



# RTX

COLLINS AEROSPACE

PRATT & WHITNEY

RAYTHEON

# Performance data

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

Description	2022 data	2023 data	2024 data	Notes
Company data				
Enterprise revenue (\$)	\$67.1B	\$68.9B	\$80.7B	See 2024 <a href="#">Form 10-K</a> . 2023 reported sales reflect the impact of the previously disclosed Pratt & Whitney powder metal matter.
# of total employees	182,000	185,000	186,000	
# of employees in an engineering role	59,000	61,000	60,000	Total includes all employees classified under the function of “Engineering.”
# of engineering professionals	55,000	57,000	57,000	Total includes those employees within the function of “Engineering” who are classified as executives, directors, fellows, managers or professionals.
# of new hires	32,000	27,000	23,000	
Total investment in company- and customer-funded R&D	\$7.1 B	\$7.3B	\$7.7B	See 2024 <a href="#">Form 10-K</a> .
Total number of board members	13	13	12	
% of planned physical security assessments and threat vulnerability assessments completed at key, required sites	100%	PSAs: 95% TVAs: 96%	PSAs: 148% TVAs: 188%	Key sites – site is critical based on any or all of the following criteria: size, scope, complexity, intellectual property, key personnel and dollar value. In 2024, Teams completed more PSAs in Q1 and Q2 than planned. Business Continuity in the Cloud (BCIC) has enabled us to perform more TVAs and exceed the plan.
Corporate social responsibility				
Total corporate giving (including corporate grants and corporate gifts made to match employee donations)	\$51.2 M	\$55.2M	\$53.6M	The \$53.6M in 2024 corporate giving consists of \$41.2M in corporate grants and \$11.5M in corporate gifts that match employee donations made in cash. RTX also included \$900,000 of company-funded nonprofit support and merchant fees.
Corporate charitable grants	\$40.4M	\$43.4M	\$41.2M	
Total number of company charitable grants	929 grants made to 762 organizations	999 grants made to 838 organizations	814 grants made to 730 organizations	
Total amount of employee donations	\$11.4M	\$11.3M	\$12.2M	Employee donations are made in cash.
Total matching gifts from employee giving	\$10.8M	\$11.0M	\$11.5M	Company contributions to match employee donations made in cash.
# of individuals reached through RTX's direct funding support of nonprofits	11.1M	8.3M	11.6M	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 <a href="http://www.impactgenome.com">www.impactgenome.com</a> .
% of RTX's signature programs demonstrating an effectiveness rate within or above benchmark ranges	86%	75%	81%	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.
# of students engaged with STEM as a result of RTX funding and signature partners	202,000	319,000	311,000	
# of volunteer opportunities	592	1,400	1,700	
# of employee volunteering hours	142,000	205,000	253,000	Metrics are limited to employees who logged their volunteer hours and include our Global Month of Service initiatives.
# of employees volunteering	5,450	9,260	11,700	Metrics are limited to employees who logged their volunteer hours and include our Global Month of Service initiatives.

(continued)

Performance data *(continued)*

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

Description	2022 data	2023 data	2024 data	Notes
Corporate social responsibility				
# of employee volunteering hours completed during RTX Global Month of Service initiative	31,100	30,600	35,600	
# of employees who volunteered in RTX Global Month of Service initiative	2,660	3,440	4,000	
# of employees who volunteered in summer work experience programs	440	380	270	
# of causes supported through volunteering and/or charitable grants	8,270	8,440	8,400	
# of employees who participated in employee giving globally	10,700	9,900	11,300	
Workforce				
Success score	72.0 out of 100	72.0 out of 100	72.5 out of 100	The Pulse survey was conducted in April of 2024 followed by the PLES Survey in September 2024. The results were calculated by computing the average score for the success question. The success score has proven to have the highest correlation with the drivers of engagement, along with outcomes such as productivity and retention that can help managers understand, at the highest level, how happy their team is at work.
Employee turnover rate (voluntary)	7.1%	5.0%	4.2%	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	N/A	95.0%	95.8%	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.
Total employee training hours completed by: - Category of employee - Required training (e.g., ethics, data privacy) vs. optional	668,000 hours of training required across the company in 2022. • All completed training hours professional+ vs. prod maint: – Professional+ total: 5,000,000 – Prod maint total: 1,000,000	656,000 hours of training required across the company in 2023. • All completed training hours professional+ vs. prod maint: – Professional+ total: 6,800,000 – Prod maint total: 1,000,000	429,000 hours of training required across the company in 2024. • All completed training hours professional+ vs. prod maint: – Professional+ total: 5,100,000 – Prod maint total: 1,100,000	In 2024, RTX performed a holistic review of its enterprise required learning, which resulted in a decrease in the number of required courses from 16 in 2023, to 9 in 2024.
The average of required training hours completed by: - Category of employee - Required training (e.g., ethics, data privacy) vs. optional	3.66 average hours of training required per employee in 2022. • Avg. completed training hours professional+ vs. prod maint: – Professional+ avg.: 38.6 – Prod maint avg.: 19.4	3.58 average hours of training required per employee in 2023. • Avg. completed training hours professional+ vs. prod maint: – Professional+ avg.: 52.6 – Prod maint avg.: 18.2	2.31 average hours of training required per employee in 2024. • Avg completed training hours professional+ vs. prod maint: – Professional+ avg.: 43.3 – Prod maint avg.: 20.6	In 2024, RTX performed a holistic review of its enterprise required learning, which resulted in a decrease in the number of required courses from 16 in 2023, to 9 in 2024.

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# Performance data (continued)

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

Description	2022 data	2023 data	2024 data	Notes
Workforce				
# of U.S. veteran employees	15,100	19,300	16,500	Based on voluntary self-identification.
Emissions				
Total Scope 1 and 2 (market-based) GHG emissions (MT CO2e)	1,433,300	1,453,284	1,409,597	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)	21.4	21.1	17.5	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	N/A	354	2024 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.
Total Scope 1 GHG emissions (MT CO2e)	506,700	532,402	542,229	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Total Scope 2 GHG emissions (market-based) (MT CO2e)	926,600	920,882	867,368	Calculated considering the principles and guidance from the GHG Protocol and the U.S. EPA standards.
Total Scope 2 GHG emissions (location-based) (MT CO2e)	936,100	939,441	977,752	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%	19%	21%	Total Scope 1 and 2 (market-based) emissions from the 2019 baseline.
Scope 3, Category 1 (purchased goods and services) (MT CO2e)	12,043,400	13,243,794	11,132,493	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 CO2e)	701,900	730,984	251,723	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 CO2e)	287,500	303,628	304,960	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 CO2e)	N/A	869,306	627,125	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 CO2e)	12,600	13,254	13,617	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 CO2e)	54,900	121,814	146,323	Calculated considering the principles and guidance from the GHG Protocol and Technical Guidance. Scope 3 emissions data is presented a year in arrears.

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# Performance data (continued)

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

Description	2022 data	2023 data	2024 data	Notes
Emissions				
Scope 3, Category 7 (employee commuting) (MT CO2e)	471,700	485,531	489,902	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 CO2e)	8,479,700	12,483,808	14,181,559	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 3 GHG emissions (MT CO2e)	22,051,700	28,252,119	27,147,702	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	N/A	12,966,143	2024 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.
Total Scope 3 downstream emissions	N/A	N/A	14,181,559	2024 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.
Energy				
% of implementation of energy/GHG best management practices (BMPs)	64%	77%	89%	
% of energy sourced from electricity grid	53%	51%	52%	
% of total electricity sourced from renewable sources	4%	6%	14%	
% of total energy sourced from renewable sources	2%	3%	7%	
Total renewable energy projects	44	73	86	
Total renewable electricity procured or generated from renewable electricity projects (MWh)	111,100	153,660	381,099	
Total energy consumed (GJs)	17,900,000	18,336,897	19,278,004	
Energy intensity (GJ/\$M revenue)	267	266	239	
Reduction in energy consumption since 2019 (%)	12%	9%	4%	Reductions from the 2019 baseline with a new metric/goal starting in 2022.
Total energy reduction projects	72	67	115	Not inclusive of all energy reduction projects. Based on energy reduction thresholds set by each business.
Product safety & quality				
# of sites that produce products being certified under AS9100, AS9110, AS9120 or ISO 9001	<ul style="list-style-type: none"><li>AS9100 – 228</li><li>AS9110 – 43</li><li>AS9120 – 6</li><li>ISO 9001 – 45</li></ul>	<ul style="list-style-type: none"><li>AS9100 – 240</li><li>AS9110 – 58</li><li>AS9120 – 8</li><li>ISO 9001 – 41</li></ul>	<ul style="list-style-type: none"><li>AS9100 – 236</li><li>AS9110 – 53</li><li>AS9120 – 8</li><li>ISO 9001 – 37</li></ul>	
Safety				
# of work-related incidents	544	547	593	
# of serious work-related incidents	3	7	13	
# of work-related fatalities	0	0	0	
Total Recordable Incident Rate (TRIR)	0.30	0.30	0.32	TRIR is a workplace safety metric measuring recordable incidents as defined by OSHA. Excludes non-work-related injuries and non-supervised contractors.

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Performance data *(continued)*

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

Description	2022 data	2023 data	2024 data	Notes
Safety				
Lost Day Incident Rate (LDIR)	0.08	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	14%	41%	51%	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	54	53	49	The number of certified sites is impacted by divestitures, closures and/or changing requirements.
% of applicable sites that have met requirements to ensure robust near-miss reporting	80%	93%	99%	
Waste				
Amount of hazardous waste generated (tons)	22,500	24,515	25,654	
Total nonhazardous waste generated (tons)	N/A	N/A	99,251	
% of total waste recycled	N/A	N/A	51%	
% of hazardous waste that is recycled	24%	18%	18%	
% reduction in waste sent to landfill and incineration since 2019	22%	20%	17%	
Amount of waste sent to landfill and incineration (tons)	27,700	28,072	29,087	
% of waste sent to landfill and incineration	28%	22%	23%	
% of waste sent to landfill	15%	13%	14%	
% of waste sent to incineration	N/A	N/A	10%	2024 is the first year disclosing this metric.
Total waste generated (tons)	99,900	127,260	124,905	
Total waste intensity (tons/\$M revenue)	1.5	1.9	1.5	
% implementation of 11 waste best management practices (BMPs)	74%	85%	94%	All 11 waste BMPs apply to sites that generate 150 tons or more of waste per year.
Water				
Total potable water consumed (K gallons)	1,551,700	1,610,632	1,676,085	
Water use intensity (K gallons/\$M revenue)	23.1	23.4	20.8	
% implementation of nine water best management practices (BMPs)	72%	81%	93%	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	15%	13%	10%	
Environmental compliance				
Total monetary value of fines	\$209,700	\$8,100	\$14,400	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	1	0	0	RTX utilizes the US CERCLA spill reporting thresholds to determine Number of Reportable Spills.
Quantity recovered from reportable spills (kg)	4.5	0	0	
# of facilities/sites with ISO 14001/RC 14001 certification	49	48	47	

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# Performance data (continued)

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

Description	2022 data	2023 data	2024 data	Notes
Environmental compliance				
% achievement of on-time completion of correction actions	92%	93%	91%	The number of certified sites is impacted by divestitures, closures and/or changing requirements.
Circular economy				
# new repair processes developed to reclaim # parts for reuse, extending their useful life	N/A	2,425 new repairs 576,820 parts	3,402 new repairs 754,811 parts	We define a new process as a process developed for a part that was not previously repaired (i.e. it was scrapped) or a new one-time repair of a part that creates efficiencies and/or reduces waste. Data limited to Collins and Pratt & Whitney.

# Global Reporting Initiative (GRI) Index 2024

RTX has reported in reference to the GRI Standards for the reporting period from January 1 to December 31, 2024.

Table 1. General Disclosures

Disclosure	Disclosure title	Disclosure location
The organization and its reporting practices		
2-1	Organizational details	<ul style="list-style-type: none"><li>RTX Corporation 2024 <a href="#">Form 10-K</a></li><li><a href="#">Locations</a></li></ul>
2-2	Entities included in the organization’s sustainability reporting	RTX Corporation 2024 <a href="#">Form 10-K</a>
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"><li>Reporting period: January 1, 2024, through December 31, 2024</li><li>Frequency of reporting: Annual</li><li><a href="#">Contact Information</a> on RTX.com</li></ul>
2-4	Restatements of information	There were no restatements of information in 2024.
2-5	External assurance	<ul style="list-style-type: none"><li>See the <a href="#">2024 Water Assurance Statement</a></li><li>See the <a href="#">2024 GHG Verification Statement</a></li></ul>
Activities and workers		
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"><li><a href="#">Suppliers</a> on RTX.com</li><li>RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>RTX Corporation 2024 <a href="#">Form 10-K</a></li></ul>
2-7	Employees	<ul style="list-style-type: none"><li>Total employees: 186,000</li><li>Regular employees: 183,000</li><li>Temporary employees: 3,000</li><li>For more information, see RTX Corporation 2024 <a href="#">Form 10-K</a>.</li></ul>
2-8	Workers who are not employees	RTX does not disclose information about non-employees.
Governance		
2-9	Governance structure and composition	<ul style="list-style-type: none"><li><a href="#">Corporate Governance</a> on RTX.com</li><li>RTX Corporation 2025 <a href="#">Proxy Statement</a></li></ul>
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"><li><a href="#">Corporate Governance</a> on RTX.com</li><li>RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-11	Chair of the highest governance body	<ul style="list-style-type: none"><li><a href="#">Corporate Governance</a> on RTX.com</li><li>RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>

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# Global Reporting Initiative (GRI) Index 2024 (continued)

Table 1. General Disclosures

Disclosure	Disclosure title	Disclosure location
Governance		
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Our Board of Directors oversees corporate responsibility strategy, initiatives, opportunities and risks, as well as enterprise cybersecurity and compliance.</p> <p>For more information, see:</p> <ul style="list-style-type: none"><li>• <a href="#">Governance and Public Policy Committee Charter</a></li><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-13	Delegation of responsibility for managing impacts	<p>Our Board of Directors and its committees oversee the development and execution of our corporate responsibility strategy, and our CEO has ultimate accountability for our strategy and performance. The Corporate Responsibility Steering Committee, led by the chief financial officer, general counsel, chief human resources officer, chief communications officer and senior vice president of operations &amp; supply chain, reports to the CEO and approves corporate responsibility strategy and monitors performance.</p> <p>For more information, see:</p> <ul style="list-style-type: none"><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-14	Role of the highest governance body in sustainability reporting	<p>Our Board of Directors and its committees oversee the development and execution of our corporate responsibility strategy, including our annual reporting on corporate responsibility matters.</p> <p>For more information, see:</p> <ul style="list-style-type: none"><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-15	Conflicts of interest	<ul style="list-style-type: none"><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">Code of Conduct</a></li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-16	Communication of critical concerns	<ul style="list-style-type: none"><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">Code of Conduct</a></li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li></ul>
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>

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# Global Reporting Initiative (GRI) Index 2024 *(continued)*

Table 1. General Disclosures

Disclosure	Disclosure title	Disclosure location
Governance		
2-19	Remuneration policies	<ul style="list-style-type: none"><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• <a href="#">Clawback Policy</a></li><li>• <a href="#">Executive Officer Clawback Policy</a></li><li>• <a href="#">Human Capital and Compensation Committee Charter</a></li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-20	Process to determine remuneration	<ul style="list-style-type: none"><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• <a href="#">Clawback Policy</a></li><li>• <a href="#">Executive Officer Clawback Policy</a></li><li>• <a href="#">Human Capital and Compensation Committee Charter</a></li><li>• RTX Corporation 2025 <a href="#">Proxy Statement</a></li><li>• RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
2-21	Annual total compensation ratio	RTX Corporation 2025 <a href="#">Proxy Statement</a>
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	RTX Corporation 2024 <a href="#">Annual Report</a>
2-23	Policy commitments	<p>We are moving forward with actions to reduce the environmental impacts of our operations and products.</p> <p>For more information, see:</p> <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">Governance and Public Policy Committee Charter</a></li><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">EH&amp;S Policy Statement</a></li></ul>
2-24	Embedding policy commitments	<ul style="list-style-type: none"><li>• <a href="#">Corporate Governance</a> on RTX.com</li><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">EH&amp;S Policy Statement</a></li></ul>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Compliance</a> on RTX.com
2-27	Compliance with laws and regulations	RTX Corporation 2024 <a href="#">Form 10-K</a>

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# Global Reporting Initiative (GRI) Index 2024 *(continued)*

Table 1. General Disclosures

Disclosure	Disclosure title	Disclosure location
Strategy, policies and practices		
2-28	Membership associations	<p>RTX is involved with several leading industry groups, standards organizations and government partnerships that align with our business and corporate responsibility priorities, including but not limited to:</p> <ul style="list-style-type: none"><li>• Aerospace Industries Association (AIA)</li><li>• Air Transport Action Group (ATAG)</li><li>• Airlines for Europe (A4E)</li><li>• International Air Transport Association (IATA)</li><li>• International Aerospace Environmental Group (IAEG)</li><li>• ASTM International</li><li>• SAE International</li><li>• FAA NextGen Advisory Committee</li><li>• National Academies' Aeronautics Research and Technology Roundtable (ARTR)</li><li>• General Aviation Manufacturers Association (GAMA)</li><li>• Cloud Security Alliance</li><li>• European Centre for Cybersecurity in Aviation</li><li>• Information sharing and analysis centers (ISACs): Aviation ISAC, Space ISAC, and National Defense ISAC</li><li>• National Defense Industrial Association</li><li>• Radio Technical Commission for Aeronautics</li></ul>
Stakeholder engagement		
2-29	Approach to stakeholder engagement	RTX Corporation 2025 <a href="#">Proxy Statement</a>
2-30	Collective bargaining agreements	34,000 employees (18.3% of RTX's 186,000 total employees) participate through collective representatives in some form of collective negotiations or social dialogue.

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# Global Reporting Initiative (GRI) Index 2024 *(continued)*

Table 2. Topic specific disclosures

Disclosure	Disclosure title	Disclosure location
Material topics		
3-1	Process to determine material topics	Our corporate responsibility priorities are informed by a comprehensive assessment and ongoing stakeholder engagement, and reflect our current approach to managing corporate responsibility issues across our business.
3-2	List of material topics	<div>Our corporate responsibility priorities reflect our current approach to managing related non-financial issues across our business and include:</div> <ul style="list-style-type: none"><li>Talent attraction &amp; development</li><li>Workplace experience &amp; development</li><li>Health, safety &amp; wellness</li><li>Next-generation aviation technology</li><li>Climate risk &amp; resilience</li><li>Environmental stewardship &amp; compliance</li><li>Energy &amp; alternative fuel solutions</li><li>Corporate social responsibility</li><li>Ethics &amp; compliance</li><li>Business resilience &amp; crisis management</li><li>Data security &amp; privacy</li><li>Product safety, quality &amp; transparency</li></ul>
Economic performance		
3-3	Management approach	RTX Corporation 2024 <a href="#">Form 10-K</a>
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"><li>RTX Corporation 2024 <a href="#">Form 10-K</a></li><li>RTX Corporation 2024 <a href="#">Annual Report</a></li></ul>
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"><li><a href="#">2024 CDP response</a></li><li><a href="#">TCFD index</a></li></ul>
201-3	Defined benefit plan obligations and other retirement plans	RTX Corporation 2024 <a href="#">Form 10-K</a>

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# Global Reporting Initiative (GRI) Index 2024 (continued)

Table 2. Topic specific disclosures

Disclosure	Disclosure title	Disclosure location
Indirect economic impacts		
3-3	Management approach	<a href="#">Corporate Social Responsibility</a> on RTX.com
203-2	Significant indirect economic impacts	<a href="#">Corporate Social Responsibility</a> on RTX.com
Anti-corruption		
3-3	Management approach	<a href="#">Ethics and Compliance</a> on RTX.com
205-1	Operations assessed for risks related to corruption	<a href="#">Ethics and Compliance</a> on RTX.com
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Compliance</a> on RTX.com
Anti-competitive behavior		
3-3	Management approach	<ul style="list-style-type: none"><li><a href="#">Ethics and Compliance on RTX.com</a></li><li><a href="#">Code of Conduct</a></li></ul>
206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	<ul style="list-style-type: none"><li>RTX Corporation 2024 <a href="#">Form 10-K</a></li><li><a href="#">Ethics and Compliance</a> on RTX.com</li><li><a href="#">Code of Conduct</a></li></ul>
Energy		
3-3	Management approach	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">Environmental Stewardship</a> on RTX.com</li></ul>
302-1	Energy consumption within the organization	<a href="#">Performance Data table</a>
302-3	Energy intensity	<a href="#">Performance Data table</a>
302-4	Reduction of energy consumption	<a href="#">Performance Data table</a>
Water		
3-3	Management approach	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">Environmental Stewardship</a> on RTX.com</li></ul>
303-5	Water consumption	<a href="#">Performance Data table</a>

(continued)



# Global Reporting Initiative (GRI) Index 2024 (continued)

Table 2. Topic specific disclosures

Disclosure	Disclosure title	Disclosure location
Emissions		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Environmental Stewardship</a> on RTX.com</li></ul>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Performance Data table</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Performance Data table</a>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"><li>• <a href="#">Performance Data table</a></li><li>• <a href="#">2024 CDP response</a></li></ul>
305-4	GHG emissions intensity	<a href="#">Performance Data table</a>
305-5	Reduction of GHG emissions	<a href="#">Performance Data table</a>
Waste		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Environmental Stewardship</a> on RTX.com</li></ul>
306-3	Waste generated	<a href="#">Performance Data table</a>
306-4	Waste diverted from disposal	<a href="#">Performance Data table</a>
306-5	Waste directed to disposal	<a href="#">Performance Data table</a>
Environmental compliance		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li>• <a href="#">Performance Data table</a></li></ul>
Employment		
3-3	Management approach	<a href="#">Careers</a> on RTX.com
401-1	New employee hires and employee turnover	<a href="#">Performance Data table</a>

(continued)

# Global Reporting Initiative (GRI) Index 2024 *(continued)*

Table 2. Topic specific disclosures

Disclosure	Disclosure title	Disclosure location
Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Careers</a> on RTX.com
401-3	Parental leave	<a href="#">Careers</a> 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 2024 <a href="#">Form 10-K</a> .
Occupational health and safety		
3-3	Management approach	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Policy Statement</a></li></ul> <p>We deploy nanotechnologies in certain products and invest in nanotechnology R&amp;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.</p>
403-1	Occupational health and safety management system	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Management System overview</a></li></ul>
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Management System overview</a></li></ul>
403-3	Occupational health services	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Management System overview</a></li></ul>
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Management System overview</a></li></ul>
403-6	Promotion of worker health	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Policy Statement</a> on RTX.com</li></ul>
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"><li><a href="#">Environment, Health &amp; Safety</a> on RTX.com</li><li><a href="#">EH&amp;S Management System overview</a></li></ul>
403-9	Work-related injuries	<a href="#">Performance Data table</a>
403-10	Work-related ill health	<a href="#">Performance Data table</a>

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# Global Reporting Initiative (GRI) Index 2024 *(continued)*

Table 2. Topic specific disclosures

Disclosure	Disclosure title	Disclosure location
Training and education		
3-3	Management approach	<a href="#">Careers</a> on RTX.com
404-1	Average hours of training per year per employee	<a href="#">Performance Data table</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Careers</a> on RTX.com
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. For more information, see <a href="#">Code of Conduct</a> .
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Code of Conduct</a>
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 applicable labor laws. For more information, see RTX Corporation 2024 <a href="#">Form 10-K</a> .
Child labor		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">RTX Statement on Modern Slavery</a></li><li>• <a href="#">RTX Conflict Minerals Policy Statement</a></li></ul>
Forced or compulsory labor		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">RTX Statement on Modern Slavery</a></li><li>• <a href="#">RTX Conflict Minerals Policy Statement</a></li></ul>
Security practices		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">RTX Statement on Modern Slavery</a></li><li>• <a href="#">RTX Conflict Minerals Policy Statement</a></li></ul>

*(continued)*

# Global Reporting Initiative (GRI) Index 2024 (continued)

Table 2. Topic specific disclosures

Disclosure	Disclosure title	Disclosure location
Human rights assessment		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">RTX Statement on Modern Slavery</a></li><li>• <a href="#">RTX Conflict Minerals Policy Statement</a></li><li>• <a href="#">RTX Human Rights Policy</a></li></ul>
Local communities		
3-3	Management approach	<a href="#">Corporate Social Responsibility</a> on RTX.com
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"><li>• <a href="#">Performance Data table</a></li><li>• <a href="#">Corporate Social Responsibility</a> on RTX.com</li></ul>
Supplier social assessment		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">Suppliers</a> on RTX.com</li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>
Public policy		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Governance and Public Policy Committee Charter</a></li><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li></ul>
415-1	Political contributions	<ul style="list-style-type: none"><li>• <a href="#">Ethics and Compliance</a> on RTX.com</li><li>• <a href="#">Public Activities</a> on RTX.com</li></ul>
Consumer privacy		
3-3	Management approach	<ul style="list-style-type: none"><li>• <a href="#">Data security</a> on RTX.com</li><li>• <a href="#">Binding Corporate Rules</a> on RTX.com</li><li>• <a href="#">Website and Mobile Privacy Notice</a> on RTX.com</li></ul>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	RTX Corporation 2024 <a href="#">Form 10-K</a>
Socioeconomic compliance		
3-3	Management approach	<a href="#">Ethics and Compliance</a> on RTX.com

# Sustainability Accounting Standards Board (SASB) Disclosure 2024

## Industry: Aerospace & Defense

Table 1. Sustainability disclosure topics and metrics

SASB code	Metric	Disclosure location
Energy management		
RT-AE-130a.1	Total energy consumed Percentage grid electricity Percentage renewable	<a href="#">Performance Data table</a>
Hazardous waste management		
RT-AE-150a.1	Amount of hazardous waste generated % recycled	<a href="#">Performance Data table</a>
RT-AE-150a.2	Number and aggregate quantity of reportable spills Quantity recovered	<a href="#">Performance Data table</a>
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: <ul style="list-style-type: none"><li>Company operations</li><li>Products</li></ul>	<ul style="list-style-type: none"><li><a href="#">Data security</a> on RTX.com</li><li><a href="#">Supplier Cybersecurity</a> on RTX.com</li></ul>
Product safety		
RRT-AE-250a.1	Number of recalls issued Total units recalled	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: <ul style="list-style-type: none"><li><a href="#">European Aviation Safety Agency-regulated Airworthiness Directives</a></li><li><a href="#">FAA-regulated Airworthiness Directives</a></li><li><a href="#">Transport Canada-regulated Airworthiness Directives</a></li></ul>
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 2024

## Industry: Aerospace & Defense

Table 1. Sustainability disclosure topics and metrics

SASB code	Metric	Disclosure location
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	<a href="#">2024 CDP response</a>
Materials sourcing		
RT-AE440a.1	Description of the management of risks associated with the use of critical materials	<ul style="list-style-type: none"><li>RTX Corporation 2024 <a href="#">Form 10-K</a></li><li><a href="#">RTX Conflict Minerals Policy Statement</a></li><li><a href="#">RTX Conflict Minerals Form SD 2024-05-31</a></li></ul>
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	<ul style="list-style-type: none"><li><a href="#">Ethics and Compliance</a> on RTX.com</li><li><a href="#">Code of Conduct</a> on RTX.com</li><li><a href="#">Supplier Code of Conduct</a> on RTX.com</li><li><a href="#">RTX Ombuds Program</a></li><li><a href="#">The International Forum on Business Ethical Conduct (IFBEC) Global Principles Defense Industry Initiative</a></li><li><a href="#">International Traffic in Arms Regulations (ITAR) administered by the U.S. Department of State</a></li><li><a href="#">Export Administration Regulations (EAR) administered by the U.S. Department of Commerce</a></li><li><a href="#">Sanctions Programs and Country Information administered by the U.S. Department of the Treasury</a></li></ul>

Table 2. Activity Metrics

SASB code	Metric	Disclosure location
RT-AE-000.A	Production by reportable segment	RTX Corporation 2024 <a href="#">Form 10-K</a>
RT-AE-000.B	Number of employees	<a href="#">Performance Data table</a>

# Task Force on Climate-Related Financial Disclosures (TCFD) Disclosure 2024

Description	Recommended disclosures	Disclosure location
Governance		
Disclose the organization’s governance around climate-related risks and opportunities.	Describe the board’s oversight of climate-related risks and opportunities	<a href="#">2024 CDP response</a> (4.1, 4.1.1, 4.1.2, 4.2)
	Describe management’s role in assessing and managing climate-related risks and opportunities	<a href="#">2024 CDP response</a> (4.3, 4.3.1)
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	<a href="#">2024 CDP response</a> (3.1, 3.1.1, 3.6, 3.6.1)
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning	<a href="#">2024 CDP response</a> (5.3.1, 5.3.2, 5.5, 5.5.8)
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<a href="#">2024 CDP response</a> (5.1, 5.1.1, 5.1.2)
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	<a href="#">2024 CDP response</a> (2.1, 2.2, 2.2.1, 2.2.2)
	Describe the organization’s process for managing climate related-risks	<a href="#">2024 CDP response</a> (2.2.1, 2.2.2, 4.3, 4.3.1, 4.5, 4.5.51, 4.6, 4.6.1)
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	<a href="#">2024 CDP response</a> (2.2.2)
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	<a href="#">2024 CDP response</a> (7.5, 7.6, 7.7, 7.8, 7.30.1, 7.30.14, 7.45)
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	<a href="#">2024 CDP response</a> (7.6, 7.7, 7.8, 7.45, 7.15.1, 7.16, 7.17.1, 7.20.1)
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<a href="#">2024 CDP response</a> (7.53, 7.53.1, 7.54, 7.54.1, 7.54.2)



**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 the outcome of pending, threatened and future legal proceedings, investigations or other contingencies, including risks related to 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 impact of addressing the powder metal manufacturing matter at our Pratt & Whitney business and risks related to other engine models that may be impacted by the powder metal manufacturing matter; (vi) the impact of 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) risks relating to our intellectual property and certain third-party intellectual property; (x) the impact of 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) the impact of 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 U.S. Securities and Exchange Commission (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.