



2022 DIVERSITY, EQUITY AND INCLUSION ANNUAL REPORT

FORWARD. TOGETHER.

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MESSAGE FROM OUR CEO



Christopher E. Kubasik
Chair and Chief Executive Officer

Colleagues often ask me about L3Harris' vision to be the trusted disruptor in the aerospace and defense industry. I use the term to describe what sets us apart from our competitors – how L3Harris thinks and acts differently to solve customers' most critical national security challenges. To accomplish this, we bring together brilliant innovators with unique backgrounds and experiences. **Being the trusted disruptor starts with our people.**

As an agile, innovative leader, our commitment to diversity, equity and inclusion (DE&I) is unwavering. We hold ourselves accountable to meeting two clear goals: a workforce that is half women and at least one third people of color. We're making progress. Women currently comprise 25% of our global workforce, and people of color make up 28% of our U.S.-based workforce, up 200 bps from last year.

Additionally, women represent 36% of our executive leadership, and 44% of new college graduates are people of color. This progress is a credit to the people and teams taking action globally. I continue to serve as co-chair of our Diversity Council, and when I meet with our nine Employee Resource Groups (ERGs), I'm always energized by their passion and dedication toward building a more inclusive workplace.

These efforts extend to all employees, as evidenced by actions taken by teams across the company. Following our second company-wide Employee Engagement Survey, leaders worked with their teams to create plans for improving engagement and inclusion. Further, our global Days of Understanding sessions, held annually, foster candid – and even uncomfortable – conversations among teams. And sometimes discomfort is just what we need to create real change.

Advancing DE&I at L3Harris goes beyond the actions we're taking inside the workplace and extends to the communities where we live. We believe in supporting future innovators through STEM initiatives for underserved youth and giving back to not-for-profit organizations that align with our customers' missions. Every time I have the privilege of volunteering alongside employees in our communities, I am reminded of the reason I am most proud to work at L3Harris: our people.

Please take time to read our **2022 Diversity, Equity and Inclusion Annual Report** and learn more about how L3Harris is building a better future. While our journey is far from over, we remain steadfast in moving forward together to achieve our goals. This is our commitment, and our reputation as *the* trusted disruptor depends on it.

A handwritten signature in black ink that reads "Christopher E. Kubasik". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

COMPANY HIGHLIGHTS

18K

Total Employee Resource Group Members

30+

Resources in the DE&I employee toolkit. 83% of users learned something new.

>4K

Days of Understanding Conversations Held Since Program Began

~26K

Hours of DE&I Training Completed Through Unconscious Bias and Self-Selected Compliance Training

900+

Diverse Suppliers, Including
550+ Women-Owned,
300+ Veteran-Owned,
140+ Small Disadvantaged Businesses

122K+

Employee Volunteer Hours Logged

320

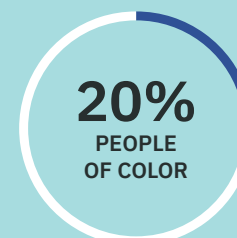
Leaders and Employees in Attendance at Inaugural Inclusion Conference

100%

Score on 2022 Disability Equality Index, a 10% increase from 2021

WORKFORCE SNAPSHOT

EXECUTIVES

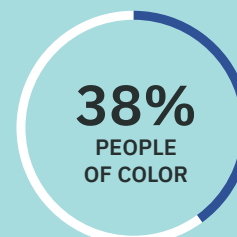


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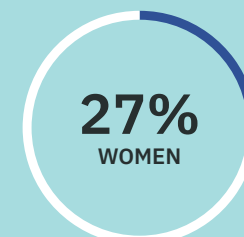


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HIRES

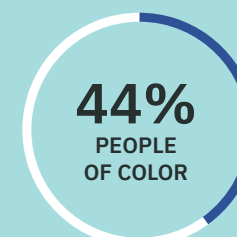


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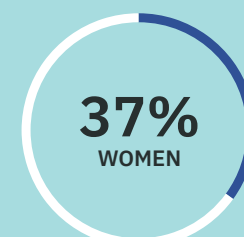


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NEW COLLEGE GRADUATES



+2%*



+1%*

*Change from 2021

ABOUT L3HARRIS TECHNOLOGIES

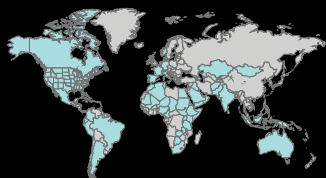
L3Harris Technologies is a Trusted Disruptor for the global aerospace and defense industry. With customers' mission-critical needs always in mind, our 46,000 employees deliver end-to-end technology solutions connecting the space, air, land, sea and cyber domains.

>\$17B
ANNUAL REVENUE

~4%
INDUSTRY-LEADING
INTERNAL R&D INVESTMENT

 **~46K**
EMPLOYEES

~20K 
ENGINEERS
& SCIENTISTS



**CUSTOMERS IN
MORE THAN
100 COUNTRIES**

OUR VALUES DEFINE US

At L3Harris, we live our values every day – they define our culture and drive our success. Employees are expected to act with integrity in all business dealings, perform at the highest level to achieve operational excellence and demonstrate respect toward all.



INTEGRITY

- > Accountable
- > Ethical
- > Honest



EXCELLENCE

- > Flawless Execution
- > Customer-Focused
- > Innovative



RESPECT

- > Safe and Sustainable
- > Community-Minded
- > Diverse, Equitable and Inclusive

EMPLOYEE EXPERIENCE

Our global team of 46,000 talented people develop mission solutions to help protect our nation and its allies. The work we do matters, and it's important that our employees find their work rewarding and fulfilling.



HIGH-TECH

We continue to develop innovative technology across the space, air, land, sea and cyber domains. Our ongoing investment in internal research and development demonstrates our path as a trusted disruptor in the industry. Our Agile Development Group (ADG) is an innovative accelerator and collaboration initiative that enables us to challenge and grow by identifying groundbreaking solutions for our customers' most pressing needs.



HIGH-ENERGY

Our employees take active roles in sharing their unique experiences and perspectives, delivering on our most critical business imperatives and enabling us to generate a diverse, equitable and inclusive workplace. We recognize that DE&I are more than a business metric – they are critical to maintaining a competitive advantage and delivering innovative solutions to our customers.



HIGH-PERFORMANCE

Our products support missions that save lives in times of crisis. This wouldn't be possible without our employees' dedication and diverse skillsets. Whether producing patents, testing products or supporting the production line, our employees work as a team to deliver what is needed for our customers. Our commitment to performance and excellence has enabled us to achieve 18 consecutive years of awards and recognition from the U.S. Department of Defense.



HIGH-RETURN

We know employees will invest in a company that invests in them – and that is why we prioritize work/life integration and flexibility. Educational assistance, discretionary paid time off, paid parental leave, increased counseling sessions and a common 9/80 work schedule help our employees continuously balance professional growth opportunities with the flexibility they need in their work and personal lives.

MESSAGE FROM OUR VP OF TALENT AND INCLUSION



Kirsten Wilkers
Vice President, Talent and Inclusion

At L3Harris, we continuously push the boundaries of how we make our workplace equitable and inclusive for all employees. Despite the many challenges we've faced in recent years – a competitive job market, lasting effects of the global pandemic, economic impacts – we remain focused on our goals to create a diverse and safe space where employees can achieve their full potential at work.

I'm proud of the actions we've taken this past year and look forward to building on our achievements. In 2022, we held our first Inclusion Conference, a three-day virtual event that focused on building leadership awareness and accountability for DE&I. More than 320 leaders and employees across the company learned from DE&I experts on how to build their inclusion skills, competencies and behaviors.

I'm also pleased to report that our ERG membership continues to increase year-over-year, growing total membership by nearly 3,000 members in 2022. The more our employees actively engage with colleagues of different backgrounds and interests, the more we build on our inclusive environment.

Our efforts are being recognized. In 2022, we scored 100% on both the Disability Equality Index and the Human Rights Campaign Corporate Equality Index, important benchmarking tools that measure inclusivity and equality of Fortune 1000 companies. We also achieved the Military Friendly Bronze designation upon participating for the first time this year and continue to be recognized as a Best Employer for Veterans by Forbes. These prestigious honors demonstrate our commitment to making our employees feel welcome and valued at L3Harris.

Together we're making great strides toward our goals. Our vision is to further elevate our culture of DE&I to ensure all employees have a voice, feel valued and can achieve psychological safety and belonging at work. We implement this vision by growing our DE&I infrastructure, enhancing our DE&I marketing and communications, increasing our diverse representation, embedding conscious inclusion initiatives and building our equity practices.

You'll learn more about these focus areas and our long-term goals in this report. I invite everyone to join me in celebrating how far we've come – and how far we will go as we move forward together.

Kirsten Wilkers

CORPORATE AWARDS AND PARTNERSHIPS

Every year, L3Harris continues to be an employer of choice and strategic corporate partner for a variety of external organizations. These relationships demonstrate our ongoing commitment to advancing a diverse, equitable and inclusive workplace globally. Further, these recognitions and partnerships enable us to promote DE&I both in and out of the workplace, while also utilizing the important research and benchmarking we receive to continuously improve.

COMPANY AWARDS



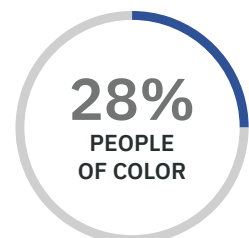
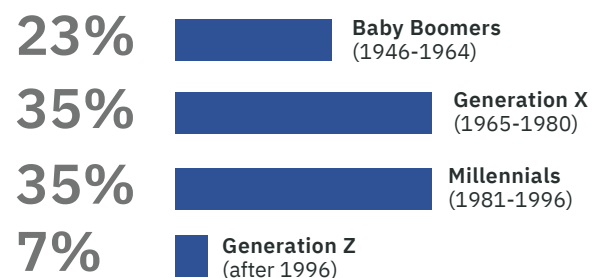
EXTERNAL PARTNERSHIPS



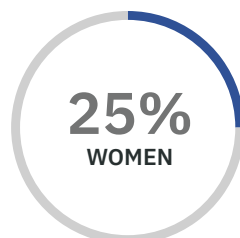
STATS AT A GLANCE

DEMOGRAPHICS

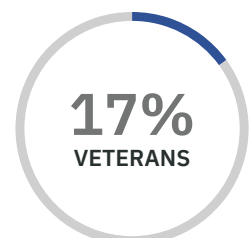
(See Appendix for Definitions)



+2%*



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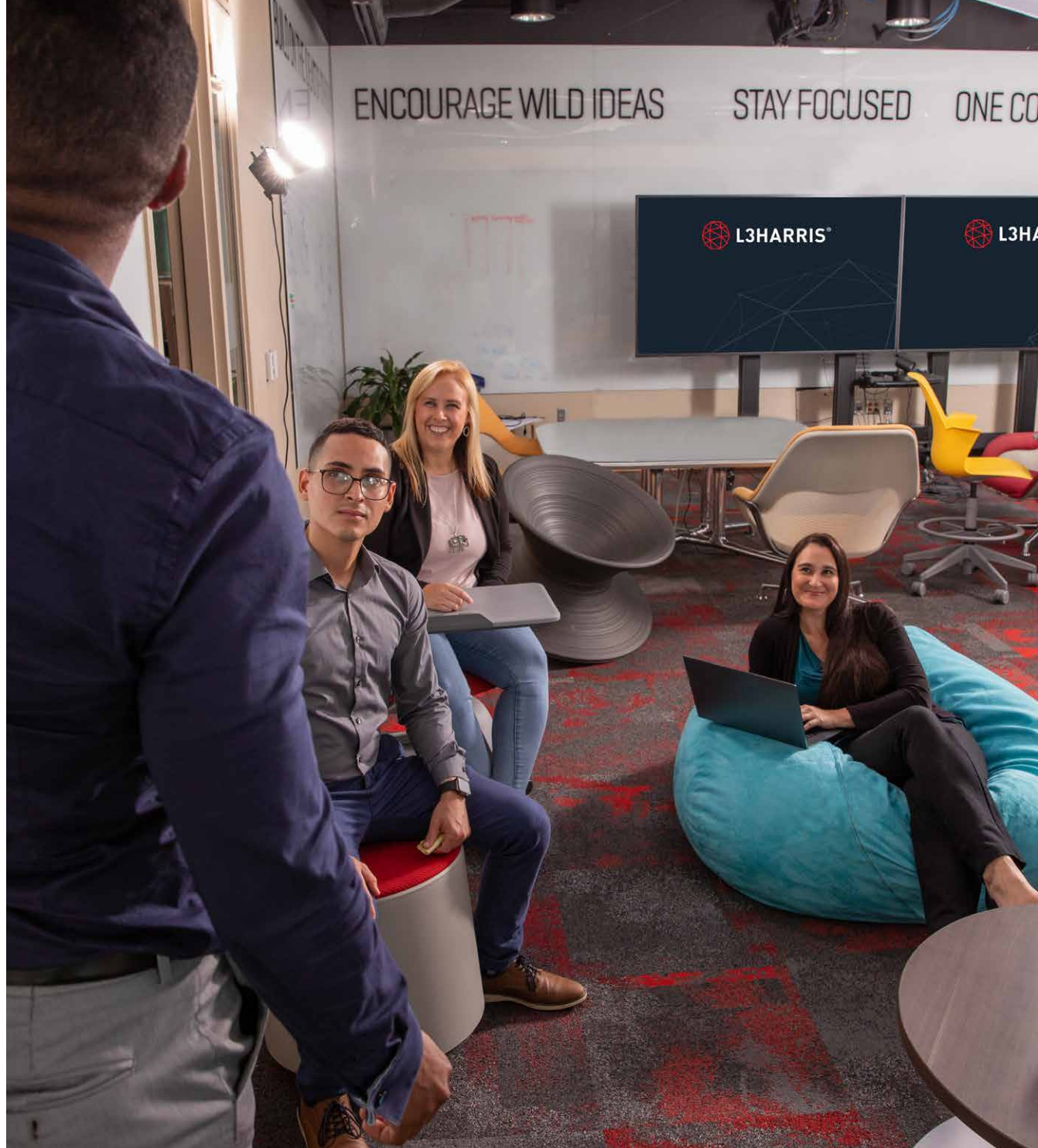


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+1%*

*Change from 2021





INCLUSIVE CULTURE

We continue to advance our culture of diversity, equity and inclusion with year-over-year growth in many of our existing initiatives, such as Days of Understanding. We also continue to add new initiatives and programs globally, like our Inclusion Conference held in September.

DAYS OF UNDERSTANDING

Our annual Days of Understanding is a dedicated week of events in which leaders and employees contribute to workplace DE&I through open and meaningful dialogues. This event signifies one way we bring our CEO Action for DE&I commitment to life. In our first two years, over 4,000 conversations occurred, with managers rating their conversations even more favorably year-over-year.

“To embrace the true meaning of belonging, we need to pause long enough to understand each member of our team is an individual and recognize that by allowing each team member space to bring their full selves to work, the opportunities to improve are infinite.”

Patrick Durbin | Director, Program Management

I AM L3HARRIS

A key part of our inclusion strategy, the I Am L3Harris spotlight series features employees' first-person accounts of their unique cultures, careers and lives. These authentic and courageous stories are some of our most engaging content.

“Becoming a single parent wasn't an end to my career and it didn't make me less worthy of opportunities or meaningful relationships. It gave me newfound strength. These conversations aren't comfortable.”

Courtney Thomas | Lead, Talent Management

DE&I TOOLKIT

Our DE&I toolkit offers all employees and managers 30+ tools and resources to highlight best practices to ensure every member of our L3Harris community feels empowered to work toward a more diverse, equitable and inclusive culture.

INCLUSION CONFERENCE

We hosted our inaugural Inclusion Conference in September 2022 for more than 320 leaders and employees across the company. Our theme, Forward. Together. Connecting Through I.D.E.A.S. (Inclusion, Diversity, Equity, Allyship and Social Advocacy), set the stage for sessions on building individual and leadership awareness and accountability. Participants were highly satisfied with the event, rating the conference 4.6/5.0 overall.





CULTURE OF **COMMUNITY**

In addition to a robust volunteer culture through the L3Harris Investing for Tomorrow (LIFT) program, L3Harris provides philanthropic support to our community by sponsoring events/initiatives, providing grants and charitable gift matching through the L3Harris Foundation.

L3Harris considers philanthropic support aligned within three core pillars - STEM, Mission Aligned and Community.

STEM INITIATIVES

STEM initiatives aim to excite and inspire students. To enhance learning, we partner with K-12 schools and 19 colleges and universities to sponsor STEM educational programs. For example, L3Harris donated \$75,000 to Brevard County Public Schools in support of STEM programs, including Destination Space, a program that provides space-related learning opportunities to 5,000 sixth grade students. These funds support economically diverse and underserved youth in obtaining high-quality, experiential learning opportunities.

MISSION-ALIGNED PROGRAMS

Mission-aligned programs recognize and benefit our nation's veterans, active-duty military and their families and first responders through partnerships with organizations like Special Operations Warrior Foundation and Homes for our Troops.

COMMUNITY PROGRAMS

Community programs touch the communities where our employees live and work, with a focus on allowing L3Harris employees to react to immediate needs in their area through volunteerism and charitable giving.

LIFT ACTIVITIES

LIFT facilitates employee volunteerism and employee assistance around the world. Projects focus on underserved and diverse communities and reflect our strategic giving pillars. In 2022, employees completed nearly 1,400 LIFT projects and registered more than 122,000 volunteer hours.

ROBOTICS

L3Harris employees foster future innovators by mentoring students on 49 robotics teams to help them participate in robotics competitions around the country. Mentors support elementary, middle and high school teams in 14 U.S. states and Canada – 10 of the L3Harris teams specifically aim to engage diverse demographic groups through robotics competitions.

GIFT MATCHING

L3Harris provides a match of up to \$5,000 per employee per year to educational institutions and non-profit organizations. In 2022, L3Harris offered a 2:1 match to organizations supporting the crisis in Ukraine. In all, employee giving for Ukraine plus the match equaled \$700,000.

L3HARRIS CARES

The L3Harris Emergency Assistance Fund was established in 2017 following Hurricanes Harvey and Irma. Administered by a third party, it is funded by voluntary employee contributions and the L3Harris Foundation to aid employees facing financial hardship in the wake of a natural disaster.

GLOBAL SPOTLIGHT

AUSTRALIA

MS Brissie to the Bay Bike Ride

Our Australia team participates in the MS Brissie to the Bay Bike Ride to raise funds for Multiple Sclerosis (MS), one of the most common diseases of the central nervous system, and other progressive neurological diseases.



TALENT PIPELINE

Through partnerships with some of the nation's leading professional organizations, L3Harris cultivates an inclusive talent pipeline that attracts a diverse workforce.

GRACE HOPPER CELEBRATION

Each year, L3Harris participates in the Grace Hopper Celebration, AnitaB.org's flagship event to recruit top women technologists to join our innovative teams. AnitaB.org is a not-for-profit social enterprise focused on achieving intersectional equity in the global technical workforce by 2025. Its programs empower women and underrepresented communities in technical fields and support training the next generation.

SOCIETY OF WOMEN ENGINEERS (SWE)

SWE is the world's largest advocate for women in engineering and technology. It is dedicated to empowering women to achieve their full potential as engineers and leaders, expanding the image of the engineering and technology profession. Each year, L3Harris attends SWE's annual national conference to recruit top talent. In 2022, L3Harris hosted nearly 50 interns and new college graduates from SWE's national conference.

NATIONAL SOCIETY OF BLACK ENGINEERS (NSBE)

NSBE is one of the largest student-governed organizations in the world. With more than 600 chapters and 24,000 active members, it is dedicated to increasing the number of

black engineers who excel academically, succeed professionally and impact the community. Each year, L3Harris attends NSBE's national and regional conferences and partners with NSBE chapters. L3Harris hosted nearly 50 interns and new college graduates from these conferences in 2022 to help recruit top talent.

SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS (SHPE)

This year, L3Harris participated in the SHPE National Convention, the largest gathering of Hispanic professionals in STEM. Participants, including industry peers, enjoyed our product and hardware demonstrations at the recruiting booth. The event resulted in 30 new college graduate and intern accepts.

PATTI GRACE SMITH FELLOWSHIP

Established in 2020 in response to the death of George Floyd, the Patti Grace Smith Fellowship empowers black excellence in aerospace. Every year, L3Harris hosts interns as part of this program.



FOCUS: RACE AND ETHNICITY

ENHANCING REPRESENTATION AND INCLUSION

Our commitment to advancing people of color in our workforce begins with a long-term goal of achieving one-third people of color in our U.S. workforce.



PEOPLE OF COLOR AT L3HARRIS

21%

BOARD OF
DIRECTORS

20%

EXECUTIVE
POSITIONS

26%

PROFESSIONALS

44%

NEW COLLEGE
GRADUATES

38%

HIRES

27%

PROMOTIONS

BLACK ENGINEER OF THE YEAR AWARDS (BEYA)

Each year, the U.S. Black Engineer and Information Technology magazine recognizes Black employees and their mentors who have excelled in STEM fields. During their annual BEYA STEM Conference, 32 L3Harris employees received awards in 2022.

MCKINSEY RACE IN THE WORKPLACE STUDY

For the first time, L3Harris participated in McKinsey's Race in the Workplace study, one of the most comprehensive benchmark studies of Asian, Black and Latino frontline employees. The study's benchmarking data helps us develop strategies to formalize paths for advancement from the frontline to corporate roles.

OBSERVING JUNETEENTH

L3Harris is proud to observe Juneteenth as an employee holiday. Juneteenth is a celebration of freedom for African Americans in the U.S., and an opportunity to pause and reflect on all the ways we can fight intolerance – collectively and individually – to better support our communities, customers and nation.

WOMEN OF COLOR AWARDS

In 2022, 24 L3Harris employees earned the Women of Color Outstanding Achievement Technology All-Star and Technology Rising Star awards. The Technology All-Star award recognizes women of color who demonstrate excellence in the workplace and their communities. The Technology Rising Star award recognizes women of color with less than 21 years of work experience who are shaping technology for the future.

INROADS

A not-for-profit organization that creates pathways to careers for ethnically diverse high school and college students across the U.S., INROADS positions its graduates to advance their careers and helps employers foster diverse and inclusive workplaces. Our \$2M donation supports the program in growing from 121 to 767 scholars over the past three years. We are recognized as one of the top five partners based on our commitment to INROADS.

READ ACROSS AMERICA

L3Harris continues to partner with Young, Black and Lit's (YBL) annual Read Across America initiative. In 2022, we used LIFT mini grants to purchase books from YBL. Our employees read these books to second grade students around the United States.

GLOBAL SPOTLIGHT

CANADA

Starting in 2022 and continuing over the next three years, L3Harris is sponsoring 18 summer and winter camps at Saskatchewan Indian Institute of Technologies (SIIT) urban campuses and in Regional First National Communities throughout Saskatchewan, Canada. Created to support indigenous youth engagement in STEM, trades and entrepreneurship, the camps are known as the L3Harris Indigenous Dreamers and Doers Innovation Camps.

AUSTRALIA

The Integrated Mission Systems Australia (IMSA) team developed a Reconciliation Action Plan with practical actions the organization will take to build strong relations and enhance respect between Aboriginal and Torres Straight Islanders and other Australians.

RACE AND ETHNICITY AT L3HARRIS

0.4%

AMERICAN INDIAN/
ALASKAN NATIVE

7.7%

ASIAN

7%

BLACK/AFRICAN
AMERICAN

9.9%

HISPANIC/
LATINO

0.3%

NATIVE HAWAIIAN/
OTHER PACIFIC
ISLANDER

2.3%

TWO OR MORE
RACES

FOCUS: WOMEN

PROMOTING OPPORTUNITIES IN THE WORKPLACE

L3Harris remains committed to our long-term goal of achieving gender parity in our global workforce.



WOMEN AT L3HARRIS

29%

BOARD OF
DIRECTORS

36%

EXECUTIVE
POSITIONS

24%

PROFESSIONALS

37%

NEW COLLEGE
GRADUATES

27%

HIRES

27%

PROMOTIONS

ATHENA NEXTGEN PROGRAM

Through our L3Harris partnership with WeVENTURE at the Florida Institute of Technology, four emerging female leaders have participated in the ATHENA NextGen Program. Based on ATHENA's eight principles of enlightened leadership, this program helps high potential women grow their skills and clarify their career goals.

BLOOMBERG: GENDER-EQUALITY INDEX

L3Harris participates in the annual Bloomberg Gender-Equality Index (GEI) that tracks the performance of companies who disclose their efforts to support gender equality through policy, representation and transparency.

WOMEN IN AEROSPACE AWARDS AND PARTNERSHIP

Women in Aerospace's (WIA) Annual Awards Dinner and Ceremony is its premiere event to celebrate women's professional excellence in aerospace. As a platinum event sponsor, L3Harris hosted two government officials and eight employees, and an L3Harris leader serves on the Lifetime Achievement Award selection committee. In 2022, Melody Wheelwright, Director of Engineering Development Support, was awarded the inaugural WIA Allyship Award.

FORTUNE-US DEPARTMENT OF STATE GLOBAL MENTORING PROGRAM

In May, as part of the Fortune-U.S. Department of State Global Women's Mentoring Partnership, we welcomed Lama Sha'sha'a, cofounder and CEO of International Robotics Academy in Jordan. Sha'sha'a shadowed L3Harris CIO, Jacqui Nevils, to build relationships and develop her leadership skills. This unique mentorship opportunity is a public-private program driven by Fortune's Most Powerful Women, the U.S. Department of State and Vital Voices Global Partnership.

LEADING LADIES OF DEFENSE

Our WE³ ERG sponsored 20 L3Harris employees to attend the 2022 Leading Ladies of Defense (LLOD) Summit. A premier women's professional networking organization, LLOD celebrates the professional advancement of women in honor of Women's History Month in March.

GLOBAL SPOTLIGHT

UNITED ARAB EMIRATES (UAE)

L3Harris recently joined the Pledge to Accelerate Gender Balance in the UAE. The pledge consists of four main pillars: equal pay, employment and promotion on the basis of gender equality, integrating gender balance in a company's policies and programs and transparency.

CANADA

Catalina Dusca, Senior Mechanical Engineer at our WESCAM facility in Canada, earned an Esprit de Corps Top Women in Defense Award for her outstanding contributions in the Canadian defense sector.

UNITED KINGDOM

The L3Harris Technologies U.K. group has signed two charters, Women in Aviation and Aerospace and Women in Defense. These charters state our support of gender balance for our culture, customers and business overall.



FOCUS: VETERANS

ADVANCING MILITARY VETERANS
IN OUR WORKPLACE



VETERANS AT L3HARRIS

29%

BOARD OF
DIRECTORS

22%

HIRES

17%

EXECUTIVE
POSITIONS

17%

PROMOTIONS

18%

PROFESSIONALS

MILITARY FRIENDLY

In 2022, L3Harris participated in Military Friendly for the first time, earning a Bronze designation. This designation measures an organization's commitment, effort and success to create sustainable and meaningful benefits for the military community. As part of Military Friendly, we participate in benchmarking and obtain ongoing feedback about our efforts to advance military veterans in the company.

HIGHWAY OF HEROES

The Highway of Heroes (HoH) living tree memorial initiative symbolizes Canada's collective duty to protect the land and freedom for which our fallen have fought. In total, the campaign is planting 2 million trees – one for every Canadian who has served in uniform since the War of 1812. In 2022, the L3Harris SERVE ERG honored fallen Canadian veterans by partnering with HoH to create a memorial garden which will include at least 50 trees, two plaques on pedestals and five benches with memorial plaques.

AMERICAN CORPORATE PARTNERS (ACP)

More than one million U.S. veterans are expected to transition from the armed forces to civilian life over the next five years. ACP is a national nonprofit organization that helps returning veterans and active-duty spouses find their next careers through one-on-one mentoring, networking and online career advice. We partner with ACP to engage employees to be volunteer mentors.

HOMES FOR OUR TROOPS

L3Harris supports the Homes for Our Troops mission to build and donate specially adapted custom homes for severely injured post-9/11 veterans to help them rebuild their lives.

Homes for Our Troops has more than 70 projects underway, and the L3Harris Foundation granted \$100,000 to support the organization. L3Harris employees engage with Homes for Our Troops during community events, volunteer days and key ceremonies.

SKILLBRIDGE

The Department of Defense's SkillBridge program gives service members valuable civilian work experience through specific industry training, apprenticeships or internships during their last 180 days of service. It connects service members with industry partners in real-world job experiences. In 2022, L3Harris hosted SkillBridge interns at 13 sites with a 92% conversion rate to full-time employment.

GLOBAL SPOTLIGHT

UNITED KINGDOM

Our team in the U.K. earned the Gold Employer Recognition Scheme Award, the highest badge of honor under the Armed Forces Covenant for their sustained efforts to support the Armed Forces.

Our U.K. team also committed to honor the U.K.'s Armed Forces Covenant and support the Armed Forces Community. They raised £1,200 to support combat stress through 'March in March' and participated in the Armed Forces Para-Snowport Team Gala Dinner.



FOCUS: LGBTQ+

FOSTERING A WELCOMING WORKPLACE

We are proud supporters of the Human Rights Campaign (HRC) and its goals. Flying the rainbow flag at L3Harris locations around the world in honor of Pride Month in June is just one of many ways L3Harris demonstrates a welcoming environment for LGBTQ+ employees, stakeholders and business associates.



HUMAN RIGHTS CAMPAIGN (HRC)

CORPORATE EQUALITY INDEX

For the eighth consecutive year, L3Harris was recognized as one of the “Best Places to Work for LGBTQ+ Equality” by the HRC, receiving a perfect score of 100% on the Corporate Equality Index. L3Harris is among 842 companies who scored 100%.

BUSINESS COALITION FOR EQUALITY ACT

We partner with leading U.S. employers as part of the HRC Business Coalition for the Equality Act, which supports federal legislation that would provide the same basic protections to LGBTQ+ people as those provided to other protected groups under federal law.

NATIONAL DINNER SPONSOR

As part of HRC’s keystone activities throughout the year, the National Dinner engages more than 3,600 members, friends, family and allies from across more than 160 sponsor organizations for an evening of celebration and inspiration. The purpose of the dinner is to highlight important achievements throughout the year and re-commit to goals for the future. As a sponsor, we are proud to show our support for diversity, fairness and equal rights for all.

GENDER PRONOUN RESOURCES

We continue to build on efforts to educate employees about pronoun usage options. Our Gender Pronouns Resource Guide shares guidelines on pronoun usage and encourages employees to include their pronouns in their email signatures and in daily workplace interaction.

PRIDE MONTH

We celebrate Pride Month in a variety of ways, including flying the rainbow flag at multiple locations. We also support Pride parades, including Space Coast Pride, Rochester Pride and Utah Pride. We offer a variety of resources to help employees show support, including a LinkedIn banner, virtual meeting background and a Pride Heritage Month Discussion Guide.

LGBTQ+ OBSERVANCES

L3Harris celebrates several LGBTQ+ observances throughout the year, such as National Coming Out Day, International Transgender Day of Visibility and Transgender Day of Remembrance, to advocate for workplace authenticity and inclusion.

OUT AND EQUAL WORKPLACE SUMMIT

We continue to sponsor and attend the Out and Equal Workplace Summit, which was held in-person in Las Vegas, Nevada for the first time in two years. Our Pride ERG actively participates through professional development, recruiting at the summit and sponsoring executive and global forums.

TELLING OUR EMPLOYEES' STORIES

As a company, we are committed to creating a respectful workplace that embraces all employees across sexual orientation and gender identity. One important way we show our support is by recognizing and featuring the incredible work and experiences of our LGBTQ+ employees through their powerful and personal stories. Both internally and externally, we showcase our employees' own stories across a multitude of platforms, furthering an environment of safety and belonging for our LGBTQ+ community.

GLOBAL SPOTLIGHT

UNITED KINGDOM

In 2022, we established the first Pride chapter in the U.K. to build an inclusive, supportive and safe environment for all employees. In June, we invited employees to an in-person drop-in session to learn what Pride stands for and share resources and details on how people could get involved. We also held several roundtables with senior leaders to discuss inclusion for LGBTQ+ employees.

AUSTRALIA

The LGBTQ+ Pride Discussion LIFT Event featured Rob Moolman, Managing Director of the Kervale Development Group and Executive Director of the Kervale Foundation. Rob is the former executive director of Utah Pride Center and shared his theory on community care and inclusion. Participants learned about actions they could take to contribute to the culture within their teams by considering individuals' identity, equality and belonging.

FOCUS: DISABILITY

ADVANCING EMPLOYEES OF ALL ABILITIES

L3Harris proudly supports our employees with disabilities, allies and caregivers, striving to create an inclusive experience from recruitment all the way through the employment journey.



EMPLOYEES WITH DISABILITIES AT L3HARRIS

8%

EXECUTIVE
POSITIONS

10%

PROFESSIONALS

13%

HIRES

8%

PROMOTIONS

DISABILITY EQUALITY INDEX

L3Harris participated in the 2022 Disability Equality Index, the nation's most comprehensive annual benchmarking tool, facilitated by leading nonprofit organizations Disability:IN and the American Association of People with Disabilities. L3Harris achieved a 100% score in 2022, a 10% increase from 2021 and above the global threshold.

IT ACCESSIBILITY ASSESSMENT

L3Harris is committed to living our values and promoting an inclusive work environment by providing resources to create a digitally accessible environment so all employees have the tools they need to complete their work. This year, we added a new section focused on digital accessibility to the DE&I toolkit.

FOCUSED TRAINING

In 2022, L3Harris held a training series to increase awareness on neurodiversity. Procter & Gamble, with support from Ernst & Young, spoke about their journey to establish global neurodiverse talent programs. This training showed how neurodiverse talent programs provide opportunities to further drive disability inclusion in the workplace and meet critical talent needs.

DIVERSITY COUNCIL AND ERG OVERVIEW

Our nine Employee Resource Groups (ERGs) are a key part of our DE&I strategy and help advance our culture of inclusion at L3Harris. ERGs are cross-collaborative, voluntary, employee-led groups open to all employees. They represent a wide range of interests, experiences, demographics and backgrounds.



CHRIS KUBASIK
Co-Chair



KIRSTEN WILKERS
Co-Chair



SABAB OSMANI
APEX Chair



KIM HERRINGTON
APEX Sponsor



JOSHUA LAFRANCE
ECP Chair



ANDREW BUITA
ECP Sponsor



KARINA SALINAS
HOLA Chair



AURORA TAYLOR-ROJAS
HOLA Sponsor



ED DANIS
Intrapreneurs Chair



RON FEHLEN
Intrapreneurs Sponsor



ALLEN WESTLEY
LEAD Chair



MICHELE ST. MARY
LEAD Sponsor



SHANNON SEMMENS
Pride Chair



RENEE CADY
Pride Sponsor



GINGER MCKINNEY
SERVE Chair



CR DAVIS
SERVE Sponsor



PAMELA SCHELLER
WE³ Chair



CORLISS MONTESI
WE³ Sponsor



CAROL KNEIS
WILA Chair



MATTHEW WEINGAST
WILA Sponsor

ERG OVERVIEW

ERGs offer our employees a great way to meet new people, network and develop professionally by providing opportunities in three pillars:



Professional Development



Community Outreach



Employee Engagement

ERG membership and participation continues to grow every year with **18,000** total employee members and **100+** chapters globally, including locations in the United States, Canada, United Kingdom and Australia.

APEX

Asian Professionals
for Excellence

ECP

Early Career
Professionals

HOLA

Hispanic/Latino Organization
for Leadership & Advancement

INTRAPRENEURS

Technology & Innovation Resource Group

LEAD

L3Harris Employees
of African Descent

PRIDE

LGBTQ+
Resource Group

SERVE

Supporting Emergency Responders
and Veterans Engagement

WE³

Women Who Strive for Empowering,
Enhancing, & Encouraging Other Women

WILA

Willing & Able

APEX

Asian Professionals for Excellence



SABAB OSMANI
APEX Chair



KIM HERRINGTON
Executive Sponsor

MISSION STATEMENT

To promote diversity and inclusion through professional development events, community outreach and cultural programs. APEX understands the importance of Asian, South Asian and Pacific Islander perspectives, as well as the impact this community has in driving L3Harris excellence.

GOALS:

Professional Development | Provide more professional development opportunities for members

Community | Engage with talent organization to support diversity retention and development efforts and provide community support

Engagement | Increase membership by 2%



ACCOMPLISHMENTS:

Professional Development | Celebrated Asian and Pacific Islander Heritage Month with 15 events, including executive leadership presentations, professional development events with external speakers and local activities

Community | Coordinated community service and outreach events such as Indiafest and hosted a virtual Lunar New Year celebration to honor some of the cultural traditions of the community and welcome in the Year of the Tiger

Engagement | Launched four new chapters and increased membership 29%

“Years ago, our social worker warned us that our biracial family would be “conspicuous,” since our children were adopted internationally. It can be a lonely path towards understanding just how critical diversity and inclusion is in our world. But then, I found the APEX ERG, which along with the knowledge I gained from my children, has done more to embrace and educate me than any experience I’ve ever had.”

Caroline Lewis | Senior Specialist, Technical Writing

ECP

Early Career Professionals



JOSHUA LAFRANCE
ECP Chair



ANDREW BUILTA
Executive Sponsor

MISSION STATEMENT

To enrich the new hire experience through meaningful connections and impactful professional development. We want to empower early career professionals to feel connected to the company and the community while helping retain and grow future leaders of L3Harris.

GOALS:

Professional Development | Expand key local development offerings to quarterly enterprise virtual events and deliver a successful ECP Inclusion Month

Community | Sponsor regular volunteer opportunities, including a Volunteer Day during ECP Inclusion Month

Engagement | Engage members through regular networking opportunities and increase membership by 5%



ACCOMPLISHMENTS:

Professional Development | Delivered regular professional development learning sessions to hundreds of employees enterprise-wide, resulting in the L3Harris Certificate of Recognition for Professional Development

Community | Delivered six community events and a Volunteer Day during ECP Inclusion Month

Engagement | Established nine new chapters globally, including implementation of the first virtual ERG chapter, and increased overall membership by 24%

“ECP has made a positive impact on my experience at L3Harris. I listened to career talks and book discussions which helped me learn different skills to grow at work and in my personal life. Because of this, I joined the ECP leadership team which has helped me further develop my communication and decision-making skills.”

Elise Atkinson | Senior Associate, Systems Engineering

HOLA

Hispanic/Latino Organization
for Leadership & Advancement



KARINA SALINAS
HOLA Chair



AURORA TAYLOR-ROJAS
Executive Sponsor

MISSION STATEMENT

To bring Hispanic/Latino employees together to foster an inclusive environment, support career development and support L3Harris' focus to develop, engage and retain a high-performing, diverse workforce and ensure a culture of inclusion in which all employees can achieve their full potential.

GOALS:

Professional Development | Provide regular development opportunities to members

Community | Coordinate ongoing volunteer activities through LIFT

Engagement | Host networking events to advance membership engagement



ACCOMPLISHMENTS:

Professional Development | Hosted multiple sessions in 2022, including Managing your Career Path, Mastering Change and Opportunities in the Workplace and Coaching

Community | Volunteered in six virtual and on-site volunteer events, including beach clean-ups, virtual food drives, sponsoring Cars, Coffee and Carnitas with United Way and participated in SHPE in support of building the company's talent pipeline

Engagement | Increased membership by 22% and hosted virtual and on-site events, including a Cinco de Mayo social and coffee chats/cafecitos, a university luncheon and new graduate session and Hispanic and Latino Heritage Month

“Being part of HOLA has given me the opportunity to connect with many coworkers in activities that support our communities. It has been a very rewarding experience, and I look forward to many more years of making new friends while helping those in need.”

Arturo Polanco | Senior Manager, Finance

INTRAPRENEURS

Technology & Innovation Resource Group



ED DANIS

INTRAPRENEURS Chair



RON FEHLEN

Executive Sponsor

MISSION STATEMENT

To grow innovators by providing members with opportunities and resources to discover, engage and collaborate with one another through workshops, innovation challenges and community events.

GOALS:

Professional Development | Create 20 new development broad-based solutions and generate 50 ideas for novel innovation technologies or products

Community | Partner with organizations that support underrepresented communities in STEM

Engagement | Increase membership by 10% while creating opportunities for member connection and collaboration



ACCOMPLISHMENTS:

Professional Development | Submitted 105 new ideas to the Innovation Idea Call

Community | Mentored STEM students in the For Inspiration and Recognition of Science and Technology (FIRST) Robotics Competition

Engagement | Increased membership by 12% and established the Working Out Loud pilot, an alternative form of networking that allows participants to connect and collaborate with others across similar work

“Participating in the Intrapreneurs ERG helps me stay up to date with ongoing technology developments and progress through participation in activities such as webinars and special speaker presentations. Additionally, it allows me to continue to pursue my entrepreneurial and engineering skills within my current career with my fellow colleagues at L3Harris.”

Eric Adunagow | Senior Specialist, Program Management

LEAD

L3Harris Employees of African Descent



ALLEN WESTLEY
LEAD Chair



MICHELE ST. MARY
Executive Sponsor

MISSION STATEMENT

To advocate for and develop members across the enterprise through continuous training, development initiatives, strategic partnerships and community engagement.

GOALS:

Professional Development | Support members and allies in their career development by providing mentor opportunities and leadership skills workshops

Community | Lead regular volunteer events to develop local communities and their members

Engagement | Create strategic enterprise alignment across program allies, leaders and DE&I



ACCOMPLISHMENTS:

Professional Development | Collaborated with the DE&I team to create educational resources about Juneteenth to further develop employees' knowledge

Community | Hosted frequent internal and external community and volunteer activities, resulting in the L3Harris Certificate of Recognition for Community Outreach

Engagement | Hosted over 25 events and activities to honor Black History Month and celebrated African American culture and accomplishments through the "What is Juneteenth?" kickoff event

“Becoming a member of LEAD is one of the many highlights of my time at L3Harris. I’ve not only met people that I otherwise would not have, but I received an opportunity to add key members to my network. LEAD feels like one big family where you can be in fellowship and receive practical professional career advice to help shape your career.”

Calvin Warner II | Senior Specialist, Business Analyst

PRIDE

LGBTQ+ Resource Group



SHANNON SEMMENS
Pride Chair



RENEE CADY
Executive Sponsor

MISSION STATEMENT

To promote an inclusive, supportive and safe environment for all, regardless of sexual orientation, gender identity or gender expression in support of L3Harris' commitment to global inclusion.

GOALS:

Professional Development | Offer technical skills development opportunities in LGBTQ+ 101 and Transgender 101

Community | Build employee cultural competence through listening sessions, workshops and volunteer events that will raise awareness in the community

Engagement | Lead and participate in cross-collaborative networking activities and increase membership by 20%



ACCOMPLISHMENTS:

Professional Development | Developed resources to enhance awareness on personal pronouns usage and led multiple LGBTQ+ 101 and Transgender 101 trainings

Community | Championed LGBTQ+ inclusion by supporting strategic community outreach and volunteering with organizations like America's Homeless Youth Shelter

Engagement | Hosted collaborative ERG events and networking activities, and grew membership by 30%

“L3Harris has taught me that you can find a workplace that is supportive of who you are. The company allows me to bring my genuine self to work every day. This has been a welcomed difference for me.”

Maura Chmielowiec | Senior Specialist, Systems Engineering

SERVE

Supporting Emergency Responders
and Veterans Engagement



GINGER MCKINNEY
SERVE Chair



CR DAVIS
Executive Sponsor

MISSION STATEMENT

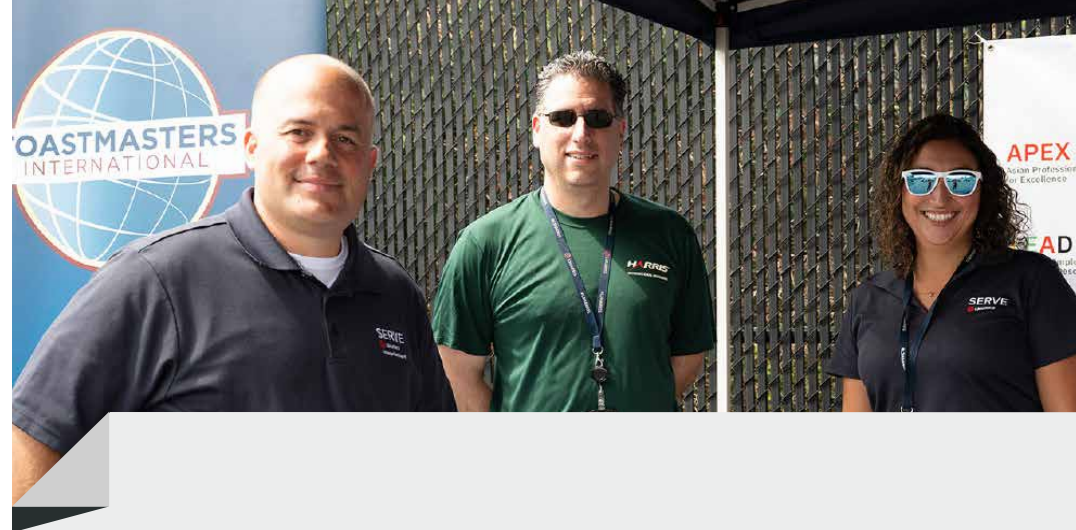
To connect L3Harris current, former and friends of first responders and veterans in a way that promotes personal and professional development, brings value to the company and engages and supports our community through LIFT events.

GOALS:

Professional Development | Promote SkillBridge mentor program and other professional development and talent engagement opportunities

Community | Serve local communities by encouraging member volunteering through regular activities

Engagement | Partner with other ERGs to enhance inclusion; increase overall membership



ACCOMPLISHMENTS:

Professional Development | Increased membership exposure to veteran leaders at L3Harris through Leading the Way program and hosted an enterprise event with Medal of Honor recipient and speaker David Bellavia

Community | Supported American veterans with disabilities by raising over \$5,000 for Patriot Paws Service Dogs and honored Canadian Armed forces members during the Highway of Heroes Memorial Campaign event; also won the summer ERG community outreach competition by achieving the most hours tracked and most member volunteers

Engagement | Partnered with WE³ to honor veteran's military service by hosting Together We Served event; increased membership by 25%

“My favorite part of working at L3Harris is getting involved with the ERGs. I joined SERVE eight years ago and jumped right in. The first event I went to was to support veterans with disabilities. I was hooked! I started volunteering for all the SERVE events and eventually joined the SERVE leadership team.”

Chris Tumminelli | Senior Specialist, Project Engineering

WE³

Women Who Strive for Empowering,
Enhancing & Encouraging Other Women



PAM SCHELLER
WE³ Chair



CORLISS MONTESI
Executive Sponsor

MISSION STATEMENT

WE³ strives to empower, enhance and encourage women professionals through a network that cultivates future leaders, enriches the capability of our workforce and helps ensure L3Harris' competitive advantage.

GOALS:

Professional Development | Host events on member-requested topics such as career/professional development with L3Harris leaders and mental health discussions

Community | Foster an enterprise-wide internal community and advance external community outreach efforts

Engagement | Collaborate with other L3Harris ERGs on Women's History Month events and expand chapters internationally



ACCOMPLISHMENTS:

Professional Development | Developed members through cross-collaborative ERG events, including the WE³ and LEAD event, Women's Movement for Liberation: The Impact of the Black Woman, and educated members about workplace bias through #BreaktheBias initiatives

Community | Partnered with local organizations, like Girl Scouts, to help increase girls' interest in STEM careers

Engagement | Held successful Women's History Month events in partnership with other ERGs, increased membership by 9% and increased total number of global chapters by two

“We've come a long way but being a female in the male-dominated engineering field remains challenging. Nevertheless, I love my job in engineering, and I am passionate about gender equality, diversity and inclusion. WE³ has given me a chance to live this passion by facilitating professional and personal development for women employees and helping empower them.”

Pankhuri Anand | Manager, Systems Engineering

WILA

Willing & Able



CAROL KNEIS
WILA Chair



MATT WEINGAST
Executive Sponsor

MISSION STATEMENT

To inspire individuals of all abilities to be part of L3Harris and to support the continued growth and success of our employees. We strive to create a more inclusive work environment and will promote awareness on topics that impact our community of employees with disabilities, as well as employees who have loved ones with a disability.

GOALS:

Professional Development | Collaborate across different L3Harris segments to support professional development

Community | Lead and sponsor events to support communities in need

Engagement | Grow the ERG by increasing membership and expanding from one chapter to five



ACCOMPLISHMENTS:

Professional Development | Celebrated Disability Awareness Month by hosting activities on topics like wellbeing, caregiving and supporting employees with disabilities

Community | Partnered with WE³ to champion breast cancer awareness by sharing pink ribbons with L3Harris employees and collaborated with key partners to support community needs internally around digital accessibility

Engagement | Increased membership by 63% and grew the ERG to seven chapters, resulting in the L3Harris Certificate of Recognition for Employee Engagement

“WILA has helped me see that while my personal disability experience is unique, I am not alone. I am among the many who have an “invisible” disability. WILA has helped me build a community within my workplace for those of us who have unique requirements in order to be safe and healthy, and allows me to advocate for myself and others.

Becca Linch | Senior Manager, Production & Sustaining Quality





EMPLOYEE ENGAGEMENT **AND TOTAL REWARDS**

Building a highly engaged culture starts with listening to our employees. Our engagement strategy is centered on employee feedback and leads to meaningful change, making L3Harris a rewarding place to work.

EMPLOYEE ENGAGEMENT

LISTENING STRATEGY

The L3Harris Listening Strategy is a series of checkpoints that occur at different points in an employee's career. These checkpoints enable us to pulse employees at key moments to give us a better idea of what truly matters in their experience and how we can continuously improve it at an individual and organization level.

ACTION PLANNING INITIATIVE

In 2022, we completed our second enterprise-wide Employee Engagement Survey and received more than 33,500 responses. Our inclusion metric in the survey was one of our highest scoring categories and is six points higher than industry benchmark. Based on our employees' feedback, we launched our first Engagement Week, and managers hosted meaningful conversations with their teams about the results and worked together to develop action plans.

ENGAGEMENT AND RETENTION TOOLKIT

We understand that employee engagement requires continuous attention. Our Engagement and Retention Toolkit offers more than 30+ resources and trainings to help managers and employees work toward a more engaging environment.

TOTAL REWARDS

L3Harris offers a variety of inclusive benefits.

SUPPORTING END OF CAREER

Off Ramp is a program designed to allow employees to transition from employment to retirement. Announced in 2022 and launching in 2023, options will range from 12-month to two-year transition periods.

ADDRESSING EMPLOYEES' PET CARE NEEDS

We know pets are an important part of an employee's family and offer a variety of resources to help take care of them such as Pet Health Insurance, Veterinary Savings Plans and discounts on pet supplies, boarding, dog walking and pharmacy needs.

EXPANDING MENTAL HEALTH AND WELLBEING COUNSELING

To support mental health and wellbeing, we have doubled the amount of virtual and in-person counseling sessions available to employees through our Employee Assistance Program.

CARING FOR PARENTS

We offer support and resources to employees caring for aging parents, including back-up eldercare and resources for legal, financial and grief management.

SUPPORTING FAMILY PLANNING AND CHILDCARE

We offer a variety of benefits to support working parents such as back-up childcare, behavioral and developmental support to help raise children and college-planning assistance. We also offer family planning assistance such as fertility treatment and support, adoption assistance and parental leave. We offer reserved parking spaces and seclusion rooms to support new mothers.

OFFERING NEW PARENT TRANSITIONAL SUPPORT

Also announced in 2022 and launching in 2023, we will introduce On Ramp, a program that allows new parents to slowly transition back to the workplace after returning from Paid Parental Leave. We will offer three options for transition work schedules.



OUR VALUES IN ACTION

Our values of integrity, excellence and respect provide the foundation for an inclusive organization. Our Code of Conduct and internal policies highlight how we expect our employees to treat each other and our stakeholders, particularly when it comes to harassment, discrimination and respect.

INTEGRITY

ETHICS

To reinforce our values, we routinely train and share examples of what is and is not acceptable behavior in the workplace. We also maintain a formal governance model and Ethics and Compliance Review Boards (ECRBs) that investigate all related complaints and implement corrective measures. This ensures we maintain a respectful workplace and that our employees can bring their best selves to work each day.

ANNUAL PAY EQUITY ANALYSIS

L3Harris conducts a pay equity analysis annually as part of our commitment to fair and equitable compensation practices. During this process, we engage with an external firm to generate a detailed analysis and identify potential pay gaps that could be due to race and gender across substantially similar employee groups, and take action as needed.

EXCELLENCE

SIX SIGNATURE TRAITS TRAINING

Our global Six Signature Traits Training program helps mid-level and executive leaders drive an inclusive culture by learning key inclusive leadership behaviors. The course focuses on understanding key traits that inclusive leaders display, increasing awareness of non-inclusive behaviors and language, identifying practical tips for supporting their workforce and committing to being a more inclusive leader at L3Harris.

ANNUAL CAREER DEVELOPMENT WEEK

Our 2nd Annual Career Development Week was a four-day virtual event open to all employees. A direct response to feedback from the Employee Engagement Survey, this week provided more opportunities for employee professional development. This global event was held across multiple time zones with more than 10,000 registrants.

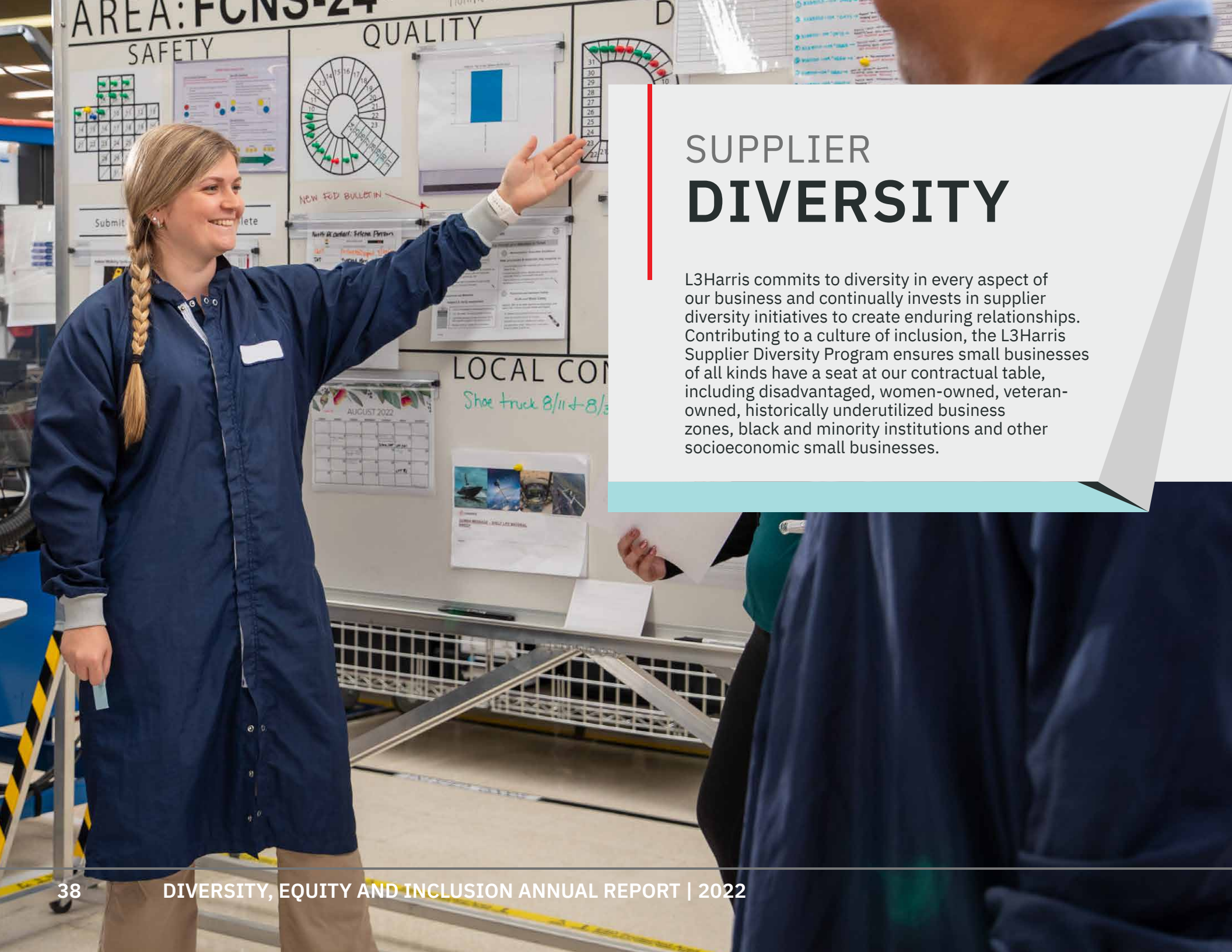
RESPECT

ADVANCING DE&I IN THE WORKPLACE TRAINING

In 2022, we introduced the Advancing DE&I in the Workplace training to build employees' DE&I understanding and skillsets. We focused on important topics such as belonging, compassion and psychological safety with content offered in short, digestible pieces. Tailored to each learner, employees selected three of the available lessons and completed ~22,400 total hours of training.

UNCONSCIOUS BIAS AND FRONTLINE LEADER TRAINING

Our Unconscious Bias training is offered to all U.S.-based new hires. In 2022, 6,500 employees completed 3,300 hours of training. Additionally, 1,400 leaders participated in our frontline leader DE&I module.



SUPPLIER DIVERSITY

L3Harris commits to diversity in every aspect of our business and continually invests in supplier diversity initiatives to create enduring relationships. Contributing to a culture of inclusion, the L3Harris Supplier Diversity Program ensures small businesses of all kinds have a seat at our contractual table, including disadvantaged, women-owned, veteran-owned, historically underutilized business zones, black and minority institutions and other socioeconomic small businesses.

SUPPLIER DIVERSITY

DWIGHT D. EISENHOWER AWARD FOR EXCELLENCE

The U.S. Small Business Administration (SBA) Office of Government Contracting selected L3Harris Technologies as the national winner of the Dwight D. Eisenhower Award for Excellence - Manufacturing during the 2022 SBA Week. This award recognizes large prime contractors that have documented excellence in how they work with small businesses as suppliers and subcontractors.

DEPARTMENT OF THE NAVY GOLD COAST EVENT

In 2022, L3Harris was a sponsor for the National Defense Industrial Association's Navy Gold Coast Small Business Procurement Event. During the event, L3Harris employees met with 50 small businesses. These events give L3Harris the opportunity to locate prospective small, disadvantaged, women-owned, veteran-owned, service-disabled veteran-owned and HUBZone small businesses.



METRICS OF OUR SUPPLY BASE INCLUDE:

550+

Women-Owned
Small Businesses

300+

Veteran-Owned
Small Businesses

140+

Small Disadvantaged
Businesses, including
Minority and Black-
Owned Businesses

EEO-1 SUMMARY TABLE

	Hispanic or Latino		Not-Hispanic or Latino Male						Not-Hispanic or Latino Female						Overall Totals
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	5	102	4	0	6	1	0	35	1	0	2	0	3	162
First/Mid-Level Officials and Managers	309	100	3647	184	7	177	16	63	1084	90	3	65	2	21	5768
Professionals	1429	483	14078	875	30	1339	52	373	3700	398	12	463	20	136	23388
Technicians	364	108	2268	260	20	234	17	74	376	68	4	85	4	12	3894
Sales Workers	14	5	109	7	0	3	0	1	24	1	0	1	0	0	165
Administrative Support Workers	36	88	246	33	5	19	1	3	764	80	1	31	4	15	1326
Craft Workers	253	24	1122	154	8	59	8	29	63	34	1	10	1	3	1769
Operatives	275	201	1106	256	10	182	17	44	936	186	6	255	13	16	3503
Laborers and Helpers	1	0	5	0	0	0	0	0	0	0	0	0	0	0	6
Service Workers	35	19	99	27	0	3	1	4	33	18	0	1	0	0	240
Column Totals	2719	1033	22782	1800	80	2022	113	591	7015	876	27	913	44	206	40221

Consistent with EEOC filing requirements for 2022, this table reflects 2021 EEO-1 data

DEFINITIONS

Gender

Refers to all employees globally who self-identify as male or female.

Generations

Global data that categorizes all employees into their generational category based on their birth year. Generational categorization is based on data from the Pew Research Center: Traditionalists (1928-1945), Baby Boomers (1946-1964), Generation X (1965-1980), Millennials (1981-1996) and Generation Z (after 1996).

People of Color

U.S.-only. Includes all employees who self-identify as American Indian / Alaskan Native, Asian, Black / African American, Hispanic / Latino, Native Hawaiian / Other Pacific Islander, or two or more races.

People with Disabilities

U.S.-only. Refers to all employees who self-identify as having a disability and/or have a history or record of having a disability. Disabilities may include, but are not limited to, a physical or mental impairment or a medical condition that substantially limits a major life activity.

Veterans

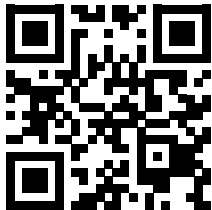
U.S.-only. Includes all employees who voluntarily self-identify as an active service member or veteran.

Small Disadvantaged Business

The firm is 51% or more owned or controlled by one or more disadvantaged persons (socially and economically disadvantaged). This includes Black Americans; Hispanic Americans; Native Americans (Alaska Natives, Native Hawaiians, or enrolled members of a federally- or state-recognized Indian tribe); Asian Pacific Americans (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China (including Hong Kong), Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Fiji, Tonga, Kiribati, Tuvalu, or Nauru); Subcontinent Asian Americans (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands or Nepal).



L3Harris Technologies is a Trusted Disruptor for the global aerospace and defense industry. With customers' mission-critical needs always in mind, our 46,000 employees deliver end-to-end technology solutions connecting the space, air, land, sea and cyber domains.



Thank you to our employees and leadership team for your efforts in making this report a possibility.

[L3HARRIS.COM](https://www.l3harris.com)