



L3HARRIS®

L3HARRIS TECHNOLOGIES, INC.

**PROCEDURES FOR REPORTING AND RESPONDING TO
COMPLAINTS OR CONCERNS ABOUT ACCOUNTING AND AUDITING
AND CERTAIN OTHER COVERED MATTERS**

L3Harris Technologies, Inc. is committed to ongoing compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices. In furtherance of this commitment, all current and former employees, contractors, subcontractors and agents, as well as other persons who have information on such matters regarding L3Harris Technologies, Inc. or its subsidiaries (“L3Harris” or “Company”) are encouraged to report directly to L3Harris, in the manner described below, their complaints or concerns about any accounting, internal accounting controls or auditing matter, financial reporting or disclosure matter, or any other matter relating to an actual or alleged violation or potential violation of any law, rule or regulation relating to securities or to fraud against shareholders (collectively, “Covered Matters”). Reporting directly to L3Harris allows L3Harris to investigate and in appropriate cases more quickly and effectively take potential corrective or other remedial action and prevent or avoid future issues. The Audit Committee of L3Harris’ Board of Directors (“Audit Committee”) oversees the treatment of complaints or concerns regarding Covered Matters, and in order to facilitate reporting directly to L3Harris, has established the procedures set forth below for (i) the receipt, retention and treatment of complaints and concerns regarding Covered Matters; and (ii) the confidential and/or anonymous submission by L3Harris employees of complaints or concerns regarding Covered Matters.

Furthermore, L3Harris will not tolerate or condone harassment, retaliation or any type of discrimination or adverse action against anyone who, based upon reasonable belief, makes a complaint or raises concerns regarding these matters or provides assistance or information relating to such matters.

I. REPORTING COMPLAINTS AND CONCERNS REGARDING COVERED MATTERS.

L3Harris encourages any person with complaints or concerns regarding Covered Matters to report such complaints or concerns in the following manner:

- Any current L3Harris employee – report complaints or concerns to any of the resources specified in the L3Harris Code of Conduct for reporting concerns generally.

- Any other person – report complaints or concerns to L3Harris’ Chief Ethics and Compliance Officer or to L3Harris’ Vice President, Internal Audit as follows:

- For L3Harris’ Chief Ethics and Compliance Officer:

Telephone Number: 703.790.6334

E-mail:

chief_ethics_compliance_officer@L3Harris.com

Regular Mail:

L3Harris Technologies, Inc.

Corporate Headquarters

Attention: Chief Ethics and Compliance Officer

Corporate Ethics Office

1025 West NASA Blvd.

Melbourne, Florida 32919

- For L3Harris' Vice President, Internal Audit:

Telephone Number: 321.724.3260

E-mail:

vice_president_internal_audit@L3Harris.com

Regular Mail:

L3Harris Technologies, Inc.

Corporate Headquarters

Attention: Vice President, Internal Audit

Internal Audit Department

1025 West NASA Blvd.

Melbourne, Florida 32919

Any person who reports a complaint or concern and does not believe such complaint or concern has been addressed appropriately is encouraged to report such complaint or concern to higher levels of authority within L3Harris, up to and including L3Harris' General Counsel.

- Confidential and/or Anonymous Reporting – Complaints or concerns regarding Covered Matters also may be reported on a confidential and/or anonymous basis using the L3Harris Helpline as follows:

- For reporting by telephone or online, contact the L3Harris Helpline at:

In the United States: 877.532.6339

Outside the United States: Callers can access their country specific number via link below.

Website: www.L3HarrisHelpline.com

The L3Harris Helpline is accessible 24 hours a day, 7 days a week. Those contacting the L3Harris Helpline may identify themselves confidentially to the independent third party only **or** remain completely anonymous.

- For reporting by e-mail, send e-mail to ethics@L3Harris.com.

Persons intending to report complaints or concerns on an anonymous basis are cautioned that regular email systems typically reveal the identification of the sender, and that as a result, reporting complaints or concerns by email may not be an effective means for reporting complaints or concerns anonymously.

- L3Harris will maintain confidentiality regarding discussions, inquiries and the identities of persons reporting complaints or concerns or otherwise potentially involved to the fullest extent possible, consistent with the need to carry out an appropriate and adequate evaluation or investigation of the matters described in a complaint or concern during any review or investigation. Further, all reasonable attempts will be made to protect the anonymity of persons reporting complaints or concerns on an anonymous basis and of witnesses who request to have identities remain anonymous.

- Although any person with a complaint or concern regarding Covered Matters is encouraged to report such complaint or concern directly to L3Harris, these procedures do not require such person first to report such complaint or concern directly to L3Harris and in no way limit or prevent such person from reporting such complaint or concern directly to proper governmental and regulatory authorities.

II. SCOPE OF PROCEDURES.

These procedures address complaints or concerns regarding any Covered Matters including, without limitation, actual or alleged instances of the following:

- Fraud or deliberate error in the recording and maintaining of financial records of L3Harris;
- Fraud or deliberate error in the preparation, evaluation, review, or audit of any financial statement of L3Harris;
- Deficiencies in or non-compliance with L3Harris' internal accounting controls, including attempted or actual circumvention of internal controls;
- Misrepresentation or false statement to or by a senior officer or accountant regarding a matter contained in the financial records, financial reports, or audit reports of L3Harris;
- Deviation from full and fair reporting of L3Harris' financial condition, results of operations, or financial statements; or
- Violations of laws, rules or regulations relating to securities (including the Foreign Corrupt Practices Act and the Sarbanes-Oxley Act) or to fraud against shareholders or mail, wire or bank fraud.

III. TREATMENT OF REPORTED COMPLAINTS AND CONCERNS.

- The Audit Committee has designated the Chief Ethics and Compliance Officer and the Vice President, Internal Audit as authorized recipients to assist the Audit Committee in assessing and dispositioning reported complaints and concerns regarding Covered Matters. All recipients of such complaints or concerns will immediately forward a copy of any mail or e-mail, or a transcript of a voicemail or summary of a call or oral complaint or concern relating to Covered Matters to the Chief Ethics and Compliance Officer and the Vice President, Internal Audit, who, upon receipt, will: (1) jointly (and in consultation with the General Counsel, or others as appropriate) promptly make the determinations described below regarding the reported complaint or concern; and (2) acknowledge receipt to the sender, unless the complaint or concern has been submitted anonymously.

- Complaint or Concern Determined Not To Relate to a Covered Matter – If the complaint or concern is determined not to relate to a Covered Matter, then such complaint or concern will be handled in the same manner as other complaints or concerns are handled under the L3Harris Code of Conduct.

- Complaint or Concern Determined To Relate to a Covered Matter – If the complaint or concern is determined to relate to a Covered Matter, then a further determination will be made as to whether it also meets any of the following additional criteria (“Escalation Criteria”):

- (i) involves a member of the Board of Directors of L3Harris or an executive officer of L3Harris (including the CEO, CFO and Principal Accounting Officer);
- (ii) involves or is reasonably likely to involve a sum in excess of \$15,000,000;
- (iii) has been reported to the U.S. Securities and Exchange Commission, the Public Company Accounting Oversight Board or any other proper governmental or regulatory authority with jurisdiction applicable to Covered Matters; or
- (iv) in the judgment of Chief Ethics and Compliance Officer and the Vice President, Internal Audit, otherwise is potentially material or should be reported promptly to the Chair of the Audit Committee.

- If the complaint or concern is determined based on the complaint or concern or an initial assessment of the relevant facts to also meet any of the Escalation Criteria, then the Chief Ethics and Compliance Officer will, in coordination with the General Counsel, promptly: (A) notify the Chief Executive Officer and the Chief Financial Officer, unless such person is the subject of such complaint or concern; and (B) in consultation with the Vice President, Internal Audit, the General Counsel, and the Secretary of the Audit Committee, or others as appropriate provide to the Chair of the

Audit Committee for approval in the Chair's discretion a proposal for how and by whom such complaint or concern will be investigated and the extent to which the full Audit Committee (or its designee) should be involved. Such proposal and such determination by the Chair will take into consideration the scope, severity and specificity of the allegations, among other things, and the range of investigative options available (e.g., internal or outside legal counsel, internal audit, compliance, management, etc.) and in the case of the Chair's determination, may include involvement by the entire Audit Committee. The Audit Committee will be kept apprised by the Chair of the Audit Committee of the status of any such complaints or concerns on a periodic basis.

- If the complaint or concern is determined not to also meet any of the Escalation Criteria, then it will be handled in the same manner as other complaints or concerns are handled under the L3Harris Code of Conduct, except that the Chair of the Audit Committee or the full Audit Committee also may be consulted regarding the manner in which such complaint or concern may be addressed. All such complaints or concerns will nonetheless be reported to the Audit Committee by the Chief Ethics and Compliance Officer as described in Section IV below.

- The Audit Committee has the authority to use internal company resources, or to engage independent counsel and other advisers, as it determines appropriate and necessary, to carry out its duties and respond to any complaint or concern that relates to a Covered Matter.

- If a complaint or concern relates to a Covered Matter or is determined to involve a violation or potential violation of the L3Harris Code of Conduct or otherwise to warrant action, prompt and appropriate corrective action will be taken when and as warranted. In addition, in appropriate cases and upon the advice of counsel, L3Harris will consider self-reporting violations or suspected violations to appropriate authorities.

IV. REPORTING AND RETENTION OF COMPLAINTS AND CONCERNS.

- A log of each reported complaint and concern regarding Covered Matters will be maintained, tracking its receipt, investigation and resolution, and the Chief Ethics and Compliance Officer will periodically, but no less than two times per year, prepare and submit a report to the Audit Committee of such complaints and concerns and actions taken in response. If there have been no such complaints or concerns, the report will state that fact. Copies of such complaints and concerns and such log will be maintained in accordance with L3Harris' Record Retention Policy.

- Files related to such complaints and concerns will be securely maintained by the Chief Ethics and Compliance Officer or the Vice President, Internal Audit in accordance with applicable law, court order, regulation or L3Harris' Record Retention Policy. Files and associated documents being discarded at the end of the required retention period will be shredded or destroyed by other appropriate means.

V. NON-RETALIATION.

L3Harris will not discharge, demote, suspend, threaten, harass or in any other manner discriminate or retaliate against any employee in the terms and conditions of employment or any other person based upon any lawful actions of such employee or other person with respect to the reporting of, or assistance with, complaints regarding Covered Matters or otherwise as specified in Section 806 of the Sarbanes-Oxley Act of 2002, Section 922 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 or Section 21F(h)(1) of the Securities Exchange Act of 1934, as amended. L3Harris will promptly review and investigate any report of retaliatory or other similar behavior. Furthermore, L3Harris will take appropriate disciplinary actions against any person who retaliates against any other person who, based upon reasonable belief, makes a complaint or raises concerns regarding Covered Matters or who provides assistance or information relating to such matters.

Adopted on June 29, 2019; amended on April 18, 2024.