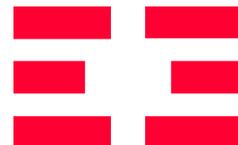




RTX

Subsidiaries: Raytheon Technologies, United Technologies, Collins
Aerospace, Pratt & Whitney
Locations: Virginia (HQ)
Industries: Capital Goods

RISK LEVEL:

High Risk

DESCRIPTION:

RTX is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. RTX embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

RTX received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). The company integrates ESG into its business practices. From its Invitation for Sustainability Assessment: "RTX is asking our key partners to join us in our efforts by completing an EcoVadis sustainability assessment. The assessment covers 4 main ESG topics including environment, labor & human rights, ethics, and sustainable procurement" (3). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (4). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

RTX's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3). RTX likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (4)(5)(6).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

RTX's HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2).

The company requires its employees to take critical race theory training (3)(4)(5). RTX appears to prioritize diversity over merit in its hiring. From its 2023 ESG Report: "Continue to adjust our hiring strategy to address critical talent needs, further diversify our workplace" (6). The company's Chairman and CEO signed Catalyst's Champions for Change pledge, indicating its support of DEI in its leadership composition through the establishment of gender and racial targets (7)(8). RTX appears to prioritize diversity over merit in its supply chain. From its 2023 Environmental, Social, and Governance Report: "Our spend with small and diverse suppliers grew to \$7.6 billion, or 28% of our U.S. spend" (9). The company does not provide viewpoint protections for its employees (10). The company had a history of DEI inclusive policies and practices. However, in January 2025, the company pledged to "re-evaluate and align to the executive order" (11).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

RTX's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company's former CEO Thomas A. Kennedy and current CEO Gregory J. Hayes signed the Business Roundtable's 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (3). The company's CEO, Gregory J. Hayes, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (4)(5). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (6). The company is committed to net zero carbon emissions by 2050 (7). The company supports ESG within its business practices. From its 2023 ESG Report: "Our Environmental, Social and Governance (ESG) strategy remains inextricably linked to our business strategy" (8). The company scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (9)(10). The company had a history of DEI inclusive policies and practices. However, in January 2025, the company pledged to "re-evaluate and align to the executive order" (11).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

United Technologies, which merged with Raytheon in 2020, made donations to Planned Parenthood through its employee charitable giving program (1). RTX's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (2)(3). The company was a platinum sponsor of the HRC (4). The company was a partner of the HRC's Foundation (5). The company pledged \$25 million to racial justice causes, including the National Urban League and the Equal Justice Initiative (6)(7). The company was a gold sponsor of Out & Equal (8). United Technologies and RTX are corporate partners of the National LGBT Chamber of Commerce (9). Otherwise, there are no publicly known cases of RTX using corporate funds to advance ideological causes, organizations, or policies (10).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

RTX's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state

or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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