



L3HARRIS®
FAST. FORWARD.

GENDER GAP REPORT 2024

Gender Pay Gap legislation, introduced in April 2017, requires all UK employers of 250 or more employees to publish information regarding the difference between the average earnings of men and women, expressed relative to men's earnings, "the gender pay gap."

We understand the need and expectation to be transparent about our business. As a public company, we have long shared our financial results.

Our culture welcomes all employees and rewards and recognises people based on their achievement of individual objectives, their role in helping the company achieve its objectives, and professional competencies as aligned to our core values.

We are dedicated to creating a strong company that our employees, communities, customers, suppliers and investors are proud to be associated with. The pay difference between men and women at L3Harris Commercial Training Solutions Limited as of 5 April 2024 is provided below.

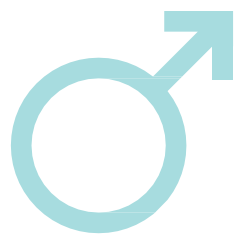
PAY DIFFERENCE

| MEDIAN % | MEAN % |
|----------|--------|
| 25.0 | 25.5 |

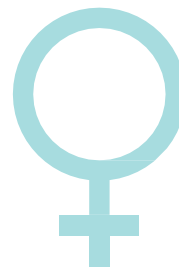
At L3Harris Commercial Training Solutions Limited, the median pay gap is 25.0% from 23.0% in 2023. The mean pay gap is 25.5% from 33.2% in 2023.

BONUS

The proportion of men and women in receipt of a bonus is provided below.



100%



100%

| MEDIAN % | MEAN % |
|----------|--------|
| 25.6 | 24.0 |

PAY QUARTILE

For the 2023/2024 year, L3Harris Commercial Training Solutions Limited workforce was 75% male and 25% female, compared to 79% male and 21% female in 2023.

LOWER

53% Men

47% women

LOWER MIDDLE

75% Men

25% women

UPPER MIDDLE

88% Men

12% women

UPPER

86% Men

14% women

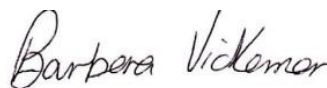
HOW WE ARE ADDRESSING THESE DIFFERENCES

- > We are committed to ensuring that all competitively posted roles attract qualified candidates who are thoroughly considered and vetted.
- > Our pay framework and supporting policies are designed to reward individual contribution and performance. These are underpinned by market data and a robust job evaluation scheme to ensure roles are measured in a consistent and fair manner. We already provide guidance to managers to ensure fair pay decisions and continue to deliver further training sessions to create even greater transparency and understanding.
- > Our pay framework and supporting policies are designed to reward individual contribution and performance. These are underpinned by market data and a robust job evaluation scheme to ensure roles are measured in a consistent and fair manner. We already provide guidance to managers to ensure fair and equitable pay decisions and continue to deliver further training sessions to create even greater transparency and understanding.
- > We are proud of the policies we have in place to encourage and facilitate ongoing learning and career development. However, we have taken a fresh view of existing practices and put in place a range of action plans, including robust talent reviews, which will ensure we are attracting, retaining and developing the best talent regardless of gender.
- > At L3Harris Commercial Training Solutions Limited we live our company values of Integrity, Excellence and Respect.
- > We actively engage with schools and universities to raise awareness and interest in science, technology, engineering, and mathematics (STEM) subjects, highlighting the fantastic careers they lead to both within our organisation and the wider sector.



Ben Swann

VP and GM Training Systems, Commercial Training Solutions



Barbara Vickerman

Regional VP Human Resources, EMEA, Commercial Aviation Solutions