



CODE OF CONDUCT

TABLE OF CONTENTS

MESSAGE FROM OUR CEO	3	Avoiding Conflicts of Interest	21
A COMMITMENT TO OUR VALUES	4	Complying with Global Trade Laws	22
Our Values	5	A COMMITMENT TO EACH OTHER	24
Our Code of Conduct	6	Maintaining a Safe and Healthy Workplace	25
Making Ethical Decisions	7	A Workplace Free from Violence	25
Our Responsibilities	8	A Workplace Free from Substance Abuse	26
Management Responsibilities	8	Promoting Diversity, Inclusion and Respect in the Workplace	26
L3Harris Resources	9	Avoiding Harassment	27
Handling Concerns and Investigations	10	Preventing Discrimination	27
Government Investigations and Inquiries	10	Protecting Employee Information and Privacy	28
Our Culture of Non-Retaliation	10	Safeguarding Proprietary Information	29
A COMMITMENT TO OUR CUSTOMERS AND BUSINESS PARTNERS	11	Guarding Classified Information	29
Producing Quality Products	12	Securing Company Assets and Property	30
Working with the U.S. and other Governments	13	Using Company Information Systems	30
Competing for Government Business	14	Keeping Accurate Business and Financial Records	31
Accurate Reporting for Government Contracts	15	Trading Securities Responsibly	32
Organizational Conflicts of Interest	15	Communicating Honestly and Carefully	33
Employing Current and Former Government Personnel	16	A COMMITMENT TO OUR COMMUNITIES	34
Competing Fairly	16	Corporate Citizenship	35
Preventing Bribery, Corruption and Kickbacks	17	Respecting Our Environment	35
Exchanging Business Courtesies	18	Human Rights	35
Lobbying and Political Activities	20		

Our Code is not considered an express or implied employment contract or a guarantee of employment for any specific time period.

MESSAGE FROM OUR CEO



Our values of integrity, excellence and respect provide the foundation for our company's long-term success. How we conduct our business and the actions we take each day have a significant impact on our reputation. We count on you to adhere to our Code of Conduct, our policies and the law. In fact, doing so is non-negotiable and it is a condition of employment.

This Code of Conduct is one of many great resources for all employees. These resources are available to you if you are ever faced with an ethical dilemma. It is important to know that you are empowered to raise your concerns and that leadership is committed to addressing your concerns in a timely manner. You can raise concerns with confidence because of our strict non-retaliation policy.

We should all strive to operate to the highest ethical standards. **We must never compromise our values to achieve success.** We owe it to our stakeholders – including our shareholders, customers, suppliers, communities and to each other – to live our values every day.

Sincerely,

A handwritten signature in black ink that reads "Christopher E. Kubasik". The signature is written in a cursive, flowing style.

CHRISTOPHER E. KUBASIK

Chief Executive Officer



A COMMITMENT TO OUR VALUES

Our culture is driven by our commitment to our values, which govern all of our business activities and relationships. Our success depends on maintaining a culture of integrity and doing the right thing – including speaking up when we observe misconduct.

OUR VALUES

What are values? Values, at their basic level, are the standards that guide our behavior. Our values provide the foundation for our commitment to the highest level of ethical conduct, a commitment we take very seriously.





OUR CODE OF CONDUCT

Our Code of Conduct (“Code”) describes our commitment to our values, summarizes essential policies, laws, and regulations that we need to know while employed by L3Harris, and is our guide to ethical decision-making. Making ethical decisions is essential to how we work with each other, with our customers and business partners, and within our global community.

Our Code applies to L3Harris employees, officers and members of the Board of Directors. Following the Code is mandatory. We all have an obligation to comply with our Code, our policies and the laws where we do business. Violations are taken seriously at L3Harris and may result in disciplinary action, up to and including termination of employment.

As the Code cannot address all applicable laws and regulations, please seek guidance from the appropriate [L3Harris Resource](#) whenever questions arise.

We also expect all third parties with whom we contract, including agents, suppliers and contractors, to comply with the [L3Harris Supplier Code of Conduct](#) when conducting business on L3Harris’ behalf.

i ADDITIONAL INFORMATION: In rare situations, the company may waive the application of this Code. Such waivers require the prior written approval of the SVP General Counsel. Waivers involving Executive Officers or Board Members require the prior written approval of the Board of Directors. L3Harris will promptly disclose to our shareholders any such waivers as required by law.

MAKING ETHICAL DECISIONS

Our Code cannot anticipate every scenario in which we might encounter an ethical dilemma or question. We should always use our best judgment. When faced with an ethical dilemma, follow L3Harris' Ethical Decision-Making Model – ACT – a simple three-step process to guide us in applying our values when making decisions.

A

ASK WHAT THE ISSUES ARE

Many serious ethics issues can be avoided by taking a moment to think about the situation before taking action.

C

CONSIDER OUR VALUES AND YOUR RESPONSIBILITIES

Good decisions are based on our values and applicable policies and laws, as well as common sense.

T

TAKE ACTION

In a timely manner, ask for help, obtain more information, or report the matter to an L3Harris Resource.

ACT ask
consider
take action

VALUES-BASED ETHICS



OUR RESPONSIBILITIES

We all have a responsibility to act with integrity, excellence and respect. We will:

- Be accountable for our own conduct
- Comply with the policies, laws and regulations that apply to our jobs
- Seek guidance, raise concerns and report any observed or suspected misconduct
- Cooperate with investigations
- Complete all required training on-time, including certification to our Code

MANAGEMENT RESPONSIBILITIES

L3Harris supervisors, managers and leaders must also:

- **Set the tone** by promoting our values and Code, and responding to employee concerns
- **Model ethical behavior** by demonstrating integrity, being inclusive, treating others with respect and ensuring employees are not pressured to compromise L3Harris policies or the law
- **Foster an ethical culture** where employees are encouraged to speak up, ask questions and report behavior inconsistent with our values and Code, without fear of retaliation

L3HARRIS RESOURCES

We have a responsibility to seek guidance or report concerns when we are unsure about a situation or behavior. The following L3Harris Resources are always available:

Supervisor or other member of management

Human Resources

Legal Department

Subject Matter Expert (Contracts, Quality, Finance, Internal Audit, Security, Government Compliance, Information Security, Trade Compliance, EHS, Communications, etc.)

Ethics Advisor or Ethics & Compliance staff member

L3Harris Helpline

- Website: www.L3HarrisHelpline.com
- Phone: 1-877-532-6339

Mail:

L3Harris Technologies, Inc.
Attention: Corporate Ethics Office
1025 West NASA Blvd.
Melbourne, Florida 32919



For concerns about accounting, internal controls, auditing, financial controls or disclosure of possible violations of securities laws, we may also communicate with the Audit Committee of the Board of Directors by mail at the following:

L3Harris Technologies, Inc.

Corporate Headquarters
Attention: Audit Committee
c/o SVP, General Counsel & Corporate Secretary
1025 West NASA Blvd.
Melbourne, Florida 32919

HANDLING CONCERNS AND INVESTIGATIONS

All questions, concerns, and reports of possible misconduct are taken seriously. L3Harris will take appropriate action whenever violations of our Code, policy or law have occurred. To the extent possible, the content of all investigations will be treated confidentially and/or anonymously. This means that we all are expected to cooperate with internal investigations and interviews; always tell the truth and never provide false statements.

i ADDITIONAL INFORMATION: When reporting anonymously, periodically return to the Helpline to check for correspondence and possible follow-up questions. Our participation is important to support a thorough and fair investigation.

GOVERNMENT INVESTIGATIONS AND INQUIRIES

Given the highly regulated environment in which we operate and the nature of the work we do, there may be times when a government official contacts an L3Harris employee directly as part of an inquiry or investigation. In these cases, it is expected that we immediately notify Security and/or the Legal Department to assist in confirming the identity and authority of the individual as a government official. In addition, employees should be cooperative and honest when responding to such inquiries. As a reminder, employees are not authorized to present themselves as L3Harris representatives to government authorities, or to

release any information on behalf of L3Harris, unless specifically authorized by the L3Harris Legal Department.

i ADDITIONAL INFORMATION: If contacted by a third party that is not a government official, such as an attorney from another company, employees should promptly notify the L3Harris Legal Department and not respond to any requests for information until approved.

OUR CULTURE OF NON-RETALIATION

L3Harris strictly prohibits any form of retaliation against an employee, who in good faith reports a violation of our Code or law or assists in the investigation of a reported concern. Employees who engage in retaliatory behavior against others may be subject to disciplinary action, up to and including termination.



A photograph of two workers on a boat. They are wearing orange hard hats and safety vests. One worker is wearing a teal shirt and a black vest, while the other is wearing a black shirt and a high-visibility yellow vest. They are both looking at a yellow buoy that is suspended from a rope. The background shows the blue water of the sea.

A COMMITMENT TO OUR CUSTOMERS AND BUSINESS PARTNERS

As a trusted partner to our customers and business partners around the world, L3Harris is committed to delivering quality products and services. We hold ourselves accountable for being aware of and following the rules that apply to the work we do. In our business dealings, we conduct ourselves in an honest and ethical manner and expect the same of everyone who works on our behalf, including our agents, business partners and suppliers.



PRODUCING QUALITY PRODUCTS

We deliver quality products and services that meet our customers' requirements, which are critical to building long-term customer relationships. Quality is everyone's responsibility, so to ensure we meet our quality commitments to our customers, we shall:

- Strive to do each job right the first time
- Prepare all required reports accurately, completely and in a timely manner
- Comply with contract specifications, including design requirements, inspections and test procedures
- Only use materials and processes conforming to the quality levels specified in each contract
- Not use substitute materials or processes unless they have been approved in writing and in advance by the customer's authorized representative
- Ensure our employees have the proper skills to perform the work requested of them
- Not misrepresent, in any way, the condition or status of services or products offered for inspection, testing or delivery
- Document, report and address product and process issues in a timely manner without the fear of retaliation
- Ensure our quality reflects the highest standards and best practices in the industry
- Strive to continuously improve through the use of our e3 methodology

WORKING WITH THE U.S. AND OTHER GOVERNMENTS

In all of our business dealings, we conduct ourselves in an honest and ethical manner and expect the same of everyone who works on our behalf, including, but not limited to, intermediaries, business partners, subcontractors and other third parties. The rules for providing products, services and solutions to the government and other public sector organizations may be more complex and considerably stricter than those that govern our work with commercial customers.

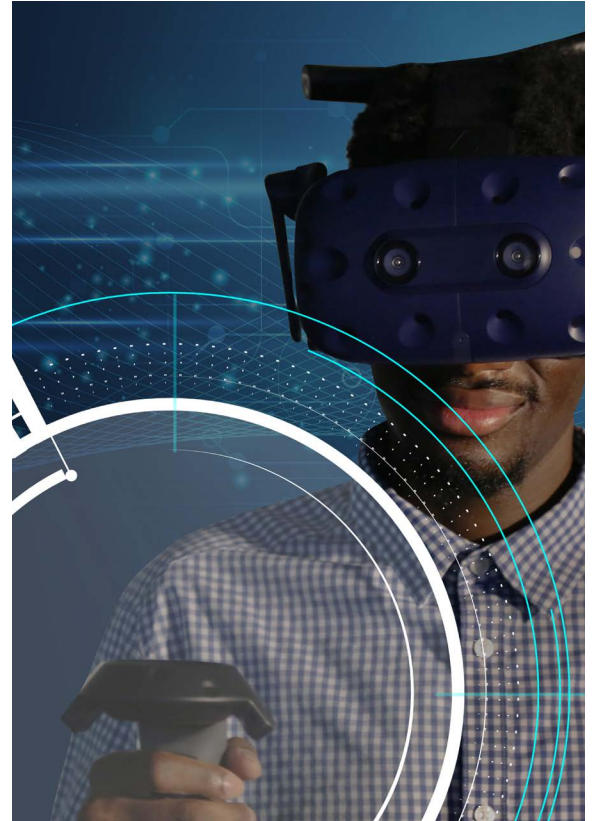
Working with governments means that we:

- Maintain the highest levels of procurement integrity
- Provide accurate submissions of time charging and other costs
- Understand and avoid organizational conflicts of interest
- Do not hire former government employees without authorization
- Avoid kickbacks, bribes and other illegal or unethical commissions

! IMPORTANT

The Federal Acquisition Regulation (“FAR”) requires disclosure of credible evidence of violations of law (e.g., fraud, conflicts of interest, bribery or gratuities, etc.) in connection with the award, performance or closeout of U.S. Government contracts and subcontracts.

It is critically important that we immediately report any possible violations of the law or an overpayment on a government contract or subcontract to an [L3Harris Resource](#).



COMPETING FOR GOVERNMENT BUSINESS

The Procurement Integrity Act (“the Act”) provides a series of prohibitions designed to protect the integrity of the procurement process and enable fair competition among entities that compete for government contracts. This is done by safeguarding access to competitive information and imposing post-employment restrictions on certain current and former government employees. Specifically, during a competition, the Act prohibits government officials from disclosing to L3Harris, without written authorization, any other contractor’s bid or proposal information or the government’s internal source selection information. As L3Harris employees, it likewise prohibits us from improperly seeking or obtaining those types of information.

🚫 IMPORTANT

If we receive any information that could be construed as presenting a conflict with the laws, regulations and rules that apply to activities related to contracting with the U.S. Government or other government customers, or if we have any questions about these laws and regulations, we should contact an [L3Harris Resource](#).



ACCURATE REPORTING FOR GOVERNMENT CONTRACTS

Accurate reporting means that we ensure everything we provide to our government customers is current, truthful, complete, accurate and submitted in a timely manner.

This includes:

- Anything related to costs (e.g., labor hours, travel, materials and other costs)
- All correspondence (e.g., representations, certifications, statements and communications)
- Bids and proposals
- Claims and disclosures

! IMPORTANT

It is critical that we promptly and accurately report the hours that we work. The hours must be recorded to the appropriate account or program in accordance with contract requirements, and internal policies and procedures.

Cost or pricing data in support of our proposals must be accurate, complete and current as of the date of final agreement on price. Cost or pricing data is defined very broadly by law and can include information we have developed or received even if we do not use it in a proposal. Whether we are the contract negotiator, the cost estimator or the person responsible for furnishing data to the cost estimator, we must ensure that the data meets the FAR requirements.

ORGANIZATIONAL CONFLICTS OF INTEREST

Organizational conflicts of interest (“OCI”) may occur in connection with government contracts when activities being performed by the contractor can either result in an unfair competitive advantage for the contractor or the work may impair the contractor’s ability to be objective. For example, if we drafted specifications for a government contract, we might be precluded from bidding on that contract.

All potential conflicts must be disclosed in accordance with L3Harris related policies and procedures.

EMPLOYING CURRENT AND FORMER GOVERNMENT PERSONNEL

We must understand and abide by the rules and regulations for discussing potential employment opportunities with current or former government employees. To avoid gaining a competitive advantage or obtaining “inside” information during the hiring process, coordinate with an [L3Harris Resource](#) prior to discussing employment opportunities or assigning work to former government employees.

COMPETING FAIRLY

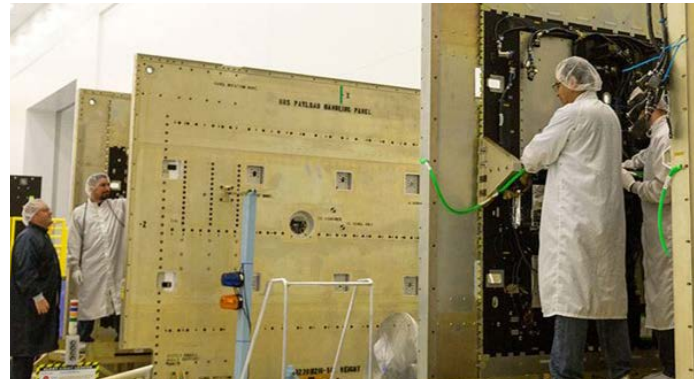
L3Harris is committed to competing fairly, with integrity, and conducting our business in compliance with all applicable competition and anti-trust laws. Most of the countries in which L3Harris conducts business have laws designed to promote free and open competition and to prohibit activities designed to restrain trade. We will not:

- Communicate with competitors to discuss prices, allocate markets, boycott customers or suppliers, or limit production of services for anti-competitive purposes
- Make false statements about our competitors
- Obtain or use any information from a customer, competitor or other source to which L3Harris is not clearly and legitimately entitled

- Obtain or use information, such as proposal prices, competitor pricing or technical data, proposal evaluations, internal government estimates, or any information marked by the U.S. government or other government entity as “source selection information” or similar markings
- Obtain or use proprietary information in any form possessed by new hires from their prior employers

🚫 IMPORTANT

If we have reason to believe that the release or receipt of any information is unauthorized, or we are uncertain as to our right to use the information, do not copy, distribute or use it until the situation has been reviewed and resolved by the L3Harris Legal Department.



PREVENTING BRIBERY, CORRUPTION AND KICKBACKS

Regardless of where in the world we live and work, we must all comply with the U.S. Foreign Corrupt Practices Act (“FCPA”), the United Kingdom Bribery Act (“UKBA”), the Canadian Corruption of Foreign Public Officials Act (CFPOA) and the anti-corruption laws of the countries in which we operate. We are prohibited from offering, giving, soliciting or accepting any bribe or kickback, whether dealing with government officials, political parties or representatives of commercial organizations. This means that we:

- Conduct due diligence when hiring or managing third parties since they are acting on our behalf
- Accurately record all payments and transactions
- Never give, offer, accept or promise anything of value that may be construed as illegal or improper
- Prohibit facilitation payments unless someone’s safety or welfare is at stake or advance approval from L3Harris’ Legal Department is obtained
- Prohibit offering or giving anything of value to a government official for the purpose of improperly influencing decision-making
- Do not engage in financial transactions that, directly or indirectly, promote or result from criminal activity, including false invoices, unauthorized payments to offshore banking locations or unauthorized payments to third parties outside the territory in which the third party operates
- Do not become involved in financing, supporting, or assisting any terrorist person, activity, or organization

DEFINITION

“Bribe” is not limited to cash payments, but anything of value, including gifts, entertainment, hospitality, travel or other favors offered, given, solicited or received for an improper purpose.

“Kickback” is providing or receiving something of value either to obtain or reward favorable treatment on a government contract or subcontract.

“Facilitation payment” or “grease payment” is a payment of cash or the provision of a small gift to a low-level government official to speed or initiate the performance of expected government service to which L3Harris is entitled. Facilitation payments do not include payment of established fees for government services.

! IMPORTANT

We expect the same integrity from all third parties, intermediaries and anyone else who performs work on behalf of L3Harris.



EXCHANGING BUSINESS COURTESIES

Our business transactions should always be free from even a perception that favorable treatment was sought, received or offered through gifts, favors, hospitality, entertainment or similar gratuities. This is particularly important when dealing with government employees. Business courtesies include tickets, fees or passes to sporting or cultural events, lodging, travel, meals, door prizes and other items of value.

! IMPORTANT

We are committed to complying with all laws and regulations. We must avoid even the appearance of improper conduct.

Providing Business Courtesies to U.S. Government Employees

With few exceptions, U.S. Government agencies have strict prohibitions against their employees accepting any business courtesies. Therefore, except as otherwise permitted by regulation or prior Legal Department approval, we are prohibited from offering or providing any business courtesy to a U.S. Government employee or representative. Modest refreshments, such as soft drinks, tea, coffee and fruit, offered on an occasional basis in conjunction with business activities, may be acceptable.

Providing Business Courtesies to Non-U.S. Government Employees

Employees and officials of non-U.S. governments are subject to local regulations and their specific agency's rules. We must abide by these regulations when doing business with non-U.S. governments. We expect our third-party intermediaries or business partners that represent L3Harris interests outside the U.S. to comply with these rules.

Providing Gifts and Entertainment to Commercial/ Non-Government Persons

It is our responsibility to inquire about any prohibitions or limitations applicable to the recipient's organization before offering any business courtesy. We may provide meals, refreshments or entertainment of reasonable value to non-government persons in support of business activities, provided:

- The courtesy is not offered to obtain favorable treatment
- The courtesy does not violate any law, regulation or the standard of conduct of the recipient's organization
- The courtesy is consistent with marketplace practices, infrequent in nature, and is not lavish or extravagant

Soliciting and Receiving Gifts and Entertainment

When receiving business courtesies, we:

- May not solicit, directly or indirectly, business courtesies which benefit us or our family members
- May not accept business courtesies with an agreement to do anything in return, particularly when involved in contract solicitation or negotiations
- May only accept business courtesies consistent with reasonable marketplace customs and in compliance with L3Harris policy
- May never accept cash or cash equivalents, such as gift cards
- Must decline or return inappropriate business courtesies, or if they cannot be returned, turn them over to an Ethics Advisor or Ethics & Compliance staff member

! IMPORTANT

Before offering, providing, or accepting business courtesies, review L3Harris policy or contact the Legal Department for further guidance.

LOBBYING AND POLITICAL ACTIVITIES

Lobbying involves communications with covered executive branch officials, legislators, regulators or their staff in an effort to influence legislative or certain other administrative actions. Many countries prohibit corporations from donating corporate funds, goods or services (including employees' work time), directly or indirectly, to political candidates or parties. Lobbying activities, where permitted, are subject to specific rules that cover a wide range of activities and reporting requirements. It is important that all contacts with officials regarding public policy or legislation are approved and coordinated through L3Harris' Government Relations Department to ensure such lobbying activities are aligned with corporate priorities and disclosed.

In compliance with the Byrd Amendment, contribution of L3Harris funds or the use of its assets or facilities for the benefit of political parties or candidates and engaging with government officials regarding public policy and legislative matters anywhere in the world must be approved in advance by the L3Harris Legal Department.

Participating in Political Activities

L3Harris respects personal participation in the political process by our employees, however, that involvement and participation must be conducted on an individual basis, on our own time and at our own expense.

i ADDITIONAL INFORMATION: The Byrd Amendment prohibits the use of contract payments to pay any person for influencing, or attempting to influence, officials of the executive or legislative branches of the U.S. government (including members of Congress and their staffs) in connection with the award or modification of U.S. Government contracts.



AVOIDING CONFLICTS OF INTEREST

We are trusted to always act in the best interest of L3Harris, devote our full professional effort to our jobs and avoid conflicts of interest. A “conflict of interest” can arise when a personal interest conflicts, or appears to conflict, with the best interests of the company.

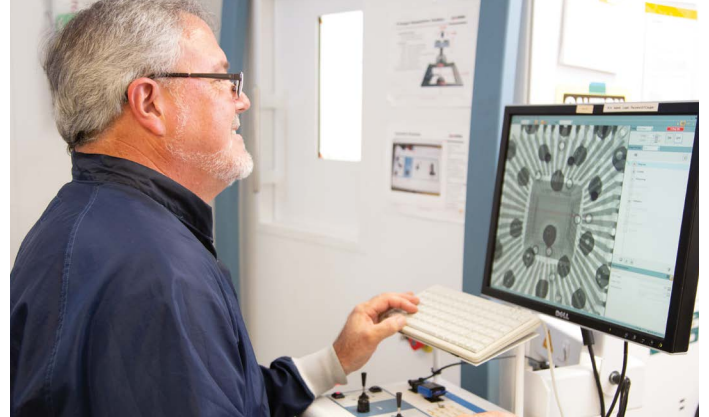
Any activity, situation or relationship that conflicts or appears to conflict with the interests of L3Harris must be promptly and fully disclosed. While we cannot list every potential conflict of interest, some common examples are:

- Hiring or managing a family member
- Having a business relationship with a supplier, contractor or customer where there is a family, financial or personal relationship
- Being employed by or having a business connection with a competitor, supplier or customer
- Using L3Harris equipment or resources for non-business purposes
- Taking personal advantage of business opportunities discovered through the use of company property, information or our position

- Obtaining outside employment that gives access to third-party intellectual property that is the same or similar as that which L3Harris owns, is developing or has access

❗ IMPORTANT

Even if we believe we are acting properly, a romantic relationship with another employee may be perceived as a conflict and must be disclosed to an [L3Harris Resource](#).



COMPLYING WITH GLOBAL TRADE LAWS

We deliver our products, services, solutions and technologies to countries throughout the world. As a result, our activities are governed by U.S. and international trade laws. In conducting our business, we are committed to adhering to these laws, including those related to the topics below.

Exports and Imports

Any L3Harris product, service or technology that is created in one country and then sent across that country's borders can be considered an export. Exports may also be intangible. For example, within the U.S., the transfer of export-controlled information via email or a face-to-face conversation with a non-U.S. person are considered an export. Export laws and regulations often restrict the sale or transfer of technical data, hardware or services, and may prohibit L3Harris from transacting with certain parties and countries. In addition to U.S. trade control laws and regulations, most countries also have regulations that govern the entry or import of products, services and technologies across their borders.

This means that we shall:

- Adhere to all export and import laws that regulate the transfer of certain military or commercial products, information, technology, and defense services, including all licensing, and customs requirements
- Understand that we cannot directly or indirectly conduct business with U.S.-sanctioned countries, including providing military products or services to countries under an arms embargo by the U.S. Government

! IMPORTANT

Before disclosing technical data to a non-U.S. person or hosting a non-U.S. person at an L3Harris facility, fully understand any applicable export requirements and limitations. There are serious penalties for violation of global trade laws, including the loss of export privileges, as well as civil and criminal penalties. For any questions, contact the L3Harris Global Trade Compliance or Legal Departments.

Anti-Boycott

We all must comply with the U.S. Anti-Boycott Act, including employees of our non-U.S. subsidiaries. Specifically, it is unlawful to:

- Furnish information about our company's (or any person's) past, present or prospective relationship with boycotted countries or blacklisted companies
- Pay, honor or confirm letters of credit containing boycott provisions
- Enter into a contract containing boycott provisions

ⓘ IMPORTANT

In the event that we receive a request to participate in or support a boycott, we should report it immediately to the L3Harris Legal Department, as all requests for boycott information must be reported to the U.S. Government.

Sanctions, Suspensions and Debarments

We may not conduct any government-related business with any individual or company that is currently suspended or debarred under U.S. Government laws and regulations.

Securing Global Transactions

We are committed to protecting and securing our global transactions from point of departure to point of arrival.

Protecting and securing our global supply chain means that:

- All cargo loading and handling areas are safe, secure and restricted to authorized personnel only
- We protect our international transaction data from loss or abuse, and that all data elements and commercial documents are accurate and complete
- All global shipments are free of pests and other contaminants
- All conveyances used to transport L3Harris cargo are in good working order, safe and secure
- All L3Harris suppliers and supply chain service providers comply with cargo and data security standards

ⓘ IMPORTANT

It is critical that we carefully monitor all international transactions and immediately report any suspicious or unusual activity to an [L3Harris Resource](#).



A photograph of three diverse professionals in a meeting. A woman in a red top is on the left, looking towards the center. A man in a white shirt and glasses is standing in the background, leaning over a whiteboard and holding a pen. A woman in a yellow top and white cardigan is on the right, looking towards the center. The word "team" is visible on a glass wall in the background.

A COMMITMENT TO EACH OTHER

L3Harris employees are the company's most valuable asset. Together, we combine our talents, ideas, experiences and diverse backgrounds to deliver the best solutions to our customers. We know that treating others with respect and acting with integrity in all that we do is fundamental to our collective success as an organization.

MAINTAINING A SAFE AND HEALTHY WORKPLACE

We are committed to conducting operations and activities in a manner that provides and maintains safe and healthy working conditions. Be sure to comply with all applicable health, safety, and security laws, policies, procedures, internal controls and regulations. Pay close attention to risks, and:

- Follow safety procedures and training
- Understand the hazards and safety control measures before starting a task
- Stop work if we feel a job cannot be performed safely
- Escalate any questions or concerns to our supervisor, an Environmental, Health and Safety representative or member of management
- Report any injury, illness, near miss or other safety incidents immediately

! IMPORTANT

Immediately report any work-related injuries or actual or potential unsafe work conditions to an [L3Harris Resource](#).

A WORKPLACE FREE FROM VIOLENCE

As part of L3Harris' commitment to safety, our workplace must be free from physical violence. Workplace violence takes many forms, such as:

- Threats of violence toward any person or property
- Stalking or other forms of intimidation
- Domestic violence affecting the workplace
- Sabotage of property

! IMPORTANT

Weapons are prohibited in the workplace without specific and explicit approval. If we witness or become aware of any possible violent threats, contact an [L3Harris Resource](#) immediately.



A WORKPLACE FREE FROM SUBSTANCE ABUSE

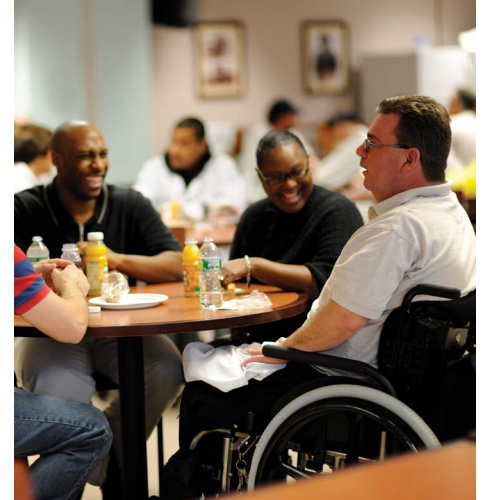
The unauthorized use of controlled substances (drugs, prescriptions) or alcohol can create serious safety risks. The possession, sale or use of unauthorized controlled substances, or being under the influence of such unauthorized controlled substances, on company time, property or at company-sponsored events is prohibited.

We prohibit the consumption of alcohol on company premises or when conducting company business, except when consumed in moderate amounts during approved business events. In any case, we are all held accountable for ensuring that our performance and judgment are unimpaired by alcohol during working hours.

PROMOTING DIVERSITY, INCLUSION AND RESPECT IN THE WORKPLACE

We appreciate that every individual in L3Harris brings a unique background and perspective, as well as a unique set of abilities. Leveraging our diversity creates innovative solutions and enhances our delivery of world-class customer service.

We treat people with dignity, fairness and respect. We create an inclusive environment where diversity in people and perspectives is valued. We achieve success through collaborative efforts and a commitment to achieving common, defined objectives. We seek to provide a work environment where everyone can perform effectively and achieve their full potential.



! IMPORTANT

We are all responsible for creating a climate of trust and respect and for promoting a productive workplace environment.

AVOIDING HARASSMENT

L3Harris will not tolerate harassment of any type, including physical and emotional, that targets an individual's race, gender, sexual orientation, religion, disability, age or other protected personal characteristics. This extends to colleagues, suppliers, customers and anyone else who does business with the company. This prohibition also extends beyond the workplace, to any work-related setting, such as business trips, meetings and related social events, and on electronic media, including blogs, texting, instant messaging and social media. Harassment is contrary to our values, creates an offensive or otherwise harmful work environment and interferes with work performance.

❗ IMPORTANT

We are all expected to promote a culture of respect and avoid any behavior that could be viewed as forms of harassment or discrimination. If we have additional questions about respect in the workplace, refer to L3Harris policies related to these topics or contact an [L3Harris Resource](#).

DEFINITION

Some examples of harassment include, but are not limited to:

- Bullying, threats or intimidation
- Sexual remarks or gestures, questions or conversations about sexual activities or requests for sexual favors
- Unwelcome or inappropriate touching
- Texting/emailing offensive remarks, jokes or pictures

PREVENTING DISCRIMINATION

As an equal opportunity employer, L3Harris is committed to treating all employees and applicants for employment with respect and dignity and maintaining a workplace that is free from unlawful discrimination. We recruit, hire, develop, promote, discipline and provide other conditions of employment without regard to race, color, religion, national origin, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), age, disability, genetic disorder, predisposition or carrier status, marital or partnership status, veteran status, sexual orientation, gender identity or expression or any other protected status. We also provide reasonable accommodations to qualified employees and applicants as required by law.

PROTECTING EMPLOYEE INFORMATION AND PRIVACY

L3Harris is committed to protecting the privacy of the data placed in our trust. Only employees, who are authorized and have a work-related reason, may access personally identifiable information (“PII”) such as company personnel and medical records. Personnel and medical records should contain only information necessary for employment-related purposes. Many countries have strict laws protecting PII related to our employees and others, and we must protect this information. This means we shall:

- Only access, collect, use or share PII for legitimate business reasons
- Take measures to safeguard PII from loss, misuse or unauthorized access
- Use special care when transferring PII to an authorized third party and use nondisclosure agreements, contract clauses or similar measures to safeguard information
- Retain and store records in accordance with legal requirements

For additional information, refer to L3Harris policies. In the case of any known or suspected data breaches, immediately report the matter to an [L3Harris Resource](#).

DEFINITION

“PII” is any information we collect or process that can be used to identify, locate or contact an individual or entity. Some examples of PII include, but are not limited to:

- Identification numbers, such as Social Security number, passport number and driver’s license number
- Financial information and credit card numbers
- Address
- Date of birth
- Mother’s maiden name



SAFEGUARDING PROPRIETARY INFORMATION

At L3Harris, we own, create and have access to a significant amount of information. In accordance with company policies and data privacy laws, we must protect and properly handle information in written, electronic or any other form, whether obtained from or relating to L3Harris or from any third parties, including our suppliers and customers. This means we:

- Should not disclose or use any proprietary information without proper authorization, clearance and “need to know”; this obligation lasts during our entire employment and thereafter
- Adhere to non-disclosure agreements
- Utilize and preserve company proprietary markings
- Ensure all technical data and software submitted to a customer are marked with the correct data rights legends
- Utilize appropriate and approved secure transmission methods when emailing proprietary information
- Do not copy proprietary information to Internet accessible sites unless appropriate file protections and company agreements are in place; this includes the use of cloud-based systems and services
- Report any potential loss or compromise of proprietary information to an [L3Harris Resource](#).

DEFINITION

“Proprietary Information” means any proprietary, confidential, intellectual property or trade secret information, whether or not marked, in any form that is not publicly known, including information received from third parties which we are obligated to keep confidential. This includes, but is not limited to, information regarding finances, business plans, proposals, customers, vendors, employees and compensation, drawings, inventions, fabrication processes, research, software, technical specifications and test results.

! IMPORTANT

Do not transmit or disclose proprietary information via personal email, non-L3Harris devices or online platforms (e.g. removable media, personal computers, file-sharing services, video conferencing software) without authorization.

GUARDING CLASSIFIED INFORMATION

We are all responsible for understanding the sensitivity of the information entrusted to our care. On many occasions, the governments we work with give us access to classified information that requires special handling and a continuing obligation to protect it at all times. There are many laws and regulations that relate to the protection of classified information, which are complex and vary by country and government agency. We must be familiar with these laws and regulations and closely follow the security guidelines detailed in our contracts or by the relevant government agency or country.

SECURING COMPANY ASSETS AND PROPERTY

We are personally responsible for protecting L3Harris assets, and those provided to us by our customers, against unauthorized access, fraud, theft, loss or abuse. This means we:

- Immediately report any suspicions of a cyber-attack (e.g., phishing emails), fraud, theft, loss or misuse of L3Harris assets
- Ensure protection is consistent with the value and level of data sensitivity (e.g. appropriate access controls to data and systems storing or transmitting data)
- Use and manage property provided by a government customer or other third party according to the terms of the agreement or contract
- Return L3Harris property, including files or data, when we leave L3Harris employment



USING COMPANY INFORMATION SYSTEMS

Our information systems are critical to our day-to-day business activities and we must use them responsibly. Therefore, remember to:

- Never share passwords
- Secure computers, removable media and cell phones
- Avoid inappropriate Internet sites
- Never install unapproved hardware or software
- Immediately report the loss or improper use of, or access to, company information systems, including mobile devices, phones, laptops, key cards, user IDs and passwords to an [L3Harris Resource](#).

When working at a government facility or when having authorized access to a government information system, we must understand and strictly follow all procedures and usage requirements.

! IMPORTANT

L3Harris reserves the right to monitor or record communications to verify compliance with policies or for other legitimate business reasons.

KEEPING ACCURATE BUSINESS AND FINANCIAL RECORDS

We must maintain accurate and complete business and financial records in compliance with U.S. and international laws and regulations.

- **Financial Integrity:** Honest, accurate and timely recording and reporting of our financial transactions is critical to L3Harris' reputation. All financial transactions are entered into L3Harris' books and records using local accounting standards and adjusted in accordance with U.S. Generally Accepted Accounting Principles. If we have any reason to believe that a record is inaccurate or misleading, contact an [L3Harris Resource](#).
- **Document Retention:** We are required to retain business records, such as financial information and government filings, and any other records created within the scope of our business, for a specified period of time. If we have a question about whether or not to maintain a record, consult L3Harris policies related to record retention and destruction, or contact the L3Harris Legal Department.
- **Complying with Legal Holds:** There are times when we must follow additional precautions with respect to maintaining records, such as in the event of government or internal investigations or legal proceedings. In such circumstances, we must abide by the specific retention instructions provided by the Legal Department. If we have any questions about our responsibility to maintain records, contact the L3Harris Legal Department.
- **Submission of Accurate Expense Reporting:** It is critical that all expense reports be completed accurately and in a timely manner. This means we:
 - Charge all costs accurately to the correct charge number or contract
 - Follow applicable procedures for expense reporting
 - Ensure all expenses are permissible by the terms of the contract or policy

! IMPORTANT

It is critical to L3Harris' reputation that our financial data and business records are current, accurate and complete.

TRADING SECURITIES RESPONSIBLY

Responsible behavior while in possession of material non-public information is imperative to legal compliance and our reputation as a trusted business partner. During the course of our work, we may have access to material non-public information about L3Harris, our business partners or other companies. We are prohibited from using this information for personal advantage or in certain other ways and are responsible for protecting it. This means we:

- Are prohibited, directly or indirectly (through family members or other persons or entities), from buying or selling the company's securities (including stock, bonds, options and other derivatives) when we are aware of material non-public information, and from communicating the information outside of L3Harris unless in accordance with L3Harris policies
- Are prohibited from "tipping" information or recommending trades to family members, friends or others
- Permit executives (depending on level and function) to trade in L3Harris securities only during "open window" periods following the public release of quarterly or annual financial information

DEFINITION

Material non-public information is any information that a reasonable investor would likely consider important in making an investment decision and that has not been disclosed broadly to the public. Examples of inside material information include:

- Acquisition or divestiture discussions
- Changes in management structure or changes at the executive level
- Awards or cancellations of major contracts
- Development of new products, services or processes
- Financial information, such as corporate earnings



COMMUNICATING HONESTLY AND CAREFULLY

We are committed to accurate, honest and timely communications to the public, the media, L3Harris' shareholders and government officials and agencies. As a publicly traded company, L3Harris is subject to regulations that govern the disclosure of information to the public. To protect our reputation and maintain integrity with our external stakeholders, only those authorized may speak on behalf of L3Harris.



- **Communications and Market Activities:** Truthful and accurate communications about our products and services is essential to meeting our responsibilities to our customers.
- **Contact with the Media:** L3Harris has appointed designated individuals in the Communications Department to respond to all media inquiries. Unless we have been approved as an L3Harris spokesperson, we may not engage with the media on behalf of L3Harris. Refer all requests received from members of the media and financial analysts to the Communications Department.
- **Social Media:** Responsible use of social media is essential to safeguarding our company's confidential and proprietary information and reputation. While the Internet provides us with the potential to share valuable information, we are all responsible for exercising care and using good judgment on social media sites, personal websites or blogs. This means we:
 - Never post material that is not aligned with our values (obscene, threatening or abusive)
 - Never disclose L3Harris, customer or third party confidential and proprietary information
 - Ensure that the opinions expressed are stated as our own and not those of L3Harris



A COMMITMENT TO OUR COMMUNITIES

We know that the work L3Harris does has an impact on the communities where we live and work. We strive to conduct our business in a way that protects our society for future generations and demonstrates corporate stewardship and responsibility.

CORPORATE CITIZENSHIP

Consistent with our ethical culture, L3Harris is committed to good corporate citizenship through its involvement in charitable organizations and community activities. We encourage employees to volunteer in our communities.

RESPECTING OUR ENVIRONMENT

L3Harris is committed to conducting operations and activities in a manner that protects the environment by reducing greenhouse emissions, reducing water consumption, diverting waste from landfills and complying with applicable environmental laws and regulations.

HUMAN RIGHTS

L3Harris is committed to protecting human rights and preventing human trafficking by promoting and complying with all human rights laws and standards in all of our locations. This means we:

- Do not engage in human trafficking within our operations and do not willingly or knowingly assist in any human trafficking committed by any other party
- Avoid misleading or fraudulent recruiting and employment practices, including
 - Charging recruiting fees
 - Denying access to an employee's identity or immigration documents
 - Failing to disclose key terms and conditions of employment
- Recognize the right to collective bargaining and comply with all applicable wage and hour laws
- Conduct business with suppliers who share the same commitment and enforce similar policies and best practices

L3HARRIS RESOURCES

We may report our concerns in several ways:

Supervisor or other member of management

Human Resources

Legal Department

Subject Matter Expert (Contracts, Quality, Finance, Internal Audit, Security, Government Compliance, Information Security, Trade Compliance, EHS, Communications, etc.)

An Ethics Advisor or Ethics & Compliance staff member

L3Harris Helpline

- Website: www.L3HarrisHelpline.com
- Phone: 1-877-532-6339

Mail:

L3Harris Technologies, Inc.
Attention: Corporate Ethics Office
1025 West NASA Blvd.
Melbourne, Florida 32919

Scan QR code below to file a report, request assistance or make a COI disclosure.

