



TEXTRON

2024 Corporate Responsibility Report



Forward-Looking Statements

Certain statements in this report are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as “believe,” “expect,” “plan,” “will,” “intend,” “may,” “strategy,” “target,” “goals,” “aim,” “strive,” “anticipate,” “project,” “committed” and other similar words, including, without limitation, statements regarding the company’s sustainability strategy, talent management strategy, performance targets, new products, services initiatives or programs, product development, environmental goals, and the potential of the industries and markets we serve. These statements are only predictions and involve known and unknown risks, uncertainties, and other factors that may cause our actual results to differ materially from those expressed or implied by such forward-looking statements. Given these uncertainties, you should not place undue reliance on these forward-looking statements. Forward-looking statements speak only as of the date on which they are made, and we undertake no obligation to update or revise any forward-looking statements. Risks and uncertainties that could cause our actual results to differ significantly from management’s expectations include, but are not limited to, our ability to achieve reductions in energy use, water, greenhouse gas emissions and other sustainability goals and objectives; changes in our priorities and changes in the priorities of our customers and suppliers; the amount of

our future investments; the accuracy of our estimates and assumptions; the future effect of legislation, rulemaking and changes in policy; the impact of acquisitions or divestitures or other changes in our employee or product and service base; the success of our talent management strategy; the impact of cyber or other security threats; the willingness of suppliers and other third parties to adopt and comply with our programs; and changes in global economic, business, political, social and climate conditions, as well as those factors described in our most recent Annual Report on Form 10-K, our quarterly reports on Form 10-Q and in our other filings with the U.S. Securities and Exchange Commission.

Except where otherwise noted, the information covered in this report highlights the company’s performance and initiatives in fiscal year 2024. Calculations and statistics included in this report are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change. Statements regarding our goals, commitments and objectives, including related statistics or metrics, may be based on estimates and assumptions under developing standards that may change in the future. Likewise, our environmental, social and governance goals, commitments and objectives are aspirational and may change. Statements regarding our goals are not guarantees or promises that they will be met and actual results may differ materially. This report has

not been externally assured or verified by an independent third party. Inclusion of information in this report is not an indication that the subject or information is material to our business or operating results. “Material” for the purposes of this report should not be read as equating to any use of the word in our other reporting or filings with the U.S. Securities and Exchange Commission. This report may also contain links to internet sites or references to third parties. Such links or references are not incorporated by reference to this report, and we can provide no assurance as to their accuracy. No part of this report or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.



“ Environmental sustainability remains an important consideration in our business operations and product development plans.”

DEAR COLLEAGUES, SHAREHOLDERS AND FRIENDS,

I am pleased to share with you our 2024 Corporate Responsibility Report and the progress that we are making in the areas of sustainability, talent and governance. This comprehensive review highlights our commitment to corporate citizenship and how this connects directly to business success, ultimately driving long-term value for all stakeholders.

Environmental sustainability remains an important consideration in our business operations and product development plans. Our teams continually search for opportunities across Textron to reduce energy consumption and natural resource consumption, while achieving cost savings for the company. In 2024, we successfully completed more than 300 projects globally that are projected to yield \$3.8 million in savings annually. Similarly, we have been successful in our Achieve 2025 initiative to reduce the environmental footprint of our operations. In the fourth year of our five-year plan, we not only met, but surpassed our goals in each of our target areas one year ahead of schedule.

Recognizing that we have customers looking for products to help them achieve their sustainability goals and lessen their environmental footprint, we are pioneering cutting-edge electric technologies for land and air. We saw this innovation in action as Textron Specialized Vehicles fielded the first all-electric lineup of mowers at the 2024 Summer Games. In 2024, Pipistrel’s Velis Electro received a light-sport aircraft airworthiness exemption from the Federal Aviation Administration (FAA), opening the flight training market to our electric aircraft within the United States.

Our achievements would not be possible without the dedication and expertise of our workforce. We are committed to developing our employees at all levels through training, continuing education programs, and resources that foster growth and development throughout their careers at Textron. In addition, our comprehensive benefits programs are designed to ensure the health and well-being of our employees and their families.

The health and safety of our employees and communities are paramount. Throughout the year, we strive to improve workplace safety by identifying and addressing potential hazards, while promoting a culture of continuous improvement, shared responsibility and individual accountability.

I want to thank our 34,000 Textron employees for their dedication to our company. To our stakeholders—shareholders, customers, communities, suppliers and industry partners, we remain committed to driving innovation in our products, technologies and operations and working toward more sustainable solutions, all while upholding Textron’s core values of integrity, respect, trust, and the pursuit of excellence.

SCOTT C. DONNELLY
Chairman and CEO



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2024 Highlights



BUILDING A SUSTAINABLE FUTURE

- Achieved all four of our Achieve 2025 sustainability goals
- Completed more than **300 projects** which are projected to save **\$3.8 million** annually
- **Forty-three percent** of Textron's electricity used world-wide during 2024 was from renewable sources



PEOPLE

- **83%** of our 2024 interns received an offer to return to Textron either as a full-time hire or returning intern
- As part of our Educational Assistance Program, Textron reimbursed more than **\$6.4 million** to **more than 1,300 employees** enrolled in approved degree or certification programs
- Textron leveraged **Mental Health Awareness Month** to promote the array of well-being and mental health resources available to our employees and their families
- **32,029** employees across the company engaged in professional and/or technical training and skills-based developmental courses



GOVERNANCE

- Created a new online training course highlighting key areas of the Business Conduct Guidelines for new hires and other employees based on role
- Employees completed more than **137,999 online training hours** and **14,452 live training courses** on various ethics and compliance topics

PROUD TO BE RECOGNIZED BY:

- *Forbes*
 - World's Best Employers
 - America's Best Employers for New Grads
 - Best Large Employers
- *Fortune*
 - World's Most Admired Companies
- Handshake Early Talent Award
- Campus Forward Award
- CEOWorld's Most Influential and Innovative Companies
- US News Best Companies to Work For

Around the World

Textron is home to some of the world’s best-known brands such as Bell, Cessna, Beechcraft, Pipistrel, Jacobsen, Kautex, Lycoming, E-Z-GO, Textron Systems and many more.

We leverage our global network of aircraft, defense, industrial and finance businesses to provide customers with innovative products and services, operating, manufacturing, sales and service facilities in more than 25 countries.

 **\$13.7 Billion** REVENUES

 **34,000** PEOPLE

 **25+** COUNTRIES



Our Business Segments

We are known around the world for our powerful brands of aircraft, defense and industrial products that provide customers with groundbreaking technologies, innovative solutions and first-class service. During 2024, we conducted our businesses through six operating segments:



Textron Aviation is home to the Beechcraft and Cessna aircraft brands and is a leader in general aviation through two principal product lines: aircraft and aftermarket parts and services. Aircraft includes sales of business jets, turboprop aircraft, military trainer and defense aircraft and piston engine aircraft. Aftermarket parts and services includes commercial parts sales and maintenance, inspection and repair services, and advanced flight training devices.



Bell is a leading supplier of military and commercial helicopters, tiltrotor aircraft and related spare parts and services. Bell supplies advanced military helicopters and tiltrotors to the U.S. Government and non-U.S. military customers and commercially certified helicopters to corporate, private, law enforcement, utility, public safety, emergency medical helicopter operators, and U.S. and foreign governments. Bell provides support and service for an installed base of approximately 13,000 helicopters.



Our **Industrial** segment designs and manufactures a variety of products within the Kautex and Textron Specialized Vehicles businesses. Kautex is a leader in designing and manufacturing plastic fuel systems for automobiles and light trucks, along with other automotive systems and components. Textron Specialized Vehicles products include golf cars, off-road utility vehicles, light transportation vehicles, advanced ground support, professional turf-maintenance equipment and specialized turf-care vehicles.



Textron Systems' businesses develop, manufacture and integrate products and services for U.S. and international military, government and commercial customers to support defense, homeland security, aerospace, infrastructure protection and other customer missions. Product and service offerings include electronic systems and solutions, advanced marine craft, piston aircraft engines, live military air-to-air and air-to-ship training, weapons and related components, unmanned aircraft systems and both manned and unmanned armored and specialty vehicles.



Textron eAviation is focused on research and development initiatives related to sustainable aviation solutions and includes Pipistrel, a manufacturer of light aircraft. Pipistrel offers a family of light aircraft and gliders with both electric and combustion engines. Pipistrel's Velis Electro is the world's first, and currently only, electric aircraft to receive full type certification from the European Union Aviation Safety Agency and from the UK Civil Aviation Authority.



Our **Finance** segment, operated by Textron Financial Corporation (TFC), is a commercial finance business that provides financing solutions to purchasers of new and pre-owned Textron Aviation aircraft and Bell helicopters. For more than 60 years, TFC has played a key role for Textron customers around the globe.

Our Values

At Textron we are guided in all of our business interactions by our four values: *Integrity, Respect, Trust, and Pursuit of Excellence*. These values are core to Textron’s culture and define who we are as an organization. They guide us to make the best possible decisions, manage change, and provide a foundation for Textron’s future.



INTEGRITY

Integrity is the quality of being honest and having strong moral principles. We exhibit integrity by valuing honesty and openness, taking responsibility for our actions, respecting others, and demonstrating trustworthiness.



RESPECT

Respect is regard for others. We show respect by demonstrating concern and support for individual differences and by listening when others express their views, even if we disagree.



TRUST

Trust is a belief in the reliability, ability, strength, character, or truth of something or someone. We demonstrate trust and show that we are trustworthy by being honest and reliable, honoring our commitments, admitting when we have made mistakes, and communicating effectively so that others do not misunderstand our intent.



THE PURSUIT OF EXCELLENCE

The Pursuit of Excellence is the drive to do our best. We demonstrate this pursuit by setting high standards, paying attention to the details, measuring what we have accomplished, and striving for improvement.

Environment

BUILDING A SUSTAINABLE FUTURE

We are committed to doing our part to enable a sustainable future for the planet. Our responsibility to the environment begins with our compliance with regulatory requirements and is supported by our Textron Global EHS Policies and Standards which we follow in all countries where we operate. Beyond compliance, we are focused on reducing the greenhouse gas and natural resource intensity of both our operations and our products, which is good for our businesses as well as good for the environment. Within the communities in which we operate, we strive to be responsible stewards of local ecosystems.



As part of our efforts to reduce the energy and natural resources used by our operations, during 2024, we completed **more than 300 projects** at our facilities worldwide. In addition to helping us progress toward our goals, collectively, these projects are projected **to save \$3.8 million** on an annual basis.

Achieve 2025: Sustainable Operations Goals

In 2020, as part of our Achieve 2025 initiative, we established sustainability goals to reduce the environmental footprint of our operations specific to the following areas of focus: greenhouse gas emissions, energy use, water use and waste generation. These goals were developed with the intent for Textron to become more efficient in its use of natural resources to meet the expectations of our customers, shareholders, employees and other stakeholders and to better the communities in which our businesses operate.

We have been striving to achieve these goals compared to the 2019 baseline year (the “Achieve 2025 baseline”) by the end of 2025, and, during 2024, we achieved each of our four Achieve 2025 sustainability goals:



↓ **33%**

GREENHOUSE GAS (GHG) EMISSIONS

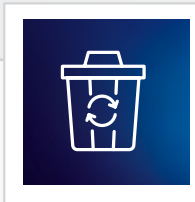
Reduced GHG emissions by 33% on an intensity basis. Exceeded our 20% reduction goal.



↓ **14%**

ENERGY CONSUMPTION

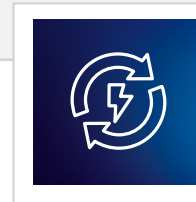
Reduced energy use by 14% on an intensity basis. Surpassed our 10% reduction goal.



↓ **25%**

WASTE GENERATION

Reduced waste by 25% on an intensity basis. Exceeded our 10% goal.



↓ **12%**

WATER USE

Reduced absolute water use by 12% on an intensity basis. Surpassed our 10% reduction goal.

Greenhouse gas (GHG) Emissions

In 2024, Textron was successful in further reducing its GHG emissions on a year-over-year basis and has now reduced emissions by 33% on an intensity basis compared to our Achieve 2025 baseline, exceeding our 20% reduction goal. We achieved this through a combination of energy efficiency and conservation projects, as well as renewable electricity purchases. Forty-three percent of Textron’s electricity use during 2024 was from renewable sources—this is largely a result of Textron Aviation’s multi-year agreement with its utility to purchase renewable electricity from Soldier Creek Wind Energy Center, a local wind farm, for its Kansas facilities. Textron also generates renewable electricity from onsite solar and

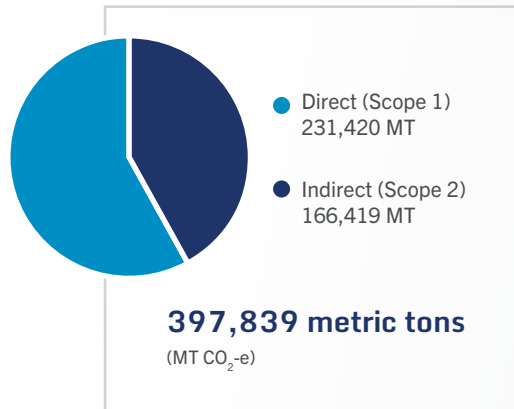
purchases Renewable Energy Certificates at select facilities. Despite having met our 2025 year-end goal, we intend to continue to take actions to further reduce emissions over the duration of the measurement period.

Greenhouse gas (GHG) emissions are determined by following the Greenhouse Gas Protocols developed by the World Business Council for Sustainable Development and the World Resource Institute. Consistent with these protocols, Textron accounts for Scope 1 and Scope 2 emissions in terms of CO₂-equivalents. Our greenhouse gas emissions and calculation methodology have been verified by an ANSI-accredited independent third party in accordance with ISO 14063-3.

HARNESSING THE SUN IN SPAIN

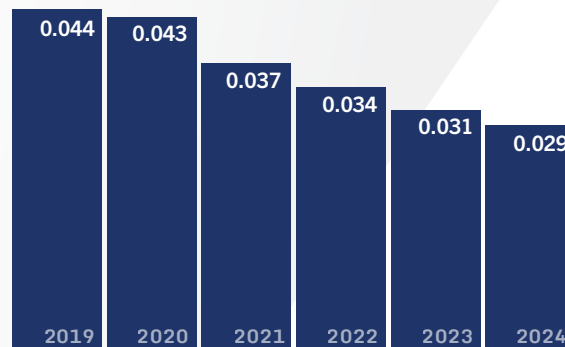
In October 2024, Kautex signed a Virtual Renewable Energy Power Purchase Agreement (vPPA) with the Spanish company BRUC for the Cartago B Solar Project in Seville, Spain as part of its plan to achieve its sustainability goals. This is the first vPPA for Kautex and a crucial step in reducing the business’s Scope 2 emissions by 25 percent and indirectly covering most of Kautex’s European electricity consumption. Encompassing a 34.4-megawatt capacity, the Project is set to generate about 90 gigawatt hours annually for 15 years, beginning in September 2025. This secures a long-term, stable Guarantee of Origin supply for Kautex and demonstrates the company’s commitment to reducing carbon emissions in alignment with its sustainability targets.

2024 GREENHOUSE GAS EMISSIONS



GHG INTENSITY TREND

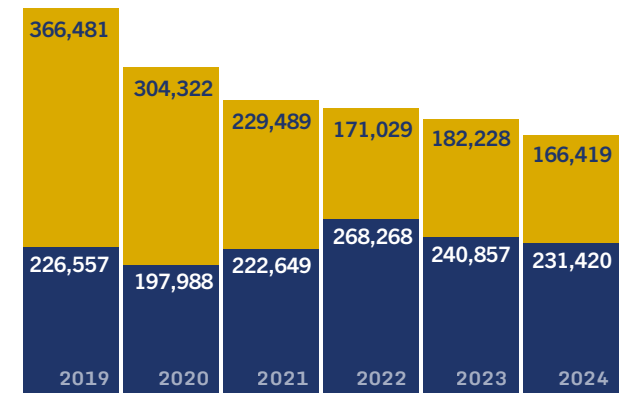
(CO₂-e/Revenue)*



*Intensity metrics are normalized to revenue.

GHG EMISSIONS TREND

(MT CO₂-e)



● Scope 1 ● Scope 2

Energy Consumption

In 2024, Textron exceeded its Achieve 2025 goal of a 10% reduction in energy consumption, reducing energy used by 14% on an intensity basis compared to the Achieve 2025 baseline. This achievement is due to a collective effort across our facilities. Our teams identified and implemented energy efficiency projects within key processes and systems like compressed air, heating and cooling, and lighting. We continue to invest in upgrading energy management systems with energy efficiency technologies that support and promote behavior change. While we have met our Achieve 2025 goal, we will continue to take actions to further reduce energy usage.

“ENERGY TREASURE HUNT” IDENTIFIES SAVINGS

Central to meeting our Achieve 2025 energy reduction goals is Textron’s participation in the U.S. Department of Energy’s (DOE) Better Plants Program. Leveraging this partnership during 2024, a multi-functional team from across Textron was joined by DOE experts in an Energy Treasure Hunt at one of Bell’s largest facilities. Teams were tasked with identifying opportunities to reduce operational energy usage and costs in the areas of process heating, HVAC systems and compressed air and lighting. The 2-day challenge resulted in projected total savings on an annual basis of more than \$450,000 with opportunities to reduce annual electricity and natural gas usage by 3 million kilowatt hours and 1,000 mmBTUs, respectively, and avoid 1,300 metric tons of CO₂ emissions.

14%

reduction in energy use intensity from our Achieve 2025 baseline year

43%

of electricity consumed from renewable resources

100%

of our manufacturing locations in Germany are ISO 50001 certified

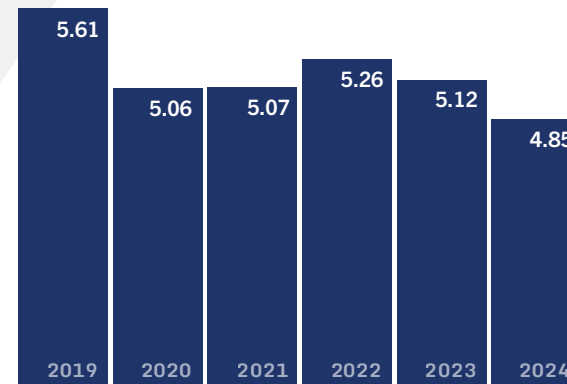
ENERGY INTENSITY TREND

(mmBTU/Revenue)*



TOTAL ENERGY CONSUMED TREND

(millions mmBTU)



*Intensity metrics are normalized to revenue.

Waste Minimization and Recycling

In 2024, Textron successfully reduced its waste generation on a year-over-year basis and has now reduced waste by 25% on an intensity basis compared to our Achieve 2025 baseline, exceeding our 10% Achieve 2025 reduction goal. Our waste management programs center around eliminating waste streams through reducing, reusing, and recycling materials. This includes replacing current materials and packaging with more recyclable options, identifying reuse opportunities within our own operations, and working with external partners to increase the recycling rate of our waste once it leaves the facility. We will continue to drive actions to further reduce our waste generation over the duration of the measurement period.

PACKAGING A MORE ENVIRONMENTALLY FRIENDLY AND SAFER SOLUTION

An initiative at Textron Specialized Vehicles' fulfillment center in Graniteville, South Carolina is keeping packaging materials out of the landfill and saving money. TSV has replaced its foam packaging materials with ExpandOS™, a recyclable and biodegradable cardboard. In addition to the waste reduction enabled by use of recyclable cardboard packaging material, this solution also eliminates the risks of chemical exposure from the foam packaging materials, reduces the need for employees to use personal protection equipment and improves the ergonomics for employees in the shipping process.

25%

reduction in waste generation intensity from our Achieve 2025 baseline year



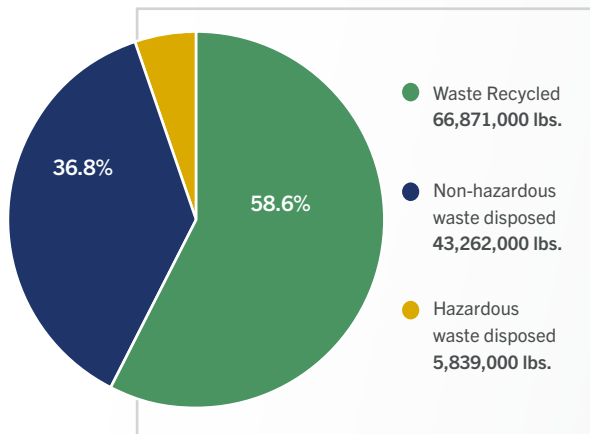
~67 million lbs

of waste by Textron facilities diverted from landfills

31%

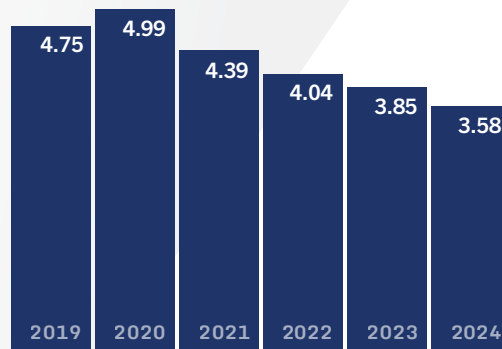
reduction in hazardous waste from our Achieve 2025 baseline year

2024 WASTE PROFILE



WASTE INTENSITY TREND

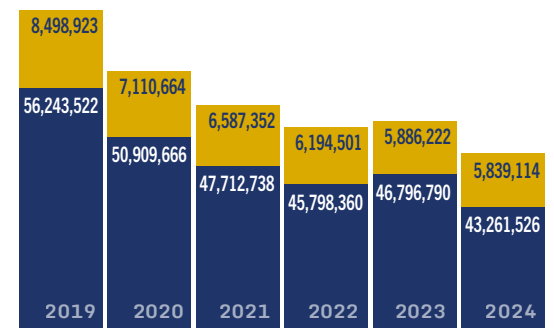
(Lbs/Revenue)*



*Intensity metrics are normalized to revenue.

WASTE DISPOSED TREND

(Lbs)



● Non-Hazardous Waste Disposed ● Hazardous Waste Disposed

Water

In 2023, Textron successfully reduced its water consumption on a year-over-year basis and has now reduced water use by 12% on an intensity basis compared to our Achieve 2025 baseline, exceeding our 10% reduction goal. Textron’s progress can be attributed to an increased focus on water reduction projects across the enterprise. These projects range from upgrading our HVAC equipment and management practices, installing water efficient fixtures, and implementing leak management programs. We will continue to make investments and find ways to continue reducing our water usage.

WATER CASE STUDY

After recording a sudden increase in water usage within the rinse tanks on a Textron Aviation process line facility, the team installed conductivity probes and solenoid valves, which automated water flow and significantly reduced water usage. This automated solution has resulted in a 45 percent reduction in water processing, a 15 percent reduction in Reverse Osmosis processing and additional savings from the reductions in part rework/scrap. The project has also decreased overtime for wastewater contractors and operators, reduced chemical use and energy demand for water processing, and decreased employee exposure to safety hazards when walking behind the tanks to adjust valves.

12%

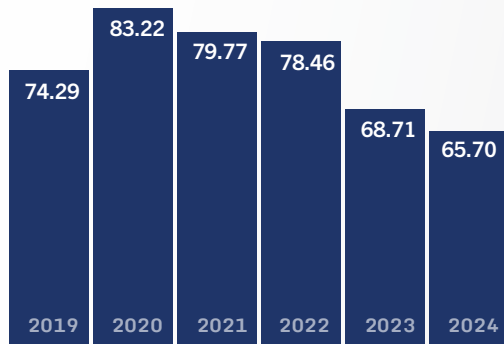
reduction in water use on an intensity basis from our Achieve 2025 baseline year



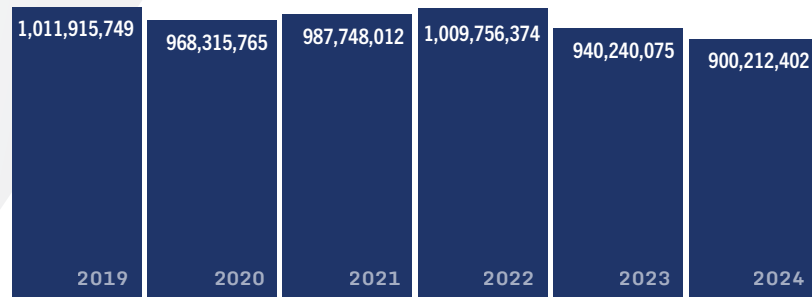
~12 million GAL

reduction in annual water use from water efficiency projects

WATER INTENSITY TREND
(GAL/Revenue)*



TOTAL WATER CONSUMED TREND
(GAL)



*Intensity metrics are normalized to revenue.

Sustainable Products

We are developing innovative products and technologies that reflect our commitment to sustainability

IN THE AIR



Flight training with Pipistrel Velis Electro in the U.S.

In March 2024, the Federal Aviation Administration (FAA) granted a light-sport aircraft (LSA) airworthiness exemption for the Pipistrel Velis Electro. The FAA exemption allows U.S. flight schools to use our electric aircraft within the United States for their flight training programs. The first commercially available, type-certified electric aircraft in the world, the Velis Electro is quiet, producing noise levels of only 60 decibels, low cost and user friendly, making it an ideal solution for flight training with zero carbon emissions.



Milestone for the Nuuva V300

The Pipistrel Nuuva V300 is our long-range, large-capacity hybrid-electric VTOL unmanned aircraft. On January 31, 2025, the aircraft made its successful first hover flight, flying 30 feet in the air for 30 seconds. To support the continued expansion of the aircraft's flight envelope, a second Nuuva V300 air vehicle will also join the flight program in 2025.

ON THE GROUND



Sustainability at the Summer Games

The Jacobsen products that maintained the Le Golf National course at last year's Summer Games in Paris marked the first time an all-electric mower fleet has been used for this event. With our lithium-ion battery technology, the mowers produce zero emissions and there is no hydraulic oil, which eliminates the need for oil changes and filter replacements while minimizing the risk of environmental contamination from leaks or spills. Additionally, the mowers are quieter and easier to maintain than standard gas-powered machines.



Green+ product line from Kautex

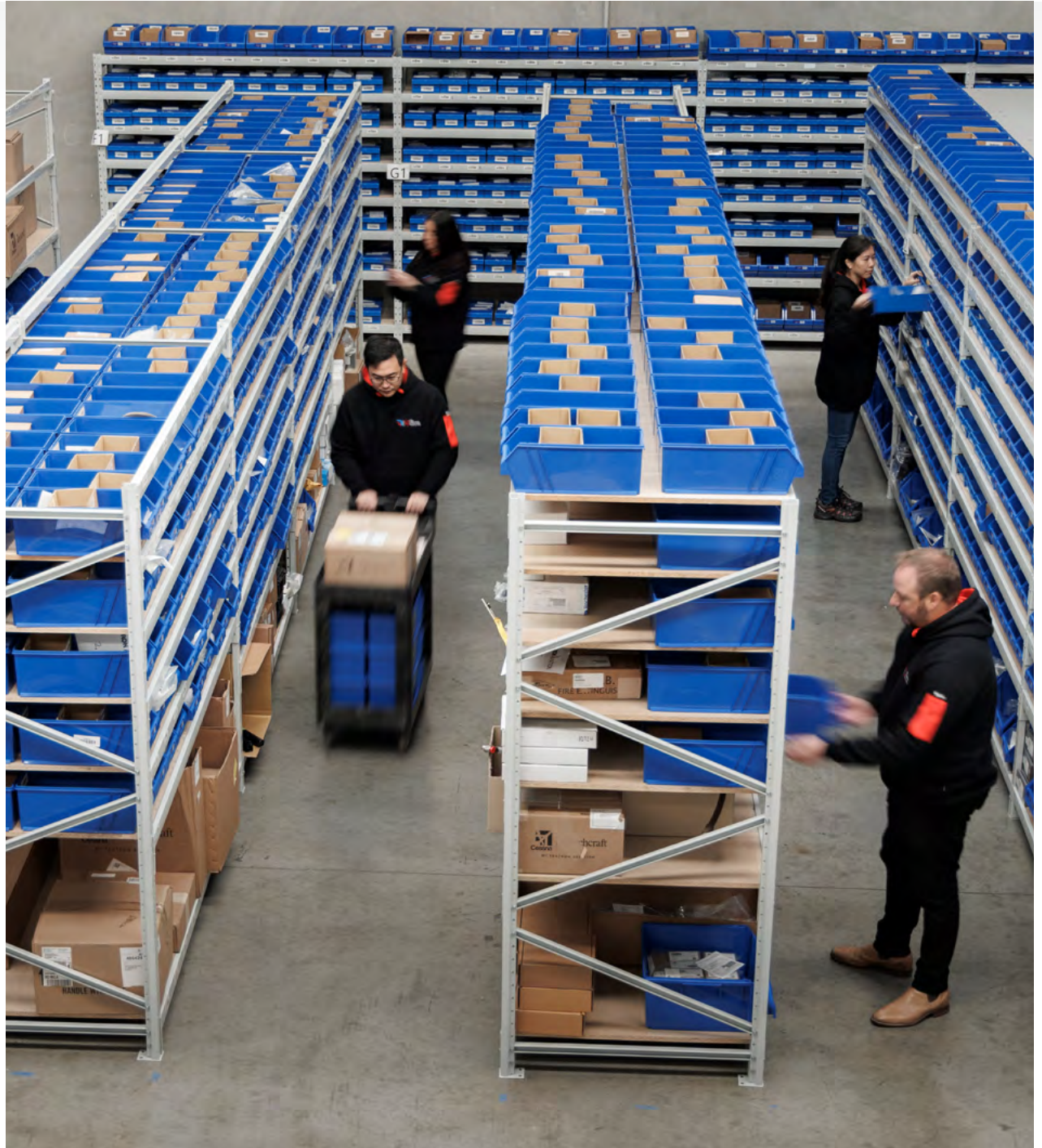
Kautex offers its new Green+ brand for all products that it manufactures using a minimum of 25% recycled material and 20% renewable material. In 2024, Kautex expanded its Green+ product line, introducing its first Pentatonic Green+ product. This first-of-its-kind product is a composite electric vehicle battery enclosure made of fishing nets discarded in the ocean, reinforced with glass fiber and produced via injection molding.

Resilient Facilities

ADDRESSING RISKS AND ENSURING CRISIS PREPAREDNESS

At Textron, we define resilient facilities as those that have the people, programs and infrastructure in place to respond to and rebound quickly from crisis events. This concept enables us to ensure the safety of our employees, protect our physical assets and continue to deliver our products and services to our customers around the globe. We prepare for all manner of crisis events, including fires, natural disasters, extreme weather events, pandemics, active shooter situations and industrial accidents.

Our Loss Prevention and Enterprise Risk Management programs provide the foundation for assessing both acute and chronic physical risks, such as an increase in severe weather events and rising sea levels. We mitigate these risks using the latest technology and data from our risk partners. To stay ahead of a crisis before it occurs, Textron has crisis management teams in place at both the enterprise and individual business unit levels. These cross-functional teams are tasked with developing plans to address potential risks to our facilities and to identify resources that can be utilized in times of crisis. Preparedness is a fundamental part of these crisis management plans, and training is conducted on a frequent basis, both live and simulated, to ensure the crisis management plans meet the needs of both the business unit and Textron management in protecting our employees and facilities.



People

OUR TALENT STRATEGY

Our success is highly dependent upon our ability to hire, train and retain a workforce with the skills necessary for our businesses to develop and manufacture the products desired by our customers. We need highly skilled personnel in multiple areas including, among others, engineering, manufacturing, information technology, cybersecurity, flight operations, business development and strategy and management. In order to attract and retain highly skilled employees, we offer comprehensive compensation and benefit programs, career opportunities and an engaging environment where all employees are treated with respect.



Safe Workplaces

To maintain and enhance the safety of our employees, we promote a culture of continuous improvement, shared responsibility and individual accountability. This helps us to provide safe workplaces and strive for our ultimate vision of zero workplace injuries. Our core EHS Operating Principles set out clear expectations for how we approach EHS at our operations around the globe. The overall program is guided by the Textron EHS Council, whose members include the senior EHS leaders from the Textron corporate office and each Textron business unit.

To achieve our EHS vision we take a management systems approach (EHSMS). Our EHSMS applies to all our operations around the globe and aligns with ISO 14001 and 45001 and their Plan-Do-Check-Act approach. At the Enterprise level, our Global Environmental Health and Safety (EHS) Policies and Standards are the foundation of our EHS Management System. Business units may choose to augment the Textron program and pursue external Management System certification. For instance, Kautex facilities worldwide are ISO 14001 and 45001 certified. Our management system enables us to measure the effectiveness of key program elements such as leadership involvement and employee engagement, risk identification, safety committees and near miss reporting.



OUR EHS VISION

- We are committed to the health and safety of our employees, contractors and communities.
- We will actively champion environmentally sound practices and safe behaviors.
- We will continuously improve our processes, require individual accountability and demonstrate leadership to strive for zero injuries, eliminate adverse environmental impacts and contribute positively to the communities in which we operate.

A focus on prevention and risk reduction

Much of the success of our safety program is due to our focus on proactive identification and elimination of hazards in the workplace. Key programs such as internal auditing and the reporting of “near misses” enable us to maintain this focus. Our EHS internal audit program is managed at the enterprise level and covers all of our business units. Each year we use a robust risk-based approach to select a subset of Textron locations to undergo safety audits. Audits are typically performed with a combination of third party and Textron-trained internal auditors. Audits cover both safety-related regulatory compliance and compliance with the Textron EHS Policies and Standards relevant to the operation. Audit findings

are tracked to closure using our EHS management software. “Near misses” are incidents or observations in the workplace that could represent a potential hazard. We view near misses as leading indicators for safety and, as such, all of our locations have programs to identify near misses and track corrective measures to closure via our internal systems. Our objective is to engage all employees in helping us find and correct potential hazards before an injury or accident occurs.

FAA approves Textron Aviation’s new Safety Management System

The Federal Aviation Administration (FAA) approved Textron Aviation’s new Safety Management System (SMS) implementation plan to support the design and manufacturing of Cessna and Beechcraft aircraft. This approval builds on the company’s previously FAA-accepted and approved SMS program managing the maintenance and service of Cessna and Beechcraft aircraft, underscoring its dedication to maintaining the highest standards of product quality at every level of operations. A SMS is a systematic approach to managing product safety, encompassing organizational structures, accountabilities, policies and procedures.



Safety performance

We use an annual goalsetting process to drive injury rate improvements. The injury rate reduction goal is a performance metric that resides at the highest levels of the organization. Performance to this goal is reported to Textron’s Audit Committee and is tracked and reported to senior leadership. Textron uses various metrics to evaluate health and safety performance globally. The United States Department of Labor Occupational Safety & Health Administration (OSHA) recordkeeping rules are the guidelines all Textron facilities use for reporting injuries. In 2024, we had a Total Recordable Injury Rate (TRIR) of 0.99 and a Lost Time Injury Rate (LTIR) of 0.33.

OUR EHS OPERATING PRINCIPLES

- No job or activity is worth risking injury

- All injuries and environmental incidents are preventable

- Working safely and in an environmentally responsible manner is a condition of employment

- Each of us is responsible for the safe behavior of ourselves and others

- Environmental, Health and Safety is led by senior management, implemented by line management, with each level accountable to the one above and responsible for the one below

- We will design and integrate Environmental, Health and Safety into our products, our facilities and into our management process

- All employees will be provided the necessary knowledge, skills and abilities to work safely

- Strong environmental, health and safety performance is good business

Health & Well-Being

A healthy workforce is essential to our success as a company. At Textron, we foster a culture that encourages employees and their families to adopt and maintain healthy lifestyles. We create environments conducive to well-being so our employees feel supported and motivated. From reduced membership rates at local fitness centers to on-site fitness and well-being centers, we invest in resources that enhance physical and mental health.

Meeting employees where they are

We believe that we are “better together.” Our in-office culture supports greater camaraderie and collaboration—whether through meetings in a conference room or informal conversations with colleagues in the hallway or at lunch. Recognizing that life goes beyond a “9-to-5” schedule, most businesses support work arrangements that include compressed work weeks so employees can feel supported at work and at home. Our vacation and leave policies ensure that employees can take time to enjoy a healthy work/life balance.

Textron’s commitment to Mental Health Awareness Month

Textron leverages Mental Health Awareness Month in May to promote the array of well-being and mental health resources available to employees and their families. Our Enterprise Well-Being team organizes events and trainings focused on understanding mental health issues and the resources available to employees and family members facing challenges.



9,200+ visits

by Bell employees and their family members to the Bell Health and Wellness Center

19,000+ visits

by Textron Aviation employees and their family members to the Plane Healthy Wellness Center



KAUTEX WORLDWIDE STEP CHALLENGE

More than **900 Kautex employees** from its **31 locations** across **13 countries** took part in the sixth Global Well-Being challenge. The goal was for participants to log their steps and engage with colleagues in a fun way through a dedicated app. The two-month challenge concluded with a total count of **455 million steps** and more than **3,000 interactions** on the app.



Compensation and Benefit Programs

Our compensation and benefits recognize and reward employees' hard work and effort. We provide pay and benefits packages that are not only competitive in our markets and industries but reward our employees for their performance. We use a "pay for performance" philosophy throughout Textron to reward our employees in alignment with individual and business performance. Individual performance impacts base pay, while variable pay depends on individual and business performance.

We offer our U.S.-based employees healthcare benefits, including medical, prescriptions, dental and vision coverage, income protection retirement benefits, education assistance and more. In addition, we offer a number of programs and policies designed for the well-being of our employees in general and at specific times in their lives, such as parental leave, adoption assistance and family building.



Talent Development Programs

Our talent development programs are designed to prepare our employees at all levels to take on new career and growth opportunities at Textron. Leadership, professional and functional training courses are tailored for employees at each stage of their careers and include a mix of enterprise-wide and business unit-specific programs.

Textron University

We're committed to ensuring that our employees have the resources to learn, grow and achieve throughout their careers with a variety of virtual and in-person functional trainings, continuing education programs and individual courses and tools that are offered on demand and through scheduled sessions. These include:

- Facilitated face-to-face professional and leadership development programs
- Web-based general and specialized functional and technical courses
- Online portal to access advanced skills technical training, manage recertification of existing qualifications and other career planning tools and resources

Offered through Textron University, our team works with business unit leaders and employees to design and update topics and lesson plans that will ensure our workforce is prepared to meet our business goals as well as enhance their career development.

**EMPLOYEE LEARNING,
DEVELOPMENT AND
TECHNICAL TRAINING
—BY THE NUMBERS—2024**



218,155

company-provided technical (job or functional) and/or professional training (online and classroom) courses/learnings were completed.

32,029 distinct employees

across all levels of our organization engaged in professional and/or technical training and skills-based development courses.

1,862 employees

participated in Professional/Leadership programs—in-person and virtual.

20.6% of employees

received internal promotions or transfers





Textron Leadership Development Program

This two-year rotational program creates a talent pipeline of early-career professionals, providing them with structured learning, on the job training and mentoring at two or more of our businesses. In 2024, we had 165 Leadership Development Program participants.

Functional Rotational Programs

Some of our businesses provide early career professionals with exposure within functional areas such as Engineering, Integrated Supply Chain, Sales and Human Resources. Our employees remain in one business while rotating among different positions to accelerate their learning and better understand the business.

New Leader Programs

Our businesses offer various programs and targeted development opportunities for new leaders to provide them with the knowledge, skills and insights to lead people. We also provide programs specifically for front line managers to assist their development in an operations environment.

Leadership Programs

Textron offers formal learning experiences and programs for experienced leaders, with offerings customized for the new challenges and demands of leaders as they move up through the company.

Talent Reviews

The current and future talent needs of each of our businesses are assessed annually through a formal talent review process that enables us to develop leadership succession plans and provide our employees with potential new career opportunities. In addition, leaders from functional areas within each business belong to enterprise-wide councils that conduct annual talent reviews. These processes enable us to develop our workforce and fill talent needs by matching employees who are ready to assume significant leadership roles with opportunities that best fit their career path, which may be in other businesses within the company.

Textron Summer Internship Program

Our annual enterprise-wide summer college internship program is an important component of our long-term talent strategy. In 2024, Textron hosted a summer internship program for approximately 900 college interns. In a survey about their internship experience, 90 percent agreed that they were given meaningful work and were satisfied with the quality of the projects assigned to them. Our internship program allows interns to gain new insights and learn valuable skills that they take back with them to school. This program also enables our businesses to gain the perspectives of a new generation of talent and, in many cases, offer them full-time opportunities at Textron upon completion of their degree. More than 65 percent of our 2024 summer interns converted to full-time positions or second internships in 2025.

Education Assistance Program

To support their continued growth and development, our Education Assistance Program reimburses employees for expenses of approved degree or certification programs from institutions accredited by the U.S. Department of Education. Eligible expenses (up to \$8,000 annually for undergraduate and certificate programs and up to \$10,000 annually for graduate programs) include tuition and books as well as other expenses associated with the program. In addition, Textron offers specialized programs such as an Airframe and Powerplant (A&P) technical certification, a requirement to become an aviation maintenance technician.

**In 2024,
Textron
reimbursed a total
of \$6,421,681
to more than
1,300 employees
enrolled in
approved degree
or certification
programs.**



Building and Engaging Our Workforce

Textron Employee Resource Groups: Living our Values

Employee Resource Groups (ERGs) are open to all employees, regardless of background, career path or work location. Our ERGs are run locally at our businesses across Textron. Each ERG is built upon the pillars of:

- Workplace Connections
- Professional Development
- Community Outreach

ERGs serve as an important community of employees to network, volunteer, access tools and resources to grow professionally, and find opportunities to make a difference where we work and live.



Textron Employee Engagement Survey

Textron’s biannual survey of its global workforce measures the engagement and satisfaction of employees with the goal of creating a stronger and more connected organization.

In 2024, Textron surveyed its employees on 28 topics, including Communication, Safety Culture and Leadership. Translated into 18 languages, the survey featured several questions under each topic area with employees asked to respond to each question using a 1 to 5 scale.

- More than 74 percent of employees completed the confidential survey with more than 57,000 unique employee comments.
- Compared to the 2022 engagement survey results, Textron’s scores in all but one topic area either improved or remained the same.

Based on the results and feedback specific to their businesses and functions, business unit leaders and managers have undertaken meaningful action in areas where they can improve the experiences of their employees. For example, the Kautex leadership team developed and enhanced programs to increase employee retention and engagement rates at its U.S. facilities. At its CWC business, the ‘Cause We Care program created visuals throughout the facility highlighting where employee suggestions had been implemented. Through a multifaceted, people-focused approach, engagement scores at Kautex’s U.S. facilities increased from 59 in 2022 to 70 in 2024 and engagement participation increased from 72% to 84% in the same period.



TEXTRON AVIATION RAISES THE BAR FOR WORKFORCE DEVELOPMENT

Textron Aviation’s Career & Learning Center, opened in August 2024, expands the company’s training footprint and provides a world-class employee experience during the application, hiring, onboarding and training processes. The state-of-the-art facility is an important investment for Textron Aviation as it builds its next generation of aviation manufacturing, service and professional talent. The facility supports the business’s multifaceted approach to workforce development, including ongoing skills development, certifications and other talent development activities.

IN ITS FIRST 90 DAYS OF OPERATION, THE CAREER & LEARNING CENTER:

- Trained **215 new hires**
- Provided recertification training for **280 current employees**
- Trained **825 current employees**

Individuals with Disabilities

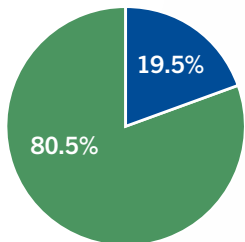
As an equal opportunity employer, Textron is committed to a barrier-free employment process. Textron provides workplace accommodations, making all our workplaces accessible to individuals of all abilities. We consider each request for accommodation on a case-by-case basis and strive to provide all applicants and employees with reasonable accommodations necessary to apply for and perform the essential functions of their jobs.

BELL AND TEXTRON SYSTEMS HONORED WITH GOLD MEDALLION AWARD

Bell and Textron Systems were recognized by the U.S. Department of Labor with a 2024 HIRE Vets Gold Medallion Award—the only federal-level veterans’ employment award that recognizes a company’s or organization’s commitment to recruiting, employing, developing and retaining veterans.

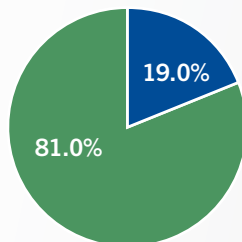


BELL U.S. WORKFORCE



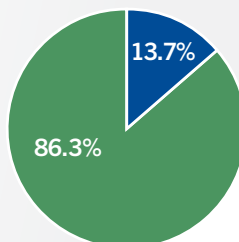
~6,300 Employees

TEXTRON SYSTEMS U.S. WORKFORCE





~3,000 Employees

TEXTRON U.S. WORKFORCE



~26,200 Employees

 Veteran  Civilian

Military Veterans

Textron’s defense businesses develop the products and services that keep our bravest men and women safe while accomplishing their missions. We appreciate the unmatched experience, skills and perspective veterans provide our company. Job-seeking veterans can access a military skills translator tool on our company’s careers page to match their military occupation codes or titles to our open positions. Textron is a member of the Veteran Jobs Mission, a coalition of more than 200 companies committed to hiring veterans.

Product Safety

At Textron, we maintain a disciplined and thoughtful approach to the safety and quality of our products.



Our products are complex and often used in highly demanding environments that are extensively governed by state, federal, and international regulations. As a result, our businesses have developed and maintain rigorous processes designed to ensure quality and safety throughout the product lifecycle. This commitment to quality and safety begins with product development, extends through the manufacturing process, and continues throughout the customer’s use of our products. Our businesses’ quality and safety programs are stringently and consistently reviewed to ensure they meet the specific regulatory guidelines and rules applicable to the products offered by that business.

Textron’s aircraft manufacturing businesses, including Textron Aviation, Bell and Pipistrel, design, certify, manufacture and support commercial and military airplanes and vertical lift aircraft. All aspects of these business operations are thoroughly regulated by civil and military airworthiness authorities, as applicable, including the U.S. Federal Aviation Administration, the U.S. Department of Defense, Transport Canada and the European Union Aviation Safety Agency.

These governmental bodies issue extensive and detailed safety regulations and requirements, and compliance with these regulations is central to the operations of our aviation businesses. The safety regulations and requirements cover

not only the design and certification of aircraft, but also continuing airworthiness support after aircraft are delivered.

For their postproduction fielded aircraft, our aircraft manufacturing businesses monitor service and production data for their products, identify issues or events that might affect the operational safety of their products, and interface with the Federal Aviation Administration or other applicable aviation authorities. We continually improve our products’ reliability, durability and safety through the issuance of Service Letters, Service Bulletins and model specific communiques which are available to owners, operators and repair stations on the companies’ respective customer portals.

Textron’s defense businesses develop and manufacture products to the specifications and standards established by our U.S. Government customer. Any proposed engineering changes to a product must be submitted to the Government customer as a formal engineering change proposal and must be approved by the Government customer prior to implementation. Military products are subject to rigorous testing, including safety testing, during development and must meet all required specifications before they are accepted by the Government customer upon completion.

Textron Specialized Vehicles (TSV) manufactures products that are governed by various voluntary and mandatory industry standards designed to ensure quality and safety.

Additionally, for its consumer products, TSV must comply with the Consumer Product Safety Act and other statutes and regulations enforced by the U.S. Consumer Product Safety Commission or similar domestic and foreign administrative bodies.

To ensure compliance with these standards and laws, TSV assesses quality and safety throughout the design, manufacturing and finished product stages, which includes comprehensive testing of product design, components and finished products. When safety or quality issues arise during product development and manufacture, or on products that have already been sold, TSV utilizes a multidisciplinary review process to identify and address product issues, and, when necessary, undertake recalls, field fixes and public communications to address identified concerns.

Leadership teams across Textron are committed to ensuring that safety and quality are an essential part of their business. Similarly, through consistent training, a positive safety culture and rigorous adherence to process, each of our employees is an integral part of our product safety commitment. Finally, when circumstances warrant, our businesses routinely work with government agencies to evaluate safety incidents and work to incorporate lessons learned into our products and services.

Community



We are committed to responsible corporate citizenship and improving the quality of life in the communities where we live and work. Our efforts include supporting job training programs for people of all ages and backgrounds and investing in educational enrichment opportunities for youth.

The Textron Charitable Trust and Textron Inc., including its business units, provide philanthropic support for nonprofit agencies that align with our giving focus and often involve the volunteer efforts of our employees. In 2024, the Trust and Textron businesses gave more than \$7.1 million to support the work of these organizations.



MATCHING GIFT PROGRAM

\$2,082,420

We are proud to support our employees who give to non-profit organizations that are personally meaningful to them. Employee donations to eligible 501c(3) organizations are matched dollar for dollar up to \$7,500 per individual per calendar year through the Textron Charitable Trust. In 2024, 1,737 employees made charitable gifts to 1,147 organizations that were matched through the program, resulting in more than \$2 million in matching contributions.

HEALTHY FAMILIES/VIBRANT COMMUNITIES

\$1,943,685

The focus of these programs is to invest in the quality of life in the communities where we do business. A wide range of organizations fit this description, encompassing arts and culture, community revitalization and/or health and human services.

WORKFORCE DEVELOPMENT ORGANIZATIONS

\$2,490,000

These programs help develop our communities' future workforce, providing educational experiences for people of all ages and socioeconomic backgrounds. They include job training and employment development, educational enrichment, and mentoring programs for youth and college/university assistance.

UNITED WAY

\$638,387

This amount reflects annual grants to the United Way made by Textron business units and the Textron Charitable Trust. The United Way partners with member agencies to support initiatives in education, employment, health and the creation of strong neighborhoods. In addition, Textron businesses each year organize United Way giving campaigns to facilitate contributions that address local needs within our communities.

Governance

OUR GOVERNANCE PRINCIPLES

We maintain high legal and ethical standards rooted in sound corporate governance principles. We take these principles seriously and commit ourselves—as a company and as individuals—to acting responsibly and ethically in our relationships with our co-workers, customers, competitors and suppliers.



Data Privacy & Information Security



DATA PRIVACY

Compliance With Global Privacy Laws, Regulations and Standards

Textron, like all businesses, handles data that may include personal, sensitive, confidential or proprietary information about our employees, customers and others. We use this information for valid business purposes only and undertake to collect, process and transfer this information in compliance with all applicable laws and regulations in the U.S. and globally.

Governance, Enforcement and Training

Textron has in place a governance framework and management system which guide the administration of data privacy and the monitoring of compliance throughout the enterprise.

Compliance is enforced via regular privacy risk assessments, internal data protection audits and regular security audits on our

technologies and practices affecting user data. Textron and each of its businesses also conduct regular employee data privacy and security training sessions for employees whose work entails access to personal, sensitive, confidential or proprietary information about our employees, customers and others.

Data Protection Safeguards

Information technology security safeguards have long been in place to protect Textron data, including personal data. Data protection safeguards include technical mechanisms to identify and protect against unauthorized access, use or disclosure, internal restrictions on access and a formal, robust, and auditable IT Risk Assessment process for vetting of new information systems or vendors that may access or process confidential or personal information.

INFORMATION SECURITY

Our IT and related systems are critical to the efficient operation of our business and essential to our ability to perform day to day processes. We protect our information assets and manage risk by promoting a culture that communicates security risks, designs secure IT systems and operates according to approved processes to reduce the likelihood and impact of security incidents. Our centrally defined security policies and processes are based on industry best practices and are revisited regularly to ensure their appropriateness based on risk, threats and current technological capabilities.



For more information about our cybersecurity oversight and risk management, please see our [2024 Form 10-K](#).

Ethics & Compliance

At Textron, we are guided in all our business interactions by our four values: *Integrity, Respect, Trust* and *Pursuit of Excellence*.



These values are core to Textron’s culture and define who we are as an organization. They are intended to help Textron’s employees make the best possible decisions, manage change, and provide a foundation for Textron’s future. These values are the foundation of Textron’s culture of responsible, ethical conduct.

All Textron employees—regardless of position or title—are accountable for safeguarding and furthering the high ethical standards associated with our company in the global marketplace. Adherence to our policies and the laws and regulations of each country where we conduct business is mandatory.

For more than 40 years, Textron’s Ethics and Compliance Program has provided a roadmap and resources necessary to provide support to our employees and directors as they navigate legal, compliance and ethical challenges. The Program has evolved over time in response to changes in our business and the legal environment in which we operate. The Program requires each of our business units to assess ethics and

compliance risks annually and, based upon changes in the business and the operating environment, prepare annual risk-based Ethics and Compliance Action Plans that include action steps to mitigate identified risks. Key compliance processes include process monitoring, internal audits to detect violations, self-assessments, live and computer-based compliance training, and other performance checks to ensure we are on the right course. Where appropriate, we incorporate lessons learned from these performance checks into our Ethics and Compliance Action Plans and use them to improve our Program.

Business Conduct Guidelines

Textron’s Business Conduct Guidelines (BCGs) apply to every Textron employee and our Board of Directors. The BCGs convey Textron’s values and establish our standards for business conduct in areas including conflicts of interest, protection of assets, equal opportunity, environmental protection, health, safety, personal data protection, gifts and entertainment, and anti-corruption. In 2024, we created a new online training course for employees highlighting key areas of the BCGs.

Ethics and Compliance Oversight

Oversight of Textron’s Ethics and Compliance Program resides at the highest levels of the organization. The Textron Steering Committee on Corporate Ethics and Compliance Programs is responsible for oversight and review of the Program as well as its implementation and effectiveness. The Committee meets quarterly, and its members include Textron’s Chairman and Chief Executive Officer, Executive Vice President and Chief Financial Officer and Executive Vice President and Chief Human Resources Officer. The Committee is chaired by the Executive Vice President, General Counsel and Chief Compliance Officer of Textron, who also reports to the Audit Committee of the Board of Directors on legal, ethics and compliance matters at each Audit Committee meeting.

Global Anti-Corruption Compliance Policy

Textron’s Global Anti-Corruption Compliance Policy applies to our Board of Directors and every Textron employee. It provides detailed standards and processes related to interactions with government officials and onboarding and monitoring of third-party business partners. The Policy prohibits improper payments to government officials and commercial bribery, and it strictly restricts facilitating payments to extremely limited situations where they are necessary to ensure the safety, health or well-being of Textron employees or their family members. The Policy provides detailed approval processes that govern gifts, entertainment, hospitality and travel expenses for government officials, as well as non-U.S. charitable donations. It also requires periodic training, annual certification, and background checks for employees in high-risk positions.

With respect to third parties, the Global Anti-Corruption Compliance Policy establishes a risk-based due diligence process for the review, approval and appointment of sales agents, representatives, dealers, distributors, consultants, customs brokers, freight forwarders, lobbyists, joint venture partners, offset providers and teaming partners who will act on behalf of Textron outside the U.S. The policy also establishes requirements for the inclusion of specific compliance language in contracts with third parties, mandating specific processes for making payments and for ongoing monitoring and periodic review.



KEY ELEMENTS OF OUR COMPLIANCE PROGRAM

• Business Conduct Guideline Certifications

All new employees are asked to review and acknowledge receipt of Textron’s Business Conduct Guidelines (BCGs). In addition, segments of Textron’s workforce annually certify as to their compliance with the BCGs, and depending upon their role in the organization, as to their compliance with the Global Anti-Corruption Compliance Policy.

• Compliance Training

Training is an integral part of the Ethics and Compliance Program. Live and/or online compliance training is provided to more than half of Textron’s employees, including management, each year. In 2024, employees completed more than 137,999 online training and 14,452 live training courses on various ethics and compliance topics. Training topics include global anti-corruption, insider trading, anti-harassment, data privacy protection, safeguarding intellectual property and IT security awareness. Each of the online training topics was available in English and in the languages and dialects used by our global workforce.

• Recognizing our Employees

Textron employees who have contributed to improving our compliance programs are recognized for their achievements in ethics and compliance in one of three categories—Culture of Compliance, Standards and Procedures and Communications and Training—through Textron’s annual Ethics and Compliance Award for Excellence. Positive reinforcement of best practices encourages our employees to make ethics and compliance a priority.



• Culture of Compliance Surveys

Textron periodically surveys segments of its workforce for purposes of measuring its success in cultivating and sustaining a culture of integrity and compliance. In 2023, Textron conducted a confidential survey of almost 20,000 employees across numerous functional areas to assess our compliance culture. This survey, like the surveys conducted in the past, asked employees their views on Textron’s expectations regarding ethical behavior, management’s leadership with respect to compliance, fear of retaliation, level of confidence that compliance concerns would be properly addressed and whether they feel pressured to compromise on our ethical standards. Over 62% of employees who received the survey responded and, importantly, when asked if Textron expected them to conduct business with high ethical standards and in compliance with all applicable laws and regulations, over 95% of responding employees agreed. Using the 2023 survey results, Textron identified specific actions that the

ethics and compliance program could take in 2024 to further reinforce our culture of integrity and compliance. Textron intends to continue to periodically administer this type of survey for purposes of assessing and shaping our ethics and compliance program.

• Ethics HelpLine

Multiple avenues exist to raise issues, ask questions, or report violations without fear of retaliation, including through our third-party administered confidential Ethics and Compliance HelpLine. HelpLine reports may be made online as well as by phone. Telephonic reports are taken by trained professionals and are relayed to Textron’s compliance professionals for appropriate resolution. Availability and use of the HelpLine to report compliance concerns are promoted on Textron’s intranet, through the BCGs, and on posters located in employee accessible areas like break rooms and hallways in each Textron facility. Reports may be submitted anonymously if desired and as permitted by local law.

Human Rights

Textron is committed to respecting fundamental human rights throughout our global operations and our supply chain.



For decades, our regard for human rights has been grounded in the values of our Business Conduct Guidelines: **INTEGRITY, RESPECT, TRUST** and **PURSUIT OF EXCELLENCE** in all relationships with **CUSTOMERS, EMPLOYEES, BUSINESS PARTNERS, SUPPLIERS, SHAREHOLDERS**, the **COMMUNITY** and the **ENVIRONMENT**. **Textron’s Commitment to Human Rights** is a robust document that expresses our commitment to respect and protect human rights and sets forth the principles we expect our businesses and employees, as well as our customers, suppliers and other partners, to uphold.

Key provisions of Textron’s Commitment to Human Rights address the following topics: Non-Discrimination and Harassment, Work Environment and Compensation, Forced Labor, Child Labor and Human Trafficking, Health and Safety, Privacy, Freedom of Association and Collective Bargaining, Environment and Sustainability, Relationships with Suppliers and Business Partners and Ongoing Supply Chain Management.

To maintain a culture with respect for human rights, we provide and publicize multiple channels for employees to raise concerns regarding human rights without fear of retribution, including the Textron Ethics HelpLine. Textron strongly encourages any employee to report any potential violation of our Human Rights Commitment.



Read Textron’s Commitment to Human Rights [here](#).

Supply Chain

As a multi-industry company with businesses operating in numerous countries around the world, Textron maintains a large, global supply chain. Each of our manufacturing businesses has its own supply chain management team and processes tailored to the specific supply chain needs of the business’s operations. These internal teams play a vital role in assessing and onboarding new suppliers, monitoring existing suppliers and aligning suppliers with our objectives and values. In addition, Textron maintains an enterprise-wide Procurement Council to share best practices and processes, provide guidance and foster collaboration and communication among businesses.



Textron is committed to being a responsible corporate citizen and upholding the highest standards of ethics and business conduct throughout its global operations. Accordingly, Textron expects its suppliers to conduct business consistent with these standards and in full compliance with applicable laws and regulations. As part of our dedication to these principles, we maintain the [Textron Code of Conduct for Suppliers and Other Business Partners](#) that outlines our expectations for ethics and compliance throughout our global supply chain.

Key provisions of the Textron Code of Conduct for Suppliers and Other Business Partners cover the following topics, among others:

- Fair Employment Practices
- Compliance with Laws
- No Forced Labor, Child Labor or Human Trafficking
- Anti-Corruption Laws
- Employee Health and Safety
- Freedom of Association
- Working Hours, Wages and Benefits
- Human Rights
- Cybersecurity
- Environmental
- International Trade Compliance

Textron expects its suppliers to have a supplier management system, commensurate with the size and nature of their business, with appropriate due diligence processes in place to support compliance with applicable laws, regulations and the obligations set forth in the Textron Code of Conduct for Suppliers and Other Business Partners and to make their due diligence measures available upon request. Textron also encourages its suppliers to implement their own written code of conduct aligned with the principles of Textron’s Code and to flow down these principles to the entities that furnish goods and services to the supplier.

TCFD Disclosures Index

TCFD DISCLOSURES		REFERENCES
Governance	Describe the board’s oversight of climate-related risks and opportunities	Textron 2025 Proxy Statement : pages 12-14 CDP Climate Change Questionnaire Response : C4.1, C4.1
	Describe management’s role in assessing and managing climate-related risks and opportunities	Textron 2024 10-K : pages 13-15 Textron 2025 Proxy Statement : pages 12-14 CDP Climate Change Questionnaire Response : C4.3, C4.5
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	CDP Climate Change Questionnaire Response : C3.1, C3.6
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Textron 2024 10-K : pages 13-15 Textron 2024 Corporate Responsibility Report : pages 8-15 CDP Climate Change Questionnaire Response : C3.6, C5.1, C5.3, C5.4, C5.5
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2 Celsius or lower scenario	Textron 2024 Corporate Responsibility Report : p. 15 CDP Climate Change Questionnaire Response : C5.1, 5.3
Risk Management	Describe the organization’s processes for identifying and assessing climate-related risks	Textron 2025 Proxy Statement : pages 13-14 CDP Climate Change Questionnaire Response : C2.1, C2.2, C2.3
	Describe the organization’s processes for managing climate-related risks	Textron 2025 Proxy Statement : pages 13-14 CDP Climate Change Questionnaire Response : C2.1, C2.2, C2.3, C3.1, C4.3
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Textron 2025 Proxy Statement : pages 13-14 CDP Climate Change Questionnaire Response : C2.2, C4.3
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Textron 2024 Corporate Responsibility Report : pages 8-15 CDP Climate Change Questionnaire Response : C5.1
	Disclose Scope 1, Scope 2 and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Textron 2024 Corporate Responsibility Report : pages 9-10 CDP Climate Change Questionnaire Response : C3.1, 3.5, C7.6, C7.7, 7.8
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Textron 2024 Corporate Responsibility Report : pages 8-15 CDP Climate Change Questionnaire Response : C7.52, C7.53, C7.54

SASB Disclosures Index

We have focused on the categories below that best align with available information and data. We intend to continue mapping our progress as we further develop our sustainability strategy and reporting.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-AE-130a.1	(1) 5,113,957 GJ; (2) 54%; (3) 23%
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-AE-150a.1	2,648 t, N/A
	(1) Number of aggregate quantity of reportable spills, (2) quantity recovered	Quantitative	Number, Kilograms (kg)	RT-AE-150a.2	5 reportable spills, 35,000 kg spilled; 31,000 kg recovered
Data Security	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	Number, Percentage (%)	RT-AE-230a.1	Textron considers this information to be confidential
	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Discussion and Analysis	n/a	RT-AE-230a.2	See Textron 2024 10-K , page 12 See Textron 2025 Proxy Statement , page 13 See Textron 2024 Corporate Responsibility Report , page 30
Product Safety	(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	RT-AE-250a.1	During 2024, Textron Specialized Vehicles (TSV) voluntarily initiated seven consumer product recalls with the U.S. Consumer Product Safety Commission and Transport Canada. These recalls were related to Personal Transportation, Golf Cars and Off-Road Vehicles. Information related to these recalls can be found on the Consumer Product Safety Commission’s website or Transport Canada’s website.
	(1) Number of counterfeit parts detected, (2) percentage avoided	Quantitative	Number, Percentage (%)	RT-AE-250a.2	Textron’s businesses have quality and safety controls in place to ensure that parts are only produced through approved suppliers. With respect to aftermarket parts, post-production counterfeit parts issues are generally managed by the U.S. Federal Aviation Administration (FAA) through the FAA’s Suspected Unapproved Parts Program , and related information is publicly available on the FAA’s website.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Product Safety	(1) Number of Airworthiness Directives received, (2) total units affected	Quantitative	Number	RT-AE-250a.3	All Airworthiness Directives related to our Textron Aviation, Bell, Lycoming and Pipistrel aircraft products are publicly available. The most recent information concerning those directives can be found on the appropriate regulatory sites. For more information see: 1) European Aviation Safety Agency-regulated Airworthiness Directives 2) FAA-regulated Airworthiness Directives 3) Transport Canada-regulated Airworthiness Directives See also Textron's 2024 Corporate Responsibility Report , page 27
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Presentation currency	RT-AE-250a.4	Textron considers this information to be confidential
Fuel Economy & Emissions in Use-phase	Revenue from alternative energy-related products	Quantitative	Presentation currency	RT-AE-410a.1	2024 revenue from alternative energy-related products: \$935M
	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	Discussion and Analysis	n/a	RT-AE-410a.2	See Textron 2024 10-K , page 4, 5, 15 See Textron's 2024 Corporate Responsibility Report , page 10, 11, 14 See 2025 CDP Climate Change Questionnaire C7.35, C7.74, C7.75
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-AE-440a.1	See Conflict Mineral Policy and Annual Conflict Minerals Report See Annual Conflict Minerals Report
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Quantitative	Presentation currency	RT-AE-510a.1	Textron considers this information to be confidential
	Revenue from countries ranked in the "E" or "F" Band of Transparency International's Government Defense Anti-Corruption Index	Quantitative	Presentation currency	RT-AE-510a.2	2024 Revenues from Band E Countries—\$790M, 2024 Revenues from Band F Countries—\$79M
	Discussion of processes to manage business ethics risks throughout the value chain	Discussion and Analysis	n/a	RT-AE-510a.3	See Textron's 2024 Corporate Responsibility Report , pages 31-35 See Textron's Business Conduct Guidelines See Textron's Code of Conduct for Suppliers and Other Business Partners

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Production by reportable segment	Quantitative	Number	RT-AE-000.A	See Textron's 2024 10-K
Number of employees	Quantitative	Number	RT-AE-000.B	Approximately 34,000

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