

|                                                                                                                                                                                                                                                                                                                                                                                 |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|------------------------|------------------------------------------|-------|-------------------------------------------|----------------------------------|-------------------|--------|--------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------|----------------------------------|-------------------|-----------|
| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)<br>2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)                                                                                                                                                                                                                                                                     |                    |        |                        |                                          |       |                                           |                                  |                   |        | EEOC Standard Form 100 (SF 100)<br>Revised 08/2023<br>OMB Control Number: 3046-0049<br>Expiration Date: 11/30/2026 |       |                                           |                                  |                   |           |
| SECTION A – TYPE OF REPORT<br>CONSOLIDATED REPORT                                                                                                                                                                                                                                                                                                                               |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION B – EMPLOYER IDENTIFICATION                                                                                                                                                                                                                                                                                                                                             |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| OFS COMPANY ID<br>0567393                                                                                                                                                                                                                                                                                                                                                       |                    |        |                        | EMPLOYER NAME<br>TEXTRON INC             |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| ADDRESS<br>40 WESTMINSTER STREET                                                                                                                                                                                                                                                                                                                                                |                    |        |                        |                                          |       | CITY/TOWN<br>PROVIDENCE                   |                                  |                   |        | STATE<br>RI                                                                                                        |       | ZIP CODE<br>02903                         |                                  |                   |           |
| SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)                                                                                                                                                                                                                                                                                                  |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| HQ/ESTABLISHMENT-LEVEL UNIT ID                                                                                                                                                                                                                                                                                                                                                  |                    |        |                        | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS                                                                                                                                                                                                                                                                                                                                     |                    |        |                        |                                          |       | CITY/TOWN                                 |                                  |                   |        | STATE                                                                                                              |       | ZIP CODE                                  |                                  |                   |           |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)<br>050315468                                                                                                                                                                                                                                                                                                                   |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION E – EMPLOYER FILING ELIGIBILITY                                                                                                                                                                                                                                                                                                                                         |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS                                                                                                                                                                                   |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)                                                                                                                                                                                                                                                                                                                      |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| Unique Entity ID (UEI): UNAVAILABLE                                                                                                                                                                                                                                                                                                                                             |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)                                                                                                                                                                                                 |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)                                                                                                                                                                                                                |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)                                                                                                                                                                                                                                                                     |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION G – NAICS INFORMATION<br>551112 - Offices of Other Holding Companies                                                                                                                                                                                                                                                                                                    |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION H – WORKFORCE DEMOGRAPHIC DATA                                                                                                                                                                                                                                                                                                                                          |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| JOB CATEGORIES                                                                                                                                                                                                                                                                                                                                                                  | Race/Ethnicity     |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   | Row Total |
|                                                                                                                                                                                                                                                                                                                                                                                 | Hispanic or Latino |        | Not Hispanic or Latino |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
|                                                                                                                                                                                                                                                                                                                                                                                 |                    |        | Male                   |                                          |       |                                           |                                  |                   | Female |                                                                                                                    |       |                                           |                                  |                   |           |
|                                                                                                                                                                                                                                                                                                                                                                                 | Male               | Female | White                  | Black or African American                | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White  | Black or African American                                                                                          | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races |           |
| Executive/Senior Level Officials and Managers                                                                                                                                                                                                                                                                                                                                   | 2                  | 0      | 59                     | 9                                        | 0     | 0                                         | 0                                | 1                 | 8      | 0                                                                                                                  | 0     | 0                                         | 0                                | 0                 | 79        |
| First/Mid-Level Officials and Managers                                                                                                                                                                                                                                                                                                                                          | 143                | 39     | 1963                   | 487                                      | 41    | 95                                        | 1                                | 0                 | 111    | 11                                                                                                                 | 4     | 12                                        | 62                               | 15                | 2984      |
| Professionals                                                                                                                                                                                                                                                                                                                                                                   | 454                | 176    | 4809                   | 1410                                     | 168   | 270                                       | 8                                | 12                | 501    | 191                                                                                                                | 27    | 27                                        | 212                              | 77                | 8342      |
| Technicians                                                                                                                                                                                                                                                                                                                                                                     | 407                | 31     | 2028                   | 144                                      | 42    | 184                                       | 12                               | 1                 | 115    | 23                                                                                                                 | 2     | 25                                        | 103                              | 10                | 3127      |
| Sales Workers                                                                                                                                                                                                                                                                                                                                                                   | 24                 | 4      | 157                    | 40                                       | 0     | 1                                         | 0                                | 0                 | 5      | 2                                                                                                                  | 0     | 0                                         | 5                                | 1                 | 239       |
| Administrative Support Workers                                                                                                                                                                                                                                                                                                                                                  | 114                | 82     | 602                    | 389                                      | 105   | 175                                       | 2                                | 2                 | 33     | 22                                                                                                                 | 10    | 10                                        | 35                               | 35                | 1616      |
| Craft Workers                                                                                                                                                                                                                                                                                                                                                                   | 632                | 124    | 3441                   | 499                                      | 198   | 554                                       | 8                                | 2                 | 557    | 148                                                                                                                | 19    | 68                                        | 167                              | 34                | 6451      |
| Operatives                                                                                                                                                                                                                                                                                                                                                                      | 255                | 91     | 1118                   | 247                                      | 136   | 389                                       | 5                                | 1                 | 112    | 121                                                                                                                | 8     | 21                                        | 74                               | 20                | 2598      |
| Laborers and Helpers                                                                                                                                                                                                                                                                                                                                                            | 83                 | 43     | 377                    | 141                                      | 140   | 178                                       | 0                                | 2                 | 41     | 10                                                                                                                 | 4     | 6                                         | 21                               | 7                 | 1053      |
| Service Workers                                                                                                                                                                                                                                                                                                                                                                 | 7                  | 4      | 110                    | 10                                       | 5     | 25                                        | 0                                | 0                 | 3      | 0                                                                                                                  | 1     | 3                                         | 4                                | 1                 | 173       |
| CURRENT 2024 REPORTING YEAR TOTAL                                                                                                                                                                                                                                                                                                                                               | 2121               | 594    | 14664                  | 3376                                     | 835   | 1871                                      | 36                               | 21                | 1486   | 528                                                                                                                | 75    | 172                                       | 683                              | 200               | 26662     |
| PRIOR 2023 REPORTING YEAR TOTAL                                                                                                                                                                                                                                                                                                                                                 | 2066               | 558    | 15075                  | 1994                                     | 1332  | 42                                        | 172                              | 652               | 3686   | 958                                                                                                                | 520   | 10                                        | 57                               | 198               | 27320     |
| SECTION I – WORKFORCE SNAPSHOT PERIOD<br>12/8/2024 - 12/21/2024                                                                                                                                                                                                                                                                                                                 |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)                                                                                                                                                                                                                                                                                                             |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| Not Applicable                                                                                                                                                                                                                                                                                                                                                                  |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| Note: The above data on Textron's workforce composition mirrors the annual submission to the U.S. Equal Opportunity Commission (EEOC) and reflects the demographics as of December 31, 2024. The EEOC report is reflective of a specific point in time and mandates the use of specific job categories, which does not necessarily reflect how Textron organizes its workforce. |                    |        |                        |                                          |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |