RTX Statement on Modern Slavery

RTX Corporation (RTX) is committed to ensuring human trafficking, forced labor, and child labor (collectively, "modern slavery") are not taking place in our business or supply chains. This statement sets out the actions taken by RTX and its business segments to ensure modern slavery is not taking place in any part of our operations or supply chain.

Our Corporate Structure

RTX is incorporated under the laws of the State of Delaware, USA and listed on the New York Stock Exchange (Ticker Symbol: RTX). RTX is an aerospace and defense company that provides advanced systems and services for commercial, military, and government customers worldwide. RTX, formerly known as Raytheon Technologies Corporation, is headquartered in Arlington, Virginia, U.S.A. As a global technology and innovation-driven company, we depend on a highly skilled workforce comprised of approximately 180,000 employees.

RTX consists of three principal business segments: Collins Aerospace Systems, Pratt & Whitney, and Raytheon; with each segment comprised of groups of similar operations.

- Collins Aerospace is a leader in technologically advanced, intelligent solutions that help redefine the aerospace and defense industry. Collins Aerospace dedicates its capabilities, comprehensive portfolio and expertise to solving its customers' toughest challenges and meeting the demands of the global market.
- Pratt & Whitney is among the world's leading suppliers of aircraft engines for commercial, military, business jet, and general aviation customers.
- Raytheon is a leading provider of defense solutions to help the U.S. government, our allies and partners defend their national sovereignty and ensure their security. For more than 100 years, Raytheon has developed new technologies and enhanced existing capabilities in integrated air and missile defense, smart weapons, missiles, advanced sensors and radars, interceptors, space-based systems, hypersonics, and missile defense across land, air, sea, and space.

As a part of the RTX family, we benefit from global, enterprise-wide policies and procedures aimed at preventing and mitigating the risk of modern slavery from occurring in our operations and supply chains (these are described in more detail in the below section titled, "Managing Modern Slavery Risks").

Our Operations

Collins Aerospace is a leading global provider of technologically advanced aerospace and defense products. Collins's solutions include aftermarket services solutions for civil and military aircraft manufacturers, commercial airlines, and regional, business and general aviation, as well as for defense and commercial space operations.

Pratt & Whitney is among the world's leading suppliers of aircraft engines for commercial, military, business jet, and general aviation customers.

Raytheon is a leading provider of defensive and offensive threat detection, tracking, and mitigation capabilities for U.S. and foreign government and commercial customers. Raytheon designs, develops, and provides advanced capabilities in integrated air and missile defense, smart weapons, missiles, advanced sensors and radars, interceptors, space-based systems, hypersonics, and missile defense across land, air, sea, and space.

Our Supply Chain

RTX seeks to develop strategic relationships with reputable, responsible suppliers that are committed to the highest standards of ethics and business conduct. We rely on a global supply chain to deliver goods and services, in a timely and satisfactory manner, and in full compliance with applicable terms and conditions.

Our global supply chain spans many industries. Our suppliers can be divided into two broad categories:

- Product suppliers (a/k/a "direct" suppliers) – i.e., those that support the delivery of services and products to our customers; and
- Non-product suppliers (a/k/a "indirect" suppliers) – i.e., those that support our operations.

The products we procure for the delivery of our programs are predominantly high-end technology or commercial off-the-shelf products. We procure from large multinational companies and from small and medium-sized businesses.

Our Exposure to Modern Slavery

We consider our exposure to modern slavery to be low due to the nature of our business, the marketplaces that we and our suppliers operate in, and our company's policies and procedures for combatting modern slavery.

Risk in Our Operations

We do not have a significant risk of modern slavery within our operations or workforce. We condemn and prohibit human trafficking, forced labor, and child labor (collectively, "modern slavery"). Our internal policies and procedures are designed to provide a positive, safe work environment, ensure compliance with applicable law, and respect and protect human rights. As an aerospace and defense company, we operate in a highly regulated industry, predominantly employ a highly skilled workforce, and do not operate in any sector or industry that has a prevalence to modern slavery risks.

Risk in Our Supply Chain

Because of the nature of the goods and services we predominantly source, where our suppliers are predominantly located, the risk-based due diligence we conduct to ensure potential strategic suppliers are qualified and reputable before onboarding, and our standard terms and conditions of purchase requiring suppliers to comply with applicable laws, we do not have a significant risk of modern slavery within our supply chain. However, we recognize that modern slavery has the potential to intersect with our supply chain where we do not have visibility, such as actors

involved in the mining or extraction of certain raw minerals - many tiers removed from our suppliers. As described below in more detail, we have established policies and procedures to mitigate these risks.

Managing Modern Slavery Risks

RTX is committed to responsible and ethical business practices and expects our employees, as well as our customers, suppliers, and other partners to uphold principles respecting and protecting human rights.

RTX Human Rights Council

RTX established a Human Rights Council (HRC) consisting of leaders from each of the company's three business units and its relevant corporate functions. The HRC is responsible for overseeing a common framework to identify, assess, and address human rights risks associated with the company's operations and products.

RTX Human Rights Policy

Respecting and protecting human rights is fundamental to how our people and businesses operate globally. In 2022, the Committee on Governance and Public Policy of the Board of Directors for RTX approved an enterprise-wide policy on human rights. A copy of our current policy is available on RTX's website (www.rtx.com) under the heading "Our Responsibility - Resources."

RTX Code of Conduct

RTX's global Code of Conduct (the "*Code*") is intended to inspire, guide and support our best performance – individually and collectively. The *Code* provides information about how we should conduct our business and hold ourselves to the highest standards of business conduct. By setting standards and by guiding us in line with our values, the *Code* helps us to build a strong ethical culture and to achieve our business goals with integrity. It applies to all our directors, officers, and employees, and in certain respects, to business partners such as suppliers, consultants, representatives, and agents. Among other things, the *Code* includes the following statements regarding selecting and collaborating with the right partners and the protection of human rights:

> *We are committed to good citizenship and engaging with others to promote better working conditions for all.*
>
> *Why it matters*
>
> *Our global footprint allows us to fight for safer working conditions and equal opportunities. We protect our workers and promote positive change by holding ourselves and our business partners and communities accountable for respecting human rights, including environmental responsibility, equal opportunities, fair wages, and safe working conditions.*
>
> *How we make it happen*
>
> *Respecting and protecting human rights mean that we:*
> *• Promote responsible sourcing and hold partners to our standards.*

• Work with partners committed to fighting human trafficking and supporting human rights.
• Condemn and prohibit child or forced labor.
• Follow policies and regulations on conflict minerals

The *Code* is available here.

Internal Accountability Standards – Reporting Encouraged, without Fear of Retaliation

RTX is committed to a culture where people are encouraged and confident to speak up, without fear of retaliation.

RTX promotes behaviors based on trust, safety, respect, accountability, collaboration, and innovation. When employees, contractors and partners observe or suspect something that conflicts with our values, the *Code*, company policies or laws and regulations, we encourage them to speak up and report it. The RTX Speak Up Helpline is an anonymous reporting channel for all stakeholders to report any type of issue or concern. Additional information regarding the various resources available to ask a question or raise concerns is available here.

RTX has zero tolerance for retaliation of activities that impact good-faith reporting, and anyone engaging in retaliatory behavior is subject to disciplinary action.

Internal Training

RTX recognizes that our people play an important role in building and maintaining a strong ethical culture where we achieve our business goals with integrity, in accordance with our *Code*, and applicable laws. All employees receive annual ethics and compliance training. We also make available to all employees training that is designed to raise awareness of the potential risks of modern slavery in global supply chains and how to identify "red flags" (based on the International Labour Organization's Indicators of Forced Labor) and report concerns. In 2024, all RTX employees in the supply chain function were assigned this training.

Supply Chain Expectations and Assessment Processes

RTX's suppliers are critical to our success and our ability to provide superior products and services in a responsible manner. As a vital part of our team, we have the same expectations of our suppliers for ethics and compliance as we have for our officers, directors, employees, and representatives.

- **Compliance with all Applicable Laws:** Our standard terms and conditions of purchase require suppliers to comply with all applicable laws and regulations.

- **RTX Supplier Code of Conduct (*Supplier Code*)** establishes the principles and expectations we expect from our suppliers in regard to business conduct, ethics and compliance. Among other things, the *Supplier Code* requires suppliers:

    - To ensure child labor is not used in the performance of their work, whether or not related to RTX business.

- To comply with laws and regulations prohibiting human trafficking. This includes prohibiting the use of forced labor, bonded labor, indentured labor, involuntary prison labor, slavery, or trafficking in persons.
- To develop and implement policies and procedures to ensure that employees may perform their work in an environment free from physical, psychological or verbal harassment or intimidation, or any other form of abusive conduct.
- To pay all workers at least the minimum wage required by the applicable laws and regulations and, at a minimum, provide all legally-mandated benefits, as well as to compensate all hourly workers for overtime at the rate required by applicable laws and regulations.
- To flow down the principles set forth in the *Supplier Code* to their business partners providing products or services that will be incorporated in products or services furnished to RTX.
- To allow RTX and/or its representatives to assess the supplier's compliance with the expectations set forth in the *Supplier Code* in performing work for RTX, including on-site inspection of facilities.

The *Supplier Code* is available in many languages under the "Suppliers" section of RTX's website (www.rtx.com).

- **RTX standard terms and conditions of purchase** also require a supplier to adopt and comply with a code of conduct or policy statement regarding business conduct, ethics and compliance that satisfies, at a minimum, the principles and expectations set forth in the *Supplier Code*; a supplier's failure to do so can result in contract termination.

- **RTX Conflict Minerals Compliance Program:** RTX takes seriously reports that armed groups in the Democratic Republic of the Congo region partially finance the violent conflict by exploiting and trading of certain metals known as conflict minerals through forced labor to mine these minerals. RTX participates in and supports initiatives that encourage smelters and refiners across the globe to become validated through an independent third-party assessment as having management systems and sourcing practices that conform to Organisation for Economic Co-operation and Development (OECD) aligned due diligence program, such as the Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Program (RMAP). As part of a RTX global enterprise-wide compliance program, each business segment conducts risk-based due diligence on the origin of potential conflict minerals using an internationally recognized framework. Additional information can be found in the *RTX Conflict Minerals Policy Statement* available under the "Suppliers" section of RTX's website (www.rtx.com).

- **Supplier Assessment and Verification (including Audits):** Suppliers are subject to robust selection processes and criteria, including for example, verification against government denied party lists. Periodically, in the normal course of business, we may conduct a site visit with a supplier. However, in the ordinary course of business, we do not conduct site visits or otherwise evaluate or audit suppliers specifically for the purpose of verifying the eradication of slavery and human trafficking in their supply chains. Anyone who suspects or observes such conduct is encouraged to ask a question or raise concerns, including in complete confidence, through the resources described above in the section titled, "Internal Accountability Standards – Reporting Encouraged, Without Fear of Retaliation."

- **Supplier Certification**: Each of RTX's three business segments have specific human rights-related questions in onboarding requirements for strategic suppliers and supplier certifications. Suppliers are asked to certify whether they have policies and procedures in place to promote the protection of human rights within their operations and prohibit all forms of child labor, forced labor, or human trafficking in connection with the goods and services they provide to their customers.

    - Sub-tier suppliers that directly support U.S. Government prime contracts must include Federal Acquisition Regulation ("FAR") clause 52.222-50, *Combating Trafficking in Persons*, where applicable. This clause contains a reporting obligation to notify the Contracting Officer and the agency Inspector General immediately of any credible information we receive from any source that alleges an employee or subcontractor has engaged in conduct that violates the policy. Suppliers must submit certifications where required by the FAR.

Measuring the Effectiveness of Our Actions

The main mechanism for assessing the effectiveness of our controls against modern slavery resides within our Global Ethics & Compliance organization. Questions or concerns raised through the above-described reporting mechanisms would be directed to Global Ethics & Compliance for a thorough investigation. No such reports were verified during the Reporting Period, and we have not otherwise identified any instances of modern slavery or human trafficking in our business or in our supply chain. This is consistent with our assessment that overall, our exposure to human trafficking and modern slavery is low.

Remediation Measures (not applicable)

We have not identified any actual instances of modern slavery, including forced or child labor, in our activities and supply chains. As such, we have not needed to take remediation measures at this time.

Continuous Improvement Efforts to Mitigate Risk

Since December 31, 2025, RTX has taken, or intends to take the following steps as part of our regular business operations to continue to ensure modern slavery is not taking place in its organization or supply chain.

- Raise internal and external awareness regarding our corporate policy condemning and prohibiting the use of child and forced labor;
- Seek to do business with reputable, responsible suppliers that are committed to the highest standards of ethics and business conduct;
- Require our suppliers, through our standard terms and conditions of purchase, to represent that they will (1) comply with all applicable laws and regulations (including those that prohibit forced labor and modern slavery) and (2) comply with a code of conduct or policy statement regarding business conduct, ethics and compliance that satisfies, at a minimum, the principles set forth in the RTX Supplier Code of Conduct;
- Provide employees with training resources designed to increase awareness of ethics and compliance matters generally, as well as on recognizing and mitigating the risks of human trafficking and modern slavery in supply chains;

- Our Global Ethics & Compliance Office, thoroughly investigate any concerns or allegations of misconduct submitted to the RTX or one of its business segment's Ethics Office and, if substantiated, resolve through appropriate corrective action; and
- Monitor the development of new regulations relating to prevention of modern slavery and human trafficking, to ensure that our policies and procedures remain current and compliant.

Applicability

This policy statement is consistent with the disclosure requirements of the California Transparency in Supply Chains Act of 2010 (SB 657).