



TEXTRON

2023 Corporate Responsibility Report



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“As we make progress on our sustainability initiatives, we continue to innovate with products and technologies that help our customers achieve their sustainability goals and lessen their environmental footprint.”



DEAR COLLEAGUES, SHAREHOLDERS AND FRIENDS,

I am pleased to share our 2023 Corporate Responsibility Report. At Textron, our core values of integrity, respect, trust and the pursuit of excellence drive who we are and how we conduct our business. These values are our north star, aligning with the goals that we have set for ourselves with respect to reducing our environmental footprint and supporting the health, safety and well-being of our employees, while upholding the highest standards of ethics and business conduct throughout our global operations.

The comprehensive review presented in this report demonstrates the progress that we’ve made in our Environmental, Social and Governance (ESG) priorities. We take seriously our role as a responsible corporate citizen and recognize that our work in each of these areas is inextricably linked to our business and ultimately creates long-term value for our shareholders.

Environmental sustainability continues to be a priority at Textron, both for the products that we develop and manufacture as well as in our operations. Our businesses have been actively working to reach our Achieve 2025 initiative goals, completing more than 190 projects at our facilities around the world last year to reduce the energy and natural resources used in our operations. We’re seeing

tangible results as we surpass or remain on track to meet our goals in areas of greenhouse gas emissions, energy use, water use and waste generation. Our efforts have also resulted in measurable cost savings to our businesses.

As we make progress on our sustainability initiatives, we continue to innovate with products and technologies that help our customers achieve their sustainability goals and lessen their environmental footprint. We are continuing to electrify many of our specialized vehicles products and are making meaningful strides in our development of sustainable aircraft products.

None of these achievements is possible without a highly skilled, engaged and motivated workforce. We remain committed to developing our people at all levels with trainings, continuing education programs and tools that prepare them for opportunities to learn, grow and achieve throughout their careers with Textron. In addition, maintaining the health, safety and well-being of our employees remains a key priority for us as a company.

In 2023, we introduced to our employees and other constituents our reimagined Business Conduct Guidelines (BCGs). Our BCGs have provided guidance to Textron’s

management, employees and Board of Directors for more than 40 years. We’ve made periodic improvements to our BCGs over the years, but with this new version we have taken a fresh and modern approach, presenting them in a more concise, navigable and easy-to-understand format. Our BCGs, which have been translated into the languages most frequently used by Textron’s global workforce, continue to uphold Textron’s values while serving as a guidepost for us to conduct business with the highest ethical standards.

I want to thank our 35,000 Textron employees for their commitment in pursuing our ESG priorities and extend my appreciation to our stakeholders—our shareholders, customers, communities, suppliers and industry partners—for working with us in our efforts to build a more sustainable future. I am confident that together we will, with respect and integrity, continue to pursue excellence and drive innovation that leads to more sustainable solutions for our world.

Scott C. Donnelly
Chairman and Chief Executive Officer



2023 Highlights



ENVIRONMENTAL

- Reduced greenhouse gas emissions (GHG) intensity by **29%** compared to 2019 baseline year
- **43%** of Textron’s electricity use was from renewable sources
- Completed **more than 190** projects at our facilities worldwide to reduce energy use and conserve natural resources



SOCIAL

- **33.2%** of managers in our U.S. operations are women or people of color
- **More than 65%** of our 2023 college interns converted to full-time positions or second internships in 2024
- As part of our Education Assistance Program, Textron reimbursed **more than \$6.3 million** to **more than 1,300 employees** enrolled in approved degree or certification programs



GOVERNANCE

- Launched Textron’s updated **Business Conduct Guidelines**
- Our **Ethics and Compliance Helpline** is available to all employees via telephone or via email—confidentially
- Employees completed **more than 14,600 live training hours** and **over 163,000 online training courses** on ethics & compliance topics

Proud to Be Recognized By:

- *Fortune* World’s Most Admired Companies
- *Wall Street Journal* Best Managed Companies
- *Forbes* America’s Best Large Employers
- *Forbes* Best Employers for Diversity
- *Forbes* America’s Best Employers for Women
- *Newsweek* America’s Greatest Workplaces
- *Newsweek* America’s Greatest Workplaces for Parents and Families
- *Newsweek* America’s Most Responsible Companies
- Handshake Early Talent Awards
- Match 2023 Campus Forward Awards
- HBCU Top Supporter



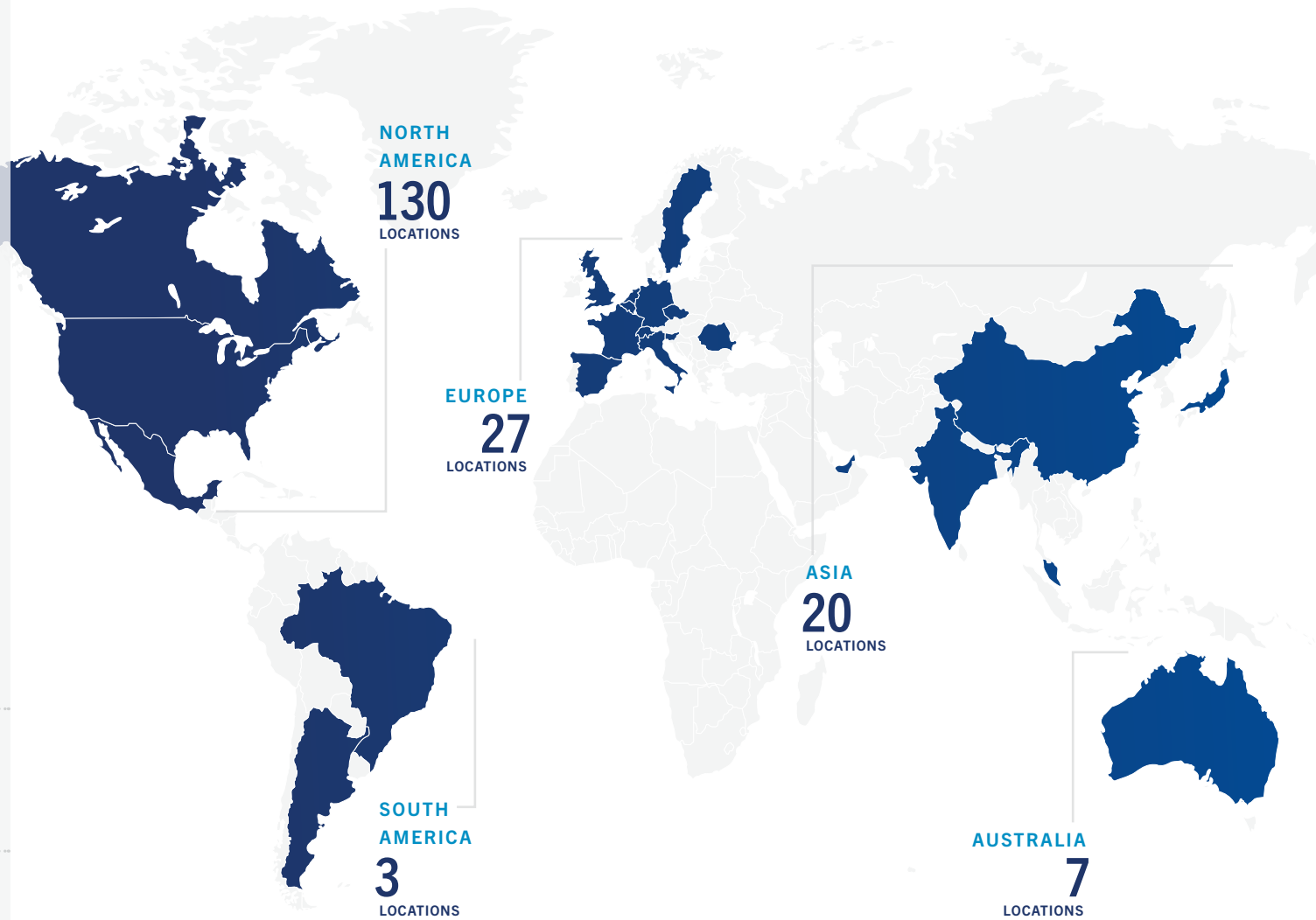
Textron— Around the World

What began as a small New England business in 1923 has grown into a \$13.7 billion company with a worldwide presence supported by 35,000 people in more than 25 countries. Throughout its history, Textron has been the source of ground-breaking technologies and numerous industry firsts.

 **\$13.7 Billion**
COMPANY

 **35,000**
PEOPLE

 **25+**
COUNTRIES





Our Business Segments

We are known around the world for our powerful brands of aircraft, defense and industrial products that provide customers with groundbreaking technologies, innovative solutions and first-class service. **During 2023, we conducted our businesses through six operating segments:**



TEXTRON AVIATION

Textron Aviation is home to the Beechcraft and Cessna aircraft brands and is a leader in general aviation through two principal product lines: aircraft and aftermarket parts and services. Aircraft includes sales of business jets, turboprop and military trainer and defense aircraft and piston engine aircraft. Aftermarket parts and services includes commercial parts sales and maintenance, inspection and repair service.



BELL

Bell is a leading supplier of helicopters, tiltrotor aircraft and related spare parts and services. Bell supplies military helicopters and tiltrotors to the U.S. Government and non-U.S. military customers and supplies commercially certified helicopters to corporate, private, law enforcement, utility, public safety, emergency medical and other helicopter operators. Bell provides support and service for an installed base of approximately 13,000 helicopters.



INDUSTRIAL

Our **Industrial** segment designs and manufactures a variety of products within the Kautex and Textron Specialized Vehicles product lines. Kautex is a leader in designing and manufacturing plastic fuel systems for automobiles and light trucks, along with other automotive systems and components. Specialized Vehicles includes golf cars, recreational and utility vehicles, aviation ground support equipment and professional mowers, manufactured by Textron Specialized Vehicles businesses.



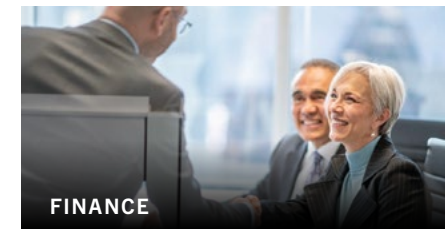
TEXTRON eAVIATION

Textron eAviation includes Pipistrel, a manufacturer of light aircraft, along with other research and development initiatives related to sustainable aviation solutions. Pipistrel offers a family of light aircraft and gliders with both electric and combustion engines. Pipistrel's Velis Electro is the world's first, and currently only, electric aircraft to receive full type certification from the European Union Aviation Safety Agency.



TEXTRON SYSTEMS

Textron Systems' businesses develop, manufacture and integrate products and services for U.S. and non-U.S. military, government and commercial customers to support defense, homeland security, aerospace and other missions. Product and service offerings include electronic systems and solutions, advanced marine craft, piston aircraft engines, live military air-to-air and air-to-ship training, weapons and related components, unmanned aircraft systems, and both manned and unmanned armored and specialty vehicles.



FINANCE

Our **Finance** segment, operated by Textron Financial Corporation (TFC), is a commercial finance business that provides financing solutions for purchasers of Textron products, primarily Textron Aviation aircraft and Bell helicopters. For more than six decades, TFC has played a key role for Textron customers around the globe.



Our Values

At Textron we are guided in all of our business interactions by our four values: *Integrity, Respect, Trust, and Pursuit of Excellence*. These values are core to Textron's culture and define who we are as an organization. They are intended to help us make the best possible decisions, manage change, and provide a foundation for Textron's future.



INTEGRITY

Integrity is the quality of being honest and having strong moral principles. We exhibit integrity by valuing honesty and openness, taking responsibility for our actions, respecting others, and demonstrating trustworthiness.



RESPECT

Respect is regard for others. We show respect by demonstrating concern and support for individual differences and by listening when others express their views, even if we disagree.



TRUST

Trust is a belief in the reliability, ability, strength, character, or truth of something or someone. We demonstrate trust and show that we are trustworthy by being honest and reliable, honoring our commitments, admitting when we have made mistakes, and communicating effectively so that others don't misunderstand our intent.



PURSUIT OF EXCELLENCE

The Pursuit of Excellence is the drive to do our best. We demonstrate this pursuit by setting high standards, paying attention to the details, measuring what we have accomplished, and striving for improvement.




Building a Sustainable Future

At Textron, we are committed to doing our part to enable a sustainable future for the planet. Our responsibility to the environment begins with our compliance with regulatory requirements and is supported by our Textron Global EHS Policies and Standards which we follow in all countries where we operate. Beyond compliance, we are focused on reducing the greenhouse gas and natural resource intensity of both our operations and our products. Within the communities in which we operate, we strive to be responsible stewards of local ecosystems.

TEXTRON'S 2023 SUSTAINABILITY HIGHLIGHTS

Reducing Our Environmental Footprint

 **29%**
Reduced our **greenhouse gas (GHG) emissions intensity** by 29% compared to our Achieve 2025 baseline, exceeding our 20% reduction goal.

 **7%**
Reduced our **absolute water use** by 7% on a year-over-year basis—bringing us three-quarters of the way towards reaching our 10% reduction goal.

 **43% of Textron's electricity use was from renewable sources.**




As part of our efforts to reach our Achieve 2025 sustainability goals to reduce the energy and natural resources used by our operations, we completed more than 190 projects at our facilities worldwide. In addition to helping us progress toward our goals, collectively, these projects are projected to save more than \$3.5 million on an annual basis.




Achieve 2025 Sustainable Operations Goals

In 2020, as part of our Achieve 2025 initiative, we established a new set of sustainability goals to reduce the environmental footprint of our operations specific to the following areas of focus: greenhouse gas emissions, energy use, water use and waste generation. **By the end of 2025, Textron will strive to achieve the following goals compared to the 2019 baseline year (the “Achieve 2025 baseline”):**

 **↓20%**
Reduce **greenhouse gas emission intensity** by 20%

 **↓10%**
Reduce **energy use intensity** by 10%

 **↓10%**
Reduce **water use intensity** by 10%

 **↓10%**
Reduce **waste generation intensity** by 10%



These goals were developed with the intent for Textron to become more efficient in its use of natural resources to meet the expectations of our customers, shareholders, employees and other stakeholders and to better the communities in which our businesses operate.



GREENHOUSE GAS (GHG) EMISSIONS

In 2023, Textron was successful in further reducing its GHG emissions on a year-over-year basis and has now reduced emissions by 29% on an intensity basis compared to our Achieve 2025 baseline, exceeding our 20% reduction goal. This was achieved through a combination of energy efficiency and conservation projects, as well as renewable electricity purchases. Forty-three percent of Textron’s electricity use during 2023 was from renewable sources - this is largely a result of Textron Aviation’s multi-year agreement with its utility to purchase renewable electricity from Soldier Creek Wind Energy Center, a local wind farm, for its Kansas facilities. Textron also generates renewable electricity from onsite solar and

purchases Renewable Energy Certificates at select facilities. Despite having met our 2025 year-end goal, we intend to continue to take actions to further reduce emissions over the duration of the measurement period.

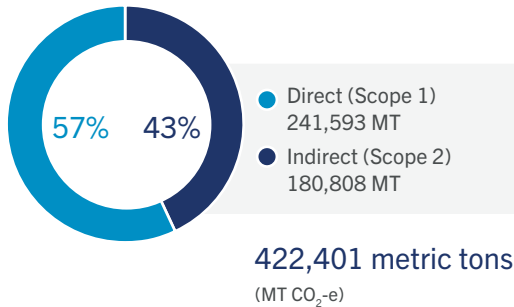
Greenhouse gas (GHG) emissions are determined by following the Greenhouse Gas Protocols developed by the World Business Council for Sustainable Development and the World Resource Institute. Consistent with these protocols, Textron accounts for Scope 1 and Scope 2 emissions in terms of CO₂-equivalents. Our greenhouse gas emissions and calculation methodology have been verified by an ANSI-accredited independent third party in accordance with ISO 14063-3.



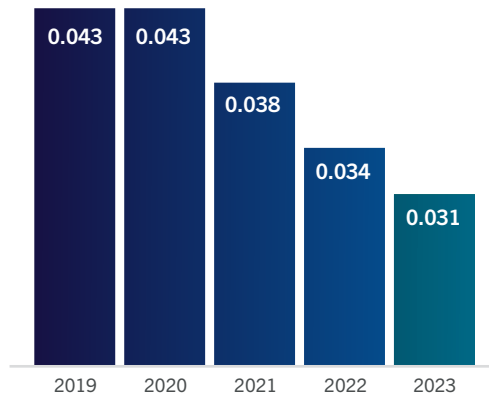
Investing In On-Site Solar

The use of renewable electricity is a key component of Textron’s carbon reduction program, which includes developing energy generation capabilities at our facilities. In 2023, Bell’s facilities in both Singapore and Coffs Harbour, Australia began utilizing electricity from newly built rooftop solar systems. In 2023, over 50% of electricity use at both locations was generated by their onsite solar installations.

2023 Greenhouse Gas Emissions

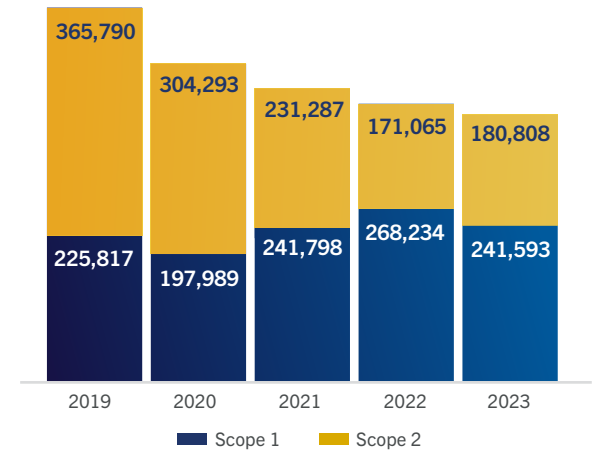


5-Year Trend GHG Intensity (CO₂-e/Revenue)*



*Intensity metrics are normalized to revenue.

5-Year Trend GHG Emissions (MT CO₂-e)





ENERGY CONSUMPTION

In 2023, Textron was successful in further reducing its energy consumption on a year-over-year basis and has now reduced energy use by 8% on an intensity basis compared to our Achieve 2025 baseline. This keeps us on track to reach our 10% reduction goal, due to a collective effort across our facilities that have identified and implemented energy efficiency projects within key processes and systems like compressed air, heating and cooling, and lighting. Textron has also invested in upgrading energy management systems with energy efficiency technologies that support and promote behavior change.



Participating With DOE Better Plants Program

Central to meeting our Achieve 2025 energy reduction commitment is Textron’s participation in the Department of Energy’s Better Plants Program. We leverage this program to identify and implement energy efficiency projects across our manufacturing facilities and to perform energy kaizen events. For example, Able Aerospace’s Arizona facility hosted Arizona State University, a Department of Energy Industrial Assessment Center, for a one-day energy kaizen event. Since this event, the Able team has continued to work closely with ASU and the DOE to ensure implementation of recommendations generated from the event, including projects that reduce energy use by air compressors, lighting systems, fans, and motors. In 2023, the facility reduced its total energy consumption by over 5%. Since 2019, the facility has reduced its energy use by 14%.

8%

reduction in energy use intensity from our Achieve 2025 baseline year

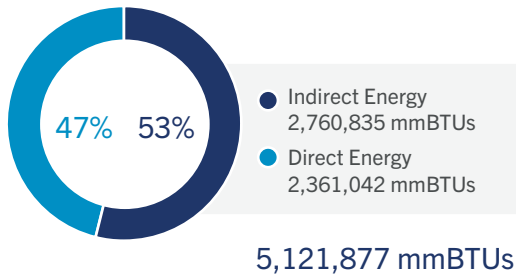
43%

of electricity consumed from renewable resources

100%

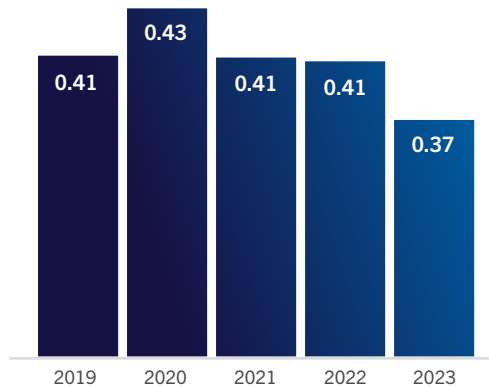
of our manufacturing locations in Germany are ISO 50001 certified

2023 Energy and Fuel Consumption



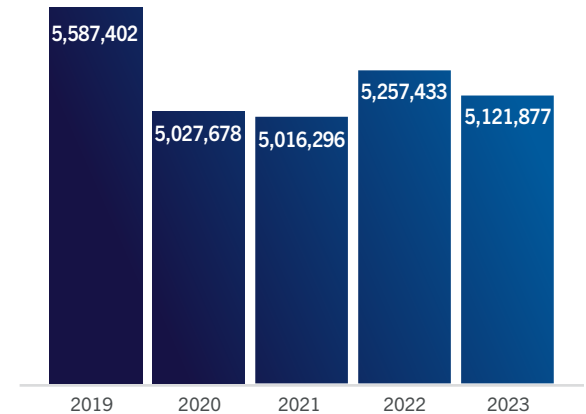
5-Year Trend Energy Intensity

(mmBTU/Revenue)*



5-Year Trend Total Energy Consumed

(mmBTU)



*Intensity metrics are normalized to revenue.



WASTE MINIMIZATION AND RECYCLING

In 2023, Textron successfully reduced its waste generation on a year-over-year basis, and has now reduced waste by 18% on an intensity basis compared to our Achieve 2025 baseline, exceeding our 10% Achieve 2025 reduction goal. Our waste management programs center around eliminating waste streams through reducing, reusing, and recycling materials. This includes replacing current materials and packaging with more recyclable options, identifying reuse opportunities within our own operations, and working with external partners to increase the recycling rate of our waste once it leaves the facility. We will continue to drive actions to further reduce our waste generation over the duration of the measurement period.

Building A Waste Playbook

Our Kautex business accounts for over 40% of the enterprise’s waste generated. As part of Kautex’s coordinated efforts to reduce this footprint, the business has introduced the Kautex Waste Elimination Plan (KWEP). The KWEP was born out of eight different waste workshops that were performed at Kautex facilities throughout the U.S. and Europe. In these workshops, cross-functional groups worked to identify and quantify sites’ waste streams, associated costs, and a plethora of projects geared towards reducing and eliminating waste streams. The business then leveraged the insights provided by the waste workshops to develop a “playbook,” intended to help other Kautex facilities conduct similar analyses at their own sites, with the goal of growing this initiative in the Asian region in 2024 and sharing best practices across Textron’s business units.

18%

reduction in waste generation intensity from our Achieve 2025 baseline year



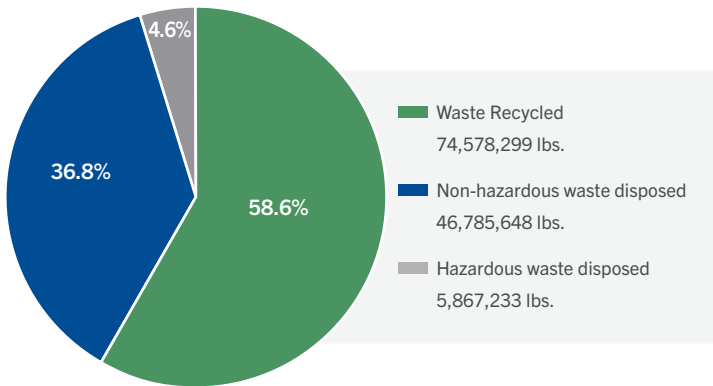
~74 million lbs

of waste by Textron facilities diverted from landfills

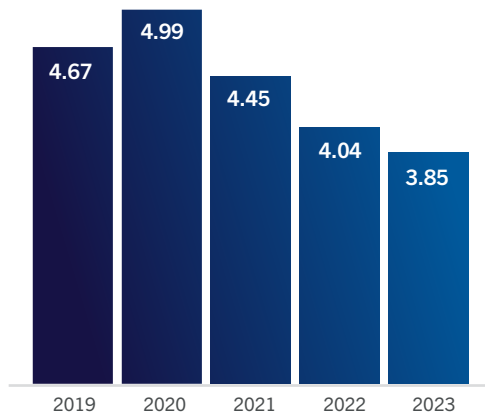
30%

reduction in hazardous waste from our Achieve 2025 baseline year

2023 Waste Profile

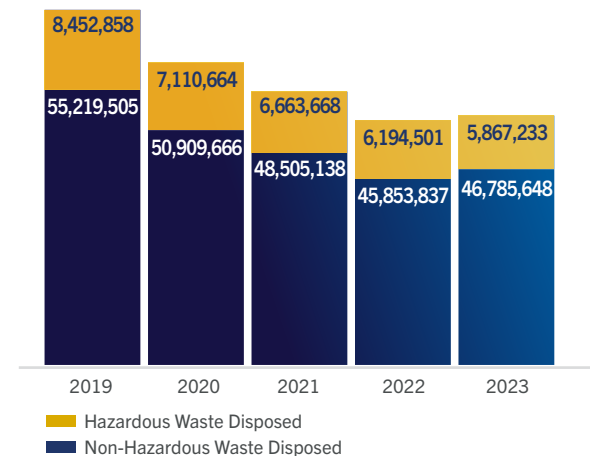


Waste Intensity
(Lbs/Revenue)*



*Intensity metrics are normalized to revenue.

Waste Disposed
(Lbs)





WATER

In 2023, Textron successfully reduced its water consumption on a year-over-year basis and has now reduced water use by 7% on an intensity basis compared to our Achieve 2025 baseline. This keeps us on track to reach our 10% reduction goal. Textron’s progress can be attributed to an increased focus on water reduction projects across the enterprise. These projects range from upgrading our HVAC equipment and management practices, installing water efficient fixtures, and implementing leak management programs.

A Campus-Wide Strategy

Our Textron Aviation facilities in Wichita, Kansas are our largest water users and represent over one-third of the company’s water consumption. In 2023, the Wichita team identified water conservation and use reduction as a key strategic priority culminating in tangible results—they were able to reduce water use by 18% in just one year. This included performing water kaizens across our manufacturing facilities and investing in water infrastructure upgrades.

7%

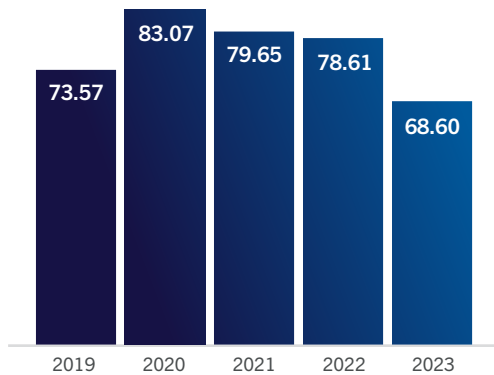
reduction in water use intensity from our Achieve 2025 baseline year



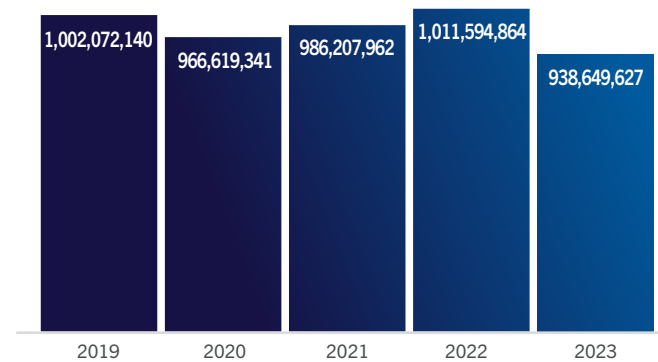
~73 million GAL

in annual reduction from our responsible water management programs

Water Intensity
(GAL/Revenue)*



Total Water Consumed
(GAL)



*Intensity metrics are normalized to revenue.

Sustainability in our Products and Services

We're developing innovative products and technologies that reflect our commitment to sustainability.

IN THE AIR: SUSTAINABLE INNOVATION

Textron continues to invest in technologies that work toward making a sustainable aviation future a reality while supporting our customers to make more environmentally friendly choices today. These efforts build on Textron's expertise in technological innovation and product development.



Milestones for Nexus eVTOL Aircraft

Textron eAviation is leveraging expertise across our Bell, Textron Aviation and Textron Systems businesses to develop our Nexus eVTOL platform demonstrator for passenger transport. The commencement of wind tunnel testing on a scale model and the beginning of the build of the demonstrator vehicle represent significant steps in the development of this versatile aircraft.



Nuuva V300 Prepares for First Flight

The Nuuva V300 is a hybrid electric cargo, remotely piloted VTOL aircraft developed by Pipistrel, part of the Textron eAviation business segment. During 2023, the Pipistrel team assembled the first Nuuva prototype and began preparing it for first flight. This aircraft is designed to carry up to 660 pounds of payload to destinations up to 300 nautical miles.



IN THE AIR: SUSTAINABLE INNOVATION



Sustainable Aviation Fuel Powers Bell 505 in Historic Flight

A Bell 505 completed its first flight fueled solely by 100 percent Sustainable Aviation Fuel (SAF), the first-ever single engine helicopter to achieve this milestone. It represented a significant achievement for sustainability and decarbonization in the rotorcraft industry.



Textron Aviation Announces New Carbon Offset Program

Textron Aviation launched a new ProAdvantage program, SustainableAdvantage, that provides owners with an option for offsetting their carbon dioxide emissions from operating aircraft. In collaboration with 4AIR, SustainableAdvantage offers owners a Textron Aviation-approved program and supplier with verified carbon reduction projects.



Sustainability Recognized at Textron Aviation Service Centers

Each of Textron Aviation’s 20 company-owned service centers was recertified as a Green Aviation Business by the National Air Transportation Association (NATA) for its sustainability practices, including phasing out single-use plastic, installing motion-sensor lighting, and installing energy-efficient appliances and equipment. Textron Aviation’s locations in Singapore, Paris, Zurich and Indianapolis received additional recognition and were recertified at Tier 1 status, which represents additional measures and sustainable practices undertaken by these facilities. The Valencia Service Center in Spain achieved an even more prestigious Tier 2 status, marking the first Textron Aviation service center to receive this distinction.



ON THE GROUND: A COMMITMENT TO ELECTRIFICATION

We are making strides in our sustainability strategy as Textron Specialized Vehicles expands its diverse product line-up of electric vehicles while Kautex provides innovative battery systems for use in electric vehicles from hybrid to full battery powered.



An All-Electric Lineup

Textron Specialized Vehicles brought an all-electric display of Jacobsen and Cushman products to the 2023 Golf Course Superintendents Association of America Conference and Trade Show. Highlighted by the new Jacobsen SLF1 ELiTE lithium mower, this display demonstrated TSV’s leadership in lithium battery technology and its commitment to electrification.



Innovation in Battery Protection System for Hybrid and Electric Vehicles

After receiving its first order from an automotive OEM in late 2022 for a thermoplastic composite underbody battery protection skid plate, Kautex has ramped up production. This underbody protection product is part of Kautex’s customizable Pentatonic battery system product line which also includes battery enclosures and thermal management systems for use in hybrid electric and full battery electric vehicles.



Helping Our Airline Customers Achieve their Sustainability Goals

Textron Ground Support Equipment launched its new TUG 660 Li belt loader, powered by lithium ion battery technology. Used to efficiently and safely load and unload baggage and cargo from aircraft, this zero-emission, fully electric vehicle allows airlines, air freight companies and ground handlers to help achieve their sustainability goals with lower operational costs.

Resilient Facilities

ADDRESSING CLIMATE CHANGE RISKS AND ENSURING CRISIS PREPAREDNESS

At Textron, we define resilient facilities as those that have the people, programs and infrastructure in place to respond to and rebound quickly from crisis events. This concept enables us to ensure the safety of our employees, protect our physical assets and continue to deliver our products and services to our customers around the globe. We prepare for all manner of crisis events, including fires, natural disasters, climate change-related extreme weather events, pandemics, active shooter situations and industrial accidents.

Our Loss Prevention and Enterprise Risk Management programs provide the foundation for assessing both acute and chronic physical climate change risks, such as an increase in severe weather events and rising sea levels. We mitigate these risks using the latest technology and data from our risk partners.

To stay ahead of a crisis before it occurs, Textron has crisis management teams in place at both the enterprise and individual business unit levels. These cross-functional teams are tasked with developing plans to address potential risks to our facilities and to identify resources that can be utilized in times of crisis.

Preparedness is a fundamental part of these crisis management plans, and training is conducted on a frequent basis, both live and simulated, to ensure the crisis management plans meet the needs of both the business unit and Textron management in protecting our employees and facilities.





People Our Talent Strategy

Our success is highly dependent upon our ability to hire, retain and develop a workforce with the skills necessary for our businesses to design and manufacture the products desired by our customers. We need highly skilled personnel in multiple areas including, among others, engineering, manufacturing, information technology, cybersecurity, flight operations, business development and strategy, and management. In order to attract and retain highly skilled employees, we offer comprehensive compensation and benefit programs, career opportunities, and an engaging, inclusive environment in which all employees are treated with respect.



Safe Workplaces

To maintain and enhance the safety of our employees, we promote a culture of continuous improvement, shared responsibility and individual accountability. This helps us to provide safe workplaces and strive for our ultimate vision of zero workplace injuries. Our core EHS Operating Principles set out clear expectations for how we approach EHS at our operations around the globe. The overall program is guided by the Textron EHS Council, whose members include the senior EHS leaders from the Textron corporate office and each Textron business unit.

To achieve our EHS vision we take a management systems approach (EHSMS). Our EHSMS applies to all our operations around the globe and aligns with ISO 14001 and 45001 and their Plan-Do-Check-Act approach. At the Enterprise level, our Global Environmental Health and Safety (EHS) Policies and Standards are the foundation of our EHS Management System. Business units may choose to augment the Textron program and pursue external Management System certification. For instance, Kautex facilities worldwide are ISO 14001 and 45001 certified. Our management system enables us to measure the effectiveness of key program elements such as leadership involvement and employee engagement, risk identification, safety committees and near miss reporting.

A FOCUS ON PREVENTION AND RISK REDUCTION

Much of the success of our safety program is due to our focus on proactive identification and elimination of hazards in the workplace. Key programs such as internal auditing and the reporting of “near misses” enable us to maintain this focus. Our EHS internal audit program



is managed at the enterprise level and covers all of our business units. Each year we use a robust risk-based approach to select a subset of Textron locations to undergo safety audits. Audits are typically performed with a combination of third party and Textron-trained internal auditors. Audits cover both safety-related regulatory compliance and compliance with the Textron EHS Policies and Standards relevant to the operation. Audit findings are tracked to closure using our EHS management software. “Near misses” are incidents or observations in the workplace that could represent a potential hazard. We view near misses as leading indicators for safety and, as such, all of our locations have programs to identify near misses and track corrective measures to closure via our internal systems. Our objective is to engage all employees in helping us find and correct potential hazards before an injury or accident occurs.

Our EHS Vision

- We are committed to the health and safety of our employees, contractors and communities.
- We will actively champion environmentally sound practices and safe behaviors.
- We will continuously improve our processes, require individual accountability and demonstrate leadership to strive for zero injuries, eliminate adverse environmental impacts and contribute positively to the communities in which we operate.



SAFETY PERFORMANCE

We use an annual goalsetting process to drive injury rate improvements. The injury rate reduction goal is a performance metric that resides at the highest levels of the organization. Performance to this goal is reported to Textron’s Audit Committee and is tracked and reported to senior leadership.

Textron uses various metrics to evaluate health and safety performance globally. The United States Department of Labor Occupational Safety & Health Administration (OSHA) recordkeeping rules are the guidelines all Textron facilities use for reporting injuries. In 2023, we had a Total Recordable Injury Rate (TRIR) of 1.07 and a Lost Time Injury Rate (LTIR) of 0.38.



Textron’s Airborne Tactical Advantage Company (ATAC) was awarded the 2023 Federal Aviation Administration (FAA) William “Bill” O’Brien Diamond Award of Excellence. This is the 11th consecutive year that ATAC has been honored for its safety and continuous training culture by the FAA.

OUR EHS OPERATING PRINCIPLES

- No job or activity is worth risking injury
- All injuries and environmental incidents are preventable
- Working safely and in an environmentally responsible manner is a condition of employment
- Each of us is responsible for the safe behavior of ourselves and others
- Environmental, Health and Safety is led by senior management, implemented by line management, with each level accountable to the one above and responsible for the one below
- We will design and integrate Environmental, Health and Safety into our products, our facilities and into our management process
- All employees will be provided the necessary knowledge, skills and abilities to work safely
- Strong environmental, health and safety performance is good business



Health & Well-Being

A healthy workforce is essential to our success as a company. At Textron, we foster a culture that encourages employees and their families to adopt and maintain healthy lifestyles. We create environments conducive to well-being so our employees feel supported and motivated. From reduced membership rates at local fitness centers to on-site fitness and well-being centers, we invest in resources that enhance physical and mental health.

Expanding behavioral health and physical therapy services at Bell

Underscoring the importance of behavioral health to employees and families, in-person counseling services are now available at the Bell Health and Wellness Center. An on-site licensed behavioral health counselor is available for Bell employees and family members under a Textron insurance plan. Bell also added an on-site physical therapist for assistance in the treatment or rehabilitation of injuries to the musculoskeletal system.

Flexible work hours

Recognizing that life does not always fit neatly into a “9-to-5” schedule, Textron’s businesses offer various work arrangements. These include flexible work days and alternative schedules as well as compressed work weeks that allow for additional days off while maintaining productivity.



“STOP THE STIGMA”

Textron’s commitment to Mental Health Awareness Month

Our Enterprise Well-Being team leveraged Mental Health Awareness Month to highlight issues around mental health and the resources available to employees and their families throughout the month of May. Events included a live broadcast from a speaker who shared his story of overcoming adversity as well as trainings around understanding mental health issues and the options available for employees and family members who are facing challenges.





Compensation and Benefit Programs

Our compensation and benefits recognize and reward employees' hard work and effort. We provide pay and benefits packages that are not only competitive in our markets and industries but reward our employees for their performance. We use a "pay for performance" philosophy throughout Textron to reward our employees in alignment with individual and business performance. Individual performance impacts base pay, while variable pay depends on individual and business performance.

We offer our U.S.-based employees healthcare benefits, including medical, prescriptions, dental and vision coverage, income protection, retirement benefits, education assistance and more. In addition, we offer a number of programs and policies designed for the well-being of our employees in general and at specific times in their lives.



BENEFITS INCLUDE

- Employee Assistance Program
- Adoption Assistance
- Parental Leave Policy
- Education Assistance and Scholarship Programs
- Family Building

NEW! FAMILY BUILDING BENEFIT



Employees enrolled in a Textron medical plan now have fertility solutions available to them. Administered through Progyny and integrated into our medical plans, this fertility solution provides employees and their families with treatment options in their family building journey.

Textron also updated its Adoption Assistance Program to include surrogacy.



Talent Development Programs

Critical to talent strategy development are programs designed to prepare our employees at all levels to take on new career and growth opportunities at Textron. Leadership, professional and functional training courses are tailored for employees at each stage of their careers and include a mix of enterprise-wide and business unit-specific programs.

TEXTRON UNIVERSITY

We're committed to ensuring that our employees have the resources to learn, grow and achieve throughout their careers with a variety of virtual and in-person functional trainings, continuing education programs and individual courses and tools that are offered on demand and through scheduled sessions. These include facilitated face-to-face professional and leadership development programs, web-based general and specialized functional and technical courses, and an online portal to access advanced skills technical training, manage recertification of existing qualifications and other career planning tools and resources.

We offer these resources through Textron University. Our Textron University team works with business unit leaders and employees to design and update topics and lesson plans that will ensure our workforce is prepared to meet our business goals as well as enhance their career development.



Textron University—By the Numbers 2023

2,647 employees

participated in Professional/Leadership programs—in-person and virtual.

30,956 employees

across all levels of our organization engaged in professional and/or technical development opportunities.



221,747

company-provided technical (job or functional) and/or professional training (online and classroom) courses/learnings were completed.



Textron Leadership Development Program

This program provides early career professionals with structured learning, on the job training and mentoring through a two-year rotational program at two or more of our businesses, creating a talent pipeline for the company. In 2023, approximately 167 employees participated in the Leadership Development Program.

Functional Rotational Programs

Some of our businesses provide early career professionals with exposure to several functional areas within the business, such as Engineering, Integrated Supply Chain, Sales and Human Resources. This program allows participating employees to remain at one business while rotating among different positions in different functional areas to accelerate learning and understanding the business.

New Leader Programs

Our businesses offer various programs and targeted development opportunities for new leaders to provide them with the knowledge, skills and insight to lead individual contributors. We also provide programs specifically for front line managers to assist their development in an operations environment.

Leadership Programs

Textron offers formal learning experiences and programs for experienced leaders, with offerings customized for managers of managers, managers of functions and senior executives.



Talent Reviews

The current and future talent needs of each of our businesses are assessed annually through a formal talent review process that enables us to develop leadership succession plans and provide our employees with potential new career opportunities. In addition, leaders from functional areas within each business belong to enterprise-wide councils that conduct annual talent reviews. These processes enable us to fill talent needs by matching employees who are ready to assume new challenges with opportunities that best fit their career path, which may be in other businesses or functions within the company.

Textron Summer Internship Program

Our annual enterprise-wide summer college internship program is an important component of our long-term talent growth strategy. In 2023, Textron hosted a summer internship program for approximately 900 college students who interned at various businesses throughout the company. In a survey about their internship experience, 90 percent agreed that they were given meaningful work and were satisfied with the quality of the projects assigned to them. Our internship program allows interns to gain new insights and learn valuable skills, while enabling our businesses to engage high potential employees, gain the perspectives of a new generation of talent, and build our workforce. In many cases, we offer these interns full-time opportunities at Textron upon completion of their degree. More than 65 percent of our 2023 summer interns converted to full-time positions or second internships in 2024.

Education Assistance Program

To support their continued growth and development, our Education Assistance Program reimburses employees for expenses of approved degree or certification programs from institutions accredited by the U.S. Department of Education. Eligible expenses (up to \$8,000 annually for undergraduate and certificate programs and up to \$10,000 annually for graduate programs) include tuition and books as well as other expenses associated with the program. In addition, Textron reimburses the expenses for specialized programs such as an Airframe and Powerplant (A&P) technical certification, a requirement to become an aviation maintenance technician.

In 2023, Textron reimbursed \$6,391,731 to more than 1,300 employees enrolled in approved degree or certification programs.





Building and Engaging Our Workforce

Textron is committed to continuing to build and sustain a strong, skilled and diverse workforce. In addition to more traditional avenues of recruiting, during 2023 we partnered with a variety of professional organizations and participated in diversity-focused events, including:

- Black Engineer of the Year (BEYA) National Conference
- Society of Asian Scientists & Engineers (SASE) National Conference
- Society of Women Engineers (SWE) National Conference
- HBCU Career Development Marketplace

DIVERSITY, INCLUSION AND BELONGING

Textron is committed to having a diverse workforce and inclusive workplaces throughout our global operations. We believe by employing highly talented employees who feel valued and respected and are able to contribute fully we will improve performance, innovation, collaboration and talent retention, all of which contributes to stronger business results and reinforces our reputation as leaders in our industries and communities.

To ensure we are reaching candidates with diverse characteristics, backgrounds and experiences across our businesses and functions, we also work with these organizations:

DirectEmployers Association assists in connecting us to diverse job seekers via syndication services. This relationship supports Textron’s reach to share its open positions with military/veteran networks and diversity and disability job networks.

Our membership in the **Minority Corporate Counsel Association (MCCA)** helps us to develop and expand our relationships with minority bar associations and other legal diversity organizations, and to attract diverse candidates for opportunities throughout our businesses.

Our sponsorship with the **National Association of Minority and Women Owned Law Firms (NAMWOLF)** and our participation in the DRI Diversity Conference and EXPO both advance our efforts to diversify our outside law firm portfolio.

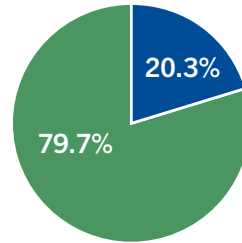




MILITARY VETERANS

Textron’s defense businesses develop the products and services that keep our bravest men and women safe while accomplishing their missions. We appreciate the unmatched experience, skills and perspective veterans provide our company. Job-seeking veterans can access a military skills translator tool on our company’s careers page to match their military occupation codes or titles to our open positions. Textron is a member of the Veteran Jobs Mission, a coalition of more than 200 companies committed to hiring veterans.

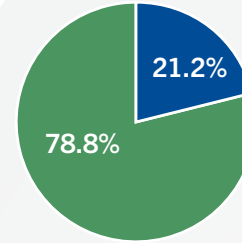
**BELL
U.S. WORKFORCE**



~6,200 Employees

- Veteran
- Civilian

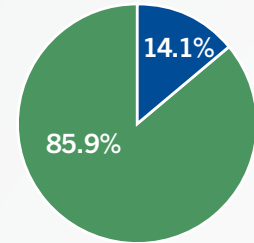
**TEXTRON SYSTEMS
U.S. WORKFORCE**



~3,500 Employees

- Veteran
- Civilian

**TEXTRON
U.S. WORKFORCE**



~27,100 Employees

- Veteran
- Civilian

INDIVIDUALS WITH DISABILITIES

As an equal opportunity employer, Textron is committed to a diverse workforce and a barrier-free employment process. Textron provides workplace accommodations, making all our workplaces accessible to individuals of all abilities. We consider each request for accommodation on a case-by-case basis and strive to provide all applicants and employees with reasonable accommodations necessary to apply for and perform the essential functions of their jobs.

THE NATIONAL ORGANIZATION ON DISABILITY RECOGNIZED BELL AS A 2023 LEADING DISABILITY EMPLOYER.



BELL AND TEXTRON SYSTEMS HONORED WITH GOLD MEDALLION AWARD

Bell and Textron Systems were recognized by the U.S. Department of Labor with a 2023 HIRE Vets Gold Medallion Award—the only federal-level veterans’ employment award that recognizes a company’s or organization’s commitment to recruiting, employing, developing and retaining veterans.

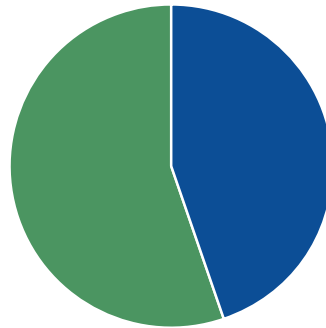


2023 Workforce Metrics

Textron is committed to continuous improvement in building and sustaining a diverse workforce at all levels of our company. For over a decade, Textron has allocated five percent of its annual incentive compensation for management-level employees toward achievement of diversity goals. Beginning in 2020, we focused these goals specifically on hiring diversity.

The following charts provides the composition of our U.S. workforce as of December 31, 2023 as self-reported by our employees. Diverse employees are defined as people who identify as female or diverse based on race or ethnicity. U.S. executive leadership is defined as employees who are eligible to receive equity-based incentive awards. U.S. management is defined as employees who are managers of people.

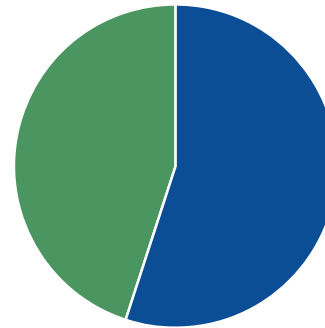
U.S. WORKFORCE



44.8% diverse

↑0.8%

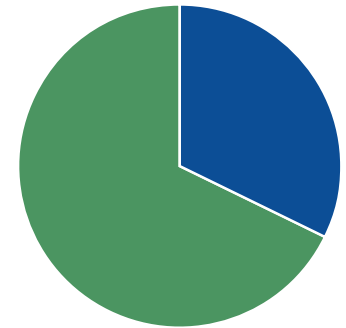
U.S. HIRING



55.2% diverse

↑0.3%

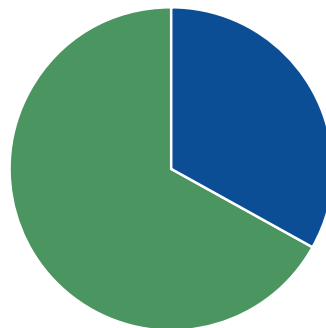
U.S. EXECUTIVE LEADERSHIP



33.4% diverse

↑0.3%

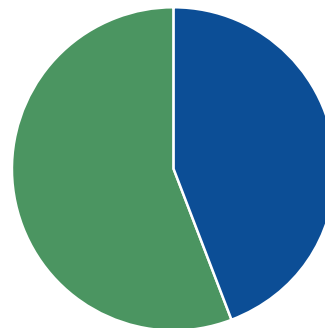
DIVERSITY OF U.S. MANAGEMENT EMPLOYEES



33.2% diverse

↑0.9%

U.S. PROMOTIONS TO DIVERSE EMPLOYEES



44.3% diverse

↑0.5%

↑↓ Percentage change from previous year.

All demographic data reflects U.S. population only and therefore does not reflect the full diversity of our global workforce. Additional U.S. data is provided in our 2022 EEO-1 report, and later this year in our 2023 EEO-1 report, available on [Textron.com](https://www.textron.com).



EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) allow employees of all backgrounds, career paths and work locations to find common connections and interests. They provide our employees with opportunities to learn from each other in ways that build understanding and promote a culture of inclusion. And ERGs give our employees new avenues to work together to support our communities, fostering teamwork that extends into the workplace.

ERGs have provided our employees with leadership and volunteer opportunities, offering new ways to engage with colleagues with whom they may have a shared experience but may not otherwise meet. ERGs break down barriers of position, function, and experience level and provide a safe space to come together and make a difference.

ERGs Across Textron Business Units



EMPLOYEE ENGAGEMENT

Textron Employee Engagement Survey

Textron conducts a biannual survey of its global workforce to measure the engagement and satisfaction of employees with the goal of creating a stronger and more connected organization. In 2024, Textron surveyed its employees on 28 topics, including Inclusion, Communication, Safety Culture and Leadership. Translated into 18 languages, the survey featured several questions under each topic area with employees asked to respond to each question using a 1 to 5 scale. More than 74 percent of employees completed the confidential survey with more than 57,000 unique employee comments. Compared to the 2022 engagement survey results, Textron’s scores in all but one topic area either improved or remained the same.

Business unit leaders and managers will access the results of the survey for their specific business and department and review the feedback of their employees. This feedback will inform their plans to address areas in which they can take meaningful action to improve the experience of their employees. In consultation with our third-party survey administrator, managers have access to resource guides that assist them in analyzing results, developing post-survey actions and interpreting benchmarks.



Bell ERG Received National Honors

The Bell African Ancestry Networking Group (BAANG) received the top honor at the Global ERG Network’s 2023 Diversity Impact Awards. BAANG ranked first among the Top 25 ERGs, recognized for its “excellence in driving results in organizational impact, talent management and supporting a culture of inclusion.” BAANG is among the most established and active ERGs within Textron with more than 400 members.



Product Safety

At Textron, our success in pushing the boundaries of what’s possible requires a disciplined and thoughtful approach to the safety and quality of our products.

Because our products are complex and often used in highly demanding environments that are extensively governed by state, federal, and international regulations, our businesses have developed and maintain rigorous processes designed to ensure quality and safety throughout the product lifecycle. This commitment to quality and safety begins with product development, extends through the manufacturing process, and continues throughout the customer’s use of our products. Our businesses’ quality and safety programs are stringently and consistently reviewed to ensure they meet the specific regulatory guidelines and rules applicable to the products offered by that business.

Textron’s aircraft manufacturing businesses, including Textron Aviation, Bell and Pipistrel, design, certify, manufacture and support commercial and military airplanes and vertical lift aircraft. All aspects of these business operations are thoroughly regulated by civil and military airworthiness authorities, as applicable, including the U.S. Federal Aviation Administration, the U.S. Department of Defense, Transport Canada and the European Union Aviation Safety Agency.

These governmental bodies issue extensive and detailed safety regulations and requirements, and compliance with these regulations is central to the operations of our aviation businesses. The safety regulations and requirements cover not only the design and certification of aircraft, but also continuing airworthiness support after aircraft are delivered.

For their postproduction fielded aircraft, our aircraft manufacturing businesses monitor service and production data for their products, identify issues or events that might affect the operational safety of their products, and interface with the Federal Aviation Administration or other applicable aviation authorities. We continually improve our products’ reliability, durability and safety through the issuance of Service Letters, Service Bulletins and model specific communiques which are available to owners, operators and repair stations on the companies’ respective customer portals.

Textron’s defense businesses develop and manufacture products to the specifications and standards established by our U.S. Government customer. Any proposed engineering changes to a product must be submitted to the Government customer as a formal engineering change proposal and must be approved by the Government customer prior to implementation. Military products are subject to rigorous testing, including safety testing, during development and must meet all required specifications before they are accepted by the Government customer upon completion.

Textron Specialized Vehicles (TSV) manufactures products that are governed by various voluntary and mandatory industry standards designed to ensure quality and safety. Additionally, for its consumer products, TSV must comply with the Consumer Product Safety Act and other statutes and regulations enforced by the U.S. Consumer Product Safety Commission or similar domestic and foreign administrative bodies.



To ensure compliance with these standards and laws, TSV assesses quality and safety throughout the design, manufacturing and finished product stages, which includes comprehensive testing of product design, components and finished products. When safety or quality issues arise during product development and manufacture, or on products that have already been sold, TSV utilizes a multidisciplinary review process to identify and address product issues, and, when necessary, undertake recalls, field fixes and public communications to address identified concerns.

Leadership teams across Textron are committed to ensuring that safety and quality are an essential part of their business. Similarly, through consistent training, a positive safety culture and rigorous adherence to process, each of our employees is an integral part of our product safety commitment. Finally, when circumstances warrant, our businesses routinely work with government agencies to evaluate safety incidents and work to incorporate lessons learned into our products and services.



Community

Positively impacting the local communities where we live and do business around the globe is an important part of our Textron culture. We are committed to helping improve the quality of life in communities where we live and work. We support job training programs for people of all ages and backgrounds, invest in educational enrichment programs for youth and match dollar for dollar the donations of our employees who give to qualified charitable organizations.

The Textron Charitable Trust and Textron Inc., including its business units, provide philanthropic support for nonprofit agencies that align with our giving focus and often involve the volunteer efforts of our employees. In 2023, the Trust and Textron businesses gave more than \$6.5 million to support the work of these organizations.

Matching Gift Program **\$1,922,189**

We also are proud to support our employees in contributing to non-profit organizations that are personally important to them. Employee donations to eligible 501c(3) organizations are matched dollar for dollar up to \$7,500 per individual per calendar year through the Textron Charitable Trust. In 2023, 1,780 employees made charitable gifts to 1,240 organizations that were matched through the program, resulting in over \$1.9 million in matching contributions.

Workforce Development Organizations **\$2,058,140**

These programs help develop our communities' future workforce, providing educational experiences for people of all ages and socioeconomic backgrounds. They include job training and employment development, educational enrichment and mentoring programs for youth and college/university assistance.

Healthy Families/Vibrant Communities **\$1,855,433**

The focus of these programs is to invest in the quality of life in the communities where do we business. A wide range of organizations fit this description, encompassing arts and culture, community revitalization and/or health and human services.

United Way **\$699,715**

This amount reflects annual grants to the United Way made by Textron business units and the Textron Charitable Trust. The United Way partners with member agencies to support initiatives in education, employment, health and the creation of strong neighborhoods. In addition, each year, Textron businesses organize United Way giving campaigns to facilitate contributions that address local needs within our communities.





Data Privacy & Information Security

DATA PRIVACY

Compliance With Global Privacy Laws, Regulations and Standards

Textron, like all businesses, handles data that may include personal, sensitive, confidential or proprietary information about our employees, customers and others. We use this information for valid business purposes only and undertake to collect, process and transfer this information in compliance with all applicable laws and regulations in the U.S. and globally.

Governance, Enforcement and Training

Textron has in place a governance framework and management system which guide the administration of data privacy and the monitoring of compliance throughout the enterprise.

Compliance is enforced via regular privacy risk assessments and audits and regular security audits on our technologies and practices affecting user data. Textron and each of its businesses also conduct regular employee data privacy and security training sessions.

Data Protection Safeguards

Information technology security safeguards have long been in place to protect Textron data, including personal data. Data protection safeguards include technical mechanisms to identify and protect against unauthorized access, use or disclosure, internal restrictions on access and a formal, robust, and auditable IT Risk Assessment process for vetting of new information systems or vendors that may access or process confidential or personal information.

INFORMATION SECURITY

Our IT and related systems are critical to the efficient operation of our business and essential to our ability to perform day-to-day processes. We protect our information assets and manage risk by promoting a culture that communicates security risks, designs secure IT systems and operates according to approved processes to reduce the likelihood and impact of security incidents. Our centrally defined security policies and processes are based on industry best practices and are revisited regularly to ensure their appropriateness based on risk, threats and current technological capabilities.



For more information about our cybersecurity oversight and risk management, please see our [2023 Form 10-K](#).



Ethics & Compliance

At Textron, we are guided in all our business interactions by our four values: **Integrity**, **Respect**, **Trust** and **Pursuit of Excellence**. These values are core to Textron’s culture and define who we are as an organization. They are intended to help Textron’s employees and managers make the best possible decisions, manage change, and provide a foundation for Textron’s future. These values are the foundation of Textron’s culture of responsible, ethical conduct.

All Textron employees—regardless of position or title—are accountable for safeguarding and furthering the high ethical standards associated with our company in the global marketplace. Adherence to our policies and the laws and regulations of each country where we conduct business is mandatory.

For more than 40 years, Textron’s Ethics and Compliance Program has provided a roadmap and resources necessary to provide support to our employees, managers, and directors as they navigate legal, compliance and ethical challenges. The Program has evolved over time in response to changes in our business and the legal environment in which we operate. The Program requires each of our business units to assess ethics and compliance risks annually and, based upon changes in the business and the operating environment, prepare annual risk-based Ethics and Compliance Action Plans that include action steps to mitigate identified risks. Key compliance processes include process monitoring, internal audits to detect violations, self-assessments, live and computer-based compliance training, and other performance checks to ensure we are on the right course. Where appropriate, we incorporate lessons learned from these performance checks into our Ethics and Compliance Action Plans and use them to improve our Program.



INTEGRITY



RESPECT



TRUST



PURSUIT OF EXCELLENCE



BUSINESS CONDUCT GUIDELINES

Textron’s Business Conduct Guidelines (BCGs) reinforce Textron’s values and our standards for business conduct in areas including conflicts of interest, protection of assets, equal opportunity, diversity, environmental protection, health, safety, personal data protection, gifts and entertainment, and anti-corruption.

In 2023, we re-organized and refreshed the content of our BCGs using a direction-finding navigation theme that encourages employees, managers and directors to use Textron’s values to find the proper course when faced with an ethical dilemma. We also modernized the design and layout of the BCGs to make them easier to read and understand. Users can quickly navigate to the subject matter they are seeking using a table of contents and hyperlinks that take the user to specific topic pages and to relevant Textron policies. In addition, each content page has a direct link to the Textron HelpLine so that employees can seek additional guidance when necessary. The reimagined BCGs have been translated into the languages most frequently used by Textron’s global workforce and continue to point the way for all of us.

ETHICS AND COMPLIANCE OVERSIGHT

Oversight of Textron’s Ethics and Compliance Program resides at the highest levels of the organization. The Textron Steering Committee on Corporate Ethics and Compliance Programs is responsible for oversight and review of the Program as well as its implementation and effectiveness. The Committee meets quarterly, and its members include Textron’s Chairman and Chief Executive Officer, Executive Vice President and Chief Financial Officer and Executive Vice President and Chief Human Resources Officer. The Committee is chaired by the Executive Vice President, General Counsel and Chief Compliance Officer of Textron Inc., who also reports to the Audit Committee of the Board of Directors on legal, ethics and compliance matters at each Audit Committee meeting.



Read Textron’s Business Conduct Guidelines [here](#).

GLOBAL ANTI-CORRUPTION COMPLIANCE POLICY

Textron’s Global Anti-Corruption Compliance Policy applies to our Board of Directors and every Textron employee. It provides detailed standards and processes related to interactions with government officials and onboarding and monitoring of third-party business partners. The Policy prohibits improper payments to government officials and commercial bribery, and it strictly restricts facilitating payments to extremely limited situations where they are necessary to ensure the safety, health or well-being of Textron employees or their family members. The Policy provides detailed approval processes that govern gifts, entertainment, hospitality and travel expenses for government officials, as well as non-U.S. charitable donations and non-U.S. political contributions. It also requires periodic training, annual certification, and background checks for employees in high-risk positions.

With respect to third parties, the Global Anti-Corruption Compliance Policy establishes a risk-based due diligence process for the review, approval and appointment of sales agents, representatives, dealers, distributors, consultants, customs brokers, freight forwarders, lobbyists, joint venture partners, offset providers and teaming partners who will act on behalf of Textron outside the U.S. The policy also establishes requirements for the inclusion of specific compliance language in contracts with third parties, mandating specific processes for making payments and for ongoing monitoring and periodic review.





KEY ELEMENTS OF OUR COMPLIANCE PROGRAM

• **Business Conduct Guideline Certifications**

All new employees are asked to review and acknowledge receipt of Textron’s Business Conduct Guidelines (BCGs). In addition, segments of Textron’s workforce annually certify as to their compliance with the BCGs and, depending upon their role in the organization, as to their compliance with the Global Anti-Corruption Compliance Policy.

• **Compliance Training**

Training is an integral part of Textron’s Ethics and Compliance Program. Live and/or online compliance training is provided to more than half of Textron’s employees, including management, each year. More than 163,000 online training courses on various ethics and compliance topics were completed by our employees in 2023. Training topics vary from year to year and

include courses on the prevention of harassment and discrimination, global anti-corruption, data privacy protection, safeguarding intellectual property and IT security awareness. Each of these training topics are available in English and in the languages and dialects most used by our global workforce.

• **Recognizing our Employees**

Textron employees who have contributed to improving our compliance programs are recognized for their achievements in ethics and compliance in one of three categories—Culture of Compliance, Standards and Procedures and Communications and Training—through Textron’s annual Ethics and Compliance Award for Excellence. Positive reinforcement of best practices encourages our employees to make ethics and compliance a priority.

• **Culture of Compliance Surveys**

Textron periodically surveys segments of its workforce for purposes of measuring its success in cultivating and sustaining a culture of integrity and compliance. In 2023, Textron conducted a confidential survey of almost 20,000 employees across numerous functional areas to assess our culture of compliance. This survey, like the surveys conducted in the past, asked employees their views on Textron’s expectations regarding ethical behavior, management’s leadership with respect to compliance, fear of retaliation, level of confidence that compliance concerns will be properly addressed and whether they feel pressured to compromise on our ethical standards. Over 62% of employees who received the survey responded and, importantly, when asked if Textron expected them to conduct business with high ethical standards and in compliance with all applicable laws and regulations, over 95% of responding employees agreed. Textron intends to continue to periodically administer this type of survey for purposes of assessing and shaping our ethics and compliance program.

• **Ethics HelpLine**

Multiple avenues exist to raise issues, ask questions, or report violations without fear of retaliation, including through our third-party administered confidential Ethics and Compliance HelpLine. HelpLine reports may be made online as well as by phone. Telephonic reports are taken by trained professionals and are relayed to Textron’s compliance professionals for appropriate resolution. Availability and use of the HelpLine to report compliance concerns are promoted on Textron’s intranet, through the BCGs and on posters located in employee accessible areas like break rooms and hallways in each Textron facility.





Human Rights

Textron is committed to respecting fundamental human rights throughout our global operations and our supply chain. For decades, our regard for human rights has been grounded in the values of our Business Conduct Guidelines in all relationships with customers, employees, business partners, suppliers, shareholders, the community and the environment.

Textron’s Commitment to Human Rights is a robust document that expresses our commitment to respect and protect human rights and sets forth the principles we expect our businesses and employees, as well as our customers, suppliers and other partners, to uphold.

Key provisions of Textron’s Commitment to Human Rights address the following topics:

- Non-Discrimination and Harassment
- Work Environment and Compensation
- Forced Labor
- Child Labor and Human Trafficking
- Health and Safety
- Privacy
- Freedom of Association and Collective Bargaining
- Environment and Sustainability
- Relationships with Suppliers and Business Partners
- Ongoing Supply Chain Management
- Supplier Diversity

To maintain a culture with respect for human rights, we provide and publicize multiple channels for employees to raise concerns regarding human rights without fear of retribution, including the Textron Ethics HelpLine. Textron strongly encourages any employee to report any potential violation of Textron’s Commitment to Human Rights.



Read Textron’s Commitment to Human Rights [here](#).



Supply Chain

As a multi-industry company with businesses operating in numerous countries around the world, Textron maintains a large, global supply chain. Each of our manufacturing businesses has its own supply chain management team and processes tailored to the specific supply chain needs of the business’s operations. These internal teams play a vital role in assessing and onboarding new suppliers, monitoring existing suppliers and aligning suppliers with our objectives and values. In addition, Textron maintains an enterprise-wide Procurement Council to share best practices and processes, provide guidance and foster collaboration and communication among businesses.

Textron is committed to being a responsible corporate citizen and upholding the highest standards of ethics and business conduct throughout its global operations. Accordingly, Textron expects its suppliers to conduct business consistent with these standards and in full compliance with applicable laws and regulations. As part of our dedication to these principles, we recently adopted an expanded **Textron Code of Conduct for Suppliers and Other Business Partners** that outlines our expectations for ethics and compliance throughout our global supply chain.

Key provisions of the Textron Code of Conduct for Suppliers and Other Business Partners cover the following topics, among others:

- Fair Employment Practices
- No Forced Labor, Child Labor or Human Trafficking
- Zero Tolerance for Corruption
- Employee Health and Safety
- Freedom of Association
- Working Hours, Wages and Benefits
- Human Rights
- Cybersecurity
- Environmental Laws and Regulations
- International Trade Compliance

Textron expects its suppliers to have a supplier management system, commensurate with the size and nature of their business, with appropriate due diligence processes in place to support compliance with applicable laws, regulations and the obligations set forth in the Textron Code of Conduct for Suppliers and Other Business Partners and to make their due diligence measures available upon request. Textron also encourages its suppliers to implement their own written code of conduct aligned with the principles of Textron’s Code and to flow down these principles to the entities that furnish goods and services to the supplier.



Read the **Textron Code of Conduct for Suppliers and Other Business Partners** [here](#).





Forward-Looking Statements

Certain statements in this report are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as “believe,” “expect,” “plan,” “will,” “intend,” “may,” “strategy,” “target,” “goals,” “aim,” “strive,” “anticipate,” “project,” “committed” and other similar words, including, without limitation, statements regarding the company’s sustainability strategy, talent management strategy, diversity and inclusion strategy and goals, performance targets, new products, services initiatives or programs, product development, environmental goals, and the potential of the industries and markets we serve. These statements are only predictions and involve known and unknown risks, uncertainties, and other factors that may cause our actual results to differ materially from those expressed or implied by such forward-looking statements. Given these uncertainties, you should not place undue reliance on these forward-looking statements. Forward-looking statements speak only as of the date on which they are made, and we undertake no obligation to update or revise any forward-looking statements. Risks and uncertainties that could cause our actual results to differ significantly from management’s expectations include, but are not limited to, our ability to achieve reductions in energy use, water, greenhouse gas emissions and other sustainability goals and objectives; changes in our priorities and changes in the priorities of our customers and suppliers;

the amount of our future investments; the accuracy of our estimates and assumptions; the future effect of legislation, rulemaking and changes in policy; the impact of acquisitions or divestitures or other changes in our employee or product and service base; the success of our diversity and inclusion initiatives; the impact of cyber or other security threats; the willingness of suppliers and other third parties to adopt and comply with our programs; and changes in global economic, business, political, social and climate conditions, as well as those factors described in our most recent Annual Report on Form 10-K, our quarterly reports on Form 10-Q and in our other filings with the U.S. Securities and Exchange Commission.

Except where otherwise noted, the information covered in this report highlights the company’s performance and initiatives in fiscal year 2023. Calculations and statistics included in this report are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change. Statements regarding our goals, commitments and objectives, including related statistics or metrics, may be based on estimates and assumptions under developing standards that may change in the future. Likewise, our environmental, social and governance goals, commitments and objectives are aspirational and may change. Statements regarding our goals are not guarantees or promises that they will be met

and actual results may differ materially. This report has not been externally assured or verified by an independent third party. Inclusion of information in this report is not an indication that the subject or information is material to our business or operating results. “Material” for the purposes of this report should not be read as equating to any use of the word in our other reporting or filings with the U.S. Securities and Exchange Commission. This report may also contain links to internet sites or references to third parties. Such links or references are not incorporated by reference to this report, and we can provide no assurance as to their accuracy. No part of this report or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.



TCFD Disclosures Index

TCFD DISCLOSURES		REFERENCES
Governance	Describe the board's oversight of climate-related risks and opportunities	Textron 2024 Proxy Statement : pages 13-15 2023 CDP Climate Change Questionnaire Response : C1.1
	Describe management's role in assessing and managing climate-related risks and opportunities	Textron 2023 10-K : pages 13-15 Textron 2024 Proxy Statement : pages 13-14 2023 CDP Climate Change Questionnaire Response : C1.2 and C2.2
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	CDP Climate Change Questionnaire Response : C2.3a and C2.4a
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Textron 2023 10-K : pages 13-14 Textron 2023 Corporate Responsibility Report : pages 12-15 CDP Climate Change Questionnaire Response : C2.3a, C2.4a, C3.3 and C3.4
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 Celsius or lower scenario	CDP Climate Change Questionnaire Response : C3.2a
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	Textron 2024 Proxy Statement : pages 13 and 14 CDP Climate Change Questionnaire Response : C2.1 and C2.2
	Describe the organization's processes for managing climate-related risks	Textron 2024 Proxy Statement : pages 13 and 14 CDP Climate Change Questionnaire Response : C2.2
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Textron 2024 Proxy Statement : pages 13 and 14 CDP Climate Change Questionnaire Response : C2.2
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Textron 2023 Corporate Responsibility Report : pages 7-11 CDP Climate Change Questionnaire Response : C4.1b, C4.2b, C9.1 and C-T09.3/C-TS9.3
	Disclose Scope 1, Scope 2 and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Textron 2023 Corporate Responsibility Report : page 8 CDP Climate Change Questionnaire Response : C6.1, C6.3 and C6.5
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Textron 2023 Corporate Responsibility Report : pages 7-11 CDP Climate Change Questionnaire Response : C4.1b, C4.2b, C4.3, C4.5a and C9.1



SASB Disclosures Index

We have focused on the categories below that best align with available information and data. We intend to continue mapping our progress as we further develop our sustainability strategy and reporting.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-AE-130a.1	(1) 5,403,866 GJ; (2) 54%; (3) 23%
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-AE-150a.1	2,661 t, N/A
	Number of aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	RT-AE-150a.2	2, 115 gallons
Data Security	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	Number, Percentage (%)	RT-AE-230a.1	Textron considers this information to be confidential
	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Discussion and Analysis	n/a	RT-AE-230a.2	See Textron 2023 10-K , page 12 See Textron 2024 Proxy Statement , page 13 See Textron 2023 Corporate Responsibility Report , page 30
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-AE-250a.1	During 2023, Textron Specialized Vehicles (TSV) voluntarily initiated five consumer product recalls with the U.S. Consumer Product Safety Commission and four consumer product recalls with Transport Canada. These recalls were related to Personal Transportation, Golf Cars and Off-Road Vehicles. Information related to these recalls can be found on the Consumer Product Safety Commission’s website or Transport Canada’s website.
	Number of counterfeit parts detected, percentage avoided	Quantitative	Number, Percentage (%)	RT-AE-250a.2	Textron’s businesses have quality and safety controls in place to ensure that parts are only produced through approved suppliers. With respect to aftermarket parts, post-production counterfeit parts issues are generally managed by the U.S. Federal Aviation Administration (FAA) through the FAA’s Suspected Unapproved Parts Program, and related information is publicly available on the FAA’s website.



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Product Safety	Number of Airworthiness Directives received, total units affected	Quantitative	Number	RT-AE-250a.3	All Airworthiness Directives related to our Textron Aviation, Bell, Lycoming and Pipistrel aircraft products are publicly available. The most recent information concerning those directives can be found on the appropriate regulatory sites. For more information see: 1) European Aviation Safety Agency-regulated Airworthiness Directives 2) FAA-regulated Airworthiness Directives 3) Transport Canada-regulated Airworthiness Directives See also Textron's 2023 Corporate Responsibility Report , page 28
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	RT-AE-250a.4	Textron considers this information to be confidential
Fuel Economy & Emissions in Use-phase	Revenue from alternative energy-related products	Quantitative	Reporting currency	RT-AE-410a.1	2023 revenue from alternative energy-related products: \$1,034M
	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	Discussion and Analysis	n/a	RT-AE-410a.2	See Textron's 2023 Corporate Responsibility Report , pages 12-14 See CDP Climate Change Questionnaire C3.4, C4.5, C-T09.3/C-TS9.3 and C-T09.6a/C-TS9.6a
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-AE-440a.1	See Conflict Mineral Policy and Annual Conflict Minerals Report
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Quantitative	Reporting currency	RT-AE-510a.1	Textron considers this information to be confidential
	Revenue from countries ranked in the "E" or "F" Band of Transparency International's Government Defense Anti-Corruption Index	Quantitative	Reporting currency	RT-AE-510a.2	2023 Revenues from Band E Countries—\$950M, 2023 Revenues from Band F Countries—\$94M
	Discussion of processes to manage business ethics risks throughout the value chain	Discussion and Analysis	n/a	RT-AE-510a.3	See Textron's 2023 Corporate Responsibility Report , pages 31-35 See Textron's Business Conduct Guidelines See Textron's Code of Conduct for Suppliers and Other Business Partners
ACTIVITY METRIC		CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Production by reportable segment		Quantitative	Number	RT-AE-000.A	See Textron's 2023 10-K
Number of employees		Quantitative	Number	RT-AE-000.B	Approximately 35,000

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