highlighted the importance of business resilience and crisis management for every organization. The likelihood of future crises, such as a weather event or public health emergency, is all the more reason for companies like Raytheon Technologies to focus on overall resiliency – especially given the mission-critical systems and equipment we produce.

Our Business Resilience and Crisis Management policies and teams, led by our chief security officer, are often regarded as industry leaders by federal and state agencies.

# Ethics and compliance

Our ethics and compliance efforts are rooted in our company values of trust, respect, accountability, collaboration and innovation. The resulting policies ensure that these values remain at the core of everything we do, helping Raytheon Technologies employees make sound, ethical decisions. These efforts are particularly critical given the highly regulated nature of our business and products. A strong, comprehensive approach to accountability and compliance is an essential factor in how we make and handle our products and how we establish and maintain our customer and other relationships.

## Trust

We act with integrity and do the right thing.

## Accountability

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

## Innovation

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

## Respect

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

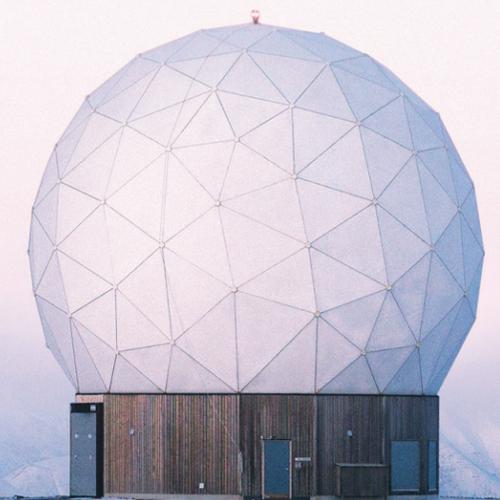
## Collaboration

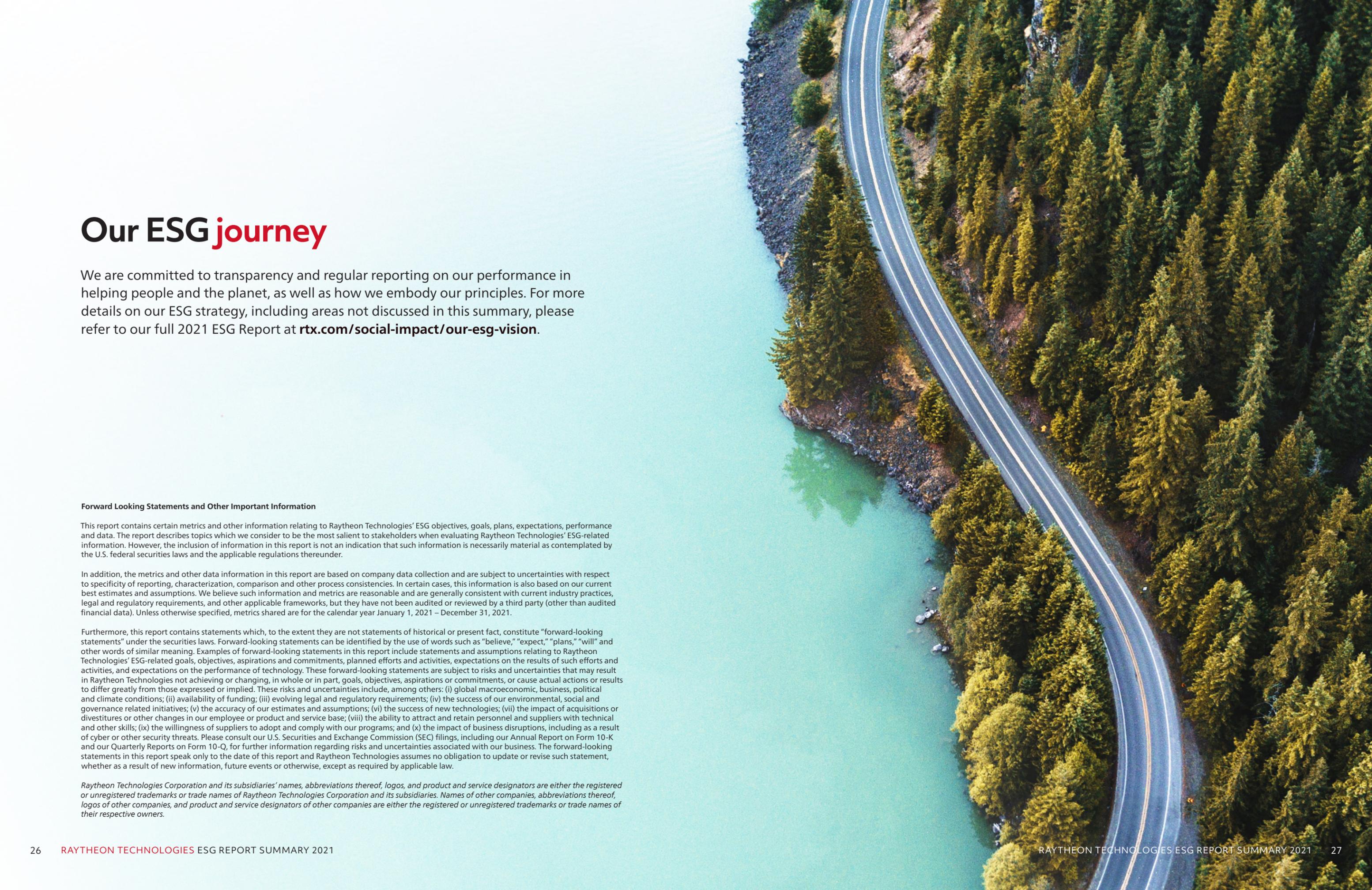
We share insights, learn together and perform as a team.

Our Board of Directors provides active and independent oversight of Raytheon Technologies' business strategy, risk management, ESG strategy and other aspects of our business and affairs. The Board has adopted robust governance practices and continuously reviews and considers these practices to enhance its effectiveness.

In 2021, our Global Ethics & Compliance (GEC) team continued to harmonize key processes and practices as well as develop and enhance our comprehensive GEC program. Some notable accomplishments during the year include:

- Developing a company-wide anonymous reporting system.
- Developing and beginning to execute a comprehensive enterprisewide compliance validation and assessment program.
- Building out and deploying our global data privacy officer network and related processes.





# Our ESG journey

We are committed to transparency and regular reporting on our performance in helping people and the planet, as well as how we embody our principles. For more details on our ESG strategy, including areas not discussed in this summary, please refer to our full 2021 ESG Report at [rtx.com/social-impact/our-esg-vision](https://www.rtx.com/social-impact/our-esg-vision).

## Forward Looking Statements and Other Important Information

This report contains certain metrics and other information relating to Raytheon Technologies' ESG objectives, goals, plans, expectations, performance and data. The report describes topics which we consider to be the most salient to stakeholders when evaluating Raytheon Technologies' ESG-related information. However, the inclusion of information in this report is not an indication that such information is necessarily material as contemplated by the U.S. federal securities laws and the applicable regulations thereunder.

In addition, the metrics and other data information in this report are based on company data collection and are subject to uncertainties with respect to specificity of reporting, characterization, comparison and other process consistencies. In certain cases, this information is also based on our current best estimates and assumptions. We believe such information and metrics are reasonable and are generally consistent with current industry practices, legal and regulatory requirements, and other applicable frameworks, but they have not been audited or reviewed by a third party (other than audited financial data). Unless otherwise specified, metrics shared are for the calendar year January 1, 2021 – December 31, 2021.

Furthermore, this report contains statements which, to the extent they are not statements of historical or present fact, constitute "forward-looking statements" under the securities laws. Forward-looking statements can be identified by the use of words such as "believe," "expect," "plans," "will" and other words of similar meaning. Examples of forward-looking statements in this report include statements and assumptions relating to Raytheon Technologies' ESG-related goals, objectives, aspirations and commitments, planned efforts and activities, expectations on the results of such efforts and activities, and expectations on the performance of technology. These forward-looking statements are subject to risks and uncertainties that may result in Raytheon Technologies not achieving or changing, in whole or in part, goals, objectives, aspirations or commitments, or cause actual actions or results to differ greatly from those expressed or implied. These risks and uncertainties include, among others: (i) global macroeconomic, business, political and climate conditions; (ii) availability of funding; (iii) evolving legal and regulatory requirements; (iv) the success of our environmental, social and governance related initiatives; (v) the accuracy of our estimates and assumptions; (vi) the success of new technologies; (vii) the impact of acquisitions or divestitures or other changes in our employee or product and service base; (viii) the ability to attract and retain personnel and suppliers with technical and other skills; (ix) the willingness of suppliers to adopt and comply with our programs; and (x) the impact of business disruptions, including as a result of cyber or other security threats. Please consult our U.S. Securities and Exchange Commission (SEC) filings, including our Annual Report on Form 10-K and our Quarterly Reports on Form 10-Q, for further information regarding risks and uncertainties associated with our business. The forward-looking statements in this report speak only to the date of this report and Raytheon Technologies assumes no obligation to update or revise such statement, whether as a result of new information, future events or otherwise, except as required by applicable law.

*Raytheon Technologies Corporation and its subsidiaries' names, abbreviations thereof, logos, and product and service designators are either the registered or unregistered trademarks or trade names of Raytheon Technologies Corporation and its subsidiaries. Names of other companies, abbreviations thereof, logos of other companies, and product and service designators of other companies are either the registered or unregistered trademarks or trade names of their respective owners.*



870 Winter Street  
Waltham Massachusetts  
02451-1449  
U.S.A.  
[www.rtx.com](http://www.rtx.com)