RTX

2025 Sustainability Report

Contents

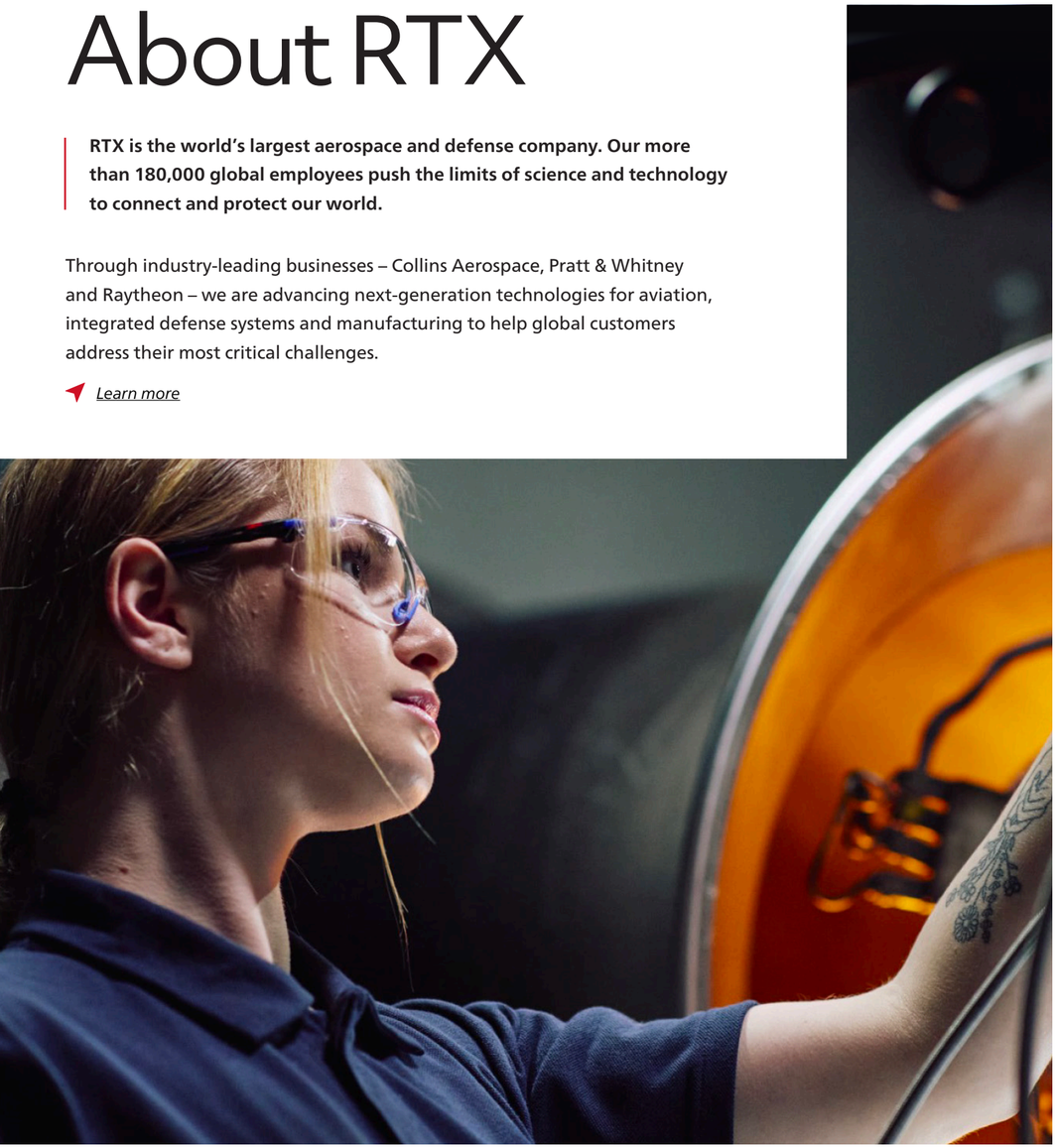
When you see this icon, click to learn more.

About RTX

RTX is the world's largest aerospace and defense company. Our more than 180,000 global employees push the limits of science and technology to connect and protect our world.

Through industry-leading businesses – Collins Aerospace, Pratt & Whitney and Raytheon – we are advancing next-generation technologies for aviation, integrated defense systems and manufacturing to help global customers address their most critical challenges.

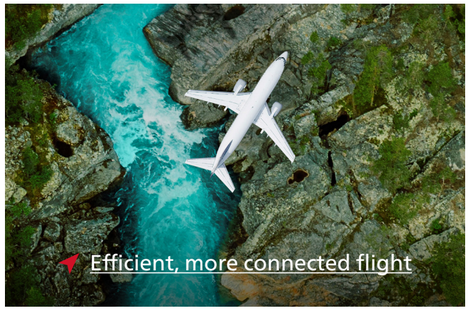
Learn more



RTX AT-A-GLANCE

180K
employees

52
countries where we employ people



225
manufacturing, production and overhaul facilities in approximately 25 countries

$88.6B
adjusted net sales[1]

$7.7B
in company- and customer-funded research and development

[1] *Adjusted net sales is a non-GAAP financial measure. For the corresponding measure calculated in accordance with generally accepted accounting principles (GAAP) and a reconciliation of the difference between the non-GAAP and GAAP measure, please refer to the table in the Annual Report.*

Our philosophy

Our priorities are grounded in our business strategy and align with our commitment to responsible growth.

OUR PRIORITIES

Innovating
new technologies to advance global aviation and support armed forces operations.

Operating
our business with integrity, excellence and a long-term mindset.

Empowering
our people to make a difference and solve our customers' most complex challenges.

Driving
generational impact in society and in our communities.

OUR VALUES

Safety	Trust	Respect	Accountability	Collaboration	Innovation
We prioritize safety in every aspect of our work.	We act with integrity and do the right thing.	We embrace diverse perspectives and treat others the way they want to be treated.	We honor our commitments, expect excellence and take pride in our work.	We share insights, learn together and perform as a team.	We experiment, design, build and transform with speed and agility.

Our approach and focus areas

Our values drive our actions, behaviors and performance. Through a high-performance culture, we empower our people to develop transformative technologies, operate with excellence and integrity, and create generational impact in our communities.

To achieve our mission, we prioritize the management of key areas aligned with our business strategy. We continually engage with internal and external stakeholders to validate and inform where we focus.


Transformative technologies


Responsible business


People

Governance and accountability

Our board of directors has oversight responsibility for our business approach, with specific focus areas aligned to its committees. Our management team, up to the CEO, is accountable for our strategy and performance.

Click here for more information about our approach to Corporate Governance.

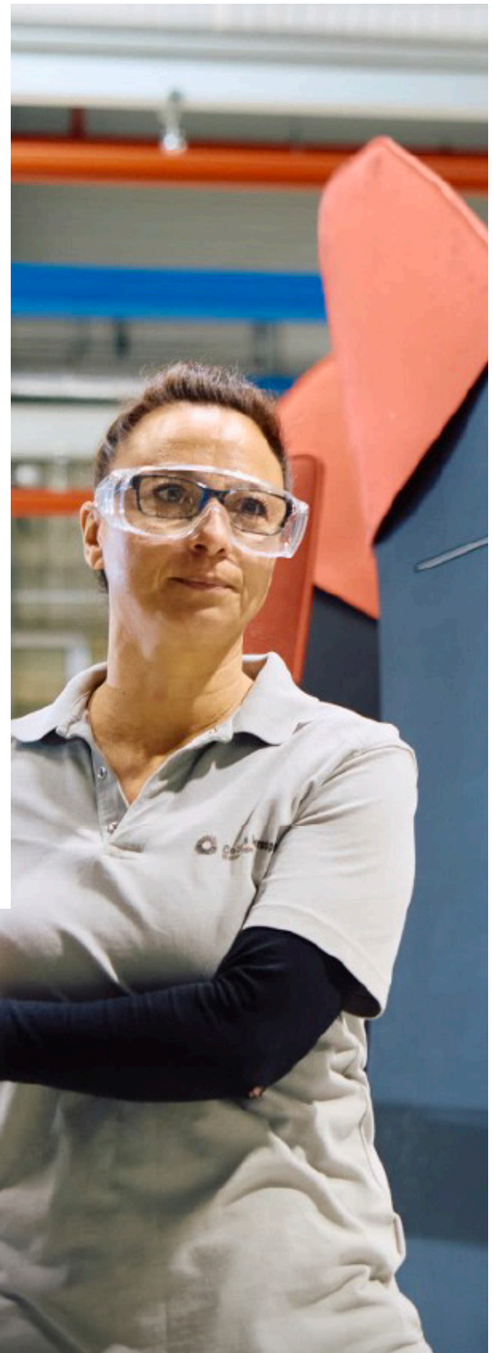
Transformative technologies

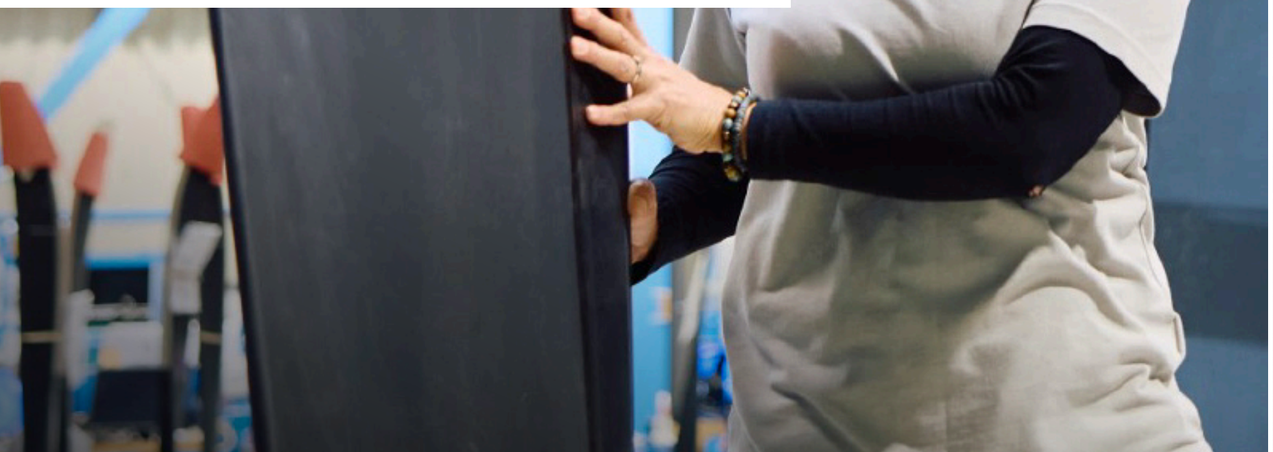
At RTX, we deliver transformative technologies that meet our customer's most critical needs, as well as those they have yet to envision.

Our people are exploring breakthrough technologies in fields such as high performance materials, faster and more efficient propulsion, electrification, farther reaching and higher discrimination sensing, artificial intelligence (AI) and optimally integrated systems. These technologies are defining the future of aerospace and creating next-generation defense solutions.

Read more about how we are shaping the world through our transformative technologies and innovating for the future of flight.

With over 60,000 patents, RTX leads all aerospace and defense companies in innovation, achieving the industry's top spot on the Clarivate™ Top 100 Global Innovators, Harrity Patent Analytics Patent 300® List and European Patent Office (EPO) Patent Index.





Advancing operational performance for our airline customers

We enable our customers to advance their missions with greater operational efficiency through breakthroughs in engine and propulsion system capabilities. By pushing the boundaries of advanced aerodynamics, lightweight and high-temperature materials, coatings and cooling capabilities, we are delivering technologies that will drive step-change improvements in fuel burn, durability and overall system effectiveness. Looking to the future, we continue to advance hybrid-electric technologies and are exploring hydrogen-enabled propulsion systems for next-generation solutions.

In addition, our teams optimize aircraft systems through lightweight advanced materials, improved cabin designs, intelligent avionics and connected solutions that enable more efficient aircraft systems.

Over two billion gallons less fuel used by aircraft powered by our increasingly more efficient GTF™ engines compared to prior generation engines.

We opened our European Technology and Innovation Center in the Netherlands in November 2025. The facility is dedicated to researching advanced propulsion technologies for enabling greater energy efficiency and performance in future commercial aircraft.

2025 highlights

- Received certification from both the U.S. Federal Aviation Administration (FAA) and the European Union Aviation Safety Agency (EASA) for our **GTF Advantage™ engine** for use on the Airbus A320neo family. It offers more power – about 4% extra takeoff thrust at sea-level and around 8% more at high altitude – while also improving durability and keeping its status as the most fuel-efficient engine in its class. The engine also runs successfully on 100% sustainable aviation fuel (SAF).
- Selected to lead the European Union's Clean Aviation program's **Powerplant Hybrid Application Regional Segment (PHARES)** project, which focuses on developing a hybrid-electric propulsion system for regional aircraft. Our goal is to create a demonstrator that can cut fuel use by up to 20% on typical regional flights. The system combines an upgraded PW127XT turboprop engine with our 250 kW electric motor, linked through an optimized gearbox and improved thermal management. Earlier in the year, we successfully ran the fully integrated setup – engine, motor and batteries – at full power, marking the first time the system operated using battery power alone.
- Announced a new collaboration with **ATR** to explore technologies that could make regional turboprop engines more efficient and affordable to operate. The work will focus on improving thermal efficiency to cut fuel use, using advanced materials to boost durability and reduce maintenance needs, and refining aerodynamics by better integrating the engine, nacelle and aircraft.

Click here to learn more about transformative technologies.

Connecting aviation, safely and efficiently

11 million air travel passengers are supported every day by our safe, efficient aviation systems.

We are working to offer a broad set of tools that make air travel run more efficiently for airlines, airports and air traffic controllers and passengers. That includes improving how aircraft routes are planned to cut delays and save fuel, both in the air and on the ground, and we provide practical solutions for essential elements such as passenger check-in, airport operations and baggage management. We also provide air traffic controllers with cutting-edge tools to enhance precision, improve decision-making and ensure safer skies.

2025 highlights

- Delivered novel insights to JetBlue with the deployment of **FlightAware Foresight®**, a real-time flight-tracking tool that gives airlines accurate arrival and departure updates and alerts them to possible delays from weather, congestion or other issues.
- Joined the **Digital Alliance for Aviation** to help advance predictive health monitoring solutions for airlines.
- Enhanced our **Prime wheelchair seating solution**, providing the passenger amenities enjoyed by other travelers. The enhancements were based on input from passengers with reduced mobility.
- Won a **2025 Crystal Cabin Award** for our galley.ai system, which uses AI and sensors built into the airplane galley to give crews helpful insights that can improve onboard service, communication with passengers and maintenance.

Supporting U.S. and allied service members

70% of the airborne communications for the U.S. and allied nations are supported by our technology.

We develop and deploy advanced defense systems that enhance global security, protect civilian populations and give service members every advantage for operational success.

Our advanced defense systems – such as missile interceptors, radar sensors and intelligent weapon systems – detect, track and mitigate threats before they reach troops, helping to protect service members in the field.

2025 highlights

- Completed another demanding live-fire test of our **Lower Tier Air and Missile Defense Sensor**, detecting and tracking a high-speed cruise missile and guiding a Patriot missile to intercept the target. This milestone is part of the U.S. Army's ongoing test program as it moves toward deploying the full 360-degree radar system.
- Demonstrated the **first radar warning system that uses AI** to help protect pilots flying today's fighter aircraft. The new system uses advanced computer processing to let the radar "think" for itself – quickly detecting, identifying and ranking threats in real time.
- Successfully tested a fully functional demonstrator of our **next-generation power and thermal management system (PTMS)**. We developed the Enhanced Power and Cooling System, which offers more than double the current cooling, reduces reliance on engine bleed air and aims to be a lasting solution for the F-35's evolving thermal challenges over its entire service life.

Advancing the circular economy

We aim to design and develop products that are durable, repairable, upgradable and recyclable.

Our engineers think about circular economy principles from the start when designing new products and solutions. This means using more sustainable materials, choosing lower-carbon options and increasing recyclable content, without sacrificing performance. For example, we are exploring 3D printing with composite materials to make lighter, stronger parts with less waste.

Through our maintenance, repair and overhaul (MRO) services, we work to extend the life of our products so that they can last for many years. For example, many of our aviation products require multiple maintenance intervals throughout their useful in-service life to operate safely.

2025 highlights

- **Developed a new additive manufacturing repair process for GTF engine components**, expected to recover $100 million worth of parts over the next five years.
- **Worked to minimize consumption of raw rare earth materials by expanding our recycling efforts**. In our thermal barrier coating process for turbine airfoils, we recover and reuse the cleanest leftover material. In other coating processes, we are testing ways to turn excess powder and overspray back into usable material and increase the recycled content in our equipment.
- As co-lead on the International Aerospace Environmental Group (IAEG) Lifecycle Assessment (LCA) group, **led the development and publication of an initial LCA framework**, providing guidance on calculating the environmental impact of aerospace products from raw material extraction through end-of-life or reuse.
- **Cut carbon-fiber reinforced polyphenylene sulfide sheets into over 2,500 clips and brackets** with automated software to maximize material utilization and reclaiming leftover material for reuse.

Responsible business

Ethics and compliance

Ethical and compliant business practices are at the foundation of all we do.

Our Global Ethics & Compliance (GEC) program drives our commitment to acting with integrity across the organization and includes our anti-corruption efforts.

In 2025, we updated our Code of Conduct to clearly articulate our expectations and guidelines for ethical behavior to our employees and business partners. We also introduced resources to strengthen employee awareness of our anti-corruption and antibribery standards. We drive continuous improvement to our processes and tools to support our Speak Up culture and commitment to a workplace free of retaliation.

Holding suppliers to the same high standards

We expect the same adherence to ethical and regulatory standards from our suppliers as we do of ourselves. We require that our suppliers have management systems, tools and processes to ensure compliance with applicable laws and regulations and that satisfy, at a minimum, the principles and expectations set forth in our Supplier Code of Conduct. These include standards related to chemical usage, Environment, Health & Safety (EH&S) and human rights, among others.

Through our collaboration with IAEG and EcoVadis, we collect sustainability data from our suppliers in four theme areas including environment, labor and human rights, ethics and sustainable procurement. This data allows us to benchmark supplier risk management and performance using a standard industry framework, helping us identify, assess and monitor higher-risk areas.

Human rights

Our commitment to human rights is outlined in our Code of Conduct and further reinforced by our Human Rights Policy. This policy establishes the principles we expect our employees, customers, suppliers and partners to uphold. The RTX Human Rights Council oversees the company's processes, policies and practices to identify, assess and address human rights risks.

We believe that respecting and protecting human rights is a shared responsibility between governments and the private sector. The U.N. Guiding Principles highlight how governments, through law enforcement and dialogue, can collaborate with businesses to promote human rights protection. Through our products and government partnerships, we actively support efforts to protect human rights, economic security and national security.

Responsible product sales

RTX does not manufacture or sell cluster munitions (as defined by the 2008 Convention on Cluster Munitions), land mines, nuclear warheads or biological or chemical weapons. Before engaging in the sale of certain defense products – particularly those involving new customers – RTX and its business units have processes to assess a variety of risks. We weigh financial, technical, political, ethical and reputational factors, among others, and consider our role in supporting the national security interests of the U.S. and its allies.

We recognize that certain defense products carry potential human rights risks associated with their misuse or failure. To identify and mitigate these risks, we employ a targeted due diligence program. Each business unit incorporates controls to screen potential sales of specific products in countries that present a higher risk of human rights violations from misuse. The RTX Human Rights Council periodically reviews the products and countries subject to this human rights-focused screening.

Where appropriate and feasible, we consider mitigation actions such as implementing technical and capability limitations; imposing contractual terms and conditions; and requiring installation, training and maintenance services to reduce the risk of product misuse. Our Human Rights Council consults with business units on potential covered sales.

Additionally, our global trade compliance program implements controls, processes and required training to ensure compliance with U.S. and applicable non-U.S. laws and regulations governing exports, imports, antiboycott measures, economic sanctions and embargoes.

Supply chain compliance

We expect our suppliers to adhere to the human rights standards outlined in our Supplier Code of Conduct, as well as in our Modern Slavery and Conflict Minerals policy statements. We assess whether suppliers meet these standards through human rights-related questions during the initial screening and onboarding process. Additionally, we examine suppliers for potential human rights impacts related to their products or services. Business units review the screening results to identify areas of increased risk.

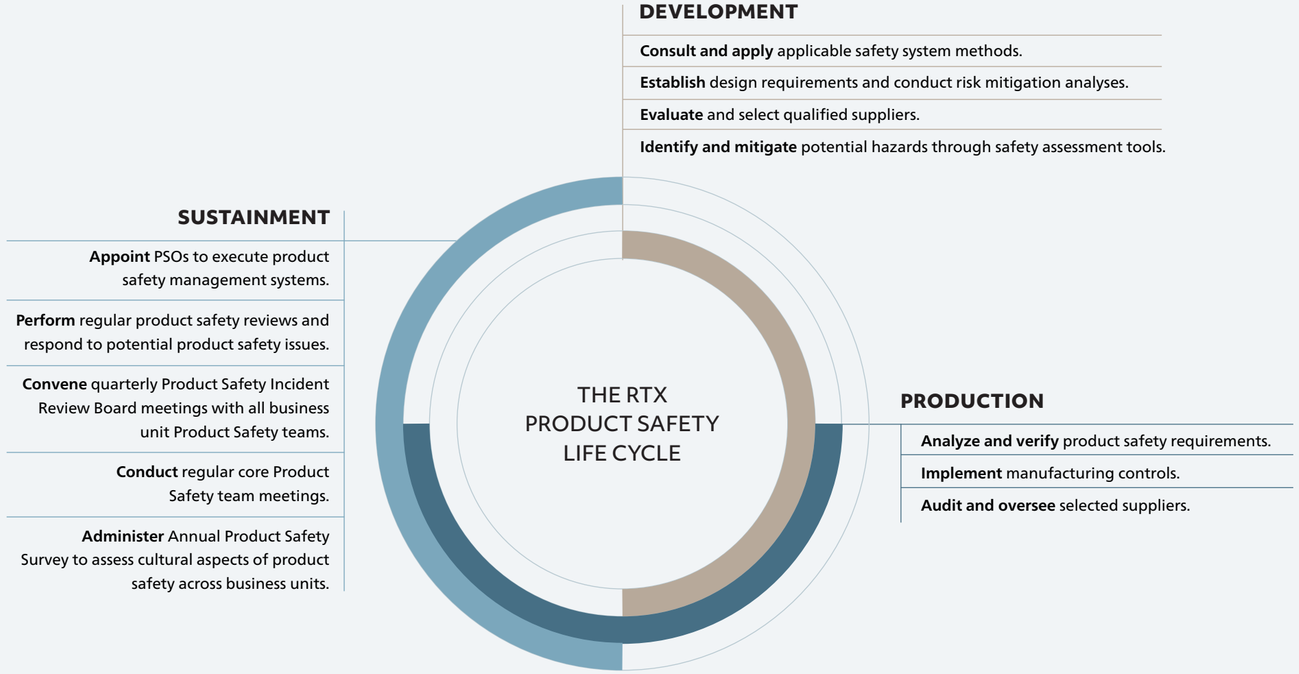
We conduct annual training for our supply chain employees to equip them with the tools and knowledge to detect and prevent child labor and modern slavery in global supply chains.

Product safety and quality

Our products must consistently meet the highest standards without compromise because lives depend on them.

RTX is committed to these standards at every level, and in everything we do. At the corporate level, our product safety officer (PSO) leads safety programs and establishes companywide safety goals. Each business unit president is accountable for the safety of products designed, manufactured or maintained within their business unit and for appointing a business unit PSO to manage their product safety management systems (SMS).

We apply military and commercial safety system methods consistent with military standards and commercial aerospace recommended practices, along with aerospace standards for quality throughout the design process. We provide product safety training to every employee, highlighting that safety is everyone's responsibility, and how to report a product safety concern.



Product quality and improvement

Our CORE™ (Customer Oriented Results and Excellence)[1] operating system supports the execution of our product quality standards while continuously refining our processes to enhance product safety. CORE™ establishes clear expectations and criteria to drive continuous improvement.

Our Quality Council – comprising senior leaders from across the enterprise – meets regularly to exchange best practices, monitor progress on shared quality goals, oversee Quality Management System (QMS) activities across the organization and align on our quality standards. We assess compliance through internal QMS audits, third-party QMS certification and QMS audits among our suppliers, as needed. In addition, RTX business units operate according to the QMS Advanced Surveillance Recertification Program (ASRP) requirements, which go above and beyond any standard internal audit program.

Our safety and quality focus areas

Drive continuous improvement to our product safety and quality commitments, processes and products.

Promote every employee's awareness of SMS and QMS policies, processes and tools relevant to their responsibilities.

Encourage prompt responsiveness to and open reporting of identified safety hazards and quality issues.

Proactively identify and manage safety-critical parts, features and manufacturing controls.

Implement appropriate safety risk controls.

2025 highlights

- **Conducted our annual RTX-wide survey of employees** about their knowledge of how to raise concerns and their comfort doing so. Findings demonstrated that employees understand their responsibility to report product safety concerns to managers or supervisors or through other Speak Up channels.
- Introduced **role-based product safety training** for all employees.
- Deployed **trained RTX product safety ambassadors** who help:
  - Support employees with product safety questions and guidance on how to report concerns, connect with the product safety team and access policies or tools.
  - Promote product safety at their site(s) through events, training and communications.
  - Act as a bridge between their site(s) and the business unit product safety team.
- Launched harmonized **Quality Cardinal Rules** across RTX.
- Deployed a **Speak Up hub for employees** to share concerns about product quality and safety.

Learn more on our employee safety initiatives.

[1] *CORE and Customer-Oriented Results and Excellence are trademarks of RTX company.*

Trustworthy AI

We design, develop, manufacture and sustain some of the world's most advanced products and services. As the evolving threat environment and growing commercial market continue to drive demand for new technologies, we are investing in AI and data analytics to support speed, innovation and capacity expansion. This includes:

- Increasing productivity through data-informed insights that improve decision-making, reducing manual workloads and accelerating project timelines.
- Using AI to speed up design and engineering by finding the best solutions faster – including new materials, system setups and software – while automating complex workflows.
- Integrating advanced AI capabilities into next-gen aerospace and defense systems and services to enhance customer value and mission capabilities while ensuring the highest quality and safety.

Trustworthy AI is our approach to the design, development, deployment and use of AI to help ensure the quality and safety of our systems and their ethical use. Our approach follows our AI policy, which is consistent with applicable government laws, policies, guidance and frameworks including the National Institute of Standards and Technology (NIST) AI Risk Management Framework, the EU AI Act and U.S. Department of War (DOW) AI Ethical Principles. Our AI Council oversees compliance with the policy. We use our AI Risk Management Framework to identify, assess, analyze and address AI-related risks.

RTX trustworthy AI principles

Trustability

We act with integrity and do the right thing. We design, develop and operate AI solutions and tools that our customers, employees, investors and society can trust.

Accountability

We design, develop, operate and/or deploy AI in accordance with applicable legal and regulatory frameworks.

Objectivity

We develop and use AI using explainable and auditable methodologies. We require that employees using AI have proficient understanding of the technology, its shortcomings and associated risks.

Transparency

We develop RTX AI capabilities using explainable and auditable methodologies in accordance with the risk tolerance associated with the AI use case, and in coordination with customer requirements. We require that RTX personnel using AI capabilities possess a proficient understanding of the technology, use case development processes and operational methods.

Reliability

We develop and use AI capabilities within explicit, well-defined use cases, adopt a systemic risk-management approach, with monitoring and guardrails to ensure that systems perform as intended.

Governability

We maintain a governance structure to provide oversight and accountability at the corporate, functional and business levels.

Educating our workforce on trustworthy AI

We require employees in certain roles to participate in our AI education and awareness programs to better understand AI technologies, related potential risks and ethical considerations. For all employees, we offer a course on the acceptable use of AI.

Read about how we use AI and machine learning to improve the design, development and testing of products.

Business resilience and crisis management

We take a comprehensive approach to business resilience and crisis management to mitigate the impact of potential disruptions as we adapt to business changes and transformational events.

Our Business Resilience and Crisis Management (BRCM) approach ensures the stability of critical processes across our organization, enabling us to take proactive measures and respond effectively to potential threats or major incidents, wherever they arise. Our BRCM policies and teams, led by our chief security officer (CSO) and aligned with ISO 22301 standards, are often regarded as industry leading by federal and state agencies. Our incident and crisis management structure includes executive leadership from the site-level to the C-suite, working together to provide strategic support and leadership for major incidents affecting our people, operations and suppliers.

All key sites must conduct threat and vulnerability assessments (TVAs) at least every two years and physical security assessments (PSAs) at least every three years. Sites must also review and update their response and continuity plans annually.

2025 highlights

- **Launched a centralized BRCM organization to unify, enhance and optimize** security governance and alignment across RTX to keep our employees safe, meet customer security needs and ensure smooth operations worldwide.
- **Conducted our annual tabletop exercise** designed to prepare the company for a wide range of crises, whether natural disasters, accidental or human-made.
- **Continued our public and private partnerships with organizations** like the Critical Manufacturing Sector Coordinating Council to ensure our preparedness measures meet industry standards.
- **Continued to formalize our risk assessment mitigation strategy reviews** at the business and corporate levels to provide an additional layer of feedback on threat assessments, as well as recommendations for further reducing risk and increasing business resilience.
- Completed the rollout of our **workplace violence awareness, training and prevention program**.
- **Demonstrated scalable global response capabilities** supporting employee safety and operational continuity during international events, including natural disasters and geopolitical disruptions. This includes our coordinated response efforts during the 2025 Los Angeles and Southern California wildfires, including employee safety status checks and operational support.
- **Collaborated across Global Security Services** to design and facilitate enhanced tabletop exercises focused on workplace violence and active assailant scenarios, strengthening cross-functional coordination and executive-level response readiness.
- **Continued enterprisewide deployment and optimization of emergency communication platforms** to improve speed, reliability and coordination during incidents impacting employees and operations.
- **Formalized lessons-learned integration into resilience processes** to ensure that incident response, exercises and assessments systematically drive measurable process improvement and capability advancement.

Resource conservation

Through the implementation of best management practices (BMPs), we are conserving energy, water and other natural resources related to product manufacturing and operation of our facilities.

Energy

We are committed to efficiently managing our energy use.

We are executing a multiyear renewable energy roadmap that includes long-term power purchase agreements, local utility company opportunities, community solar programs and on-site solar installations such as rooftop, ground mount and carports.

2025 highlights

Increased investments in new renewable energy, including:

- **Rockford, Illinois:** Launched operations of a new 6.5-acre solar farm, which is the company's largest on-site renewable installation.
- **Portsmouth, Rhode Island:** Signed a community solar agreement to provide renewable energy over the next 25 years.

Completed energy-efficiency improvements at our sites globally, including:

- **Global:** Implemented enterprisewide "Shut-it-Off" campaign to power down compauter monitors after hours and on weekends and holidays.
- **Rzeszow, Poland:** Implemented energy-saving initiatives, that included converting lighting to LED and implementing advanced component manufacturing processes to reduce energy consumption.
- **Windsor Locks, Connecticut:** Upgraded an absorption chiller that uses waste steam to create chilled water for process and building cooling.
- **Santa Isabel, Puerto Rico:** Implemented "Shut-it-Off" generator initiatives, automation and equipment upgrades, helping to reduce energy consumption.

Read our 2025 CDP disclosure for more. A cross-reference of our climate-related disclosures and the recommendations of the Task Force on Climate-related Financial Disclosures can be found in the 2025 Performance Data Table & Reporting Indices.

Water

We are taking steps to preserve one of Earth's most vital life-sustaining resources: water.

We prioritize water conservation efforts across our operations and conduct water stress analyses to identify at-risk sites. We incorporate water risk for these sites as a consideration into our business resilience and crisis management processes.

2025 highlights

- **Andover, Massachusetts, and Fullerton, California:** Replaced grass with drought-tolerant plants as part of xeriscape projects that require less water for irrigation.
- **Aguadilla, Puerto Rico:** Implemented systems that collect and reuse water from weekly fire pump tests and HVAC condensate.
- **Tanauan City, Philippines:** Implemented several water reduction initiatives including cooling tower upgrades, leak management and employee awareness campaigns.

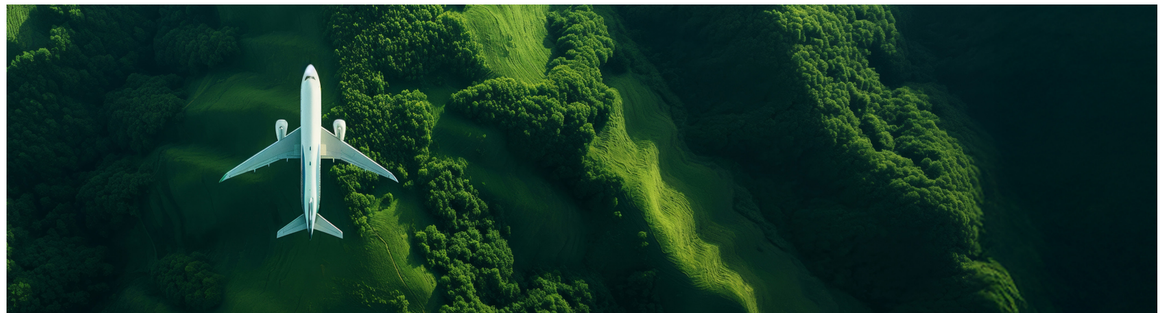
Waste

We are limiting our material use while responsibly managing the waste we generate.

We work to increase diversion from landfills and incineration, drive recycling and reuse, and minimize overall waste generation while adhering to waste regulations.

2025 highlights

- **Lansing, Michigan:** Set up a system to collect and reuse solvents from paint line cleaning, cutting down the need to send waste off-site for incineration.
- **Winston-Salem Fairchild, North Carolina:** Donated scrap leather from cushions and headrests to a third-party, which used them to make a variety of leather goods, avoiding sending the scrap to landfill.
- **Riverside, California:** Sent carbon fiber composite scrap material to a third-party for recycling instead of incineration.
- **Wolverhampton, U.K.:** Saved waste and water by switching to a new coolant cleaning process.



Reducing risks from chemical use

We are committed to mitigating risks to human health and the environment by reducing dependencies on substances of concern where possible without business disruption.

Our integrated RTX Global Chemical Substances program guides our chemical substance compliance and risk reduction efforts. We also collaborate with our supply chain, trade associations and other groups to assess industry dependencies on targeted chemicals, share information and support innovations.

2025 highlights

- **Conducted RTX-wide collaborative workshops on alternate materials and polyfluoroalkyl substances (PFAS) obsolescence awareness** for product engineers and relevant supporting functions.
- **Increased our focus on reducing our PFAS dependencies and risks** by identifying and evaluating potential alternatives and engaging with suppliers. For example, we introduced certified lead- and PFAS-free solder paste in our electronics manufacturing.
- **Significantly reduced hexavalent chromium workplace exposures and environmental releases** as part of our efforts to secure EU REACH reauthorizations.
- **Continued to work with industry partners to find safer, chromate-free alternatives** to hard chrome plating and wash primers.

Data security and privacy

We place equal emphasis on responsibly collecting, processing, managing and safeguarding data entrusted to us.

Enterprise cybersecurity

Protecting our employees, intellectual property, systems and operations against cyber risk is fundamental to how we run our business. We employ robust prevention and detection capabilities, processes and tools to manage risks across the enterprise, including:

- **Maintaining a digital risk management policy and framework** aligned to the NIST.
- Periodically engaging with third parties to perform **maturity assessments** of our program to identify potential risk areas and improvement opportunities.
- **Rigorously reviewing new IT systems** and the type of data they will host before deployment to help ensure that needed controls are in place and operating as intended.
- **Running our vulnerability management program**, which uses active discovery and penetration testing to identify potential new risks.

Product cybersecurity

Our customers count on us to provide products and services that perform everywhere. This requires that the hardware and software in them remain secure even in the most complex environments. To mitigate risks, we employ proactive and reactive measures such as:

- **Aligning our Product and Enterprise Cybersecurity Incident Response processes** to ensure consistent response across the company.
- **Employing a product cyber risk assessment** and management process to identify risk across our product portfolio.
- **Training our engineers** through product cybersecurity-specific courses.
- **Deploying tools and technology** during the product development phase.

Data privacy

Our efforts are guided by our data privacy policy. It embodies the requirements of our Binding Corporate Rules and covers our international and U.S. legal obligations such as the EU's General Data Protection Regulation and various U.S. state laws.

In collaboration with the global chief information security officer and product cybersecurity officer, the chief privacy officer manages our data privacy compliance program, supported by a lead privacy professional within corporate and each business unit. We mandate that employees complete online training, covering cybersecurity and data privacy, and provide live and recorded online annual training tailored for employees in certain functions. Our privacy compliance program includes transaction assessments, data mapping, risk assessments and auditing.

2025 highlights

- Operationalized a **Vulnerability Disclosure Program**, enabling external stakeholders to submit good-faith reports of potential security vulnerabilities.
- Conducted two Supplier Forums dedicated to **strengthening awareness of cybersecurity risks and prevention** strategies.
- Rolled out **updated product cybersecurity training and awareness strategy**.
- Put in place **critical controls and processes** to meet the standards of the new U.S. government's Cybersecurity Maturity Model Certification and the Network and Information Systems Directives in the European Union.

People

We empower our people to challenge ideas, explore, experiment, create and discover to drive progress and support our mission. Our high-performing teams prioritize safety to meet the needs of our customers and communities.

RTX partners with colleges, universities, trade schools and community colleges to develop and hire skilled talent that meets the specific needs of our local operations. Through these efforts, we have welcomed thousands of recent graduates over the past several years.

Workforce

People strategy

RTX is a high-performing organization where employees are empowered to make a difference and push the limits of technology and science to redefine how we connect and protect our world. Connected by community and united by our values and a shared sense of purpose, our people are the driving force behind innovation, impact and growth.

Our chief human resources officer (CHRO) oversees our people strategy to align talent, culture and leadership with business goals – ensuring we have the right people, in the right roles, with the right support. Our strategy is designed to drive business outcomes through sustained technical advantage, a productive and engaged workforce and business continuity and evolution.

2025 PROGRESS	
96.1%	voluntary controllable retention rate[1]
78%	employee engagement favorability rate[2]

[1] *Voluntary controllable retention is derived from the number of employees who did not voluntarily separate from RTX due to what the company considers voluntary controllable reasons divided by the average month-end RTX employee headcount during the year.*

[2] *Employee engagement measures indicators of employee long-term commitment to the company.*

2025 highlights

Our 2025 Pulse Survey gave employees an opportunity to provide feedback on workplace strengths and areas for improvement. Many expressed they wanted additional career development support and more opportunities to connect. In response, we:

- **Hosted our first RTX Career Development Week**, a global event that featured dynamic keynote talks on career growth and personal brand, interviews with RTX executives, a peer panel of candid career stories, and skill-building sessions on topics like giving and receiving feedback. The majority of sessions were translated into nine languages and were scheduled across multiple time zones.
- **Embedded performance and development discussions year-round** by introducing an evolved Performance Impact process to encourage documentation of goals and regular performance check-ins, in addition to guiding employees in crafting their Individual Development Plans (IDPs). Together, PI and IDPs empower employees to own their career growth and drive our collective success.
- **Introduced RTX Employee Networks**, which are voluntary, employee-led groups spanning 12 global regions. Open to all employees, these networks are designed to connect our people through four focus areas: connection, professional development, innovation and collaboration, and well-being. Each network has executive sponsors to champion its mission.

Learn more about working at RTX here.

Employee safety

We actively foster a safety-first work environment where every employee, from those on the manufacturing floor to senior leadership, shares a collective responsibility for health and safety.

Our EH&S vice president leads the development of programs to enhance employee safety and chairs our EH&S Council, composed of EH&S leaders from each business unit. Our EH&S Policy and EH&S Management System guide our safety efforts globally.

Key aspects include:

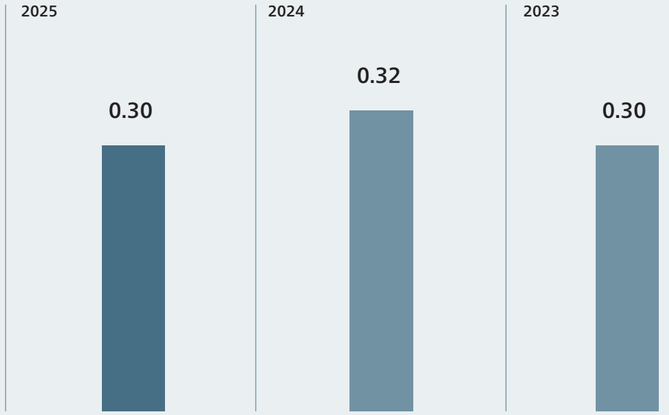
- Communicating with and providing recurring EH&S training to our employees.
- Conducting independent audits for sites that meet the auditable entity criteria, with results and corrective actions documented and tracked to completion.
- Deploying learning teams to help ensure appropriate corrective and preventive actions are taken in response to any incidents or deficiencies we identify, and sharing lessons learned from these analyses across the organization.

2025 highlights

- All people leaders globally completed **mandatory safety training** to help them reduce safety risks within their teams.
- Continued to raise awareness among all employees about safety reporting through our **"Report it, don't ignore it" program**.
- Deployed an **enhanced job hazard assessment tool and training** to strengthen hazard recognition and control measures.
- Completed our focused initiative to **address all high ergonomic risk activities** throughout RTX. This multi-year effort was highly successful at mitigating the risks to our employees and reducing the number of ergonomic injuries requiring medical attention.

	2025 WORKPLACE SAFETY GOAL	2025 PROGRESS
REDUCTION IN HIGH CHEMICAL AND NOISE RISKS[1]	50%	54%

ANNUAL TOTAL RECORDABLE INCIDENT RATE[2]



Safety is everyone's role

All employees have a role to play in ensuring a safe workplace and fostering an environment where people feel comfortable raising concerns – from simple actions like holding the stair rail, to reporting concerns to their supervisor, Human Resources, an Ethics & Compliance Officer, or through resources listed in our Speak Up Hub. These resources include the Speak Up Helpline, which is available globally by phone and online, with confidential and anonymous reporting options.

We expect our leaders to help ensure RTX employees feel comfortable speaking up by reaffirming our zero-tolerance nonretaliation policy for reports made in good faith. Additionally, our CORE™ operating system (see page 8) establishes clear expectations and criteria to help ensure a safe, ethical and compliant working environment.

[1] We conducted a complete analysis of chemical and noise risks in 2021 to establish this baseline. Any new high chemical/noise risks identified between 2021 and 2024 will be included in the baseline.
[2] TRIR is a workplace safety metric measuring recordable incidents as defined by OSHA. Excludes non-work-related injuries and non-supervised contractors.

Corporate citizenship

We invest our resources and talent to help meet the needs of our communities and build a better future together.

Our chief communications officer (CCO) leads our community and corporate citizenship efforts and is responsible for strategy and implementation of company giving. Our Corporate Social Responsibility (CSR) team works with employees and functional partners like talent, engineering and government relations to ensure CSR programs connect with our workforce readiness initiatives.

Connect Up is our 10-year, $500 million commitment that takes a holistic approach by combining investments in nonprofit organizations with the skills and talents of our global employee volunteer network. In 2025, $55.7 million was donated[1] in three critical focus areas:

- **Lifelong learning:** We support efforts to advance lifelong learning, with a focus on improving access to STEM education to build a talent pipeline for the future.
- **Honoring service:** We provide resources to military families and help service members and veterans identify transferable skills and career opportunities as they transition to the civilian workforce.
- **Supporting local communities:** We support local nonprofit organizations that address food insecurity, community infrastructure, emergency disaster relief and conservation around the world through our community grants and volunteer efforts.

2025 HIGHLIGHTS

12.5M	individuals reached through RTX's direct funding support of nonprofits[2]
202,000	hours volunteered by employees

The RTX Regional Community Councils (RCC) help ensure our funding addresses local needs while aligning with our priority areas and intended strategic outcomes. The RCCs also connect RTX employees who are interested in local volunteer opportunities with our strategic partners.

Read more about our strategic partners here.

2025 partnership highlights

Celebrating 10 years with Boys & Girls Clubs of America
Over the past decade, our support has helped scale Boys & Girls Clubs of America (BGCA)'s DIY STEM curriculum – now available to 4.3 million young people – and equip Club staff with digital training to deliver hands-on learning experiences. RTX employees have deepened their involvement year after year, volunteering to lead STEM activities at local chapters.

Supporting the service members who protect and serve us
We launched a two-year, multi-million dollar partnership with the United Services Organization (USO) to support service members through career readiness, mental health and family programs. Through the USO Transition Program, we are offering access to virtual career sessions, mentorship and RTX job listings to help service members as they move to civilian life. We also sponsored Holiday Care Packs and snack or toiletry packs, many of which our employees helped assemble as part of our volunteer efforts.

Nourishing our neighbors
We renewed our multiyear partnership with Feeding America for three additional years to support food access in the U.S. Globally, employees across seven countries participated in over 25 Hunger Action Month events to combat food insecurity.

Advancing disaster relief efforts
With our support, Engineers Without Borders developed a toolkit of over 200 infrastructure resilience plans to help communities prepare for natural disasters. Following Hurricane Helene, RTX piloted toolkit concepts in a waterfront park rebuild in Asheville, North Carolina, alongside employee volunteers and local nonprofit partner, Riverlink.

[1] *The $55.7M in 2025 corporate giving consists of $42.6M in corporate grants and $12.1M in corporate gifts that match employee donations made in cash. RTX also included nearly $1M of company-funded nonprofit support and merchant fees.*

[2] *RTX partners with Impact Genome to collect and verify data annually from our grantees and nonprofit partners. Each grantee reports on an evidence-based outcome and their impact is compared to a sector-wide benchmark. For more information, check out their website www.impactgenome.com.*

RTX Performance Data Table

For ease of reference, consolidated data points for key topic areas are presented below.

Description	2023	2024	2025	Notes
Company data				
Enterprise revenue ($)	$68.9B	$80.7B	$88.6B	See 2025 Form 10-K. 2023 reported sales reflect the impact of the previously disclosed Pratt & Whitney powder metal matter.
# of total employees	185,000	186,000	180,000	
# of employees in an engineering role	61,000	60,000	57,000	Total includes all employees classified under the function of "Engineering."
# of engineering professionals	57,000	57,000	54,000	Total includes those employees within the function of "Engineering" who are classified as executives, directors, fellows, managers or professionals.
# of new hires	27,000	23,000	20,000	
Total investment in company- and customer-funded R&D	$7.3B	$7.7B	$7.7B	See 2025 Form 10-K.
Total number of board members	13	12	11	
% of physical security assessments and threat vulnerability assessments completed at key, required sites	PSAs: 95% TVAs: 96%	PSAs: 148% TVAs: 188%	PSAs: 100% TVAs: 100%	Key sites – site is critical based on any or all the following criteria: size, scope, complexity, intellectual property, key personnel and dollar value. In 2025, we achieved our targets through improved planning and execution, leveraging lessons from prior challenges. With foundational processes in place, we focused resources on initiatives to enhance and build upon these efforts.
Corporate social responsibility				
Total corporate giving (including corporate grants and corporate gifts made to match employee donations)	$55.2M	$53.6M	$55.7M	The $55.7M in 2025 corporate giving consists of $42.6M in corporate grants and $12.1M in corporate gifts that match employee donations made in cash. RTX also included nearly $1M of company-funded nonprofit support and merchant fees.
Total amount of employee donations	$11.3M	$12.2M	$13.1M	Employee donations are made in cash.
Total matching gifts from employee giving	$11.0M	$11.5M	$12.1M	Company contributions to match employee donations made in cash.
# of individuals reached through RTX's direct funding support of nonprofits	8.3M	11.6M	12.5M	RTX partners with Impact Genome to collect and verify data annually from our grantees and nonprofit partners. Each grantee reports on an evidence-based outcome and their impact is compared to a sector-wide benchmark. For more information, check out their website www.impactgenome.com.
% of RTX's signature programs demonstrating an effectiveness rate within or above benchmark ranges	75%	81%	80%	Effectiveness rate is the percent of beneficiaries served by the program who achieved the primary, predefined outcome based on the Impact Genome universal outcomes taxonomy. The "programs to meet or exceed the benchmark" is the percent of all programs reporting that were within or above the benchmark ranges for their primary particular outcome. The benchmarks are based on the thousands of programs that have reported into the Impact Genome Registry. The benchmarks are weighted based on evidence quality and updated monthly.

(continued)

Performance data table *(continued)*

Description	2023	2024	2025	Notes
Corporate social responsibility				
# of students engaged with STEM as a result of RTX funding and signature partners	319,000	311,000	301,000	
# of employee volunteering hours	205,000	253,000	202,000	Metrics are limited to employees who logged their volunteer hours and include our Global Month of Service initiatives.
# of employees volunteering	9,260	11,700	11,400	Metrics are limited to employees who logged their volunteer hours and include our Global Month of Service initiatives.
# of employees who participated in employee giving globally	9,900	11,300	11,700	
Workforce				
Employee survey success score	72 out of 100	72.5 out of 100	73.5 out of 100	A Pulse survey was conducted in April 2025 followed by the People Leader Effectiveness Survey in September 2025. This score was calculated by computing the average score for the success question from both surveys. The success score is highly correlated with key drivers of engagement and is linked to retention.
Employee engagement favorability	N/A	N/A	78%	2025 is the first year this metric is being reported. Employee engagement reflects employees' commitment to the organization and their motivation at work. This metric captures favorable employee responses related to recommending the company and intent to stay.
Employee turnover rate (voluntary controllable)	5.0%	4.2%	3.9%	Voluntary Turnover Rate is derived from dividing RTX's annual number of voluntary controllable separations from employment (e.g., better opportunity, relocation, career change), by RTX's annual average month-end employee headcount. This is an internal measure defined by RTX, the purpose of which is to capture RTX's yearly regrettable resignation percentage.
% voluntary controllable retention rate	95.0%	95.8%	96.1%	Voluntary controllable retention is derived from the number of employees who did not voluntarily separate from RTX due to what the company considers voluntary controllable reasons divided by the average month-end RTX employee headcount during the year.
Average enterprise required training hours for all employees	3.58 average hours of enterprise training required per employee in 2023.	2.31 average hours of enterprise training required per employee in 2024.	3.09 average hours of enterprise training required per employee in 2025.	Changes in learning completions year over year primarily reflect variations in the number of courses offered during the reporting period.
Total enterprise required training hours for all employees	656,000 hours of enterprise training required across the company in 2023.	429,000 hours of enterprise training required across the company in 2024.	565,000 hours of enterprise training required across the company in 2025.	Changes in learning completions year over year primarily reflect variations in the number of courses offered during the reporting period.
Average training hours completed by category of employee	Average completed training Professional+ vs. production maintenance: – Professional+ average: 52.6 – Production maintenance average: 18.2	Average completed training Professional+ vs. production maintenance: – Professional+ average: 43.3 – Production maintenance average: 20.6	Average completed training Professional+ vs. production maintenance: – Professional+ average: 46.4 – Production maintenance average: 19.1	Changes in learning completions year over year primarily reflect variations in the number of courses offered during the reporting period. Professional+ includes all employees classified as executives, directors, fellows, managers or professionals.

(continued)

Performance data table *(continued)*

Description	2023	2024	2025	Notes
Workforce				
Total training hours completed by category	All completed training Professional+ vs. production maintenance: – Professional + total: 6,800,000 – Production maintenance total: 1,000,000	All completed training Professional+ vs. production maintenance: – Professional + total: 5,100,000 – Production maintenance total: 1,100,000	All completed training Professional+ vs. production maintenance: – Professional + total: 5,300,000 – Production maintenance total: 1,100,000	Changes in learning completions year over year primarily reflect variations in the number of courses offered during the reporting period. Professional+ includes all employees classified as executives, directors, fellows, managers or professionals.
# of U.S. veteran employees	19,300	16,500	15,500	Based on voluntary self-identification.
Emissions				
Total Scope 1 and 2 (market-based) GHG emissions (MT CO_2e)	1,453,284	1,409,597	1,282,674	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Scope 1 and 2 GHG emissions intensity (metric tons/$M revenue)	21.1	17.5	14.5	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Scopes 1,2, and 3 total GHG intensity (metric tons/$M revenue)	N/A	354	343	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.
Total Scope 1 GHG emissions (MT CO_2e)	532,402	542,229	523,985	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards. We commissioned an external third party to perform attest procedures with respect to certain 2025 Scope 1 and 2 GHG emission metrics. Full details and data methodology are available at https://www.rtx.com/our-responsibility/overview. The previous years' emissions were subject to third party verification.
Total Scope 2 GHG emissions (market-based) (MT CO_2e)	920,882	867,368	758,689	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards. We commissioned an external third party to perform attest procedures with respect to certain 2025 Scope 1 and 2 GHG emission metrics. Full details and data methodology are available at https://www.rtx.com/our-responsibility/overview. The previous years' emissions were subject to third party verification.
Total Scope 2 GHG emissions (location-based) (MT CO_2e)	939,441	977,752	929,071	Scope 2 market-based emissions, not location-based, are used in RTX's GHG goals. We are providing both emissions consistent with our CDP reporting. We commissioned an external third party to perform attest procedures with respect to certain 2025 Scope 1 and 2 GHG emission metrics. Full details and data methodology are available at https://www.rtx.com/our-responsibility/overview. The previous years' emissions were subject to third party verification.
Reduction in GHG emissions (%)	19%	21%	27%	Total Scope 1 and 2 (market-based) emissions from the 2019 baseline.
Scope 3, Category 1 (purchased goods and services) (MT CO_2e)	13,243,794	11,132,493	12,207,006	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears. 2024 data reflects decreases in commodity emission factors as well as the incorporation of supplier-allocated emissions.
Scope 3, Category 2 (capital goods) (MT CO_2e)	730,984	251,723	189,853	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears. 2024 data reflects decreases in commodity emission factors as well as the incorporation of supplier-allocated emissions.
Scope 3, Category 3 (fuel- and energy-related) (MT CO_2e)	303,628	304,960	293,063	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.
Scope 3, Category 4 (upstream transportation and distribution) (MT CO_2e)	869,306	627,125	424,916	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.
Scope 3, Category 5 (waste generated) (MT CO_2e)	13,254	13,617	15,054	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.

(continued)

Performance data table *(continued)*

Description	2023	2024	2025	Notes
Emissions				
Scope 3, Category 6 (business travel) (MT CO_2e)	121,814	146,323	126,583	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.
Scope 3, Category 7 (employee commuting) (MT CO_2e)	485,531	489,902	495,495	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.
Scope 3, Category 11 (use of sold products) (MT CO_2e)	12,483,808	14,181,559	13,561,090	Calculated considering the principles and guidance from the GHG Protocol Standard and Technical Guidance. Scope 3 emissions data is presented a year in arrears.
Total Scope 3 GHG emissions (MT CO2e)	28,252,119	27,147,702	27,313,060	Sum of the reported Scope 3 categories in the respective years. Over time, RTX has matured its Scope 3 reporting and reports additional categories.
Total Scope 3 upstream emissions	N/A	12,966,143	13,751,970	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears. 2024 is the first year disclosing this metric.
Total Scope 3 downstream emissions	N/A	14,181,559	13,561,090	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears. 2024 is the first year disclosing this metric.
Energy				
% of implementation of energy/GHG best management practices (BMPs)	77%	89%	100%	
% of total electricity sourced from renewable sources	6%	14%	17%	
% of total energy sourced from renewable sources	3%	7%	9%	
Total energy consumed (GJs)	18,336,897	19,278,004	18,631,541	
Energy intensity (GJ/$M revenue)	266	239	199	
% reduction in energy consumption since 2019	9%	4%	6%	Reductions from the 2019 baseline with a new metric/goal starting in 2022.
Product safety & quality				
# of sites that produce products being certified under AS9100, AS9110, AS9120 or ISO 9001	• AS9100 – 240 • AS9110 – 58 • AS9120 – 8 • SO 9001 – 41	• AS9100 – 236 • AS9110 – 53 • AS9120 – 8 • ISO 9001 – 37	• AS9100 – 237 • AS9110 – 58 • AS9120 – 8 • ISO 9001 –58	
Safety				
# of work-related incidents	547	593	549	
# of work-related fatalities	0	0	1	
Total Recordable Incident Rate (TRIR)	0.30	0.32	0.30	TRIR is a workplace safety metric measuring recordable incidents as defined by OSHA. Excludes non-work-related injuries and non-supervised contractors.

(continued)

Performance data table *(continued)*

Description	2023	2024	2025	Notes
Safety				
Lost Day Incident Rate (LDIR)	0.07	0.07	0.07	LDIR is a workplace safety metric measuring incidents resulting in lost work days.
% decrease in high-chemical/high-noise risks since 2021	41%	51%	54%	We conducted a complete analysis of chemical and noise risks in 2021 to establish this baseline. Any new high chemical/noise risks identified between 2021 and 2024 will be included in the baseline.
Waste				
% implementation of 11 waste best management practices (BMPs)	85%	94%	100%	All 11 waste BMPs apply to sites that generate 150 tons or more of waste per year.
Total waste generated (tons)	127,260	124,905	124,659	
Amount of hazardous waste generated (tons)	24,515	25,654	23,706	
Total nonhazardous waste generated (tons)	N/A	99,251	100,953	
% of total waste recycled	N/A	51%	52%	
% of hazardous waste that is recycled	18%	18%	16%	
% reduction in waste sent to landfill and incineration since 2019	20%	17%	16%	
Amount of waste sent to landfill and incineration (tons)	28,072	29,087	28,591	
% of waste sent to landfill and incineration	22%	23%	23%	
Water				
% implementation of nine water best management practices (BMPs)	81%	93%	100%	All nine water BMPs apply to sites consuming a minimum of five million gallons or more of potable water per year.
Total potable water consumed (K gallons)	1,610,632	1,676,085	1,571,638	
Water use intensity (K gallons/$M revenue)	23.4	20.8	17.7	
% reduction of water consumption since 2019	13%	10%	14%	
Environmental compliance				
Total monetary value of fines	$8,100	$14,400	$527,600	2025 includes one payment of $66,000 for late stormwater results reporting in Los Angeles, CA and another of $458,211 related to long term remediation actions at a former RTX site in Boulder, CO.
# of reportable spills	0	0	0	RTX utilizes the US CERCLA spill reporting thresholds to determine Number of Reportable Spills.
# of facilities/sites with ISO 14001/RC 14001 certification	48	47	40	The number of certified sites is impacted by divestitures, closures and/or changing requirements.
% achievement of on-time completion of correction actions	93%	91%	94%	

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Forward-looking statements and other important information

This report contains certain metrics and other information relating to RTX's objectives, goals, targets, aspirations, plans, expectations, performance, and data. The report describes topics which we consider to be the most salient to stakeholders when evaluating RTX's 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). 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," "expectations," "plans," "strategy," "estimate," "commit," "commitment," "project," "target," "anticipate," "will," "should," "guidance," "goals," "objectives," "aspire," "seek," "on track," "designed to," and other words of similar meaning. Examples of forward-looking statements in this report include statements and assumptions relating to RTX's goals, targets, 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 RTX not achieving or changing, in whole or in part, goals, targets, 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, financial market and climate conditions, including supply chain and labor market conditions, inflation, interest rates, commodity prices, tariffs and other trade measures, and supply and geopolitical conditions; (ii) availability of funding; (iii) evolving legal and regulatory requirements, and pending, threatened and future legal proceedings, investigations or other contingencies, including the previously-disclosed deferred prosecution agreements entered into between the Company and the Department of Justice (DOJ), the Securities and Exchange Commission (SEC) administrative order imposed on the Company, and the related investigations by the SEC and DOJ, and the consent agreement between the Company and the Department of State; (iv) the success of our initiatives; (v) the powder metal manufacturing matter at our Pratt & Whitney business and other engine models that may be impacted by the powder metal manufacturing matter; (vi) a product safety failure or other failure, including with respect to quality, reliability or durability, affecting our or our customers' or suppliers' products or systems, (vii) the accuracy of our estimates and assumptions; (viii) the success of new technologies; (ix) our intellectual property and certain third-party intellectual property; (x) acquisitions or divestitures or other changes in our employee or product and service base; (xi) the ability to attract and retain personnel and suppliers with technical and other skills; (xii) the willingness of suppliers to adopt and comply with our programs; (xiii) business disruptions, including as a result of cyber or other security threats; (xiv) our ability to raise debt; and (xv) our performance on our contracts and programs. Please consult our 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 RTX 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. RTX and its subsidiaries' names, abbreviations thereof, logos, and product and service designators are either the registered or unregistered trademarks or trade names of RTX 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.