



2023
**DIVERSITY,
EQUITY &
INCLUSION**
ANNUAL REPORT



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MESSAGE FROM OUR CHAIR AND CEO

Our mission to be the Trusted Disruptor in our industry is impossible without our 50,000 employees around the world who come together every day with different abilities, beliefs, backgrounds, ideas and experiences to tackle our customers' most difficult challenges.

As a leadership team, we devote a lot of time to the employee experience and how we can best nurture a culture that not only fosters collaboration and ingenuity, but also champions a sense of respect and belonging where everyone feels comfortable contributing ideas and sharing feedback. We're also acutely aware of a broader responsibility to use our influence to give back and expand opportunities in our supplier base as well as the communities in which we live and work.

Internally, we track representation as an objective measure, but are equally, if not more so, focused on the collective actions that support a culture of diversity, equity and inclusion (DE&I). In 2023, women comprised 25% of our global workforce and people of color made up 29% of our U.S.-based workforce. We're making strong progress toward our long-term goal of a workforce that is half women and at least one-third people of color. We added two new employee resource groups (ERGs) last year – bringing us to 11 active ERGs – with 23% of our employees participating in at least one group. We ensure manager accountability through annual training and performance goals – all leaders play a role in how we define and build our culture. We welcomed

new employees through our acquisitions of Viasat, Inc.'s Tactical Data Links (TDL) and Aerojet Rocketdyne, and their tremendous contributions are already being recognized. We were also delighted to earn industry recognition via our more than 15 external employer of choice awards, which reflect our overall efforts and provide helpful benchmarks as we continuously evolve and improve.

Externally, we're developing relationships with diverse suppliers to ensure the companies we do business with reflect our values. We are also committed to fostering greater inclusion in our communities by partnering with organizations supporting science, technology, engineering and math (STEM) initiatives as well as supporting our employee volunteer initiatives that have a positive social and environmental impact.

This commitment is evident through the nearly 1,600 volunteer projects completed and over 130,000 volunteer hours registered by our employees this year.

I'm proud of our progress and look forward to continuing to play an important role in creating a workplace, and a world, that recognizes, accepts and values the differences among us.



Christopher E. Kubasik
Chair and Chief Executive Officer



“It takes the contributions of every individual to build the innovative, agile and solutions-driven culture that enables L3Harris to perform, grow and innovate.”

COMPANY HIGHLIGHTS

23.4K

Employee Resource Group (ERG) Members

5.4K

Members Joined ERGs in 2023

133.7K

Volunteer Hours

5.5K

Days of Understanding Conversations Since Inception

Workforce Snapshot

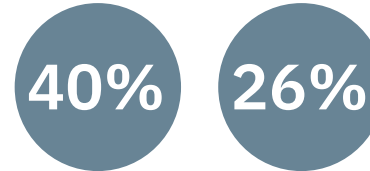
Executives



People of Color

Women

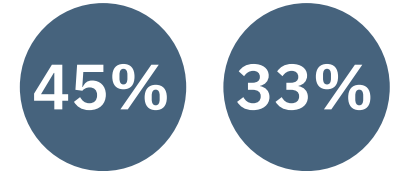
Hires



People of Color

Women

New College Graduates



People of Color

Women

Demographics by Generation



Note: Traditionalists account for less than 1% of our workforce demographics.

Employee Value Proposition





L3HARRIS

AT A GLANCE

Annual R&D Investment

\$480M

Annual Revenue

\$19B+

Employees Worldwide

50K

Engineers & Scientists

20K

Countries Where Customers are Situated

100+

OUR VALUES



INTEGRITY

- > Accountable
- > Ethical
- > Honest



EXCELLENCE

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



RESPECT

- > Safe and Sustainable
- > Community-Minded
- > Inclusive

MESSAGE FROM OUR VICE PRESIDENT OF TALENT, EQUITY AND INCLUSION

Employees and managers often ask, “What can I do to drive change?” My answer is always simple – “Start at the beginning.” That might look different for everyone, but the important thing is to START. For L3Harris employees around the world, driving impactful change begins with setting a clear strategy for ensuring an inclusive environment for everyone. Our strategy outlines our vision and mission for creating an environment of belonging through five focus areas - DE&I infrastructure, representation and talent, inclusion, equity and communicating our journey.

We recognize and value the differences across our global population. We now have 11 employee resource groups (ERGs) with more than 23,000 employees actively participating across the United States, Canada, United Arab Emirates, Saudi Arabia, the United Kingdom and Australia. Our employee-led ERGs promote professional development,

community outreach and engage employees seeking to support a common set of interests. Aligning ERG priorities with corporate and employee values ensures all of our employees feel more included in the workplace.

Fostering a culture where each member of our team is recognized and respected also means meeting others where they are. This includes investing in initiatives to help raise awareness about DE&I and equipping employees with the knowledge, skills and strategies to support an inclusive work environment. We launched a voluntary DE&I Champions program that emphasizes the development of essential leadership qualities that promote inclusivity.

The customers we serve, missions we support and work we do, demands we attract, develop and retain diverse innovators. We recognize the importance of embedding our DE&I priorities in our recruitment processes,

including ensuring a diverse interview and hiring panel whose members have connections to both the position and represent the community of candidates. I have seen firsthand how these efforts have resulted in our receiving more than 15 external awards and recognition – and more importantly, I hear directly from our employees that they feel valued and included.

Because our company values of integrity, excellence and respect are well aligned with our DE&I efforts, I am confident in our long-term success and grateful for the support of the organization and leadership as we pursue these goals.



Carmen Robertson
Vice President of Talent, Equity and Inclusion



CORPORATE AWARDS AND PARTNERSHIPS

As an employer of choice, L3Harris continues to build a diverse, equitable and inclusive environment. As part of our commitment, we maintain strategic partnerships with professional organizations that support and empower underrepresented groups within our industry.

We proudly highlight recent awards and recognition from these key partners, which include honors for both individual employees and advancements as an organization. In addition to being a vital source of research and benchmarking, these partnerships connect us with a pipeline of diverse early career talent including interns and new college graduates.

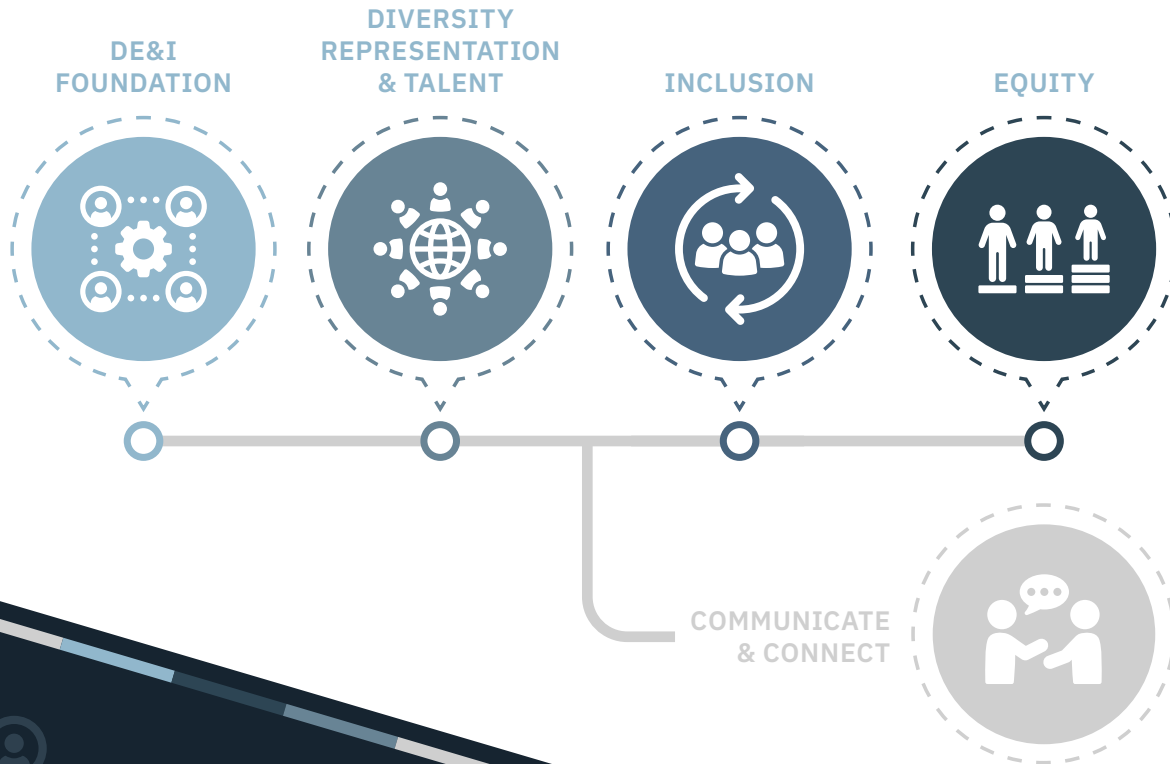
Awards and Recognition



Corporate Partnerships



DE&I Strategic Focus Areas



DE&I FOUNDATION

For L3Harris, an effective diversity, equity and inclusion foundation means starting with a clear strategy to advance our culture. This begins with outlining inclusive traits and designing training programs that can have an impact on behavior at all levels of the organization.

Six Inclusive Traits

Our six inclusive traits establish a foundation for our employees to understand what is important in our workplace.

Cognizance of Bias

Knowing yourself to know others

Courage

Humility to talk about imperfections

Commitment

Bravery to stay the course

Curiosity

Enabling growth through new experiences

Cultural Intelligence

Seeing the world through different frames

Collaboration & Empathy

Engaging others to empower outcomes

Training at All Levels

In 2023, we integrated new programs into our existing DE&I training approach to create a comprehensive learning strategy. Courses are accessible and tailored to each employee's role and level, ensuring relevance and progressive learning throughout their careers.

Unconscious Bias Training

All U.S.-based employees complete our Unconscious Bias in the Workplace course. This training is designed to increase awareness and usage of strategies to reduce unconscious bias.

Annual DE&I Training

All employees complete annual DE&I training tailored to the individual learner, allowing employees to choose the lessons they are most interested in. In 2023, lessons included topics such as leading the whole person, gaining confidence in building inclusive cultures and overcoming barriers in cross-cultural communication.

DE&I Champions

Our new, voluntary global learning program, DE&I Champions, was launched this year. Participants become DE&I Champions by completing self-paced learning and committing to listening to others' viewpoints, accepting feedback and creating an inclusive workplace.

Frontline Leadership Training

Our Frontline Leadership course includes an engagement and inclusion module. The module leverages discussions and exercises enabling supervisors to practice the skills needed to cultivate an engaging and inclusive environment on their team.

Inclusive Leadership Training

Building on the six inclusive traits, this course helps leaders develop awareness of inclusive behaviors and language, identify practical tips for supporting their workforce and commit to being an inclusive leader.

Self-Directed Study

L3Harris has implemented immersive learning platforms that improve the accessibility of our DE&I learning with more than 2,000 voluntary DE&I training courses, books, videos and live training experiences.

Content Accessibility

To support employees across the globe and to enable those with hearing disabilities, our training resources include standard closed captioning in multiple languages. In addition to closed captioning, enterprise compliance training is also available in Portable Document Format (PDF).

Career Development and Performance

Career Development Week

This 4-day virtual and onsite annual program gives employees the chance to explore their career with nearly 60 events taking place in 10 countries. This year, there were 20 onsite sessions aimed at employees who do not have access to computers, as well as functional career conversations and speed networking sessions.

Educational Assistance

To help our employees achieve their educational goals, L3Harris provides college tuition reimbursements for full degree programs and university-based certificates - up to eight courses per year.

Performance Management

As part of their performance objectives L3Harris executives and leaders are accountable to various goals, including DE&I objectives.



DIVERSITY REPRESENTATION & TALENT

As we develop a workforce that is reflective of the communities in which we live and work, teams throughout L3Harris are collaborating and partnering with external organizations to promote equitable hiring, recruit talent and support career advancement for all.

Stats at a Glance: Demographics

25%

Women

29%

People of Color

10%

People with Disabilities

16%

Veterans

Partnerships

Our partnerships with diverse professional organizations are a valuable pipeline for recruitment and support for our DE&I endeavors. A complete list of partnerships can be found on page 7.

Society of Asian Scientists and Engineers (SASE)

L3Harris is a proud supporter of SASE, which is dedicated to the advancement of Asian-heritage scientists and engineers, and offers resources for members' education and employment.

INROADS

L3Harris partners with this nonprofit annually to create pathways for diverse students, with the goal of helping successful interns become full-time professionals. Last summer, our teams welcomed more than 50 INROADS interns.

Society of Women Engineers (SWE)

SWE is the world's largest advocate for women in engineering and technology, dedicated to empowering women to achieve their full potential. Each year, L3Harris attends SWE's annual national conference to recruit top talent and partners with SWE chapters to offer mentoring and tech talks.

Space Workforce 2030 (SWF2030)

SWF2030 is a coalition that promotes increasing the number of women and employees from underrepresented groups in the space industry. As a signatory, L3Harris participates in member meetings that foster accountability, dialogue and best practice sharing.



GENDER

L3Harris is committed to attracting and retaining talented women. To do this, we participate in targeted recruiting events hosted by groups like the Society of Women Engineers (SWE) and offer developmental resources, 100% paid parental leave and a care-giving time off program.

Bloomberg Gender Equality Index

The Bloomberg Gender Equality Index (GEI) tracks companies' performance and efforts to support gender equality through policy development, representation and transparency. For the third year, L3Harris was included in the GEI, scoring at or above Bloomberg's threshold and highlighting L3Harris' usage of DE&I best practices.

Forbes' Best Employers for Women

L3Harris was named one of Forbes' Best Employers for Women in 2023. The recognition evaluates areas such as work environment, salary and employee diversity, as well as whether participants would recommend their employer to a friend or family member.

Women Representation



GLOBAL SPOTLIGHT: Advancing Opportunity for Women

United Kingdom: In the U.K., the Women Who Strive for Empowering, Enhancing & Encouraging Other Women (WE³) ERG and its allies are advocating for gender equality by continuing to deliver on the Women in Defence Charter. Signed in 2021, the charter illustrates our support of gender balance for our culture, customers and business overall. We sponsor industry groups such as the Defence Women's Network Conference and the Women in Defence Awards.

United Arab Emirates: L3Harris is working toward goals outlined in the UAE Gender Balance Pledge, which promotes women in leadership within the L3Harris Atlas Systems LLC Joint Venture in Abu Dhabi.

Canada: Teams are empowering women in Canadian defence and security industries, with three L3Harris employees from Canada recently honoured for inspiring change at the Women in Defence and Security (WiDS) Scholarship and Awards Breakfast.

LGBTQ+

As an organization we foster authenticity and create a culture of belonging by encouraging employees to bring their full selves to work.

Self-ID

L3Harris enhanced current systems to enable U.S.-based employees to voluntarily self-identify as LGBTQ+. Seven percent of those who voluntarily self-identified are part of the LGBTQ+ community.

Out & Equal

Out & Equal (O&E) is the premier organization working exclusively to promote LGBTQ+ workplace equality. As a sponsor, L3Harris leverages workplace trend information and attends the annual O&E conference to enable employee growth, understanding and connection.

Advocacy

At the local and regional level, L3Harris supports a variety of nonprofits and organizations dedicated to LGBTQ+ advocacy, with the goal of making a positive impact in the communities where we live and work.

Equality 100 Award

This year, the Human Rights Campaign, an organization that advocates for and educates on LGBTQ+ issues, awarded the new Equality 100 award to L3Harris. This award rates companies based on their LGBTQ+ policies, practices, benefits and community efforts.

GLOBAL SPOTLIGHT: LGBTQ+ Support Around the World

Worldwide: In honor of Pride month, L3Harris flew the rainbow flag at 18 of our global locations.

United Kingdom: The local Pride ERG chapter coordinates participation in Pride festivals and hosts regular meetings. The group is also part of the Stonewall Diversity Champions, a programme designed to help LGBTQ+ employees reach their full potential. L3Harris was also a finalist for the LGBTQ+ in Defence Awards, the industry's first awards program designed to celebrate the power and importance of LGBTQ+ inclusion in the U.K.



RACE AND ETHNICITY

L3Harris is committed to advancing people of color to achieve our long-term goal of at least one third people of color in our U.S. workforce.

Outreach

In 2023, our ERGs hosted more than 400 volunteer outreach events aimed at making a difference in racial minority communities. Events such as career days, book drives, multicultural summits and heritage months highlighted various cultures.

Juneteenth

To encourage observance and awareness of Juneteenth, the American holiday commemorating the day the last group of enslaved Black Americans were informed of their freedom following the Civil War, the L3Harris Employees of African Descent (LEAD) ERG developed an enterprise-wide campaign featuring a discussion guide, video and panel discussion.

Women of Color Awards

This year, 19 L3Harris employees received awards at the Women of Color (WOC) STEM Conference. They were recognized for shaping technology of the future and demonstrating excellence in their workplace and communities.



GLOBAL SPOTLIGHT: Focus on Indigenous Peoples

Canada: Employees voluntarily took part in Indigenous Awareness Training to promote understanding among non-Indigenous Canadians and Indigenous peoples.

Australia: Teams are advancing Indigenous reconciliation and engagement through involvement with Australia's Reconciliation Action Plan, an organisation building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

People of Color Representation

21%

Board of Directors

18%

Executives

27%

Professionals

40%

Hires

28%

Promotions

45%

New College
Graduates

Race & Ethnicity Representation

0.4%

American Indian/
Alaskan Native

7.9%

Asian

7.2%

Black/African
American

10.4%

Hispanic/Latino

0.3%

Native Hawaiian/
Other Pacific
Islander

2.5%

Two or More
Races

DISABILITY

We recognize that our employee population includes individuals with disabilities, both seen and unseen. We are committed to ensuring we create an environment that is supportive and accepting of all abilities.

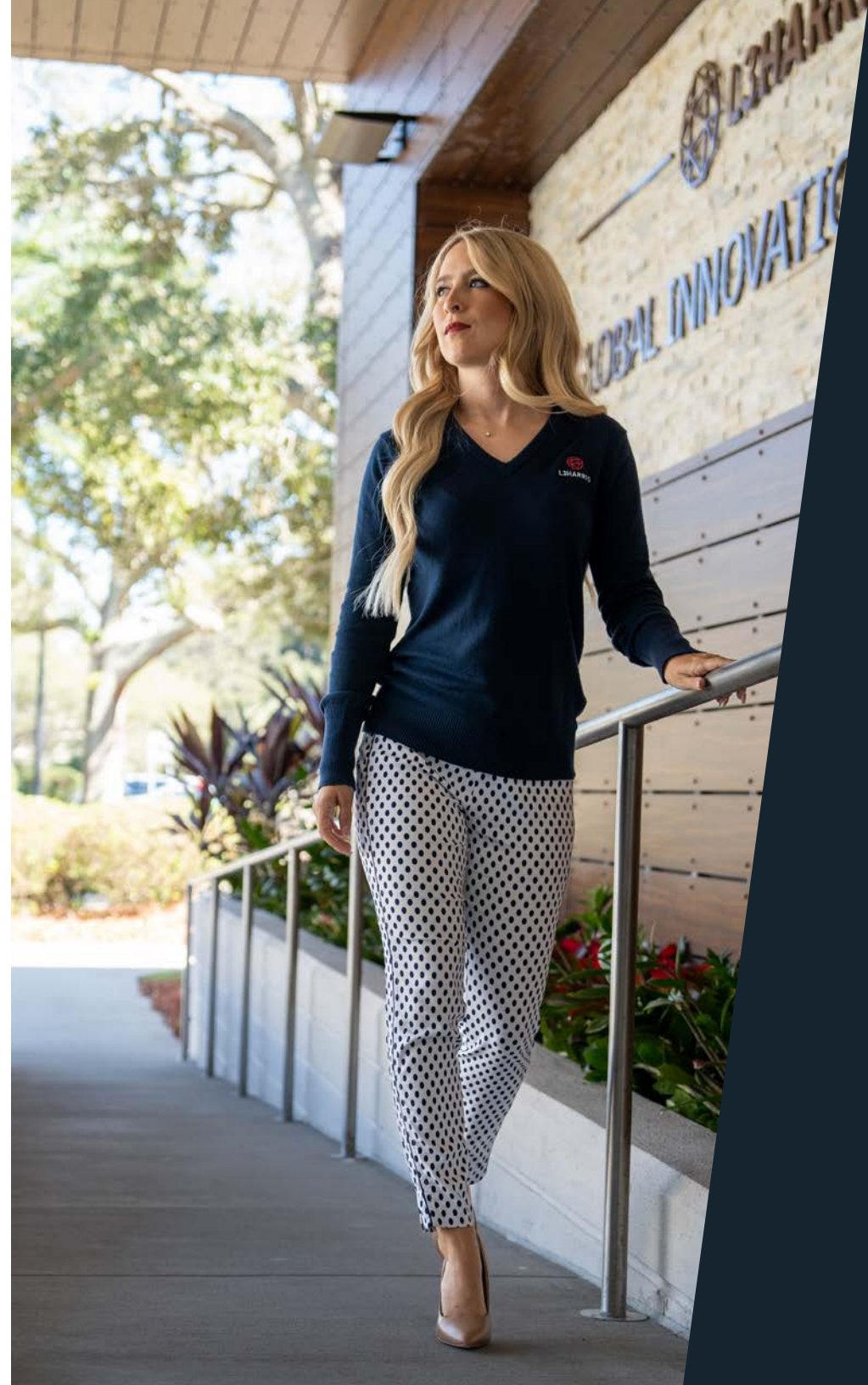
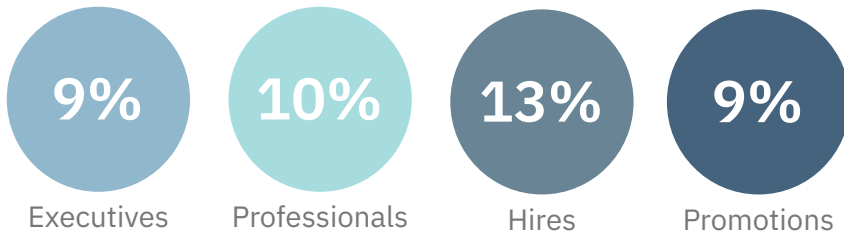
Disability:IN

We are committed to advancing inclusion practices for employees with disabilities and we partner with Disability:IN, the leading nonprofit resource for business disability inclusion worldwide.

Disability Equality Index

For the third consecutive year, L3Harris scored 100% on the Disability Equality Index, the U.S.'s most comprehensive benchmarking tool facilitated by Disability:IN and the American Association of People with Disabilities. Annual participation in this survey enhances our ability to develop a roadmap of tangible and measurable actions that support an accessible, inclusive environment.

Disability Representation



VETERANS

We strive to create an inclusive and supportive career experience for veterans, from recruitment to hiring and throughout their employment journey. Their extraordinary skills, values and experiences offer a competitive advantage and valuable insight for our teams.

Veteran Perspectives

L3Harris is showcasing our veteran team members with the “Why Quality Matters” series where veterans offer their perspectives about why the quality of our work matters to the missions of our armed forces and safety of our military personnel.

Veteran Recruitment

We launched a recruitment-focused [website](#) tailored to hiring veterans. In addition to featuring jobs, the website features our veteran employees, the benefits we offer and events we support.

Department of Defense (DoD) SkillBridge

In 2023, L3Harris hired service members across multiple disciplines through the DoD SkillBridge program. SkillBridge enables service members to gain valuable civilian work experience through specific industry training, apprenticeships and internships during the last 180 days of military service.

American Corporate Partners (ACP)

We maintain a partnership with ACP, a nonprofit dedicated to supporting returning veterans and active-duty spouses in finding their next careers. This partnership connects mentors from L3Harris with mentees, supporting their transition from the armed forces to civilian life.



GLOBAL SPOTLIGHT: Veterans Around the World

United Kingdom: L3Harris employees climbed the three highest mountains in Scotland, England and Wales to raise funds for Combat Stress, the U.K.’s leading military veteran mental health charity dedicated to providing mental health resources for veterans.

Canada: Supporting Emergency Responders and Veterans Engagement (SERVE) ERG members partnered with Highway of Heroes (HOH), part of the Ontario Horticultural Trades Foundation, to create a walkway and temporary irrigation system for the memorial garden which honours all Canadians who served in the military.

Veteran Representation

29%

Board of Directors

15%

Executives

16%

Professionals

18%

Hires

15%

Promotions



INCLUSION

In 2023, L3Harris continued to support, enhance and deploy inclusion-centered initiatives across the organization.

Culture

Culture is the sum of the values we share and guides the way we work together. We support people with a range of different ideas and abilities.

Commitment

Our leaders welcome everyone, encourage employees to ask for support and foster ongoing conversations about DE&I. Most importantly, leaders understand that a culture of inclusion makes good business sense.

Days of Understanding

L3Harris dedicates one week each year to Days of Understanding where leaders and their teams discuss DE&I. In 2023, our third year, the initiative was enhanced with the addition of on-demand videos bringing the company's DE&I strategy to life through leader panels.

DE&I Internal Homepage

The L3Harris internal DE&I homepage contains over 50 resources with examples of actions employees at all levels can take to support DE&I. This year, the page had nearly 30,000 visitors.

COMMUNITY OUTREACH

L3Harris community outreach aligns with our business strategy, reflects our values and supports a culture of inclusivity.

Strategic Giving Pillars

STEM Initiatives

Because science, technology, engineering and math (STEM) are so essential in the aerospace and defense industry, L3Harris partners with 19 colleges and universities to sponsor educational programs for students of all ages in areas such as robotics, coding and space. In 2023, the L3Harris Foundation provided grants to robotics teams, and employees volunteered alongside middle and high school students throughout their robotics season.

Community Programs

These programs benefit the communities where our employees live and work, allowing L3Harris employees to respond when immediate needs arise in their areas. Examples include work with local United Way chapters and similar health and human services organizations.

Mission-Aligned Programs

L3Harris supports service members and first responders during and after their service through our mission-aligned philanthropic programs. This includes partnerships with Special Operations Warrior Foundation, which provides support to surviving families of fallen and wounded Special Operations Forces members, and Homes for Our Troops, a nonprofit that builds and donates specially adapted custom homes for the most severely injured veterans.

Other Outreach

LIFT

The L3Harris Investing for Tomorrow (LIFT) program encourages community volunteerism for employees and their families, with the L3Harris Foundation serving as the underwriter. Volunteer projects focus on underserved and diverse communities and reflect our strategic giving pillars. In 2023, employees completed nearly 1,600 LIFT projects and registered over 130,000 volunteer hours.

Gift Matching

As a benefit to employees, L3Harris matches employee donations of up to \$5,000 per employee per year to educational institutions and eligible nonprofit organizations. In 2023, U.S. employees donated nearly \$800,000 and L3Harris matched those donations dollar for dollar.

L3Harris Cares

When disaster strikes, L3Harris employees help their colleagues through the L3Harris Emergency Assistance Fund. The fund provides aid to employees facing financial hardship in the wake of natural disasters. Funding comes from voluntary employee contributions and the L3Harris Foundation, with the fund administered by a third-party organization.

HIGHLIGHT: ANNUAL ERG LIFT COMPETITION

800+
ERG Members
Participated

8,275
Volunteer
Hours Logged

WINNERS:

PRIDE
for Member
Participation

WE³
for Volunteer
Hours



DIVERSITY COUNCIL

Our 11 employee resource groups (ERGs) represent a key component of our DE&I strategy, and their leaders, as part of the Diversity Council, help advance our culture.



Chris Kubasik
Co-Chair



Carmen Robertson
Co-Chair



Sabab Osmani
APEX Chair



Kim Herrington
APEX Sponsor



Joshua LaFrance
ECP Chair



Andrew Bulta
ECP Sponsor



Kevin James
5GEN Chair



Chris Radley
5GEN Sponsor



Karina Salinas
HOLA Chair



Angel Crespo
HOLA Sponsor



James Throckmorton
Intrapreneurs Chair



Ron Fehlen
Intrapreneurs Sponsor



Allen Westley
LEAD Chair



Michele St. Mary
LEAD Sponsor



Hecham Abdel-Hady
MENA Chair



Faisal Munir
MENA Sponsor



Shannon Semmens
Pride Chair



Renee Cady
Pride Sponsor



Ginger McKinney
SERVE Chair



Andrew Dornan
SERVE Sponsor



April Tidwell
WE³ Chair



Corliss Montesi
WE³ Sponsor



Ramon Rodriguez
WILA Chair



John Schneider
WILA Sponsor

EMPLOYEE RESOURCE GROUPS (ERGS)

Our ERGs represent a wide range of interests, experiences, demographics and backgrounds, and all employees are welcome in all ERGs. Participants enjoy professional development, community outreach and employee engagement.

Membership

ERG membership continued to grow in 2023, with the launch of two new ERGs and the participation of more than 23,000 employee members and over 135 chapters globally.

Enrollment & Management

In 2023, L3Harris launched a new ERG enrollment process and internal ERG metrics dashboard to better track the program's progress. Employee participation is voluntary and groups are employee-led.

APEX

Asian Professionals for Excellence

ECP

Early Career Professionals

5GEN

Advancing a Multigenerational Workforce

HOLA

Hispanic/Latino Organization for Leadership & Advancement

INTRAPRENEURS

Technology & Innovation Resource Group

LEAD

L3Harris Employees of African Descent

MENA

Middle Eastern & North African Descent and Allies

PRIDE

LGBTQ+ & Allyship Resource Group

SERVE

Supporting Emergency Responders and Veterans Engagement

WE³

Women Who Strive for Empowering, Enhancing & Encouraging Other Women

WILA

Willing & Able

NEW ERGS

L3Harris added two new ERGs in 2023: 5GEN and MENA.

5GEN

Advancing a Multigenerational Workforce

5GEN's mission is to bridge generational gaps to advance a more harmonized and empathetic workplace for all L3Harris employees. The 715 members have already created new bonds among workers across the five generations in today's workforce, helping employees understand one another and work better together. The group encourages generations to interact with one another, boosting understanding of what makes each generation unique while highlighting the similarities they share.

MENA

Middle Eastern & North African Descent and Allies

With the addition of MENA, L3Harris became one of the first companies in the aerospace and defense industry to offer an ERG that celebrates the rich tapestry of Middle Eastern and North African (MENA) cultures. The group of nearly 320 employees welcomes those with backgrounds, roots and/or interest in the cultures of the Middle East and North Africa and fosters a welcome space of support, mentoring and advocacy. MENA raises awareness about the region's diverse backgrounds, religions and cultural traditions to engage employees in a celebration of intercultural unity.

ONGOING ERGS

In addition to the two new ERGs, these nine ongoing ERGs continued to offer activities in 2023:

ECP

Early Career Professionals

ECP enriches the new hire experience and empowers early career professionals by creating meaningful connections and offering impactful professional development. With the theme of “Make an Impact,” ECP hosted more than 30 events during their Inclusion Month in August, including a Lunch and Learn with the Space and Airborne Systems (SAS) President. The ERG partnered with individuals from DE&I, leadership development programs and external community organizations to highlight ways that early career professionals can maximize their contribution to L3Harris.

APEX

Asian Professionals for Excellence

APEX provides professional development and cultural events focused on inclusivity and educating employees about Asian experiences. For example, the ERG hosted a signature event with the Communication Systems (CS) President who shared how the influences from his personal heritage had a positive impact on how he embraces keeping a culturally open mindset in his work experiences.

HOLA

Hispanic/Latino Organization for Leadership & Advancement

HOLA brings Hispanic/Latino employees together to foster an inclusive environment, support career development and ensure a culture of inclusion. The group provides professional development for members with programs such as the Creciendo con HOLA event. This panel event featured executive leaders from across the business including the Integrated Mission Systems (IMS) President.

LEAD

L3Harris Employees of African Descent

LEAD provides ongoing professional development to members throughout the year, with a focus on advancing allyship in the workplace. This year, LEAD hosted a stirring and frank conversation on “Allyship and Career Development” with the Integrated Mission Systems (IMS) President. In this session, he described his efforts to become a more inclusive leader and shared how acting as an ally and advocate has helped him and others grow in their careers.



PRIDE

LGBTQ+ & Allyship
Resource Group

The Pride ERG conducts enterprise-wide events and programming focused on education and awareness. This includes LGBTQ+ and Transgender 101 sessions, which are often hosted by senior leaders like the Aerojet Rocketdyne (AR) President. Pride also launched four strategic “Communities of Identity” - allies, parents, bi+ and transgender individuals - to provide focused attention on the diverse experiences within the LGBTQ+ community.

INTRAPRENEURS

Technology & Innovation Resource Group

The Intrapreneurs ERG helps advance members’ professional development through events that challenge them to think creatively and innovatively. One of the most significant initiatives in 2023 was the Disruptor School webinar series, with presentations on technical skills, leadership and employee engagement practices and opportunities to brainstorm solutions for various technology initiatives.

SERVE

Supporting Emergency Responders
and Veterans Engagement

SERVE supports current and former military members and first responders, as well as their family members and friends. This year, SERVE continued to grow membership across the enterprise through a global focus on community outreach, as well as providing engagement events to support community members within L3Harris. SERVE hosted a session focused on the transition from military to civilian life. The session was lead by the SVP of Strategy, Growth and Technology during their inclusion month.

WILA

Willing & Able


WILA is committed to offering continuous education and resources aimed at addressing workplace issues that impact both employees and external disability community members. In 2023, WILA organized a series of webinars and events designed to engage the community. These events focused on educating employees about topics such as mental health, caregiving, autism, wellbeing and neurodiversity.

WE³

Women Who Strive for Empowering,
Enhancing & Encouraging Other Women

In 2023, nearly 50 mentorship pairings were facilitated through the WE³ mentoring program companywide, with men serving as nearly one-third of those mentors. WE³ also supported community outreach by delivering more than 300 teacher care packages and donating over 8,800 undergarments and menstrual products to the “I Support the Girls” donation drive.





EQUITY

Equity for all employees ensures that a person's identity does not limit their opportunities or constrain their ability to fully contribute.

Ethics

Global Human Rights Policy

In 2023, L3Harris publicly posted a Global Human Rights Policy, reflecting our commitment to maintaining a workplace free from unlawful discrimination or harassment of any type.

Code of Conduct

All employees completed our annual Code of Conduct Training, which emphasizes the importance of our shared values and the company's overall commitment to protecting human rights.

Ethics Survey

Our second Ethics Survey ensured all employees had the opportunity to share their perspectives on workplace culture. Results are used to make improvements at all levels.

Employee Listening

In 2023, our comprehensive listening strategy included multiple employee lifecycle surveys and monthly pulse surveys which enabled us to gain real-time insights. Open response items ensure employees are heard, which improves employee engagement and fosters an environment where everyone can perform at their best.

Skill-Based Hiring

In 2023, L3Harris removed degree requirements on postings for all job grades and functions in exempt, professional roles, allowing flexibility for hiring managers to evaluate applicants based on demonstrated skills and aptitudes rather than academic achievement alone.

Pay Equity

As part of our commitment to fair and equitable compensation practices, L3Harris conducts a pay equity analysis annually. An external firm generates a detailed analysis and identifies potential pay gaps that could be due to race and gender, which allows us to take corrective action as needed.



Benefits Equity

All Life Stages

We launched a new benefits brand this year called CARE (Creating a Rewarding Experience) globally. CARE underscores our focus on providing a customized benefits experience to employees at every stage of life. With the rollout of CARE, L3Harris also introduced new programs for fertility benefits, hearing aid coverage and a menopause support program and continued aging parent and pet care options — emphasizing our company's commitment to providing high-quality, affordable and accessible benefits.

LGBTQ+

L3Harris also created a new LGBTQ+ Benefits Guide, summarizing important benefits information relevant to our LGBTQ+ employees. We also announced the expansion of coverage for transgender employees.



Supplier Diversity

Contributing to a culture of inclusion, the L3Harris Supplier Diversity Program ensures small businesses receive maximum practicable opportunities to participate in performing contracts, including disadvantaged, women-owned, veteran-owned, historically underutilized business zones, Black and minority institutions and other socioeconomic small businesses.

Mentor-Protégé Program

In 2023, L3Harris announced a partnership with Sidus Space, Inc., a disadvantaged women- and service-disabled veteran-owned small business, as part of the U.S. Department of Defense's Mentor-Protégé Program (MPP). The DoD MPP helps businesses such as Sidus expand their footprint in the defense industrial base through partnerships with larger companies.

1,500+

Diverse Suppliers including:

1,000+

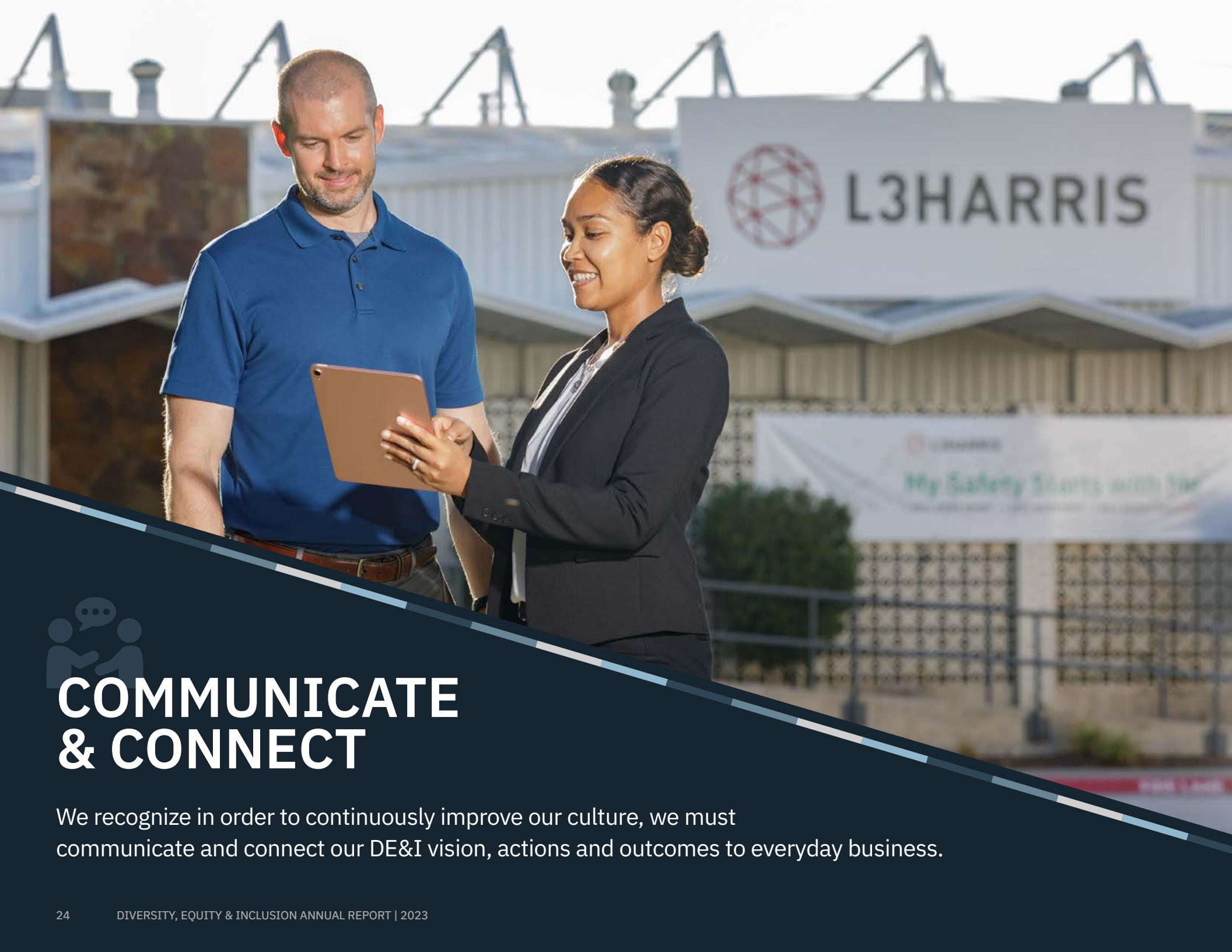
Women-Owned
Small Businesses

800+

Veteran-Owned
Small Businesses

350+

Small Disadvantaged Businesses,
Including Minority and Black-Owned Businesses



COMMUNICATE & CONNECT

We recognize in order to continuously improve our culture, we must communicate and connect our DE&I vision, actions and outcomes to everyday business.

Internal & External

Inclusive Leadership Series

The Inclusive Leadership series are articles written by our executive leaders who share their experiences embodying the six inclusive traits. This initiative is vital in highlighting the significance of DE&I through the voices of leaders, who serve as powerful examples and encourage all to champion DE&I within their teams.

“I Am L3Harris”

The “I Am L3Harris” series features employee narratives related to a unique culture, trait or one’s career. Employees connect their personal experiences to DE&I either inside or outside of the workplace. These articles provide a powerful platform for colleagues to gain exposure to and learn about different experiences, offer comments of support and encouragement or share their own stories.

Reports

Our DE&I Report, Sustainability Report and Annual Report showcase our DE&I commitment and results. They act as comprehensive storytelling vehicles for both internal and external stakeholders – boosting pride of existing employees, acting as data sources for external benchmarking and employer of choice organizations and attracting potential future employees.

Web

Employees can access an internal DE&I homepage via the L3Harris intranet. Our [DE&I landing page](#) on [L3Harris.com](#) offers information about the company’s DE&I metrics, ERGs, employer of choice awards, strategic partners and more.

Social

DE&I was incorporated into the L3Harris social media strategy for talent acquisition in 2023. This effort shared employee stories and showcased the opportunities at L3Harris to external audiences and potential employees.

“ I never dreamed of working on an aircraft or even flying one. I had never seen anyone in my family, my neighborhood or who looked like me working in aviation. I never knew anyone who had flown on an airplane, let alone anyone who was an aircraft mechanic or a pilot.”

Lisa Bluford Miller,
Aircraft Maintenance, IMS
Excerpt from “I Am L3Harris” Series



APPENDIX

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	2	5	89	6	0	7	1	0	36	1	0	2	0	3	152
First/Mid-Level Officials and Managers	320	96	3654	209	11	182	15	77	1069	100	5	69	5	24	5836
Professionals	1474	561	13448	889	26	1378	56	411	3767	437	10	528	21	162	23168
Technicians	404	115	2256	271	16	267	22	81	385	80	2	77	5	14	3995
Sales Workers	11	4	101	9	0	3	0	1	27	2	0	1	0	1	160
Administrative Support Workers	35	87	239	31	1	17	0	3	668	71	1	28	4	13	1198
Craft Workers	249	24	1129	143	8	67	11	29	66	27	2	11	1	2	1769
Operatives	276	204	999	236	6	184	19	44	853	187	6	257	16	25	3312
Laborers and Helpers	1	0	6	0	0	0	0	0	0	0	0	0	0	0	7
Service Workers	31	22	81	25	0	3	1	3	29	15	0	0	0	0	210
Column Totals	2803	1118	22002	1819	68	2108	125	649	6900	920	26	973	52	244	39807

Consistent with EEOC filing requirements for 2023, this table reflects 2022 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).

LGBTQ+: U.S.-only. Encompasses a diversity of employees who may identify as, but not limited to, any of the following: Lesbian, Gay, Bisexual, Transgender, Queer and more (i.e., Intersex, Asexual, Pansexual).

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.

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).

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





L3Harris Technologies is the Trusted Disruptor in the defense industry. With customers' mission-critical needs always in mind, our dedicated employees deliver end-to-end technology solutions connecting the space, air, land, sea and cyber domains in the interest of national security.

