

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

L3Harris Technologies, Inc., (L3Harris) headquartered in Melbourne, Florida, is an agile global aerospace and defense (A&D) technology innovator, delivering end-to-end solutions that meet customers' mission-critical needs. We provide advanced defense and commercial technologies across air, land, sea, space and cyberspace.

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(W6.2b) Provide further details on the board's oversight of water-related issues.

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W6.4a) (W6.4a) What incentives are provided to C-suite employees or board members for the management of water-related issues (do not include the names of individuals)?

| | Role(s) entitled to incentive | Performance indicator | Please explain |
|---------------------|---|--|---|
| Monetary reward | Board/Executive board Corporate executive team | Other, please specify (Pre-determined objectives related to ESG focus areas) | The overall objective of our executive compensation program is to encourage and reward the creation of sustainable, long-term shareholder value. Our guiding principles provide a framework for our executive compensation program to meet this objective. The compensation program for our executive officers includes base salary, annual cash incentive award compensation and equity-based long-term incentive compensation. For annual cash incentive awards, our Annual Incentive Plan is based on formulaic calculations of our financial results against pre-determined financial performance measure targets, as well as performance reviews relative to pre-determined objectives for the fiscal year. Pre-determined objectives generally emphasize ethics; compliance and safety; operational excellence; talent; engagement; diversity and inclusion; and ESG focus areas, which include water-related issues. |
| Non-monetary reward | Corporate executive team | Reduction of water withdrawals Reduction in consW | |

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Promotion of water data transparency

Level

Company-wide

Motivation

Corporate social responsibility

Description of goal

Disclosure of water-related data on a quarterly basis internally and on an annual basis externally in L3Harris' annual Sustainability Report. This goal allows for an increase in transparency for internal and external stakeholders. In addition, accurate and reliable data makes it easier to track progress towards annual and long-term goals. The promotion of water data transparency is implemented throughout the organization by reporting out quarterly on progress, providing trainings on how to properly enter water data and establishing data verification processes within our environmental management systems (EMS) to address potential errors or data trends both positive or negative. L3Harris has dedicated resources (e.g., employees) committed to entering data on a quarterly basis within our EMS system and funding for our EMS system is provided at the corporate level.

Baseline year

2019

Start year

2019

End year

2026

Progress

Data has been leveraged to announce L3Harris' long-term water use reduction goal and track our reduction efforts against our baseline year of 2019 on a quarterly basis internally and on an annual basis externally. In addition, we integrated water-related issues into our operations, identify, implement, and track water related efficiency projects as part of our facilities infrastructure capital and expense budget and e3 (also known as continuous improvement) program. L3Harris was successful in disclosing this water-related data and information and described how we integrate water-related issues into our long-term strategic business plan in our first Sustainability Report. Water usage data, goal reduction tracking and disclosure are important to L3Harris for the sake of evaluating our progress towards our long-term goal and providing transparency to our internal and external stakeholders.

Goal

Other, please specify (Increase water conservation efforts: Identification and implementation of eco-treasure hunt/e3 projects annually)

Level

Companywide 3
