



Speak Up Helpline guide

WHAT IS THE RTX SPEAK UP HELPLINE?

The RTX Speak Up Helpline is a global, 24/7 reporting channel, managed by an external service provider, that allows anyone (internal or external to the company) to ask questions or report ethics and compliance concerns. All matters reported through the Speak Up Helpline are handled confidentially, and a reporter may choose to remain anonymous as well. As explained below, contacts will be routed to the appropriate RTX or business unit organization for handling, and reporters will be apprised of the outcome. RTX is committed to strictly enforcing its non-retaliation policy for all matters raised, whether through the Speak Up Helpline or other reporting channels.

WHAT TYPES OF REPORTS ARE APPROPRIATE FOR THE RTX SPEAK UP HELPLINE?



You may contact the Speak Up Helpline to ask questions, seek advice, or raise a concern about company policies, the RTX Code of Conduct or alleged misconduct. You can contact the Speak Up Helpline about product quality and safety, financial integrity, procurement concerns, government contract compliance, anti-corruption, conflicts of interest and other areas of concern.

HOW DO I CONTACT THE RTX SPEAK UP HELPLINE?

Reports may be submitted online through a web form or by calling a toll-free number to speak with a trained third-party operator.

Web form

The **RTX Speak Up Helpline web form** is available in multiple languages and consists of seven questions. Answer these prompts with as much detail as possible. You may upload attachments (excluding export-controlled information) to supplement your answers. The username and password will auto-populate, or you may choose your own.

Phone

The **RTX Speak Up Helpline toll-free numbers** are available 24/7 in numerous countries. An operator who speaks your language will listen to your concerns, ask questions to complete the report, and provide you a report number and call-back date to follow up.

You have the option to provide contact information or remain anonymous with either Speak Up Helpline communication method. *It is imperative you retain your username/password (web form) or report number (phone) to provide additional information and receive updates.*

WHAT HAPPENS AFTER I CONTACT THE RTX SPEAK UP HELPLINE?

1

REFERRAL AND ACKNOWLEDGMENT

- All submissions are referred to the appropriate Ethics & Compliance triage team for review. If the Ethics & Compliance team determines that a submission is more appropriately handled by another function or organization, it will be transferred, and the reporter will be informed.
- If you provide contact information, you will receive a direct communication that your submission was received. If you reported anonymously, you must follow up to check the status.

2

QUESTIONS AND ON-GOING COMMUNICATION

- If you have questions or are seeking guidance on an issue, subject matter experts are available to help. You can also ask questions anonymously through the RTX Speak Up Helpline website, where answers will be posted.
- For reporters who provide contact information, if additional information is needed, they will be contacted by Ethics & Compliance.
- For reporters who submit anonymously, a message will be posted in the system if additional information is needed. Check back periodically.

3

OUTCOMES

- Concerns and allegations may take some time to review. When the review is completed, if you provided contact information, you will be contacted directly with the disposition outcome. However, additional details may not be provided in order to preserve the confidentiality of the process and individuals involved. If you reported anonymously, the outcome will be communicated through the RTX Speak Up Helpline website.

RTX NON-RETALIATION POLICY

RTX prohibits retaliation against anyone who, in good faith, reports or participates in the investigation of an actual or suspected violation of law, policy or the Code of Conduct. RTX will vigorously investigate any allegation of retaliation. Employees found to have engaged in retaliatory conduct will be subject to discipline, up to and including termination of employment. RTX has a zero-tolerance policy for retaliation. With their permission, RTX will further protect known reporters by following up with them on a regular basis to identify and respond to situations that might reasonably be perceived as retaliatory. This statement against retaliation does not exempt any employee from accountability for personal involvement in any wrongdoing.

