

2022 GENDER PAY GAP REPORT

Collins Aerospace United Kingdom



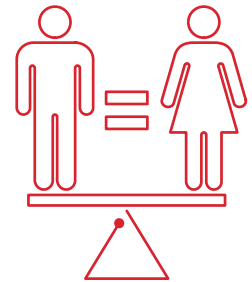
2022 GENDER PAY GAP REPORT

Collins Aerospace United Kingdom



Collins Aerospace, a unit of Raytheon Technologies Corporation, specialises in advanced structures, avionics, connected solutions for the aviation ecosystem, interiors, mission systems, and power and control systems that serve customers across the commercial, regional, business aviation and military sectors. With 2022 net sales of \$21 billion, the business has 73,000 employees across more than 300 locations globally.

In the United Kingdom (U.K.), Collins Aerospace designs, develops, manufactures and supports a comprehensive range of solutions for the defense and commercial aviation markets.



ALL WELCOME. ALL EQUAL. ALL IN.

At Collins Aerospace, our commitment to diversity, equity and inclusion (DE&I) contributes to our competitive advantage as a leader in the aerospace and defense industry. We know that inclusive, diverse and equitable working environments lead to stronger collaboration and more innovative solutions, both of which are central to our continued differentiation in the market. It's why we're focused on a variety of strategies to create working environments where everyone can thrive.

What exactly does that mean? We want every colleague at Collins – no matter where they are in the world, what job they perform, how they identify or what life experiences they have – to be able to say these four statements with confidence:

- I feel valued, seen and heard at Collins Aerospace – and I'm comfortable being myself here.
- I know my career goals are supported.
- I see people like me at all levels of leadership.
- Collins Aerospace is genuinely committed to DE&I – and I understand why.

This aspiration drives our DE&I strategy, initiatives and actions. Along with our parent company, Raytheon Technologies, we are fully committed to global DE&I leadership. We are all in.

THE DIFFERENCE BETWEEN GENDER PAY & EQUAL PAY

The term **gender pay gap** refers to the difference in average pay between men and women, and in many cases reflects the representation of women across all levels in the organisation.

Equal pay is a legal requirement, such that men and women employed by the same organisation who are performing work of equal value must receive equal pay.

OUR STATISTICS

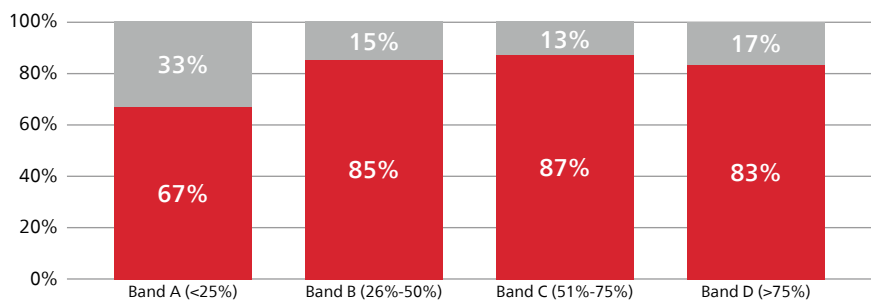
Collins Aerospace is committed to creating a working environment where there are equal opportunities for all employees. We recognise the importance of compensation when it comes to attracting top talent, rewarding employees for their work and commitment, and encouraging employees to stay with us over the years. We are committed to paying market-competitive pay packages that reward our employees fairly for the work they do. Our compensation philosophy combines market-competitive pay and individual performance-driven incentives that recognise both individual and collective contributions to the company's success. A solid **pay foundation** means that our compensation packages are consistent within the labour markets where we compete for talent.

We have a number of mechanisms within our reward policies and processes to promote consistency in pay for men and women performing similar-sized roles. These include a consistent approach to job sizing, a pay-for-performance philosophy and spot rates in our manufacturing facilities.

On the snapshot date of 5 April 2022, the combined reportable companies within Collins Aerospace in the U.K. employed 3,860 employees, of which 80% were men and 20% were women. Our organisation is dedicated to attracting and retaining female talent. However we, like similar organisations, face challenges recruiting women employees with science, technology, engineering and math (STEM) qualifications and experience.

Our employee makeup is reflective of the marketplace in which we operate. And whilst we are committed to promoting gender diversity, the current gender imbalance in these fields contributes to the gender pay gap calculated across the organisation.

Distribution of Collins Aerospace employees in the U.K. by gender and pay quartiles



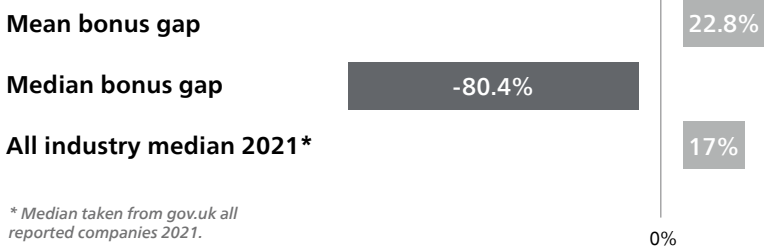
The chart above shows the distribution of women across Collins Aerospace U.K., based on four quartiles, each containing an equal number of employees.

The gender pay gap is a snapshot of the difference in the average and median hourly pay of women compared to men, expressed as a percentage of men's average pay, irrespective of the roles they perform. The hourly pay figure used to calculate the pay gap includes all items specified in the regulations, such as allowances, shift pay and recognition payments.



Proportion of employees receiving a bonus

Males	75%
Females	79%



* Median taken from gov.uk all reported companies 2021.

How to read the differences: Negative (-) figures show when a man is paid less than a woman. Positive (+) figures show when a man is paid more than a woman.

Across Collins Aerospace U.K., the overall mean gender pay gap reduced from 11.2% in 2021 to 10.1% in 2022, and the median gap reduced from 13.0% in 2021 to 10.8% in 2022. The proportion of women overall within Collins U.K. remained at 20% in 2022. The number of women in our highest-paid quartile (Band D) increased, driving a reduction in the pay gap. There has also been an increase in women in Band A, as we bring more women into the organisation through our early career roles.

The overall mean bonus gap increased from -1.1% in 2021 to 22.8% in 2022. The 2022 median bonus gap of -80.4% increased from -11.0% in 2021. The change in bonus gap was driven by the introduction of a new recognition platform in January 2022. As a result, the 2022 data included a significant number of smaller value recognition awards, especially in populations where no other bonus plans or incentive schemes existed.



CLOSING THE GAP

Collins Aerospace is dedicated to closing the gender pay gap within our organisation. We demonstrate this commitment through a variety of efforts.

Below are some of the initiatives and activities we're proud to highlight as part of our work to make Collins Aerospace a great place for women to work, grow and belong.

CREATING AN INCLUSIVE ENVIRONMENT FOR ALL GENDERS

- Raytheon Technologies is a member of the Paradigm for Parity initiative, a coalition of businesses dedicated to addressing the corporate leadership gender gap. Raytheon has a clear aspiration to achieve full gender parity at the executive levels by 2030.
- In the last two years, we have introduced three new policies across the U.K. to clearly state how we support colleagues experiencing menopause, pregnancy and infant loss, or going through a gender transition.
- Collins Aerospace is a signatory to the Women in Aviation and Aerospace Charter; and a senior leader of our Plymouth site is Chair of the Royal Aeronautical Society's Women in Aviation and Aerospace Committee.
- In 2022, Collins Aerospace became a founding member of the Society of Women in Engineering's (SWE) European Corporate Council. SWE is already a key external partner in the U.S. and India, and we are now working closely with them to recruit, develop and connect women at all stages of their engineering careers across Europe.
- In 2022, we launched a diversity monitoring campaign across our sites in the U.K. to better understand the people who make up our workforce. It allows both colleagues and candidates to confidentially disclose their military service, gender identity, race, ethnicity, sexual orientation, health and disability status. This information will help us better understand how our teams reflect the true diversity of the U.K. today and help us prioritize changes we can make to our working environment to support our people.

EMPLOYEE-DRIVEN ENGAGEMENT

- LIFT (Leading Inspired Females in Technology) is an active, global, Collins-wide community focused on supporting and developing women in engineering roles and our Fellows community, as well as advancing female technical talent. LIFT's mission is to ensure women in technology bring their authentic selves to work every day, so that they can achieve extraordinary outcomes in technology.
- Collins currently has five active Employee Resource Groups in the U.K. that create community, connection and professional development opportunities for their members:
 - › RTX WISE
(Women Inspiring Success and Empowerment)
 - › RTX ADAPT
(Able & Disabled Associates Partnering Together)
 - › RTX embRACE
(Multicultural support across multiple ethnicities)
 - › RTX PRIDE
(LGBTQIA+ Alliance)
 - › RTX VETS
(Armed Services Community)
- Collins Aerospace celebrates National Inclusion Week in the U.K. each autumn, which provides multiple opportunities for colleagues to explore what inclusion looks like at work and why it matters. Last year, there were several employee-led panel discussions and learning events focused on topics from empowering women in digital technology to inclusive language workshops.

INSPIRING FUTURE GENERATIONS OF WOMEN

- In coordination with Women in Aviation International's Girls in Aviation Day, Collins Aerospace launched our Aviation for Girls App to reach out to girls aged 8-17. The app provides information about various aviation careers, along with access to digital issues of *Aviation for Girls* magazine.
- Collins Aerospace continues to partner with FIRST U.K. to support virtual events and mentoring opportunities, encouraging youth to pursue careers in STEM. Collins is also moving towards a partnership with ENTHUSE, in which we'll partner with a number of West Midlands schools to support STEM learning to improve gender balance. STEM science kits will also be provided to each of the partner schools.
- Collins Aerospace in Shirley is participating in the U.K. Electronic Skills Foundation and the Engineering Education scheme, targeting females and partnering with a number of schools to encourage women to pursue a career in engineering.

EXTERNAL RECOGNITION

Raytheon Technologies has been recognised for gender diversity and wider inclusion initiatives through awards from: DiversityInc 2022 Top 50 Companies for Diversity; Seramount Top Companies for Executive Women (2022), Best Companies for Dads (2021 and 2022); Corporate Equality Index's Best Places to Work for LGBTQ Equality 100 score (2020, 2021, and 2022); Disability Equality Index's Best Places to Work (2020, 2021, and 2022); Diversity Best Practices Inclusion Index (2021 and 2022); and *Woman Engineer* magazine's Top 50 Employer (2021 and 2022).



2022 GENDER PAY REPORT

The U.K. gender pay reporting regulations require a legal entity with more than 250 employees to report their gender pay data. Collins Aerospace has seven such entities within the U.K. The gender pay statistics for each entity are detailed below. For a comparison to 2021 statistics, please refer to the [2021 Gender Pay Report](#) for Collins Aerospace.

GOODRICH ACTUATION SYSTEMS LIMITED

Goodrich Actuation Systems Limited U.K. is a global leader in actuation design and manufacturing.

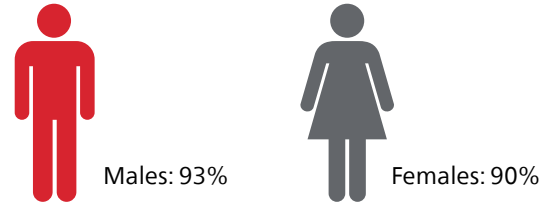
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, Goodrich Actuation Systems Limited employed 1,306 people, of which 1,115 (85%) are men and 191 (15%) are women.

	Mean	Median
Gender pay gap (hourly pay)	2.2%	5.3%
Gender bonus gap	-16.1%	-267.4%

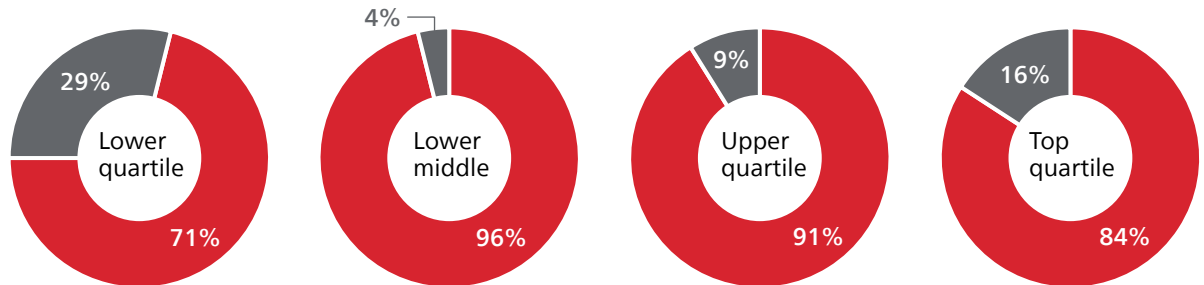
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



GOODRICH CONTROL SYSTEMS

Goodrich Control Systems in the U.K. includes an Electronic Controls and Motor Systems Centre in Solihull, which develops and supports high-performance motors and power electronics; a facility in Marston Green, West Midlands, which supports aftermarket activities for hydro-mechanical and electronic units for commercial aircraft; and a U.K. corporate office based in Solihull, West Midlands.

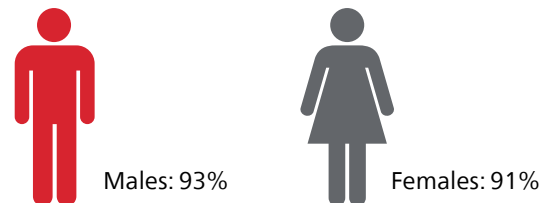
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, Goodrich Control Systems employed 578 people, of which 416 (73%) are male and 162 (28%) are female.

	Mean	Median
Gender pay gap (hourly pay)	16.5%	19.4%
Gender bonus gap	30.2%	8.4%

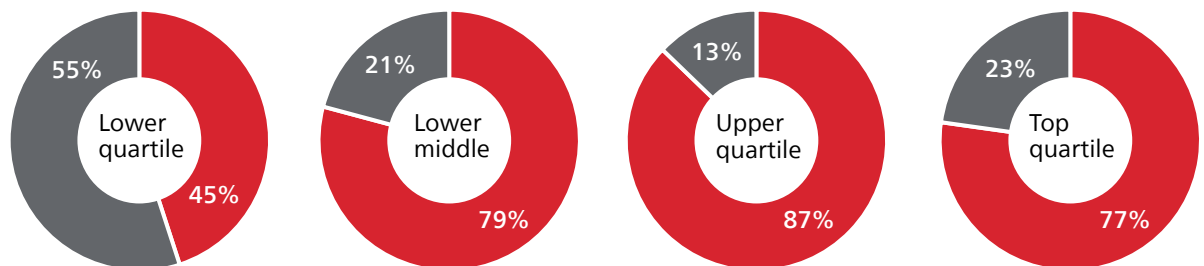
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



ATLANTIC INERTIAL SYSTEMS

Atlantic Inertial Systems Limited is a market leader in inertial technology. Products include a broad portfolio of Micro Electro-Mechanical Systems (MEMS) inertial sensors and measurement units used in a range of precision-guided munitions; as well as our TERPROM(R) Ground Proximity Warning System (GPWS), used on more than 5000 military aircraft worldwide.

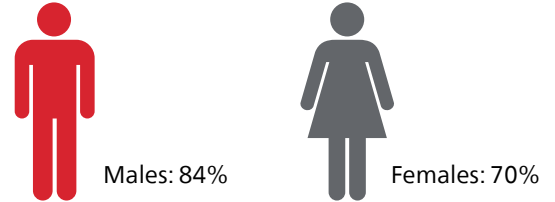
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, Atlantic Inertial Systems employed 315 people, of which 224 (71%) are male and 91 (29%) are female.

	Mean	Median
Gender pay gap (hourly pay)	20.0%	19.2%
Gender bonus gap	68.9%	33.3%

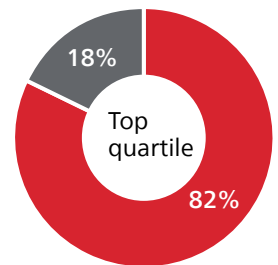
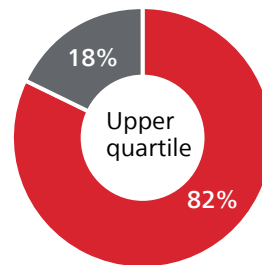
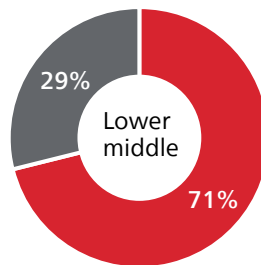
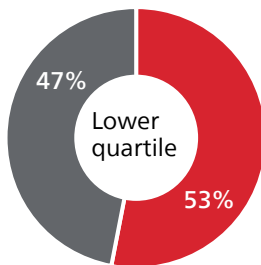
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



ROHR AERO SERVICES LIMITED

Rohr Aero Services Limited, based in Prestwick, is a Service Centre specialising in the maintenance, repair and overhaul (MRO) of: aircraft engine nacelle systems; thrust reversers; inlets and engine build-up/quick engine change components; multiple autoclaves; and inventory management systems.

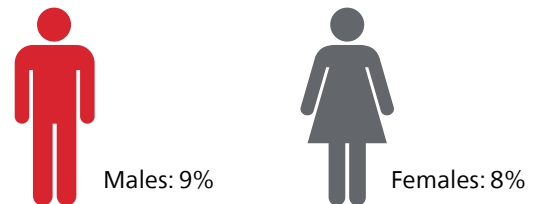
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, Rohr Aero Services Limited employed 277 people, of which 242 (87%) are male and 35 (13%) are female.

	Mean	Median
Gender pay gap (hourly pay)	3.4%	0.0%
Gender bonus gap	61.9%	99.6%

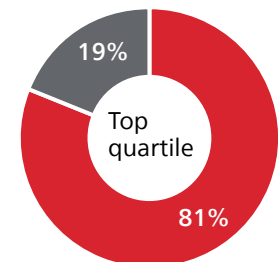
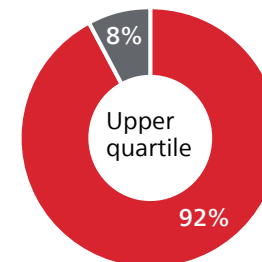
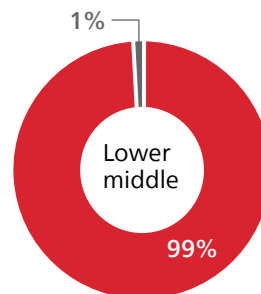
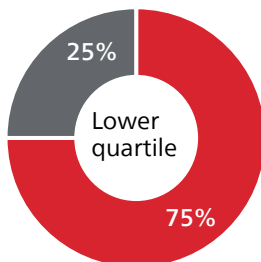
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



HS MARSTON AEROSPACE LIMITED

HS Marston Aerospace Limited in Wolverhampton provides a wide range of heat transfer and fluids management products and services for the military and commercial aerospace markets.

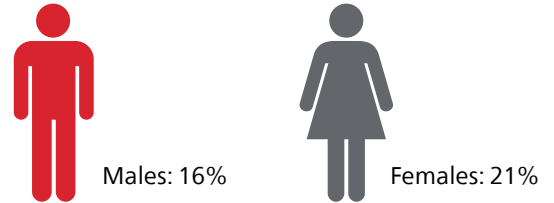
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, HS Marston Aerospace Ltd employed 322 people, of which 293 (91%) are male and 29 (9%) are female.

	Mean	Median
Gender pay gap (hourly pay)	6.9%	4.0%
Gender bonus gap	76.0%	0.0%

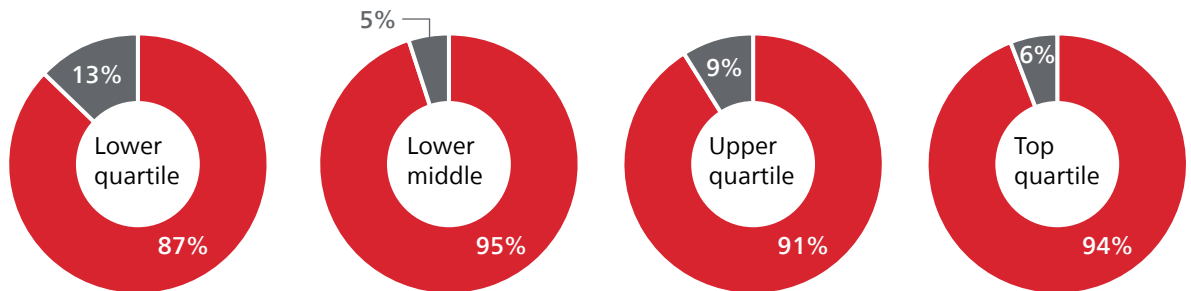
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



ROCKWELL COLLINS U.K. LIMITED

Since 1955, Rockwell Collins U.K. Limited (a division of Collins Aerospace) has provided a comprehensive range of aviation and mission electronics and communications solutions to ministries of defence, integrators, aircraft manufacturers and airlines. Its portfolio includes: targeting systems; networked communications; global navigation satellite systems; electronic warfare, simulation and training solutions; and information management services.

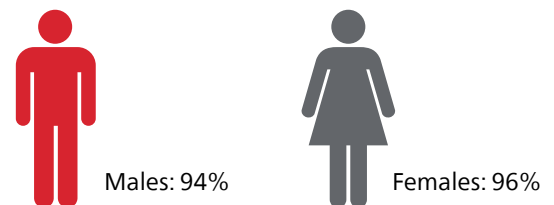
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, Rockwell Collins U.K. Limited employed 479 people, of which 347 (72%) are male and 132 (28%) are female.

	Mean	Median
Gender pay gap (hourly pay)	23.3%	25.7%
Gender bonus gap	39.4%	29.1%

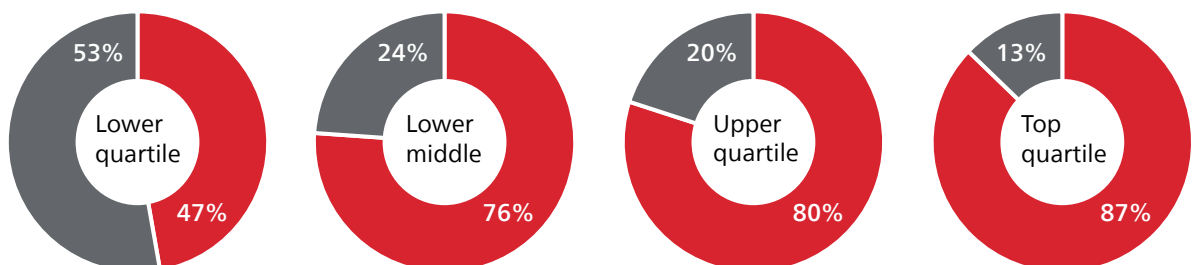
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



B/E AEROSPACE U.K. LIMITED

B/E Aerospace U.K. Limited (a division of Collins Aerospace) is a market leader in the manufacture of aircraft interior products. The team in Leighton Buzzard designs and manufactures crew rests and galley structures for the aircraft industry, as well as provides aftermarket support for a range of Collins seating and galley models.

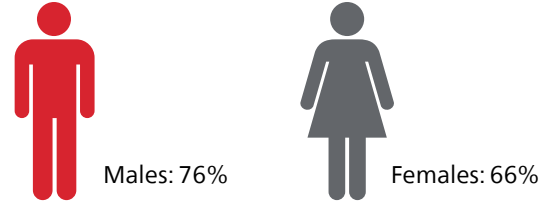
PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2022, BE Aerospace U.K. (Leighton Buzzard) employed 344 people, of which 274 (80%) are male and 70 (20%) are female.

	Mean	Median
Gender pay gap (hourly pay)	-1.6%	2.2%
Gender bonus gap	22.6%	40.0%

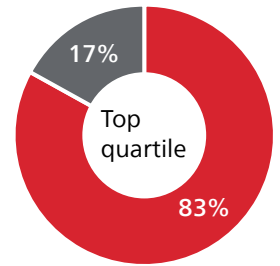
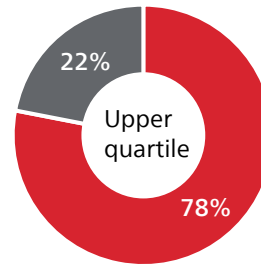
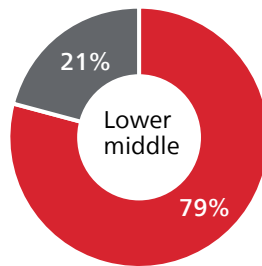
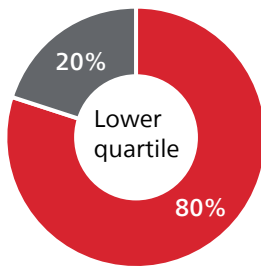
Proportion of men and women receiving a bonus

Based on the 12 months preceding 5 April 2022.



Pay quartiles

At the snapshot date of 5 April 2022.



We confirm that the data set out in this report is accurate as at the snapshot date of 5 April 2022.

John England
Director
Goodrich Actuation Systems Ltd.

Simon Hardiman
General Manager, ECS Marston Green,
Goodrich Control Systems

Sarah Minett
Director
Atlantic Inertial Systems

Andrew Hodge
Director
Rohr Aero Services Ltd.

Ilyas Asghar
General Manager
HS Marston Aerospace Ltd.

Stuart Cooper
Director
Rockwell Collins U.K. Ltd.

Andrew Hellowell
Managing Director
B/E Aerospace U.K. Ltd. (Leighton Buzzard)