RTX

COLLINS AEROSPACE

PRATT & WHITNEY

RAYTHEON

RTX
2023 Environmental, Social, and
Governance Report Appendix

Stakeholder engagement

Stakeholder group	How we engage	Key topics discussed with stakeholders
Employees	• Communications in RTXConnect and email alerts • Company leadership summits and town halls • Employee Resource Groups • Ethics & Compliance • Focus groups • Ombuds Program • Surveys	• Creating a culture of inclusion • Career advancement opportunities • Environmental sustainability • Wellness and safety • Workforce 2030 goals and DE&I aspirations
Customers	• 1:1 meetings • Conferences and trade shows	• Data privacy and protection • Product quality and safety • Sustainable aviation
Regulators	• Collaboration and partnerships	• Climate change and sustainability goals and policies • Labor and human rights policies and performance • Regulatory compliance
Sector peers	• Conferences • Government- or industry-led collaborations • Membership in industry groups	• Reduce supply chain risk • Sustainable aviation
Investors	• 1:1 discussions • Annual meeting • Investor conferences • Outreach calls • Quarterly earnings calls	• Climate change risks, opportunities and strategies • Enterprise risk management approach • Human capital management strategy • Human rights • Product quality and safety
Communities	• Employee giving and volunteering activities • Investment in and support of local communities • Support of talent development	• Community needs • Economic development and job creation • Environmental sustainability • STEM education
Students	• College career events and national and regional conferences • CSR partners • Employee volunteering • Internships • STEM competitions	• Commitment to diversity, equity & inclusion • STEM education and career opportunities • Sustainable aviation
Suppliers	• 1:1 discussion • Onboarding, site audits and assessments • Supplier events	• ESG expectations • Product quality and safety • Responsible sourcing • Supplier diversity • Support in GHG reduction goals

Performance data

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

Description	2021 data	2022 data	2023 data	Notes
Company data				
Enterprise revenue ($)	$64.4B	$67.1B	$68.9B	See 2023 Form 10-K. Reported sales reflect the impact of the previously disclosed Pratt & Whitney powder metal matter.
# of total employees	174,000	182,000	185,000	
# of employees in an engineering role	58,000	59,000	61,000	Total includes all employees classified under the function of "Engineering."
# of engineering professionals	54,000	55,000	57,000	Total includes those employees within the function of "Engineering" who are classified as executives, directors, fellows, managers or professionals.
# of new hires	20,000	32,000	27,000	
Total investment in company- and customer-funded R&D	$7.2B	$7.1B	$7.3B	See 2023 Form 10-K.
Total number of board members	13	13	13	
% of physical security assessments and threat vulnerability assessments completed at key, required sites	100%	100%	PSAs: 95% TVAs: 96%	Key sites – site is critical based on any or all of the following criteria: size, scope, complexity, intellectual property, key personnel and dollar value.
Corporate social responsibility				
Total corporate giving (including corporate grants and corporate gifts made to match employee donations)	$50.1M	$51.2M	$55.2M	The $55.2 million in 2023 corporate giving consists of $43.4 million in corporate grants and $11.0 million in corporate gifts that match employee donations made in cash. In 2023, RTX also included $800,000 of company-funded nonprofit support and merchant fees.
$ invested in community programs focused on underrepresented communities	N/A	$26.2M	$27.8M	The amount invested in community programs focused on underrepresented communities is included within the total amount of corporate giving. Data based on grants to nonprofit partners that serve beneficiaries meeting the following criteria: 50% or greater POC representation; 50% or greater women or gender diverse; or if the primary population served includes disabilities (mental/physical), LGBTQIA+ or military/veterans. Information is provided by nonprofit partners within the grant application on the Versaic (Benevity) platform.
Corporate charitable grants	$33.7M	$40.4M	$43.4M	
Total number of company charitable grants	975 grants made to 800 organizations	929 grants made to 762 organizations	999 grants made to 838 organizations	
Total amount of employee donations	$12.2M	$11.4M	$11.3M	Employee donations are made in cash.
Total matching gifts from employee giving	$16.4M	$10.8M	$11.0M	Company contributions to match employee donations made in cash.
# of individuals reached through RTX's direct funding support of nonprofits	888,000	11.1M	8.3M	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 efficacy rate within or above benchmark ranges	76%	86%	75%	Efficacy 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.
% of RTX's signature programs demonstrating a cost per outcome within or below benchmark ranges	65%	76%	82%	

(continued)

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Corporate social responsibility (continued)				
# of students engaged with STEM as a result of RTX funding and signature partners	117,000	202,000	319,000	
# of volunteer opportunities	1,550	592	1,400	An increase in volunteer opportunities is attributed, in part, to two RTX initiatives in 2023. First, a new ERG grant program was launched, with eligibility dependent on the creation of volunteer opportunities. Second, employees received targeted communication campaigns that promoted the benefits of leveraging the Connect Up platform for volunteer opportunities.
# of employee volunteering hours	58,200	142,000	205,000	Metrics are limited to employees who logged their volunteer hours and include our Global Month of Service initiatives.
# of employees volunteering	1,220	5,450	9,260	Metrics are limited to employees who logged their volunteer hours and include our Global Month of Service initiatives.
# of employee volunteering hours completed during RTX Global Month of Service initiative	3,400	31,100	30,600	
# of employees who volunteered in RTX Global Month of Service initiative	401	2,660	3,440	
# of employees who volunteered in summer work experience programs	320	440	380	
# of causes supported through volunteering and/or charitable grants	8,000	8,270	8,440	
# of employees who participated in employee giving globally	11,500	10,700	9,900	
Talent				
Employee engagement survey success score	72 out of 100	72 out of 100	72 out of 100	Semiannual Pulse surveys were conducted in April and September of 2023. The results were calculated by computing the average score for the success question. The survey score is an average of the two survey success scores. The success score has proven to have the highest correlation with the drivers of engagement, along with outcomes such as productivity and retention, and can help managers understand, at the highest level, how happy their team is at work.
Employee turnover rate (voluntary)	6.1%	7.1%	5%	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.
Total employee training hours completed by: • Gender • Category of employee • Required training (e.g., ethics, data privacy) vs. optional	703,000 hours of training required across the company in 2021.	668,000 hours of training required across the company in 2022. • All completed training hours by gender: – Women: 1,600,000 – Men: 4,400,000 • All completed training hours professional+ vs. prod maint: – Professional+: 5,000,000 – Prod maint: 1,000,000	656,000 hours of training required across the company in 2023. • All completed training hours by gender: – Women: 2,100,000 – Men: 5,700,000 • All completed training hours professional+ vs. prod maint: – Professional+: 6,800,000 – Prod maint: 1,000,000	

(continued)

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Talent *(continued)*				
The average of required training hours completed by: • Gender • Category of employee • Required training (e.g., ethics, data privacy) vs. optional.	3.98 average hours of training required per employee in 2021.	3.66 average hours of training required per employee in 2022. • Avg. completed training hours by gender: – Women: 34.9 – Men: 32.2 • Avg. completed training hours professional+ vs. prod maint: – Professional+:38.6 – Prod maint: 19.4	3.58 average hours of training required per employee in 2023. • Avg. completed training hours by gender: – Women: 45.6 – Men: 41.3 • Avg. completed training hours professional+ vs. prod maint: – Professional+: 52.6 – Prod maint: 18.2	
Diversity				
# of women employees	43,800	46,300	46,800	Includes number of women globally. A small group of less than 200 employees do not have a gender listed in the human resources management tool.
% of women employees	25.2%	25.5%	25.3%	Includes percentage of women globally. A small group of less than 200 employees do not have a gender listed in the human resources management tool.
# of men employees	N/A	N/A	138,000	2023 is first year disclosing this metric. Includes number of men globally. A small group of less than 200 employees do not have a gender listed in the human resources management tool.
% of men employees	74.8%	74.5%	74.6%	Includes percentage of men globally. A small group of less than 200 employees do not have a gender listed in the human resources management tool.
# of employees that are U.S. POC	37,900	40,400	41,400	U.S. only. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander or Two or More Races. Excludes employees in Puerto Rico
% of employees that are U.S. POC	30.9%	32.2%	32.7%	U.S. only. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander or Two or More Races. Excludes employees in Puerto Rico.
% of employees that are American Indian/ Alaskan Native	0.6%	0.6%	0.6%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees that are Asian/Asian American	9.8%	10.1%	10.2%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees that are Black/African American	7.9%	8.1%	8.0%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees that are Hawaiian/Pacific Islander	0.2%	0.3%	0.3%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees that are Hispanic/Latinx	10.4%	11.0%	11.3%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees that are Two or More Races	2.0%	2.1%	2.4%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees that are White	69.1%	67.6%	67.2%	U.S. only. Excludes employees in Puerto Rico. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of intern hires that are women and/or U.S. POC	N/A	45.2%	44.8%	Global women and U.S. POC only. Excludes employees in Puerto Rico. Includes all intern hires who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander and Two or More Races.

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Diversity *(continued)*				
% of all new hires that are women and/or U.S. POC	N/A	45.4%	42.7%	Global women and U.S. POC only. Excludes employees in Puerto Rico. Includes intern hires and all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander and Two or More Races.
% of new hires that are women and/or U.S. POC	N/A	N/A	42.3%	2023 is the first year disclosing this metric. Global women and U.S. POC only. Excludes employees in Puerto Rico and intern hires. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander and Two or More Races.
% of new hires that are women	N/A	N/A	24.4%	2023 is the first year disclosing this metric. Global women. Excludes intern hires. A small group of less than 100 new hires do not have a gender listed in the human resources management tool.
% of new hires that are men	N/A	N/A	75.4%	2023 is the first year disclosing this metric. Global men. Excludes intern hires. A small group of less than 100 new hires do not have a gender listed in the human resources management tool.
% of new hires that are U.S. POC	N/A	N/A	40.4%	2023 is the first year disclosing this metric. U.S. POC only. Excludes employees in Puerto Rico and intern hires. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander and Two or More Races.
% of new hires that are U.S. non-POC	N/A	N/A	59.6%	2023 is the first year disclosing this metric. U.S. non-POC only. Excludes intern hires.
% of new hires that are American Indian/Alaskan Native	N/A	N/A	0.6%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of new hires that are Asian/Asian American	N/A	N/A	11.0%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of new hires that are Black/African American	N/A	N/A	11.4%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of new hires that are Hawaiian/Pacific Islander	N/A	N/A	0.3%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of new hires that are Hispanic/Latinx	N/A	N/A	13.6%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of new hires that are Two or More Races	N/A	N/A	3.6%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of new hires that are White	N/A	N/A	59.6%	2023 is the first year disclosing this metric. U.S. only. Excludes employees in Puerto Rico and intern hires. A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% total representation of employees at professional + levels (women and/or U.S. POC)	N/A	N/A	42.9%	2023 is the first year disclosing this metric. Global women and U.S. POC only. Excludes employees in Puerto Rico. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander and Two or More Races.
% of promotions that were women and/or U.S. POC	N/A	N/A	44.1%	2023 is the first year disclosing this metric. Global women and U.S. POC only. Excludes employees in Puerto Rico. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander and Two or More Races.
% of executives that are women	30.1%	32.7%	33.4%	
# of executives that are women	398	412	403	
% of executives that are men	69.9%	67.3%	66.6%	
# of executives that are men	N/A	N/A	805	2023 is the first year disclosing this metric.
% of executives that are U.S. POC	16.6%	17.4%	17.3%	U.S. only. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander or Two or More Races. Excludes employees in Puerto Rico.
# of executives that are U.S. POC	203	201	189	U.S. only. Includes all employees who self-identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander or Two or More Races. Excludes employees in Puerto Rico.

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Diversity *(continued)*				
% of executives that are U.S. non-POC	83.4%	82.6%	82.7%	
# of executives that are U.S. non-POC	N/A	N/A	901	2023 is the first year disclosing this metric.
% of employees under age 30	16.2%	17.3%	17.4%	A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees between age 30-50	50.1%	48.5%	51.5%	A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
% of employees over age 50	33.7%	33.9%	31.1%	A small group of less than 100 employees do not have race/ethnicity or age listed in the human resources management tool.
# of U.S. veteran employees	15,000	15,100	19,300	Based on voluntary self-identification.
% voluntary controllable retention rate	N/A	N/A	95.0%	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. 2023 is the first year disclosing this metric.
% of board members that are women	30.8%	30.8%	30.8%	
% of board members that are men	69.2%	69.2%	69.2%	
% of board members that are U.S. POC	15.4%	15.4%	7.7%	In December 2023, one director resigned from the Board and a new director joined the Board. The departing director had been one of two directors who identify as people of color. The new director identifies as white.
% of board members that are U.S. non-POC	84.6%	84.6%	92.3%	2023 is the first year disclosing this metric. 2022 and 2021 data were retroactively calculated.
% supplier spend with small and diverse suppliers	28%	28%	28%	Includes spend with small businesses (SB), minority-owned business enterprises (MBE), Small Disadvantaged Businesses (SDB), Veteran-owned (VET) businesses, Service-Disabled Veteran-owned businesses (SDVOSB), Historically Underutilized Business Zones (HUBZ), Women-owned Business Enterprises (WBE) and LGBT Business Enterprise (LGBTBE). Includes product and non-product suppliers. Excludes intercompany and unaddressable spend.
Total supplier spend with small and diverse suppliers	$6.7B	$7.0B	$7.6B	U.S. spend only. Includes spend with SB, MBE, SDB, VET businesses, SDVOSB, HUBZ, WBE and LGBTBE. Includes product and non-product suppliers. Excludes intercompany and unaddressable spend.
# of jobs and wages supported through supplier diversity	59,700 jobs $3.8B wages	51,000 jobs $4.3B in wages	>50,000 jobs >$4.0B in wages	As spend with small and diverse suppliers increased in 2023 by $0.6 billion, it is estimated that over 50,000 jobs and more than $4.0B in wages were earned as a result of RTX spend.
Emissions				
Total Scope 1 and 2 (market-based) GHG emissions (MT CO_2e)	1,434,600	1,433,300	1,453,284	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Scope 1 and 2 GHG emissions intensity (metric tons/$M revenue)	22.3	21.4	21.1	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Total Scope 1 GHG emissions (MT CO_2e)	510,400	506,700	532,402	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Total Scope 2 GHG emissions (market-based) (MT CO_2e)	924,200	926,600	920,882	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Total Scope 2 GHG emissions (location-based) (MT CO_2e)	941,700	936,100	939,441	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.
Reduction in GHG emissions (%)	21%	21%	19%	Total Scope 1 and 2 (market-based) emissions from the 2019 baseline.

(continued)

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Emissions (continued)				
Scope 3, Category 1 (purchased goods and services) (MT CO_2e)	14,614,000	12,043,400	13,243,794	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 2 (capital goods) (MT CO_2e)	747,600	701,900	730,984	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 3 (fuel- and energy-related) (MT CO_2e)	243,444	287,500	303,628	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears. Historical years have been adjusted as needed.
Scope 3, Category 4 (upstream transportation and distribution) (MT CO_2e)	N/A	N/A	869,306	2023 is the first year disclosing this metric. 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)	18,057	12,600	13,254	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 6 (business travel) (MT CO_2e)	55,075	54,900	121,814	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)	N/A	471,700	485,531	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)	N/A	8,479,700	12,483,808	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears. The increase in emissions from the previously reported 2022 number is due to post COVID market recovery and additional products included in the calculations.
Total Scope 3 GHG emissions (MT CO_2e)	15,678,176	22,051,700	28,252,119	Sum of the reported Scope 3 categories in the respective years. Over time, RTX has matured its Scope 3 reporting and reports additional categories.
Carbon offset credits (MT CO_2e)	8,550	11,180	10,535	Offsets are not counted toward RTX GHG reduction goals.
Energy				
% of implementation of energy/GHG best management practices (BMPs)	47%	64%	77%	
% of energy sourced from electricity grid	52%	53%	51%	
% of total electricity sourced from renewable sources	3.5%	4.2%	6%	
% of total energy sourced from renewable sources	2%	2%	3%	
Total renewable energy projects	Over 30	44	73	
Total renewable electricity procured or generated from renewable electricity projects (MWh)	92,000	111,100	153,660	
Total energy consumed (GJs)	17,700,000	17,900,000	18,336,897	
Energy intensity (GJ/$M revenue)	274	267	266	
Reduction in energy consumption since 2019 (%)	N/A	12%	9%	Reductions from the 2019 baseline with a new metric/goal starting in 2022.
Total energy reduction projects	Over 100	72	67	Not inclusive of all energy reduction projects. Based on energy reduction thresholds set by each business.
Product safety				
% of facilities or sites that provide products and services that have a certified QMS or have a plan to achieve certification	100%	100%	100%	

(continued)

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Product Safety (continued)				
# of sites that produce products being certified under AS9100, AS9110, AS9120 or ISO 9001	• AS9100 – 262 • AS9110 – 51 • AS9120 – 7 • ISO 9001 – 46	• AS9100 – 228 • AS9110 – 43 • AS9120 – 6 • ISO 9001 – 45	• AS9100 – 240 • AS9110 – 58 • AS9120 – 8 • ISO 9001 – 41	
Safety				
# of work-related incidents	634	544	547	
# of serious work-related incidents	2	3	7	
# of work-related fatalities	1	0	0	
Total Recordable Incident Rate (TRIR)	0.36	0.30	0.30	TRIR is a workplace safety metric measuring recordable incidents as defined by OSHA. Excludes non-work-related injuries and non-supervised contractors.
Lost Day Incident Rate (LDIR)	0.12	0.08	0.07	LDIR is a workplace safety metric measuring incidents resulting in lost work days.
% decrease in high-chemical/high-noise risks since 2021	N/A	14%	41%	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.
# of OSHA VPP-certified sites	57	54	53	The number of certified sites was impacted by divestitures, closures and/or changing requirements.
% decrease in high and elevated ergonomic risks since 2015	85%	88%	92%	We use the 2015 baseline for high ergonomic risk, as both of our heritage organizations, Raytheon Company and United Technologies, had 2020 goals to reduce risk from that baseline. Our 2025 goal is a continuation of their original goals. Any new high or elevated risks identified from 2022 through 2024 through industrial ergonomic assessments will be incorporated into the baseline metrics and prioritized for risk reduction. Operations are expected to include ergonomic design considerations for all new processes to prevent the introduction of new high risks. Note that ergonomic risks related to the Rockwell Collins acquisition were added to the baseline in 2022; however, the 2025 goals were unchanged.
% decrease in medium ergonomic risks since 2020	16%	25%	36%	The baseline for medium risk was set in 2020 after the merger when the 2025 goals were established. Any high or elevated risk reduced to a medium risk is excluded from the medium risk reduction goal.
% of applicable sites that have met requirements to ensure robust near-miss reporting	34%	80%	93%	
Waste				
Amount of hazardous waste generated (tons)	22,300	22,500	24,515	
% of hazardous waste that is recycled	24%	24%	18%	
% reduction in waste sent to landfill and incineration since 2019	24%	22%	20%	
Amount of waste sent to landfill and incineration (tons)	26,300	27,700	28,072	
% of waste sent to landfill and incineration	30%	28%	22%	
% of waste sent to landfill	17%	15%	13%	
Total waste generated (tons)	87,300	99,900	127,260	
Total waste intensity (tons/$M revenue)	1.36	1.49	1.85	
% implementation of 11 waste BMPs	56%	74%	85%	All 11 waste BMPs apply to sites that generate 150 tons or more of waste per year.

(continued)

Performance data (continued)

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

Description	2021 data	2022 data	2023 data	Notes
Water				
Total potable water consumed (K gallons)	1,502,000	1,551,700	1,610,632	
Water use intensity (K gallons/$M revenue)	23.3	23.1	23.4	
% implementation of nine water BMPs	50%	72%	81%	All nine water BMPs apply to sites consuming a minimum of five million gallons or more of potable water per year.
% reduction of water consumption since 2019	19%	15%	13%	
Environmental compliance				
Total monetary value of fines	$21,700	$209,700	$8,100	2022 includes one fine for $200,000 associated with operation of emergency generators for non-emergency purposes while conducting electrical grid repairs as part of post-hurricane infrastructure repairs at a Puerto Rico facility.
# of reportable spills	0	1	0	
Quantity recovered from reportable spills (kg)	0	4.5	0	
# of facilities/sites with ISO 14001/RC 14001 certification	53	49	48	The number of certified sites was impacted by divestitures, closures and/or changing requirements.
% achievement of on-time completion of correction actions	N/A	92%	93%	
Circular economy				
# new repairs for # parts, extending their useful life for decades	N/A	N/A	2,425 new repairs 576,820 parts	2023 is the first year disclosing this metric.

Global Reporting Initiative (GRI) Index 2023

RTX has reported in reference to the GRI Standards for the reporting period from January 1 to December 31, 2023.

Table 1. General Disclosures

Disclosure	Disclosure title	ESG report section(s)/disclosure
The organization and its reporting practices		
2-1	Organizational details	For more information, see: • RTX Corporation 2023 Form 10-K Corporate headquarters: 1000 Wilson Blvd., Arlington, VA 22209 For more information, see: • Locations
2-2	Entities included in the organization's sustainability reporting	See RTX Corporation 2023 Form 10-K
2-3	Reporting period, frequency and contact point	• Reporting period: January 1, 2023, through December 31, 2023 • Frequency of reporting: Annual For more information, see: • Contact Information on RTX.com
2-4	Restatements of information	Restatements from 2022 ESG Report: Certain 2022 and 2021 Scope 3 emissions data has been restated to be presented a year in arrears. That is, the 2021 value is based on 2020 data, the 2022 value is based on 2021 data. This aligns with the 2023 reported values which are also reported a year in arrears.
2-5	External assurance	For more information, see: • 2023 Water Assurance Statement • 2023 GHG Verification Statement
Activities and workers		
2-6	Activities, value chain and other business relationships	See ESG Report section(s): *About RTX* *Value chain partners* *Compliance across our supply chain* For more information, see: • Suppliers on RTX.com • RTX Corporation 2023 Form 10-K
2-7	Employees	See ESG Report section(s): *About RTX* For more information, see: • RTX Corporation 2023 Form 10-K • Total employees: See Performance Data Table • Total women employees: See Performance Data Table • Total men employees: See Performance Data Table • Regular employees: 182,000 • Temporary employees: 3,000
2-8	Workers who are not employees	RTX does not disclose information about non-employees.

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 1. General Disclosures

Disclosure	Disclosure title	ESG report section(s)/disclosure
Governance		
2-9	Governance structure and composition	See ESG Report section(s): *ESG accountability* For more information, see: • Corporate Governance on RTX.com • RTX Corporation 2024 Proxy Statement
2-10	Nomination and selection of the highest governance body	See ESG Report section(s): *ESG accountability* For more information, see: • Corporate Governance on RTX.com • RTX Corporation 2024 Proxy Statement
2-11	Chair of the highest governance body	See ESG Report section(s): *ESG accountability* For more information, see: • Corporate Governance on RTX.com • RTX Corporation 2024 Proxy Statement • 2023 Annual Report
2-12	Role of the highest governance body in overseeing the management of impacts	See ESG Report section(s): *ESG accountability* *Diversity, Equity & Inclusion throughout our business* *Workforce 2030* *Energy and GHG emissions reduction* *Environmental stewardship and compliance* *Ethics and compliance* *Data security and privacy* *Human rights* For more information, see: • Corporate Governance on RTX.com • RTX Corporation 2024 Proxy Statement • 2023 Annual Report
2-13	Delegation of responsibility for managing impacts	See ESG Report section(s): *ESG accountability* *Diversity, Equity & Inclusion throughout our business* *Workforce 2030* *Energy and GHG emissions reduction* *Environmental stewardship and compliance* *Ethics and compliance* *Data security and privacy* *Human rights* For more information, see: • Corporate Governance on RTX.com • RTX Corporation 2024 Proxy Statement • 2023 Annual Report

(continued)

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 1. General Disclosures

Disclosure	Disclosure title	ESG report section(s)/disclosure
Governance *(continued)*		
2-14	Role of the highest governance body in sustainability reporting	See ESG Report section(s): *ESG accountability* For more information, see: • Corporate Governance on RTX.com • RTX Corporation 2024 Proxy Statement • 2023 Annual Report
2-15	Conflicts of interest	For more information, see: • Corporate Governance on RTX.com • Ethics and Compliance on RTX.com • Code of Conduct • RTX Corporation 2024 Proxy Statement • 2023 Annual Report
2-16	Communication of critical concerns	See ESG Report section(s): *Ethics and compliance* *Data security and privacy* For more information, see: • Ethics and Compliance on RTX.com • Code of Conduct • RTX Corporation 2024 Proxy Statement
2-17	Collective knowledge of the highest governance body	For more information, see: • RTX Corporation 2024 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	For more information, see: • RTX Corporation 2024 Proxy Statement
2-19	Remuneration policies	See ESG Report section(s): *ESG accountability* For more information, see: • Corporate Governance on RTX.com • Clawback policy • Executive Officer Clawback policy • Human Capital and Compensation Committee Charter • RTX Corporation 2024 Proxy Statement • 2023 Annual Report
2-20	Process to determine remuneration	See ESG Report section(s): *ESG accountability* For more information, see: • Corporate Governance on RTX.com • Clawback policy • Executive Officer Clawback policy • Human Capital and Compensation Committee Charter • RTX Corporation 2024 Proxy Statement

(continued)

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 1. General Disclosures

Disclosure	Disclosure title	ESG report section(s)/disclosure
Governance (continued)		
2-21	Annual total compensation ratio	For more information, see: • RTX Corporation 2024 Proxy Statement
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	See ESG Report section(s): *Letter from the Chairman and CEO* *ESG philosophy*
2-23	Policy commitments	We are moving forward with actions to reduce the environmental impacts of our operations and products. For more information, see: • Code of Conduct on RTX.com • Supplier Code of Conduct on RTX.com • Committee on Governance and Public Policy Charter • Ethics and Compliance on RTX.com • Human Rights Policy on RTX.com • Supplier Diversity Policy Statement on RTX.com • EHS Policy Statement on RTX.com
2-24	Embedding policy commitments	See ESG Report section(s): *About RTX* For more information, see: • Corporate Governance on RTX.com • Code of Conduct on RTX.com • Anti-Corruption on RTX.com • Supplier Code of Conduct on RTX.com • Human Rights Policy on RTX.com
2-25	Processes to remediate negative impacts	See ESG Report section(s): *Ethics and compliance* *Human rights* *Reducing risk of chemical usage*
2-26	Mechanisms for seeking advice and raising concerns	See ESG Report section(s): *Ethics and compliance* *Human rights* For more information, see: • Ethics and Compliance on RTX.com
2-27	Compliance with laws and regulations	• Total number of significant instances of noncompliance with laws and regulations during the reporting period: No significant instance in 2023. For more information, see: • Performance Data table

(continued)

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 1. General Disclosures

Disclosure	Disclosure title	ESG report section(s)/disclosure
Strategy, policies and practices (continued)		
2-28	Membership associations	See ESG Report section(s): *Stakeholder engagement* *Sustainable technology and innovation* *Value chain partners* For more information, see: • Stakeholder table • RTX Corporation 2024 Proxy Statement
Stakeholder engagement		
2-29	Approach to stakeholder engagement	See ESG Report section(s): *Stakeholder engagement* *Appendix* For more information, see: • Strategic Partnerships on the RTX.com website • RTX Corporation 2024 Proxy Statement
2-30	Collective bargaining agreements	32,000 employees (17.3% of RTX's 185,000 total employees) participate through collective representatives in some form of collective negotiations or social dialogue.

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Material topics		
3-1	Process to determine material topics	For more information, see: • 2021 ESG Report
3-2	List of material topics	See ESG Report section(s): *ESG philosophy*
Economic performance		
3-3	Management approach	For more information, see: • RTX Corporation 2023 Form 10-K
201-1	Direct economic value generated and distributed	See ESG report section(s): *About RTX* For more information, see: • RTX Corporation 2023 Form 10-K • 2023 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	See ESG Report section(s): *Business resilience and crisis management* For more information, see: • 2023 CDP Climate Change response • TCFD index
201-3	**Defined benefit plan obligations and other retirement plans**	See ESG report section(s): *Employee well-being* For more information, see: • RTX Corporation 2023 Form 10-K
Indirect economic impacts		
3-3	Management approach	See ESG report section(s): *Community vitality* For more information, see: • RTX Corporation 2023 Form 10-K
203-2	Significant indirect economic impacts	See ESG Report section(s): *Community vitality*
Anti-corruption		
3-3	Management approach	See ESG Report section(s): *Ethics and Compliance* For more information, see: • Anti-Corruption on RTX.com
205-1	Operations assessed for risks related to corruption	See ESG Report section(s): *Ethics and compliance* For more information, see: • Anti-Corruption on RTX.com
205-2	Communication and training about anti-corruption policies and procedures	See ESG Report section(s): *Ethics and compliance* For more information, see: • Anti-Corruption on RTX.com

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Anti-competitive behavior		
3-3	Management approach	See ESG Report section(s): *Ethics and compliance* For more information, see: • Code of Conduct on RTX.com
206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	See ESG Report section(s): *Ethics and compliance* For more information, see: • Code of Conduct on RTX.com
Energy		
3-3	Management approach	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Environment, Health & Safety on RTX.com
302-1	Energy consumption within the organization	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
302-3	Energy intensity	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
302-4	Reduction of energy consumption	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
Water		
3-3	Management approach	See ESG Report section(s): *Water conservation* For more information, see: • Performance Data table
303-5	Water consumption	See ESG Report section(s): *Water conservation* For more information, see: • Performance Data table
Emissions		
3-3	Management approach	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Environment, Health & Safety on RTX.com

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Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Emissions *(continued)*		
305-1	Direct (Scope 1) GHG emissions	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
305-2	Energy indirect (Scope 2) GHG emissions	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
305-3	Other indirect (Scope 3) GHG emissions	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table • 2023 CDP Climate Change response
305-4	GHG emissions intensity	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
305-5	Reduction of GHG emissions	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
Waste		
3-3	Management approach	See ESG Report section(s): *Waste management* For more information, see: • Environment, Health & Safety on RTX.com
306-1	Waste generation and significant waste-related impacts	See ESG Report section(s): *Waste management*
306-2	Management of significant waste-related impacts	See ESG Report section(s): *Waste management*
306-3	Waste generated	See ESG Report section(s): *Waste management* For more information, see: • Performance Data table
306-4	Waste diverted from disposal	See ESG Report section(s): *Waste management* For more information, see: • Performance Data table
306-5	Waste directed to disposal	See ESG Report section(s): *Waste management* For more information, see: • Performance Data table

(continued)

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Environmental Compliance		
3-3	Management approach	See ESG Report section(s): *Environmental stewardship and compliance* For more information, see: • Environment, Health & Safety on RTX.com
Employment		
3-3	Management approach	See ESG Report section(s): *Workforce 2030*
401-1	New employee hires and employee turnover	See ESG Report section(s): *Workforce 2030* For more information, see: • Performance Data table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See ESG Report section(s): Workforce 2030 *For more information, see:* • Careers on RTX.com
401-3	Parental leave	For more information, see: • Careers on RTX.com
Labor/management relations		
3-3	Management approach	Across the world, many RTX employees are represented by labor unions and other employee representative bodies, including trade unions and local and regional work councils. We follow a robust system to help ensure the fair treatment of our employees and compliance with international labor standards. For more information, see: • RTX Corporation 2023 Form 10-K
Occupational health and safety		
3-3	Management approach	See ESG Report section(s): *Employee safety* For more information, see: • Environment, Health & Safety on RTX.com • EHS Policy Statement on RTX.com We deploy nanotechnologies in certain products and invest in nanotechnology R&D in our continuing efforts to advance technology to enable functionality, durability, longevity and performance for aviation, space and national defense. Where such activities involve known or intentionally created nanoparticles, those activities are strictly controlled, including engineering controls, personal protective equipment and administrative worker exposure controls, as appropriate.
403-1	Occupational health and safety management system	See ESG Report section(s): *Employee safety*
403-2	Hazard identification, risk assessment, and incident investigation	See ESG Report section(s): *Employee safety*
403-3	Occupational health services	See ESG Report section(s): *Employee safety*

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Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Occupational health and safety (continued)		
403-5	Worker training on occupational health and safety	See ESG Report section(s): *Employee safety*
403-6	Promotion of worker health	See ESG Report section(s): *Employee safety* *Employee well-being*
403-8	Workers covered by an occupational health and safety management system	See ESG Report section(s): *Employee safety*
403-9	Work-related injuries	See ESG Report section(s): *Employee safety* For more information, see: • Performance Data table
403-10	Work-related ill health	See ESG Report section(s): *Employee safety*
Training and education		
3-3	Management approach	See ESG Report section(s): *Workforce 2030*
404-1	Average hours of training per year per employee	For more information, see: • Performance Data table
404-2	Programs for upgrading employee skills and transition assistance programs	See ESG Report section(s): *Workforce 2030*
Diversity and equal opportunity		
3-3	Management approach	See ESG Report section(s): *Diversity, Equity & Inclusion throughout our business* *Workforce 2030*
405-1	Diversity of governance bodies and employees	See ESG Report section(s): *Workforce 2030* For more information, see: • Performance Data table
Non-discrimination		
3-3	Management approach	We have no tolerance for discrimination of any kind, and any reports or allegations of discrimination are thoroughly investigated and addressed. See ESG Report section(s): *Workforce 2030* *Ethics and compliance* *Human rights* For more information, see: • Code of Conduct on RTX.com
406-1	Incidents of discrimination and corrective actions taken	See ESG Report section(s): *Human rights* For more information, see: • Code of Conduct on RTX.com

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Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Freedom of association and collective bargaining		
3-3	Management approach	Across the world, many RTX employees are represented by labor unions and other employee representative bodies, including trade unions and local and regional work councils. We follow a robust system to help ensure the fair treatment of our employees and compliance with international labor standards. For more information, see: • RTX Corporation 2023 Form 10-K
Child labor		
3-3	Management approach	See ESG Report section(s): *Human rights* For more information, see: • Human Rights Policy on RTX.com • Code of Conduct on RTX.com • Supplier Code of Conduct on RTX.com • RTX Statement on Modern Slavery and Human Trafficking on RTX.com • RTX Conflict Minerals Policy Statement on RTX.com
Forced or compulsory labor		
3-3	Management approach	See ESG Report section(s): *Human rights* For more information, see: • Human Rights Policy on RTX.com • Code of Conduct on RTX.com • Supplier Code of Conduct on RTX.com • RTX Statement on Modern Slavery and Human Trafficking on RTX.com • RTX Conflict Minerals Policy Statement on RTX.com
Security practices		
3-3	Management approach	See ESG Report section(s): *Data security and privacy* For more information, see: • Human Rights Policy on RTX.com • Code of Conduct on RTX.com • Supplier Code of Conduct on RTX.com • RTX Statement on Modern Slavery and Human Trafficking on RTX.com • RTX Conflict Minerals Policy Statement on RTX.com
Human rights assessment		
3-3	Management approach	See ESG Report section(s): *Human rights* For more information, see: • Human Rights Policy on RTX.com • Code of Conduct on RTX.com • Supplier Code of Conduct on RTX.com • RTX Statement on Modern Slavery and Human Trafficking on RTX.com • RTX Conflict Minerals Policy Statement on RTX.com

Global Reporting Initiative (GRI) Index 2023 (continued)

Table 2. Topic specific disclosures.

Disclosure	Disclosure title	ESG report section(s)/disclosure
Local communities		
3-3	Management approach	See ESG Report section(s): *Community vitality* For more information, see: • Connect Up on RTX.com
413-1	Operations with local community engagement, impact assessments, and development programs	See ESG Report section(s): *Community vitality* For more information, see: • Performance Data table • Connect Up on RTX.com
Supplier social assessment		
3-3	Management approach	See ESG Report section(s): *Human rights* *Ethics and compliance*
Public policy		
3-3	Management approach	See ESG Report section(s): *Workforce 2030* *Ethics and compliance* For more information, see: • Committee on Governance and Public Policy Charter • Ethics and Compliance on RTX.com
415-1	Political contributions	See ESG Report section(s): *Ethics and compliance* For more information, see: • RTX Corporation 2024 Proxy Statement • Public Activities on RTX.com
Consumer privacy		
3-3	Management approach	See ESG Report section(s): *Data security and privacy* For more information, see: • Binding Corporate Rules on RTX.com
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See ESG Report section(s): *Data security and privacy*
Socioeconomic compliance		
3-3	Management approach	See ESG Report section(s): *Ethics and compliance*

Sustainability Accounting Standards Board (SASB) Disclosure 2023

Industry: Aerospace & Defense

Table 1. Sustainability disclosure topics and metrics

SASB code	Metric	ESG report section(s)/disclosure
Energy management		
RT-AE-130a.1	Total energy consumed Percentage grid electricity Percentage renewable	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • Performance Data table
Hazardous waste management		
RT-AE-150a.1	Amount of hazardous waste generated % recycled	For more information, see: • Performance Data table
RT-AE-150a.2	Number and aggregate quantity of reportable spills Quantity recovered	For more information, see: • Performance Data table
Data security		
RT-AE-230a.1	Number of data breaches % involving confidential information	RTX considers this information to be confidential.
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in: • Company operations • Products	See ESG Report section(s): *Data security and privacy* For more information, see: • Supplier Cybersecurity on RTX.com • RTX Corporation 2023 Form 10-K
Product safety		
RT-AE-250a.1	Number of recalls issued Total units recalled	See ESG Report section(s): *Product safety and quality* RTX seeks to continually improve the durability, reliability and safety of their products. Although such efforts may result in inspection recommendations or product improvements that lead to field action, RTX does not consider such voluntary product improvement efforts to be "recalls."
RT-AE-250a.2	Number of counterfeit parts detected Percentage avoided	RTX has quality and safety controls in place to address counterfeit parts throughout the life cycle of design and production. However, RTX considers this data confidential.
RT-AE-250a.3	Number of Airworthiness Directives received Total units affected	All Airworthiness Directives are publicly available. The most recent information concerning those directives can be found on the appropriate regulatory sites. For more information, see: • European Aviation Safety Agency-regulated Airworthiness Directives • FAA-regulated Airworthiness Directives • Transport Canada-regulated Airworthiness Directives
RT-AE-250a.4	Total amount of monetary losses as a result of legal proceedings associated with product safety	RTX considers this information to be confidential.

(continued)

Sustainability Accounting Standards Board (SASB) Disclosure 2023 (continued)

Table 1. Sustainability disclosure topics and metrics

SASB code	Metric	ESG report section(s)/disclosure
Fuel economy and emissions in use-phase		
RT-AE-410a.1	Revenue from alternative energy-related products	• RTX does not generate revenue from alternative energy-related products. • The majority of current and future commercial aircraft engine and nacelle OEM revenues are obtained from sale of GTF propulsion systems.
RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and GHG emissions of products	See ESG Report section(s): *Sustainable technology and innovation* For more information, see: • 2023 CDP Climate Change response
Materials sourcing		
RT-AE440a.1	Description of the management of risks associated with the use of critical materials	See ESG Report section(s): *Sustainable technology and innovation* *Reducing risk of chemical usage* *Human rights* For more information, see: • RTX Corporation 2023 Form 10-K • RTX Conflict Minerals Policy Statement • RTX Conflict Minerals Form SD 2022-05-31
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	See ESG Report section(s): *Ethics and compliance* *Human rights* For more information, see: • Ethics and Compliance on RTX.com • Code of Conduct on RTX.com • Supplier Code of Conduct on RTX.com • RTX Ombuds Program • The International Forum on Business Ethical Conduct (IFBEC) Global Principles • Defense Industry Initiative • International Traffic in Arms Regulations (ITAR) administered by the U.S. Department of State • Export Administration Regulations (EAR) administered by the U.S. Department of Commerce • Sanctions Programs and Country Information administered by the U.S. Department of the Treasury

Table 2. Activity Metrics

SASB code	Metric	ESG report section(s)/disclosure
Fuel economy and emissions in use-phase		
RT-AE-000.A	Production by reportable segment	For more information, see: • RTX Corporation 2023 Form 10-K
RT-AE-000.B	Number of employees	See ESG Report section(s): *About RTX* For more information, see: • RTX Corporation 2023 Form 10-K

Task Force on Climate-Related Financial Disclosures (TCFD) Disclosure 2023

Table 1. Sustainability disclosure topics and metrics

Description	Recommended disclosures	ESG report section(s)/disclosure
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities	See ESG Report section(s): *ESG accountability* *Energy and GHG emissions reduction* For more information, see: • 2023 CDP Climate Change response (C1.1b)
	Describe management's role in assessing and managing climate-related risks and opportunities	See ESG Report section(s): *ESG accountability* *Energy and GHG emissions reduction* *Sustainable technology and innovation* For more information, see: • 2023 CDP Climate Change response (C1.2)
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	For more information, see: • 2023 CDP Climate Change response (C2.1a, C2.3a, C2.4a)
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	For more information, see: • 2023 CDP Climate Change response (C3.1, C3.2a, C3.2b, C3.3, C3.4)
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	For more information, see: • 2023 CDP Climate Change response (C3.2, C3.2a, C3.2b)
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks	See ESG Report section(s): *Energy and GHG emissions reduction* *Sustainable technology and innovation* *Business resilience and crisis management* For more information, see: • 2023 CDP Climate Change response (C2.1, C2.2, C2.2a)
	Describe the organization's process for managing climate related-risks	See ESG Report section(s): *Energy and GHG emissions reduction* *Sustainable technology and innovation* *Business resilience and crisis management* For more information, see: • 2023 CDP Climate Change response (C2.2, C2.3a)
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	See ESG Report section(s): *Business resilience and crisis management* For more information, see: • 2023 CDP Climate Change response (C2.2)

(continued)

Task Force on Climate-Related Financial Disclosures (TCFD) Disclosure 2023 (continued)

Table 1. Sustainability disclosure topics and metrics

Description	Recommended disclosures	ESG report section(s)/disclosure
Metrics and targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	See ESG Report section(s): *Energy and GHG emissions reduction* *Sustainable technology and innovation* For more information, see: • 2023 CDP Climate Change response (C2.3a, C2.4a, C4.1, C4.1a, C4.2, C4.2a,C4.3a, C6.1, C6.3, C6.5, C6.10, C8.2a, C8.2c, C8.2d, C8.2e, C9.1)
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	See ESG Report section(s): *Energy and GHG emissions reduction* For more information, see: • 2023 CDP Climate Change response (C6.1, C6.3, C6.5, C6.10, C7.1a, C7.2, C7.3a, C7.5, C7.6a, C7.9a)
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See ESG Report section(s): *Energy and GHG emissions reduction* *Sustainable technology and innovation* For more information, see: • 2023 CDP Climate Change response (C4.1, C4.1a, C4.2, C4.2a)

For more information, please visit our website RTX.com.

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