Charitable giving guidelines
2025

RTX

COLLINS AEROSPACE | PRATT & WHITNEY | RAYTHEON

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Introduction

Our approach to charitable giving

At RTX, taking on the world's challenges extends beyond our business operations. Through transformative investments in our communities, we aim to enable lifelong learning, honor those who serve and create local impact around the globe.

Lifelong learning

By partnering with leading organizations that cultivate STEM skills, we are connecting with students to expand the scope of what's possible and building a career-ready talent pipeline for the workforce of the future.

Honoring service

We connect with and support the men and women who keep us safe every day by investing in programs that help veterans identify career opportunities as they transition to the civilian workforce, keep military families connected, and inspire their children through STEM education to become the innovators of the future.

Local community impact

We are committed to supporting communities where RTX employees live and work. We engage with partners that address food security, community infrastructure, emergency disaster relief and conservation to create a world that is more secure for future generations.

Focus outcomes

STEM interest and identity

- STEM interest
- STEM identity and self-efficacy

STEM skills and career development

- STEM proficiency
- STEM persistence
- Career access and readiness
- Develop technological skills
- Strengthen innovation skills
- College persistence and completion

Workforce development

- Job attainment
- Improved job-specific skills
- Access to trusted personal/ professional networks
- Improved general employability and soft Skills

Mental health and family support

- Regular access to food
- Manage mental health
- Improved mental wellbeing

Food security

- Regular access to food
- Improved food distribution network

Community resilience

- Disaster response
- Development of community infrastructure
- Conservation awareness and responsibility

Funding and eligibility

To be considered for funding, grant requests must meet the following criteria:

- The program in which funds are requested must align with at least one of RTX's focus outcomes.
- The recipient organization must be:
  - A permanent, tax-exempt 501(c)3 or international equivalent.
  - Able to provide financial statements from the previous year.
  - Registered with our charitable giving management vendor (Benevity Causes Portal).
  - Have their impact verified through the Impact Genome if they have previously received $50k+ USD in funding. You can prepare for application season by completing the free Impact Genome verification here.
  - RTX employee engagement (current or past) is not required, but strongly preferred (e.g., board membership, volunteer, mentor, etc.).
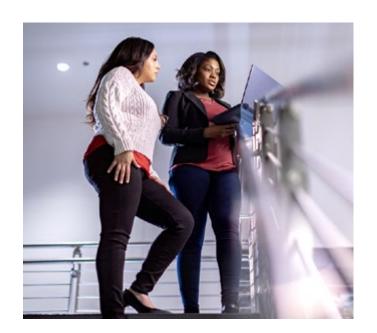
Funding will not be considered for the following purposes:

- Private foundations
- Memorials, endowments and annual campaigns
- Requests that benefit individuals or families
- Social, labor union, alumni or trade associations; fraternal or political organizations; or organizations serving a limited constituency
- Gifts, door prizes or raffles
- Political candidates, campaigns or organizations
- Faith-based organizations for religious purposes
- Deficit reduction
- Organizations that discriminate based on race, ethnicity, color, religion, sexual orientation, gender identity, gender expression, age, national origin, disability, veteran status or any other discriminator selection not specifically mentioned

What is out of scope?

The RTX charitable giving program is not the approved method to process the following requests, regardless of an organization's nonprofit status:

- Memberships to organizations such as professional societies, semiprofessional societies and industry clubs, trade associations, chambers of commerce, and other clubs where such memberships relate primarily to the business and is considered beneficial to the business. The only exception is memberships to think tanks or research institutions where results of research are made available to the public and are not of exclusive benefit to RTX.

- Any charitable donation that results in a financial benefit to RTX valued at 50% or greater of total donation (e.g., gala sponsorship, where the fair market value of tickets is 100% of donation).

- Corporate sponsorships not run by a 501(c)3 or international equivalent.

- College and university research or dissertation projects and sponsored research activities where RTX is the exclusive beneficiary of research results.

- Sponsorship of a conference, convention, symposium, airshow or other event hosted by a trade or professional organization.

- RTX employee assistance programs/requests.

- Sports teams/events/equipment, sporting capital campaigns and scholarships designated for athletes.

- Sponsorship or donations for individuals or teams for participation in athletic groups or activities, including charity-benefit sporting events (e.g., golf tournaments, walk-a-thons, swim-a-thons, bike-a-thons, races, marches, fun runs, contests, etc.).
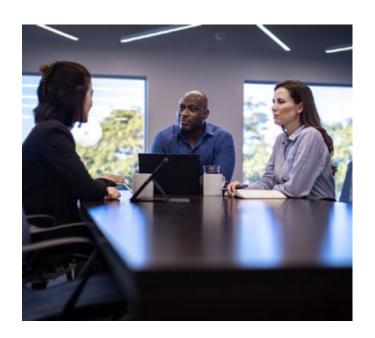
Application process

While RTX would like to support all charitable causes, we maximize our impact by prioritizing support of organizations and programs that align with our focus areas through an annual preplanning process. Therefore, applicants should assume that the majority of RTX charitable funds are already earmarked for the current calendar year.

- Nonprofit partners who receive a preapproved message and application access code can apply from approximately February to Oct. 20 (exceptions may apply).

- Nonprofits who would like to apply for consideration in the next calendar year can submit an application without an access code from June 1 to July 31 annually.

- Upon completion of our review process, the applicant will be notified via email regarding the outcome of this review and the payment details as applicable.

Please note:

- In most cases, grant requests should be submitted by the recipient charitable organization (RTX employees only apply in the case of RTX volunteer grants).

- We are not able to provide technical critiques of proposals.

- Support from RTX should not be expected to continue in perpetuity, and declination of a funding request does not reflect a negative appraisal of the organization or its value.

- If funding is requested over $50,000 USD, recipient organizations must commit to a donation/grant agreement, which will be sent to you by the RTX Corporate Social Responsibility team for signature.

About the grant application

To complete a funding request, the applicant must provide details about their organization, including:

- Mission, vision, leadership (full legal names of senior staff and board of directors) composition and annual budget.

- How the organization uniquely addresses the issue it faces.

- History of funding received from RTX or any of our business units (Collins Aerospace, Pratt & Whitney, Raytheon).

- Contact information of any RTX employee(s) involved with the organization.

The applicant will also need to provide information about the funding request, such as:

- Detailed project/program description, including its purpose, goals and why funding is needed.

- Project/program budget and the funding amount requested.

- Project/program dates, including when the funds are needed.

- Description of the audience or population who will be served or impacted.

- Number of persons directly benefiting from this project/program per year.

- Potential volunteer opportunities for employees.

- Measurable results of this project/program.

- Specific visibility opportunities or ways that RTX (or associated business unit) will be recognized.

Finally, the applicant may need to upload documents related to the organization, which could include:

- For U.S.-based organizations: W-9 form, IRS determination letter, 990 form, annual report, program/event brochure, etc.

- For Canada-based organizations: Confirmation of your charitable status with the Canada Revenue Agency (a screen capture saved in a PDF file of your registration number and charity details), annual report, program/event brochure, etc.

- For India-based organizations: Foreign Contribution Regulation Act (FCRA) certificate; Most recent FRCA return in Form FC-3; registration certificate under Section 12A of IT Act; GST registration certificate (include annexure A & B); audited accounts of the last three financial years; IT exemption certification under Section 35AC or IT exemption (lifetime validity) certificate under Section 80G; PAN registraion; annual reports of last three financial years.

- For global organizations (based outside of the U.S., Canada and India): Official government document confirming charitable status, annual report, program/event brochure, etc.

Accessing the grant application

RTX and all its business units use Benevity's Versaic system to administer grant requests. All grant requests for consideration must be submitted via our online grant application here.

1. 501(c)3 organizations requesting funds for a program, project or event sponsorship must first register with the Benevity Causes Portal.

2. Once the organization is registered, a grant request may be submitted to RTX.

   – If your organization is a preapproved community partner of RTX, you will receive an access code to our grant request form.

   – If your organization is not yet a community partner of RTX, we welcome you to apply to our unsolicited grant request program (for the following calendar year's consideration) that is open annually from June 1 to July 31. Please use the following link: https://rtx.versaic.com/.

Benevity Causes Portal

RTX and all its business units use grants management vendor Benevity to vet charitable organizations.

By registering your nonprofit on the Benevity Causes Portal, you will be able to:

- Submit a self-certification declaration.
- Complete a cause profile, including mission, values and beneficiaries.
- Indicate payment preferences (EFT deposit, mailed paper check*, etc.).
  - *Note that Benevity charges a $125 fee for paper checks. RTX does not cover this fee per Benevity EFT policy.
- Export donation details (individual employees and corporate).
- Include impact stories for potential funders (all of Benevity's clients).

Tutorials on creating your profile with Benevity Causes: video tutorial or written instructions. You can also submit a support request with Benevity here.

Questions?

Email Connect_Up@rtx.com.