

GENDER PAY GAP REPORT 2025

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. Recently, we’ve added communicating about our social value commitments.

We are committed to our community in every aspect of our business. Our inclusive 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 TRL for Tewkesbury-based employees as of 5 April 2025 is provided below.

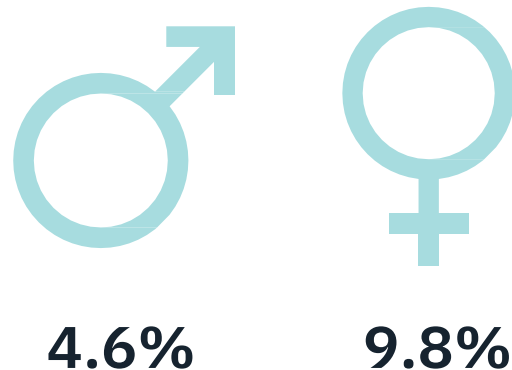
PAY DIFFERENCE

MEDIAN %	MEAN %
21.7	12.0

At L3Harris TRL, the median pay gap is 21.7% from 26.8% the previous year. The mean pay gap is 12.0% from 21.5% the previous year.

BONUS

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



WOMEN’S BONUS PAY

MEDIAN %	MEAN %
-36.3	5.8

PAY QUARTILE

For the 2024/2025 year, L3Harris TRL Technology Limited workforce was 80% male and 20% female, compared to 81% male and 19% female the previous year.

LOWER

73% Men

27% Women



LOWER MIDDLE

75% Men

25% Women



UPPER MIDDLE

86% Men

14% Women



UPPER

88% Men

12% Women



HOW WE ARE ADDRESSING THESE DIFFERENCES

- > We are committed to ensuring that all competitively posted roles attract all 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.
- > 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.
- > Several voluntary, employee-led resource groups, which bring people with similar values together, have been established across the organisation to support diversity and inclusivity. This includes a group we call WE3 – Women Who Strive for Empowering, Enhancing, & Encouraging Other Women.
- > 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.

I confirm that the information published in this report is accurate.

Nicola Tabram

Managing Director of L3Harris TRL Technology Limited