

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	▶ ☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	▶ ☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>025</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>09/01/1958</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>025</u>	1c Effective date of plan <u>09/01/1958</u>	
1b Three-digit plan number (PN) ▶	<u>025</u>				
1c Effective date of plan <u>09/01/1958</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>RAYTHEON COMPANY</u> <u>870 WINTER STREET</u> <u>WALTHAM, MA 02451-1449</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>95-1778500</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>781-522-3000</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>335900</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>95-1778500</u>	2c Plan Sponsor's telephone number <u>781-522-3000</u>	2d Business code (see instructions) <u>335900</u>	
2b Employer Identification Number (EIN) <u>95-1778500</u>					
2c Plan Sponsor's telephone number <u>781-522-3000</u>					
2d Business code (see instructions) <u>335900</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2022	KELLY B. LAPPIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☐ Same as Plan Sponsor KELLY B. LAPPIN RAYTHEON TECHNOLOGIES CORPORATION 870 WINTER STREET WALTHAM, MA 02451-1449		3b Administrator's EIN 06-0570975 3c Administrator's telephone number 781-522-5821	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	13909
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	1105
a(2) Total number of active participants at the end of the plan year		6a(2)	950
b Retired or separated participants receiving benefits.....		6b	7158
c Other retired or separated participants entitled to future benefits		6c	4038
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	12146
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1350
f Total. Add lines 6d and 6e		6f	13496
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1E b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>025</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>RAYTHEON COMPANY</u>	D Employer Identification Number (EIN) <u>95-1778500</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>	
2 Assets:	
a Market value	2a <u>1231474785</u>
b Actuarial value	2b <u>1128057029</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>8313</u> (2) Vested Funding Target <u>700963834</u> (3) Total Funding Target <u>700963834</u>
b For terminated vested participants.....	<u>4491</u> <u>153058482</u> <u>153058482</u>
c For active participants	<u>1105</u> <u>224786836</u> <u>233670313</u>
d Total.....	<u>13909</u> <u>1078809152</u> <u>1087692629</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>4.85</u> %
6 Target normal cost.....	
a Present value of current plan year accruals.....	6a <u>4708732</u>
b Expected plan-related expenses	6b <u>4600000</u>
c Total (line 6a + line 6b)	6c <u>9308732</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>09/27/2022</u> Date
Signature of actuary		
<u>CURTIS JONES, F.S.A., E.A.</u> Type or print name of actuary		<u>20-08188</u> Most recent enrollment number
<u>WILLIS TOWERS WATSON US LLC</u> Firm name		<u>212-309-3629</u> Telephone number (including area code)
<u>200 LIBERTY STREET</u> <u>NEW YORK, NY 10281</u> Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	23900726
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	23900726
10 Interest on line 9 using prior year's actual return of <u>13.65</u> %	0	3262449
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.27</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	27163175

Part III Funding Percentages

14 Funding target attainment percentage	14	101.21 %
15 Adjusted funding target attainment percentage	15	103.71 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	101.20 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 3.32 %	2nd segment: 4.79 %	3rd segment: 5.47 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	9308732	
b Excess assets, if applicable, but not greater than line 31a	31b	9308732	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES	B Three-digit plan number (PN) ▶	025
C Plan sponsor's name as shown on line 2a of Form 5500 RAYTHEON COMPANY	D Employer Identification Number (EIN) 95-1778500	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CONDUENT HR CONSULTING, LLC

13-3954297

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	905333	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON

98-1261616

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	158071	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PRICEWATERHOUSECOOPERS LLP

13-4008324

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	137000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	122107	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	63990	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

DELOITTE LLP

13-6044173

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 16 50	NONE	60631	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	GRACE BARBIERI- MERCER	b EIN:	13-2834414
c Position:	ENROLLED ACTUARY		
d Address:	99 HIGH STREET BOSTON, MA 02110-2320	e Telephone:	617-747-9500

Explanation: CHANGE IN ACTUARY

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES</u>	B Three-digit plan number (PN) ►	<u>025</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>RAYTHEON COMPANY</u>	D Employer Identification Number (EIN) <u>95-1778500</u>	

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)	1248928606	1294640333
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	1248928606 1294640333
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	11325392 12860244
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	11325392 12860244
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	1237603214 1281780089

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	303726
	(B) Participants	2a(1)(B)	92075
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	395801
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		131447534
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		131843335
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	70309120	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		70309120
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	1450432	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	3046664	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		4497096
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		74806216
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		57037119
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		12860244

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PRICEWATERHOUSECOOPERS LLP

(2) EIN: 13-4008324

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
RAYTHEON COMPANY PENSION PLAN FOR SALARIED EMPLOYEES	95-1778500	024	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 438301.			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>► File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2021</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES	B Three-digit plan number (PN) ► 025
C Plan sponsor's name as shown on line 2a of Form 5500 RAYTHEON COMPANY	D Employer Identification Number (EIN) 95-1778500

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 13-5160382		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	0

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☒ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☒ Increase	☐ Decrease	☐ Both	☐ No
--	--	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: 39.0 % Investment-Grade Debt: 38.0 % High-Yield Debt: 0.0 % Real Estate: 7.0 % Other: 16.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☒ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☒ Macaulay duration ☐ Modified duration ☐ Other (specify):

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

Raytheon Company Pension Plan for Hourly Employees

Financial Statements

To Accompany 2021 Form 5500

Annual Report of Employee Benefit Plan

Under ERISA of 1974

December 31, 2021 and 2020

Raytheon Company Pension Plan for Hourly Employees

Index

December 31, 2021 and 2020

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The supplemental schedules to the Plan's Form 5500 are not required since the Plan's assets are held in a Master Trust. Accordingly, the Plan Administrator must file detailed financial information for the Master Trust, including the supplemental schedules, separately with the Department of Labor.



Report of Independent Auditors

To the Administrator of Raytheon Company Pension Plan for Hourly Employees

Opinion

We have audited the accompanying financial statements of Raytheon Company Pension Plan for Hourly Employees (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years then ended, including the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.



Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

PricewaterhouseCoopers LLP

October 14, 2022

Raytheon Company Pension Plan for Hourly Employees
Statements of Net Assets Available for Benefits
As of December 31, 2021 and 2020

	2021	2020
Assets		
Investments at fair value (Notes 2 and 7)		
in Master Trust	\$ 1,294,349,791	\$ 1,248,810,233
Net assets held in 401(h) account (Notes 5, 6, and 7)	<u>290,542</u>	<u>118,373</u>
Total assets	<u>1,294,640,333</u>	<u>1,248,928,606</u>
Liabilities		
Plan transfer out payable (Note 1)	12,860,244	11,325,392
Net assets held in 401(h) account (Notes 5, 6, and 7)	<u>290,542</u>	<u>118,373</u>
Total liabilities	<u>13,150,786</u>	<u>11,443,765</u>
Net assets available for benefits	<u>\$ 1,281,489,547</u>	<u>\$ 1,237,484,841</u>

The accompanying notes are an integral part of these financial statements.

Raytheon Company Pension Plan for Hourly Employees
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2021 and 2020

	2021	2020
Additions		
Master Trust investment income (Notes 2 and 7)	\$ 131,444,630	\$ 159,264,804
Other income	-	2,989
Total additions	<u>131,444,630</u>	<u>159,267,793</u>
Deductions		
Benefit payments	70,109,924	68,923,708
Administrative expenses	4,469,756	4,981,596
Plan transfer out (Note 1)	12,860,244	11,325,392
Total deductions	<u>87,439,924</u>	<u>85,230,696</u>
Net increase in net assets available for benefits	44,004,706	74,037,097
Net assets available for benefits, beginning of year	<u>1,237,484,841</u>	<u>1,163,447,744</u>
Net assets available for benefits, end of year	<u>\$ 1,281,489,547</u>	<u>\$ 1,237,484,841</u>

The accompanying notes are an integral part of these financial statements.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

1. Plan Description

The following description of the Raytheon Company Pension Plan for Hourly Employees (the "Plan") is for general purposes only. Participants should refer to the Summary Plan Description or the Plan Document for a complete description of the Plan's provisions.

General

The Plan is a defined benefit plan that covers a substantial portion of hourly employees of the Raytheon Company and certain of its subsidiaries (the "Company"). Effective December 31, 2012, the Retirement Plan for Hourly Employees of Raytheon IIS-Garland and the Retirement Plan for Hourly Employees of Raytheon NCS-Florida were merged into and became a part of the Plan. On April 3, 2020 ("Company Merger Date"), the Company became a wholly-owned subsidiary of Raytheon Technologies Corporation ("RTC").

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Until the Company Merger Date, the Plan was administered by the Plan Administrator (for purposes of Section 3(16) of ERISA) who was appointed by the Company's Vice President of Human Resources. From and after the Company Merger Date, the Plan Administrator of the Plan (for purposes of Section 3(16) of ERISA) is RTC and the Plan is administered by the Raytheon Technologies Corporation Plan Administration and Investment Committee ("PAIC"), which operates pursuant to a vote of the RTC Board of Directors.

Investments are held in a Master Trust. During the period covered by these financial statements, and until December 1, 2020 ("Master Trust Merger Date"), the Plan's assets were held in the Raytheon Company Master Pension Trust ("RTN Master Trust"). On the Master Trust Merger Date, the RTN Master Trust merged into the Raytheon Technologies Corporation Master Retirement Trust (formerly the United Technologies Corporation Master Retirement Trust) "RTC Master Trust." Throughout this document, all uses of "Master Trust" refer to the applicable Master Trust at that time, as defined above.

Benefits, Eligibility and Vesting

The Plan provides specified benefits to be paid from the net assets available for benefits. For employees not covered by a collective bargaining agreement ("CBA"), the level of benefits is primarily based upon the greater of a formula based principally upon years of service and average compensation and a minimum guarantee formula. For employees covered by a CBA, the level of benefits is negotiated and determined by the CBA in effect at the time of termination. Participants of the Plan not subject to CBAs, or subject to certain CBAs, will cease future accruals based on the participant's years of service and compensation under the existing formula, effective December 31, 2022 or later based on applicable CBAs. For these participants, a hypothetical account is to be maintained in which contributions are credited for the benefit of the individual under a cash balance formula.

The standard form of retirement benefit to unmarried participants is a monthly payment beginning the month following retirement and continuing until death. The standard form of benefit to married participants is a reduced monthly payment for the participant's life and one-half of that payment for the life of the participant's surviving spouse. Other optional forms of benefits are also available.

Employees who retire between the age of 55 and the normal retirement age as defined by the Plan shall be entitled to a percentage of the normal retirement benefit, with the percentage increasing as the retirement age approaches the normal retirement age. Employees of the Company, who meet the eligibility requirements as defined by the Plan, may participate in the Plan. Participants are fully vested upon completion of five years of vesting service, as defined in the Plan Document.

Effective January 1, 2007, employees who are either hired or rehired (after the period of eligible recall), subject to any applicable CBA, are not eligible to participate in the Plan. In addition, former employees who are rehired on or after March 1, 2007 (or as of a negotiated date if different) and

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have received or are receiving payment from a Company-sponsored pension plan are not eligible to participate in the Plan, subject to applicable CBAs.

Effective May 1, 2021, the minimum pension benefit for UAW Local 298 participants increased from \$50 to \$53 per month per year of service. Effective December 31, 2022, UAW Local 298 participants will cease accruing benefits under the existing formula and effective January 1, 2023 begin accruing pension benefits under a cash balance formula described above.

On September 13, 2021, the Raytheon Technologies Corporation Benefit Design and Administration Committee adopted an amendment to the Plan in accordance with the settlement agreement and court approval order related to Cruz v. Raytheon Company, et al., Civ. Action No. 1:19-cv-11425 (U.S.D.C. Mass.). This amendment increased certain monthly benefits payable by the Plan effective January 1, 2021 and will not have a material impact to the actuarial present value of accumulated plan benefits.

Effective September 18, 2021, the minimum pension benefit for Local 1505 participants increased from \$59 to \$64 per month per year of service. Effective December 31, 2023, Local 1505 participants will cease accruing benefits under the existing pension formula and effective January 1, 2024 begin accruing pension benefits under a cash balance formula described above.

Contributions

The Company makes contributions to the Plan to ensure assets are sufficient to pay the benefits of the Plan. The Plan does not require contributions by participants.

Plan Transfers

The Plan transfers assets annually to the Raytheon Company Pension Plan for Salaried Employees for retirees who commenced payment and had service under both the Raytheon Company Pension Plan for Salaried Employees and the Plan. The corresponding benefits and liabilities are also transferred from the Plan.

2. Summary of Significant Accounting Policies

Basis of Presentation

The accompanying financial statements are prepared on the accrual basis of accounting.

Investment Valuation and Income Recognition

The Plan's and 401(h) account's interest in the Master Trust is stated at fair value. Net investment income (loss) from the Master Trust is allocated proportionately on a monthly basis based on the Plan's and 401(h) account's interest in the Master Trust. See Note 5 and Note 7 for additional information.

Contributions

Employer contributions are funded and recorded as determined by actuarial computation. See Note 4 for additional information.

Benefit Payments

Benefit payments to participants are recorded when paid.

Administrative Expenses

All expenses of the Plan, which primarily consist of professional and administrative fees, are paid by the Plan. Expenses specifically related to the Plan are included in the Statements of Changes in Net Assets Available for Benefits under "Administrative expenses." Additionally, expenses paid directly by the Master Trust, which primarily consist of investment management and performance fees, are allocated proportionally on a monthly basis based on the Plan's interest in the Master Trust and are included in the Statements of Changes in Net Assets Available for Benefits under

Raytheon Company Pension Plan for Hourly Employees

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"Master Trust investment income."

Use of Estimates

The Plan's financial statements have been prepared in conformity with U.S. Generally Accepted Accounting Principles ("GAAP"). This requires the Plan Administrator to make significant estimates and assumptions that affect the reported amounts of net assets available for benefits at the date of the financial statements, the actuarial present value of accumulated plan benefits as of the benefit information date, the changes in net assets available for benefits during the reporting period, and, when applicable, the disclosures of contingent assets and liabilities at the date of the financial statements. Actual results could differ from the estimates included in the financial statements.

3. Actuarial Present Value of Accumulated Pension Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of deceased employees, and (c) active employees or their beneficiaries. Benefits are based principally upon years of service and compensation. Benefits payable under all circumstances (such as retirement, death, disability, and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Company's consulting actuary and is the amount which results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of the money (through discounts for interest) and the probability of payment (by means of decrements such as for retirement, death, disability, or withdrawal) between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuation as of December 31, 2020 and 2019, are as follows:

Assumed rate of return on investments for accumulated benefits (discount rate)	As of December 31, 2020: 7.0%
	As of December 31, 2019: 7.0%
Mortality basis	
Healthy participants	As of December 31, 2020: Pri-2012 sex-distinct, separate employee and retiree table(s) with contingent survivor adjustments for existing survivors with no collar adjustments applied, adjusted by a factor of 109% and projected generationally using the MP-2021 mortality improvement scale.
	As of December 31, 2019: Pri-2012 sex-distinct, separate employee and retiree table(s) with contingent survivor adjustments for existing survivors with no collar adjustments applied, adjusted by a factor of 109% and projected generationally using the MP-2020 mortality improvement scale.
Disabled participants	Same basis as healthy participants as of December 31, 2020
Retirement	Several rates, varying by age from 55 to 72

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The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Assumption Changes

The changes in actuarial assumptions since the prior valuation of the Plan are as follows:

- The mortality improvement scale assumption was updated as described above.
- The mortality basis for disabled participants was updated to be the same as healthy participants

Method Changes

The changes in actuarial methods since the prior valuation of the Plan are as follows:

- In connection with a change in actuary for the plan, the decrement timing used in the valuation was changed from beginning of year to round to the middle of year. Under rounded middle of year decrement timing, all decrements are assumed to occur at the middle of the year and eligibility for benefits, commencement and cessation of benefits, and other events are assumed to occur at the middle of the year.

As of December 31, 2020, the most recent valuation date, the actuarial present value of accumulated plan benefits is as follows:

Vested Benefits

Active employees	\$ 176,367,167
Participants with deferred benefits	119,826,546
Participants receiving benefits	576,253,650
Total vested benefits	<u>872,447,363</u>

Nonvested benefits	6,986,056
Total actuarial present value of accumulated plan benefits	<u>\$ 879,433,419</u>

The Plan includes assets of \$546,794 and \$408,821 at December 31, 2020 and 2019, respectively, which are funds that were voluntarily contributed by participants of the Plan to provide for a supplemental pension benefit. Voluntary contributions were discontinued effective December 31, 1995, however, accumulated contributions that have not been withdrawn by participants remain invested with Plan assets. Participants continue to earn interest on their contributions according to the Plan until they are withdrawn or paid as a supplemental pension benefit. Participants are always vested in their contributions to the Plan and the related interest earned. The supplemental pension benefits are paid from these contributed funds and are not included in the total actuarial value of accumulated plan benefits shown above. There were no supplemental pension benefit payments made in 2020 from the voluntary contributions of participants.

The following is an analysis of changes in the present value of accumulated benefits:

Actuarial present value of accumulated plan benefits as of December 31, 2019	\$ 894,204,960
Benefits accumulated	4,229,176
Actuarial (gains)/losses	(8,648,545)
Increase for interest due to decrease in discount period	60,518,860
Benefits paid	(68,923,708)
Change in actuarial assumptions	(1,947,324)
Actuarial present value of accumulated plan benefits as of December 31, 2020	<u>\$ 879,433,419</u>

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4. Funding Policy

Pension Benefits

The employer's contributions are actuarially determined to fund the Plan's current normal costs on a current basis and to generally fund the existing unfunded liability related to qualified service prior to the valuation date in accordance with the amortization schedules prescribed by ERISA minimum funding requirements. At the Company's discretion, and to the extent allowable under maximum tax deductibility regulations, contributions above the ERISA minimum funding requirements may be made to the Plan. Contributions for the years ended December 31, 2021 and 2020, met the minimum funding requirements of ERISA.

Retiree Health Benefits

The health benefits to be provided through the 401(h) retiree health account are funded by participant and employer contributions. Company contributions to the Plan, which are specifically designated by the Company at the time made as contributions to fund health benefits, are maintained in this separate retiree health account (Note 5). To the extent assets in this account are not sufficient to fund such health benefits, such benefits shall be paid from other such funding vehicles as the Company may establish, or in the absence of other such funding vehicles, directly by the Company. Assets designated for pension benefits may not be used to pay for retiree health benefits.

5. 401(h) Account

In addition to the normal retirement benefits, the Plan includes a retiree health benefit component to fund a portion of the postretirement obligations for retirees and their beneficiaries in accordance with Section 401(h) of the Internal Revenue Code ("Code"). A separate 401(h) retiree health account has been established and maintained in the Plan for the net assets related to the retiree health benefit component. In accordance with Code Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their beneficiaries. Any assets transferred to the 401(h) account from the defined benefit pension plan in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year must be transferred out of the account to the pension plan. The obligations related to the health benefits are not included in the Plan's present value of accumulated plan benefits but are reflected as obligations in the financial statements of the Raytheon Retiree Health Benefits Plan. Employer contributions or qualified transfers to the 401(h) account are determined annually and are at the discretion of the Plan Sponsor, Raytheon Company.

The following table presents the components of the net assets as of:

	December 31, 2021	December 31, 2020
Interest in Master Trust (see Note 6)	\$ 290,542	\$ 118,373

6. Reconciliation between Financial Statements and Form 5500

The following is a reconciliation of net assets available for benefits from the Form 5500 to the financial statements:

	December 31, 2021	December 31, 2020
Net assets per Form 5500	\$ 1,281,780,089	\$ 1,237,603,214
Less: 401(h) account (Note 5)	290,542	118,373
Net assets per financial statements	\$ 1,281,489,547	\$ 1,237,484,841

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

The following is a reconciliation of the changes in net assets from the Form 5500 to the financial statements:

Year Ended 2021			
	Amounts per Form 5500	Less: 401(h) Account	Amounts per Financial Statements
Master Trust investment income	\$131,447,534	\$ 2,904	\$131,444,630
Employer contributions	303,726	303,726	-
Participant contributions	92,075	92,075	-
Other income	-	-	-
Administrative expenses	4,497,096	27,340	4,469,756
Benefit payments	70,309,120	199,196	70,109,924
Year Ended 2020			
	Amounts per Form 5500	Less: 401(h) Account	Amounts per Financial Statements
Master Trust investment income	\$159,284,635	\$ 19,831	\$159,264,804
Employer contributions	28,007	28,007	-
Participant contributions	120,974	120,974	-
Other income	2,989	-	2,989
Administrative expenses	5,009,701	28,105	4,981,596
Benefit payments	69,091,151	167,443	68,923,708

7. Master Trust

Summary Financial Information

During the period covered by these financial statements, and until the Company Merger Date, the Plan's assets were held in the RTN Master Trust, which was established for the investment of assets of the Plan and several other retirement plans sponsored by the Company or its affiliates. The Raytheon Company Investment Committee, which was appointed by the Chief Executive Officer of Raytheon Company, regularly reviewed the asset allocation and performance of the investments held in the RTN Master Trust. The assets of the RTN Master Trust were held by The Bank of New York Mellon ("BNY Mellon" or "Trustee").

From and after the Company Merger Date until the Master Trust Merger Date, the Plan's assets continued to be held in the RTN Master Trust. The PAIC operated pursuant a resolution of the RTC Board of Directors and reviewed the asset allocation and performance of the investments held in the RTN Master Trust.

On the Master Trust Merger Date, the RTN Master Trust merged into the RTC Master Trust, which is established for the investment of assets of the Plan and several other retirement plans sponsored by RTC or its affiliates (including the Company). From and after the Master Trust Merger Date, the assets of the Plan have been held in the RTC Master Trust. The PAIC continues to review the asset allocation and performance of the investments held in the RTC Master Trust. The assets of the RTC Master Trust are held by BNY Mellon as Trustee.

The investment policy applicable to the Plan, as approved by the PAIC, permits (and, prior to the Company Merger Date, the investment policy applicable to the Plan, approved by the Raytheon Company Investment Committee, permitted) asset diversification to include a combination of cash and cash equivalents, fixed-income securities, publicly traded U.S. and international equity securities, private equity and private real estate funds, and other investments such as commingled

Raytheon Company Pension Plan for Hourly Employees

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funds, real estate, insurance contracts and derivatives. Participating plans receive units of participation in the applicable Master Trust based on their contributions to that Master Trust.

Investment securities are exposed to various risks, such as interest rate, market, currency, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur and such changes could materially affect the amounts reported in the Plan's Statements of Net Assets Available for Benefits.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

The following table includes the Statements of Net Assets for the RTC Master Trust, along with the Plan's interest in the RTC Master Trust, as of December 31, 2021.

	RTC Master Trust Balances	Plan's Interest in RTC Master Trust Balances
Assets		
Investments:		
Cash and cash equivalents	\$ 2,306,650,724	55,063,199
Corporate debt securities	18,167,572,652	345,860,116
U.S. government and related agency obligations	2,399,443,629	48,749,698
Corporate stock	9,382,932,935	264,503,424
Registered investment companies	179,459,066	3,522,390
Commingled funds	14,910,917,610	343,473,855
Private equity and private real estate funds	6,290,059,654	166,086,916
Real estate	1,831,948,599	50,188,956
Unallocated insurance contracts	22,044,241	1,261,218
Total Investments	55,491,029,110	1,278,709,772
Cash	567,107,847	8,016,841
Cash held at broker for derivative contracts	230,204,927	3,254,804
Interest and dividends receivable	194,089,667	2,744,180
Receivable for securities sold	72,507,491	1,025,163
Unrealized appreciation on futures contracts	122,093,121	2,747,465
Other assets and receivables	27,810	393
Total Assets	56,677,059,973	1,296,498,618
Liabilities		
Payable for securities purchased	61,545,204	870,172
Unrealized depreciation on futures contracts	15,712,490	311,967
Other payables	40,207,481	568,482
Other derivatives	5,457,221	107,664
Total Liabilities	122,922,396	1,858,285
Total Net Assets	\$ 56,554,137,577	\$ 1,294,640,333
Percentage of Plan's interest in the RTC Master Trust		2%

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

The following table includes the Statements of Net Assets for the RTC Master Trust, along with the Plan's interest in the RTC Master Trust, as of December 31, 2020.

	RTC Master Trust Balances	Plan's Interest in RTC Master Trust Balances
Assets		
Investments:		
Cash and cash equivalents	\$ 4,399,992,026	\$ 118,438,715
Corporate debt securities	17,986,899,071	320,656,719
U.S. government and related agency obligations	2,207,917,636	46,229,088
Corporate stock	8,301,159,407	224,143,750
Registered investment companies	246,930,634	6,180,708
Commingled funds	14,991,290,600	336,307,566
Private equity and private real estate funds	4,964,300,837	133,075,355
Real estate	1,642,133,661	43,355,255
Other derivatives	4,746,362	106,584
Unallocated insurance contracts	21,133,399	1,190,052
Total Investments	54,766,503,633	1,229,683,792
Cash	105,268,122	2,505,452
Cash held at broker for derivative contracts	378,183,506	9,001,023
Interest and dividends receivable	184,988,444	4,402,850
Receivable for securities sold	242,370,617	5,768,585
Unrealized appreciation on futures contracts	119,454,685	2,843,102
Other assets and receivables	216,754	5,159
Total Assets	55,796,985,761	1,254,209,963
Liabilities		
Payable for securities purchased	161,397,721	3,841,375
Unrealized depreciation on futures contracts	18,051,379	429,635
Other payables	42,450,333	1,010,347
Total Liabilities	221,899,433	5,281,357
Total Net Assets	\$ 55,575,086,328	\$ 1,248,928,606
Percentage of Plan's interest in the RTC Master Trust		2%

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As of December 31, 2021 and 2020

The following table is a summary of the investment earnings and the net appreciation (depreciation) in the fair market value of the RTC Master Trust for which the Plan was invested for the year ended December 31, 2021 ("Summary of Investment Earnings"):

	RTC Master Trust 2021
Net appreciation (depreciation) in investments at fair market value	\$ 4,149,836,708
Interest	611,988,339
Dividends	162,475,754
Other income	81,291,250
Total investment income	<u>5,005,592,051</u>
Total expenses	<u>329,360,758</u>
Net investment income	<u>\$ 4,676,231,293</u>
Portion of Net investment income allocated to the Plan	131,444,630
Other transfers into (out of) the RTC Master Trust, net	(3,697,180,044)
Beginning of period RTC Master Trust net assets	55,575,086,328
Net change in RTC Master Trust net assets	979,051,249
End of period RTC Master Trust net assets	\$ 56,554,137,577

Raytheon Company Pension Plan for Hourly Employees

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As of December 31, 2021 and 2020

The following table is a summary of the investment earnings and the net appreciation (depreciation) in the fair market value of the Master Trusts for the year ended December 31, 2020 ("Summary of Investment Earnings"):

	January 1, 2020 to Master Trust Merger Date	Master Trust Merger Date to December 31, 2020	Full year ended December 31, 2020
Net appreciation (depreciation) in investments at fair market value	\$ 2,082,960,858	\$ 1,413,700,673	\$ 3,496,661,531
Interest	127,941,592	47,446,966	175,388,558
Dividends	75,055,117	10,655,152	85,710,269
Other income	87,166,958	3,532,684	90,699,642
Total investment income	<u>\$ 2,373,124,525</u>	<u>\$ 1,475,335,475</u>	<u>\$ 3,848,460,000</u>
Total expenses	<u>165,799,479</u>	<u>38,463,416</u>	<u>204,262,895</u>
Net investment income	<u>\$ 2,207,325,046</u>	<u>\$ 1,436,872,059</u>	<u>\$ 3,644,197,105</u>
Portion of Net Investment Income Allocated to the Plan			159,264,804
Transfer to (from) the Master Trust for the Master Trust Merger	(21,205,044,002)	21,205,044,002	-
Other transfers into (out of) the Master Trust, net	(1,468,610,189)	458,751,179	(1,009,859,010)
Beginning of period Master Trust net assets	\$ 20,466,329,145	\$ -	\$ 20,466,329,145
UTC Master Trust assets on Master Trust Merger Date	N/A	32,474,419,088	32,474,419,088
Net change in Master Trust assets	(20,466,329,145)	23,100,667,240	2,634,338,095
End of period Master Trust net assets	-	\$ 55,575,086,328	\$ 55,575,086,328

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As of December 31, 2021 and 2020

Fair Value Measurements

The accounting standard for fair value measurements provides a framework for measuring fair value and requires expanded disclosures regarding fair value measurements. Fair value is defined as the price that would be received for an asset or the exit price that would be paid to transfer a liability in the principal or most advantageous market in an orderly transaction between market participants on the measurement date. The accounting standard established a fair value hierarchy which requires an entity to maximize the use of observable inputs, where available. The following summarizes the three levels of inputs required:

Level 1: Unadjusted quoted prices in active markets for identical assets or liabilities.

Level 2: Observable inputs, other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs which are observable or have been corroborated by observable market data for substantially the full term of the related assets or liabilities.

Level 3: Unobservable inputs supported by little or no market activity that are significant to the fair value of the assets or liabilities.

A financial instrument's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. Certain investments that are measured at fair value using the net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. See valuation policy section for further information.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

Raytheon Company Pension Plan for Hourly Employees

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As of December 31, 2021 and 2020

The following tables summarize the fair value of investment assets and liabilities in the RTC Master Trust as of December 31, 2021:

Fair Value of Investment Assets as of December 31, 2021						
	Level 1	Level 2	Level 3	Not Subject to Leveling ⁽¹⁾	Total	
Cash and cash equivalents	\$ -	\$ 2,306,650,724	\$ -	\$ -	\$ 2,306,650,724	
Corporate debt securities	-	18,167,572,652	-	-	18,167,572,652	
U.S. government and related agency obligations	1,827,449,216	571,994,413	-	-	2,399,443,629	
Corporate stock	9,363,521,244	19,411,691	-	-	9,382,932,935	
Registered investment companies	179,459,066	-	-	-	179,459,066	
Commingled funds ⁽²⁾	-	-	-	14,910,917,610	14,910,917,610	
Private equity and private real estate funds ⁽³⁾	-	-	-	6,290,059,654	6,290,059,654	
Real estate	-	-	1,831,948,599	-	1,831,948,599	
Unallocated insurance contracts	-	22,044,241	-	-	22,044,241	
Unrealized appreciation on futures contracts	122,093,121	-	-	-	122,093,121	
Total assets in fair value hierarchy	\$ 11,492,522,647	\$ 21,087,673,721	\$ 1,831,948,599	\$ 21,200,977,264	\$ 55,613,122,231	

Fair Value of Investment Liabilities as of December 31, 2021					
	Level 1	Level 2	Level 3	Not Subject to Leveling ⁽¹⁾	Total
Unrealized depreciation on futures contracts	15,712,490	-	-	-	15,712,490
Other derivatives	-	5,457,221	-	-	5,457,221
Total liabilities in fair value hierarchy	\$ 15,712,490	\$ 5,457,221	\$ -	\$ -	\$ 21,169,711

(1) In accordance with Accounting Standards Codification ("ASC") Subtopic 820-10, certain investments that are measured at fair value using the net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statement of Net Assets for the RTC Master Trust.

(2) Commingled funds include investments in funds, of which 6% have daily redemption terms, 92% have monthly to bi-annual redemption terms, and 2% have redemption terms only on specified dates. Approximately 2% of Commingled funds have a lockup period greater than one year and up to four years, and approximately 44% of Commingled funds could be subject to gating provisions as of December 31, 2021. There were no unfunded commitments to Commingled funds as of December 31, 2021.

(3) Private equity and private real estate funds include investments in funds which can never be redeemed during the life of the funds. The remaining life of private equity and private real estate funds range from 0 to 15 years. There were \$2,802 million unfunded commitments to Private equity and private real estate funds as of December 31, 2021.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

The following tables summarize the fair value of investment assets and liabilities in the RTC Master Trust as of December 31, 2020:

Fair Value of Investment Assets as of December 31, 2020					
	Level 1	Level 2	Level 3	Not Subject to Leveling ⁽¹⁾	Total
Cash and cash equivalents	\$ -	\$ 4,399,992,026	\$ -	\$ -	\$ 4,399,992,026
Corporate debt securities	-	17,986,899,071	-	-	17,986,899,071
U.S. government and related agency obligations	1,686,535,804	521,381,832	-	-	2,207,917,636
Corporate stock	8,271,933,779	29,225,628	-	-	8,301,159,407
Registered investment companies	246,930,634	-	-	-	246,930,634
Commingled funds ⁽²⁾	-	-	-	14,991,290,600	14,991,290,600
Private equity and private real estate funds ⁽³⁾	-	-	-	4,964,300,837	4,964,300,837
Real estate	-	-	1,642,133,661	-	1,642,133,661
Other derivatives	-	4,746,362	-	-	4,746,362
Unallocated insurance contracts	-	21,133,399	-	-	21,133,399
Unrealized appreciation on futures contracts	119,454,685	-	-	-	119,454,685
Total assets in fair value hierarchy	\$ 10,324,854,902	\$ 22,963,378,318	\$ 1,642,133,661	\$ 19,955,591,437	\$ 54,885,958,318

Fair Value of Investment Liabilities as of December 31, 2020					
	Level 1	Level 2	Level 3	Not Subject to Leveling ⁽¹⁾	Total
Unrealized depreciation on futures contracts	18,051,379	-	-	-	18,051,379
Total liabilities in fair value hierarchy	\$ 18,051,379	\$ -	\$ -	\$ -	\$ 18,051,379

(1) In accordance with Accounting Standards Codification ("ASC") Subtopic 820-10, certain investments that are measured at fair value using the net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statement of Net Assets for the RTC Master Trust.

(2) Commingled funds include investments in funds, of which 9% have daily redemption terms, 89% have monthly to bi-annual redemption terms, and 2% have redemption terms only on specified dates. Approximately 3% of Commingled funds have a lockup period greater than 1 year and up to 4 years, and approximately 49% of Commingled funds could be subject to gating provisions as of December 31, 2020. There were no unfunded commitments to Commingled funds as of December 31, 2020.

(3) Private equity and private real estate funds include investments in funds which can never be redeemed during the life of the funds. The remaining life of private equity and private real estate funds range from 0 to 13 years. There were \$2,796 million unfunded commitments to Private equity and private real estate funds as of December 31, 2020.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

Level 3 Investments

For the years ended December 31, 2021 and December 31, 2020, there were no material transfers in or out of Level 3 in the applicable Master Trusts.

The following tables represents the RTC Master Trust's Level 3 financial instruments as of December 31, 2021 and December 31, 2020, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of the values for those inputs.

As of December 31, 2021:

Level 3 Investment	Fair Value	Principal Valuation Technique	Significant Unobservable Inputs	Range of Significant Input Values
Real estate	\$ 1,831,948,599	Discounted Cash Flow Analysis	Revenue Growth Rate Discount Rate Exit Cap Rate	0%-6% 5.25%-8.5% 4.25%-7.5%

As of December 31, 2020:

Level 3 Investment	Fair Value	Principal Valuation Technique	Significant Unobservable Inputs	Range of Significant Input Values
Real estate	\$ 1,642,133,661	Discounted Cash Flow Analysis	Revenue Growth Rate Discount Rate Exit Cap Rate	0%-11% 6.5%-9.5% 5.75%-9%

In estimating fair value of the investments in Level 3, the Plan Administrator may use third-party pricing sources. In substantiating the reasonableness of the pricing data provided by third-parties, the Plan Administrator evaluates a variety of factors including review of methods and assumptions used by external sources, recently executed transactions, existing contracts, economic conditions, industry and market developments, and overall credit ratings.

Valuation Policy

The Plan's interest in the Master Trust is stated at fair value. The Trustee values the Master Trust investments as follows:

Cash and cash equivalents, which includes a short-term investment fund, are valued at amortized cost, which approximates fair value. The short-term investment fund is not valued using a quoted price in an active market and is therefore classified as a Level 2 investment in the fair value hierarchy.

Investments in fixed income securities (U.S. Government, domestic and foreign bonds, asset backed securities, and term loans) are valued by a pricing service which determines valuations for normal institutional-size trading units of such securities using methods based upon market transactions for comparable securities and various relationships between securities which are generally recognized by institutional traders, or at fair value as determined in good faith by the Trustee of the Master Trust and management.

Investments in equity securities (common and preferred) and equity securities sold short, if any, are valued at the exchange traded closing price if available.

Investments in registered investment companies are valued at their last reported net asset value.

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Investments in commingled funds, private equity funds, and private real estate funds are stated at fair market value, which primarily utilizes net asset values reported by the investment manager or fund administrator. Management reviews additional valuation and pricing information from fund managers, including audited financial statements, to evaluate the net asset values.

Real estate assets are valued quarterly and consistently with the Real Estate Information Standards. The income approach (discounted cash flow models), sales comparison approach, or cost approach are utilized depending on the approach that most accurately portrays the anticipated behavior of the property and buyers in the market.

Unallocated insurance contracts are valued at their contract price which approximates fair value.

Valuation policies for derivative investments are disclosed in the Derivatives Policy section.

Investments denominated in foreign currencies are translated into U.S. Dollars using the last reported exchange rate.

Securities and other assets for which market quotations are not readily available or for which the above valuation procedures are deemed not to reflect fair value are valued in a manner that is intended to reflect their fair value.

Investment Income (Loss)

The Trustee maintains separate records of each plan's proportionate share in the Master Trust's investment accounts. The Plan's share of investment income (loss) and net appreciation (depreciation) in the fair value of investments of the Master Trust is included in the Statements of Changes in Net Assets Available for Benefits as Master Trust investment income (loss). The net appreciation (depreciation) in the fair value of investments consists of the realized gains (losses) and the change in unrealized appreciation (depreciation) on those investments.

Under the Master Trust Agreement, each plan's assets are jointly invested. The Plan uses the unit participation method to calculate the Plan's interest in the Master Trust. Under this method, contributions made to and benefits paid from the Master Trust result in increases or decreases in units of participation. All Master Trust income or loss results in a change in unit value.

Dividends are recorded on the ex-dividend date and interest income is accrued as earned. All security transactions are recorded on the trade date. Premiums and discounts on debt securities are amortized to maturity. Gains or losses on sales of securities are based on average cost.

Derivatives Policy

The Master Trust enters into contractual arrangements classified as derivatives in carrying out its investment strategy, principally to: (1) manage a portion of the Master Trust's portfolio against exposure to certain risks, (2) gain exposure to a market more rapidly or less expensively than could be accomplished through the use of the cash markets, and (3) increase investment returns by reducing the cost of structuring the portfolio or capturing value disparities between financial instruments. The Master Trust may utilize both exchange traded derivatives such as equity and fixed income futures and option contracts and over-the-counter ("OTC") derivatives such as forward contracts and swaps. Select major financial institutions are used in derivatives transactions. When engaging in OTC derivatives and forward foreign currency exchange contracts ("forward currency contracts"), there is exposure to credit loss in the event of nonperformance by the counterparties to these transactions. As needed for material exposures, the Master Trust manages these exposures through credit approvals, limits, monitoring procedures, and, to the extent possible, by restricting the period over which unpaid balances are allowed to accumulate. The Master Trust does not anticipate nonperformance by counterparties to these contracts.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

The following is a summary of the significant accounting policies associated with the Master Trust's use of derivatives:

Futures Contracts

The Master Trust was invested in futures contracts during the years ended December 31, 2021 and December 31, 2020. A futures contract is a contractual agreement to make or take delivery of a standardized quantity of a specified grade or type of commodity or financial instrument at a specified future date in accordance with terms specified by a regulated futures exchange.

The Master Trust may use equity index, fixed income, interest rate, and commodities futures contracts to manage exposure to the market. Buying futures contracts increases the Master Trust's exposure to the underlying instrument. Selling futures contracts decreases the Master Trust's exposure to the underlying instrument held or mitigates the risk of changes in fair value of other investments held in the Master Trust.

Futures contracts are valued at the last settlement price at the end of each day on the exchange upon which they are traded. Upon entering into a futures contract, the Master Trust is required to deposit either in cash or securities an amount equal to a certain percentage of the nominal value of the contract ("initial margin"). Pursuant to the futures contract, the Master Trust agrees to receive from, or pay to, the broker an amount of cash equal to the daily fluctuation in the value of the futures contract. The accumulated balance of such receipts or payments is recorded within "Cash held at broker for derivative contracts" on the Statement of Net Assets for the Master Trust. The Master Trust will also record an unrealized gain or loss on futures contracts, which is calculated as the difference between the notional cost and the notional market value of open futures contracts. The unrealized gains or losses on are recorded within "Unrealized appreciation (depreciation) on futures contracts" on the Statement of Net Assets for the Master Trust.

Futures contracts involve, to varying degrees, credit and market risks. The Master Trust enters into futures contracts on exchanges where the exchange acts as the counterparty to the transaction. Thus, credit risk on such transactions is limited to the failure of the exchange. The daily settlement on the futures contracts serves to greatly reduce credit risk. Losses in value may arise from changes in the value of the underlying instrument or if there is an illiquid secondary market for the contracts. In addition, there is the risk that the change in the value of the futures contract may not correlate exactly with the change in value of the corresponding investments held in the Master Trust.

At December 31, 2021, U.S. Government Bonds with a par value of \$10,647,200 (fair value of \$9,342,713) were pledged by the Master Trust as collateral for open futures contracts. At December 31, 2021, a cash balance of \$194,366,927 was pledged by the Master Trust to cover margin requirements for open futures contracts.

At December 31, 2020, there were no U.S. Government Bonds pledged by the Master Trust as collateral for open futures contracts. At December 31, 2020, a cash balance of \$340,319,507 was pledged by the Master Trust to cover margin requirements for open futures contracts.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

The effect of futures contracts on the Statement of Net Assets for the Master Trust as of December 31, 2021 and December 31, 2020 are as follows:

	RTC Master Trust December 31, 2021	RTC Master Trust December 31, 2020
Assets		
Credit	\$ 57,542,338	\$ 4,434,474
Equity	45,304,220	110,200,429
Foreign Exchange	19,246,563	4,819,781
	<u>\$ 122,093,121</u>	<u>\$ 119,454,684</u>
Liabilities		
Credit	\$ 12,228,635	\$ 17,090,630
Equity	2,835,956	960,749
Foreign Exchange	647,899	-
	<u>\$ 15,712,490</u>	<u>\$ 18,051,379</u>

The net appreciation of futures contracts during the years ended December 31, 2021 and December 31, 2020 is presented below:

	2021	2020
RTN Master Trust	\$ -	\$ 243,890,819
RTC Master Trust	605,125,702	196,072,338
Total net appreciation on futures contracts	<u>\$ 605,125,702</u>	<u>\$ 439,963,157</u>

A summary of the open futures contracts in the RTC Master Trust as of December 31, 2021 are presented below:

	Long Contracts		Short Contracts	
	Number of Contracts	Aggregate Notional Value	Number of Contracts	Aggregate Notional Value
Fixed Income	25,678	\$ 4,185,205,228	13,200	\$ 1,930,842,575
Equity Index	16,494	2,647,062,239	-	-
Foreign Exchange	12,800	1,199,917,227	711	174,710,475
	<u>54,972</u>	<u>\$ 8,032,184,694</u>	<u>13,911</u>	<u>\$ 2,105,553,050</u>

A summary of the open futures contracts in the RTC Master Trust as of December 31, 2020 are presented below:

	Long Contracts		Short Contracts	
	Number of Contracts	Aggregate Notional Value	Number of Contracts	Aggregate Notional Value
Fixed Income	16,560	\$ 2,959,060,657	4,619	\$ 838,661,977
Equity Index	39,249	5,158,323,001	-	-
Foreign Exchange	9,382	525,499,659	-	-
	<u>65,191</u>	<u>\$ 8,642,883,317</u>	<u>4,619</u>	<u>\$ 838,661,977</u>

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

Forward Currency Contracts

The Master Trust invested in forward currency contracts during the years ended December 31, 2021 and December 31, 2020. A forward currency contract is a commitment to purchase or sell a foreign currency at a future settlement date and at a negotiated rate.

Forward currency contracts are utilized to manage a portion of the currency exposure that results from the Master Trust's holdings of equity and fixed income securities denominated in foreign currencies.

Forward currency contracts are marked-to-market at the prevailing forward exchange rate of the underlying currencies, and the difference between contract value and market value is recorded within "Other derivatives" on the Statement of Net Assets for the Master Trust. When the forward exchange contract is settled, the Master Trust transfers the unrealized appreciation (depreciation) to a realized gain (loss) equal to the change in the value of the forward exchange contract when it was entered into and the value at the time it was settled or offset. Sales and purchases of forward currency contracts having the same settlement date and broker are offset, and any gain (loss) is realized on the date of offset.

Certain risks may arise upon entering into a forward currency contract from the potential inability of counterparties to meet the terms of their contracts. Additionally, when utilizing forward currency contracts to manage currency exposure, the Master Trust gives up the opportunity to profit from favorable exchange rate movements during the term of the contract.

Option Contracts

The Master Trust was invested in option contracts during the years ended December 31, 2021 and December 31, 2020. The market value of option contracts held in the Master Trust is recorded within "Other derivatives" on the Statement of Net Assets of the Master Trust. An option contract is a contract in which the writer of the option contract grants the buyer of the option contract the right to purchase from ("call option"), or sell to ("put option"), the writer a designated instrument at a specified price within a specified period of time. Certain option contracts, including option contracts on indices, will require cash settlement by the Master Trust if the option contract is exercised. The Master Trust may enter into put or call option contracts in order to manage potential adverse price movements in the value of the portfolio assets, as a temporary substitute for selling selected investments, to lock in the purchase price of a security or currency that it expects to purchase in the near future, as a temporary substitute for the purchase of selected investments, and/or to enhance potential gain.

When the Master Trust purchases or writes an option contract, an amount equal to the premium paid or received by the Master Trust is recorded as an asset or liability and is subsequently adjusted to the current market value of the option contract purchased or written. Option contracts purchased or written are valued at the last sale price or, in the absence of a sale, the mean between the closing bid and ask prices or at the most recent ask price (bid for purchased option contracts) if no bid and ask price are available. OTC purchased or written option contracts are valued using dealer supplied quotations. Gain and loss is recognized when the option contract expires or is settled.

If the Master Trust writes a covered call option contract, the Master Trust foregoes, in exchange for the premium, the opportunity to profit during the option contract period from an increase in the value of the underlying security above the exercise price. If the Master Trust writes a put option contract, it accepts the risk of a decline in the value of the underlying security below the exercise price. OTC option contracts have a risk of the potential inability of counterparties to meet the terms of their contracts. The Master Trust's maximum exposure to purchased option contracts is limited to the premium initially paid. In addition, certain risks may arise upon entering into option contracts and a change in value of the option contract may not correlate exactly with changes in the value of the underlying security.

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

Swaps

The Master Trust was invested in swap contracts during the years ended December 31, 2021 and December 31, 2020. The Master Trust may invest in interest rate swap contracts, credit default swap contracts, and currency swap contracts. The market value of swap contracts held in the Master Trust is recorded within "Other derivatives" on the Statement of Net Assets of the Master Trust.

The Master Trust uses interest rate swap contracts to manage its exposure to interest rates. Interest rate swap contracts entered into by the Master Trust typically represent the exchange by the Master Trust with a counterparty of a commitment to make variable rate and fixed rate payments with respect to a notional amount of principal. Such contracts may have a term of one to ten years, but typically require periodic interim settlement in cash, at which time both the value of the index or security and the specified variable interest rate are reset for the next settlement period. During the period that the swap contract is open, the contract is marked-to-market as the net amount due to or from the Master Trust in accordance with the terms of the contract based on the closing level of the relevant index or security and interest accrual through the valuation date. Changes in the value of the swap contract are recorded as unrealized gains or losses, while periodic cash settlements are recorded as realized gains or losses.

The Master Trust may invest in credit default swap contracts. Credit default swap contracts entered into by the Master Trust typically represent the exchange by the Master Trust with a counterparty of a commitment to provide a level of credit protection for a commitment to receive interest at a fixed rate based on the potential risk of default of the relevant underlying issuer. Providing credit protection to a counterparty tends to increase a Master Trust's exposure to the underlying instrument. Receiving credit protection from a counterparty tends to decrease a Master Trust's exposure to the underlying instrument held by the Master Trust or hedge the fair value of other Master Trust investments. Credit default swap contracts may have a term of one to ten years, but typically require periodic interim settlement in cash. During the period that the credit default swap contract is open, the contract is marked-to-market in accordance with the terms of the contract based on the current interest rate spreads and credit risk of the referenced obligation of the underlying issuer and interest accrual through valuation date. Changes in the value of the credit default swap contract are recorded as unrealized gains or losses, while periodic cash settlements are recorded as realized gains or losses.

Entering into a swap contract involves, to varying degrees, elements of credit, market and interest rate risk in excess of the amounts reported in the statement of net assets available for benefits. Notional principal amounts are used to express the extent of involvement in the transactions but are not delivered under the contract. Accordingly, credit risk is limited to any amounts receivable from the counterparty. To reduce credit risk from potential counterparty default, the Master Trust enters into swap contracts with counterparties whose creditworthiness has been approved by the Trustee of the Trust. The Master Trust bears the market risk arising from any change in index or security values or interest rates.

8. Termination Policies

The Company has not expressed any intent to terminate the Plan or discontinue its contributions. However, in the event the Plan is discontinued:

- a) The assets comprising the Plan, including the net income (loss) of the Plan, shall be revalued at market by the Trustee.
- b) The Plan provides that the net assets of the Plan shall be allocated among the participants and beneficiaries of the Plan in the order provided by ERISA.

Raytheon Company Pension Plan for Hourly Employees

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As of December 31, 2021 and 2020

- c) To the extent unfunded vested benefits exist, ERISA provides that such benefits are payable by the Pension Benefit Guaranty Corporation (the "PBGC") to participants, up to specified limitations, as described in ERISA.

Whether all participants receive their full or partial benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated plan benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

The Company may terminate the Plan in whole or in part at any time. This summary of termination priorities is provided for general information purposes only. Participants should refer to the Plan Document for more information.

9. Certain Transactions Involving Related Parties and Parties-in-Interest

BNY Mellon, as the Trustee and Custodian of the Plan, incurs expenses in connection with these services to the Plan and Master Trust, and is therefore a party-in-interest with respect to the Plan. Certain investments within the Master Trust were advised by or affiliated with BNY Mellon. The Plan Sponsor, Raytheon Company, and the Plan Administrator, RTC, are parties-in-interest with respect to the Plan and incur expenses in connection with the administration of the Plan and the Master Trust.

The following table is a summary of expenses paid to BNY Mellon, Raytheon Company and RTC, including from 401(h) accounts, for the years ended December 31, 2021 and 2020:

	Year Ended 2021	Year Ended 2020
Expenses specifically related to the Plan	\$122,107	\$ 94,164
Plan's allocation of expenses paid directly by the Master Trust	118,766	309,491

The Plan also incurs certain administrative expenses paid to parties-in-interest.

All of these transactions either fall outside the scope of or are exempt from ERISA's prohibited transaction rules.

10. Tax Status

The Internal Revenue Service (the "IRS") has determined and informed the Company by letter dated September 23, 2013, that the design of the Plan meets the requirements for qualification under Code section 401(a), on which the tax exemption of the Trust under Code section 501(a) is based. The Plan has been amended since receiving the determination letter. The Plan Administrator and the Company's benefits counsel believe that the current design and operation of the Plan are consistent with continued qualification of the Plan and exemption of the Trust in the context of applicable IRS procedures. The Company, on behalf of the Plan, applied for a new determination letter on January 29, 2016.

The Plan adopted the provisions of uncertain tax positions that provide criteria for the recognition, measurement, presentation, and disclosure of uncertain tax positions. The Plan may from time to time hold investments that give rise to certain tax liabilities. Based upon management's assessment, the Plan has not recognized any tax liabilities at December 31, 2021 and 2020, respectively. The Plan is subject to examinations by taxing jurisdictions; however, there are

Raytheon Company Pension Plan for Hourly Employees

Notes to Financial Statements

As of December 31, 2021 and 2020

currently no audits for any tax period in progress. The Plan Administrator believes the Plan is no longer subject to federal tax examination for years prior to 2018.

11. Risks and Uncertainties

The Plan financial statements are based on the application of GAAP, which require the Plan to make estimates and assumptions about future events that affect the amounts reported in financial statements and the accompanying notes.

Contributions to the Plan are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, employee compensation, and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements. The investments of the Plan, which are held in the Master Trust, are exposed to various risks, such as interest rate, market, and credit risks. See Note 7 for additional information with respect to investment risk.

12. Subsequent Events

The Plan has evaluated subsequent events and transactions subsequent to December 31, 2021 through the date the Plan's financial statements were available to be issued, October 14, 2022.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26 Schedule of Active Participant Data as of January 1, 2021

Attained Age	Attained Years of Credited Service ¹									
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	4	0	0	0	0	0	0
35-39	0	0	1	10	2	0	0	0	0	0
40-44	0	0	0	13	5	4	0	0	0	0
45-49	0	0	0	10	8	14	0	0	0	0
50-54	1	0	1	4	7	18	4	3	0	0
55-59	0	0	1	11	9	25	3	26	88	1
60-64	1	2	2	13	7	28	5	31	149	106
65-69	0	0	0	4	7	13	2	8	27	77
70 & over	0	1	0	3	3	1	0	3	6	20

* Excludes 313 suspended participants (participants not accruing additional service as of January 1, 2021)

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Raytheon Company Pension Plan for Hourly Employees
 EIN / PN: 95-1778500/025
 Plan Sponsor: Raytheon Company
 Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26

Schedule of Active Participant Data as of January 1, 2021

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹									
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	4	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
35-39	0	0	1	10	1	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
40-44	0	0	0	13	2	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
45-49	0	0	0	10	7	3	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
50-54	0	0	1	4	2	5	1	0	0	0
	-	-	-	-	-	-	-	-	-	-
55-59	0	0	1	11	5	4	1	20	81	0
	-	-	-	-	-	-	-	69,021	64,960	-
60-64	1	2	2	12	4	8	3	22	142	106
	-	-	-	-	-	-	-	60,152	64,423	63,300
65-69	0	0	0	4	4	1	2	8	25	76
	-	-	-	-	-	-	-	-	55,246	68,865
70 & over	0	1	0	3	1	0	0	3	5	20
	-	-	-	-	-	-	-	-	-	71,923

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Raytheon Company Pension Plan for Hourly Employees

EIN / PN: 95-1778500/025

Plan Sponsor: Raytheon Company

Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- | | |
|-----------------------|-----------------|
| ■ Applicable month | January |
| ■ Interest rate basis | 3-Segment rates |

Interest rates

	Reflecting Stabilization	Not Reflecting Stabilization
■ First segment rate	3.32%	1.75%
■ Second segment rate	4.79%	3.04%
■ Third segment rate	5.47%	3.65%
■ Effective interest rate	4.85%	3.15%

Annual rates of increase

- | | |
|-------------------------------------|-------|
| ■ Compensation: | 3.50% |
| ■ Future Social Security wage bases | 3.50% |
| ■ Inflation/CPI | 2.50% |

Plan-related expenses \$4,600,000

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- **Healthy** Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019).
- **Disabled (Florida and Garland participants)** Revenue Ruling 96-7 table for disabled lives
- **Disabled (all other participants)** Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019).

Plan Name: Raytheon Company Pension Plan for Hourly Employees
EIN / PN: 95-1778500/025
Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Termination

Rates varying by age

Representative Termination Rates – By Age

Percentage leaving during the year	
Attained Age	Rate of Termination
20	8.00%
25	7.60%
30	6.60%
35	6.40%
40	6.45%
45	4.90%
50	2.65%
55	0.00%
60	0.00%
65	0.00%

Representative Additional Early Year Termination Rates – By Service

Percentage leaving during the year	
Service	Rate of Termination
1	50.0%
2	30.0%
3	20.0%
4	10.0%
5	5.0%

Disability

Representative Disability Rates – Florida, Garland

Percentage disabled during the year		
Attained Age	Male	Female
20	0.151%	0.089%
25	0.219%	0.150%
30	0.309%	0.252%
35	0.431%	0.388%
40	0.597%	0.547%
45	0.829%	0.777%
50	1.224%	1.201%
55	2.118%	1.962%
60	3.240%	2.326%
65	4.369%	2.718%
70	0.000%	0.00%

Plan Name: Raytheon Company Pension Plan for Hourly Employees
EIN / PN: 95-1778500/025
Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Representative Retirement Rates – Florida, Garland

Percentage retiring during the year		
Attained Age	Under 20 Years of Service	Over 20 Years of Service
Under 55	0.0%	0.0%
55	3.0%	0.0%
56	4.0%	0.0%
57	4.0%	0.0%
58	5.0%	0.0%
59	5.0%	0.0%
60-61	5.0%	20.0%
62	15.0%	20.0%
63	5.0%	20.0%
64	5.0%	5.0%
65	10.0%	20.0%
66	20.0%	25.0%
67	10.0%	30.0%
68-69	10.0%	40.0%
70 and above	100.0%	100.00%

Representative Retirement Rates – Legacy

Percentage retiring during the year	
Attained Age	Rate of Retirement
< 55	0.00%
55-59	3.00%
60-61	10.00%
62	15.00%
63	10.00%
64	25.00%
65-66	30.00%
67-71	20.00%
72 and above	100.00%

Plan Name: Raytheon Company Pension Plan for Hourly Employees
EIN / PN: 95-1778500/025
Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Benefit commencement date:

■ Future deferred vested benefit	63
■ Current deferred vested retirement eligible at termination	62
■ Current deferred vested not retirement eligible at termination	63
■ Florida, Garland: future vested deferred	62
■ Florida, Garland: current vested deferred	62

Form of payment

Active retirements: 100% single life annuity; future vested deferred: 100% single life annuity; future disabilities: 100% single life annuity; future deaths: 100% 50% J&S; current vested deferred: 100% single life annuity

Percent married

85% of males; 75% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement

Spouse age

Wife three years younger than husband

Contingent annuitants

30% of contingent annuitants are assumed to decess prior to the retiree

Bonus adjustment

The expected bonus for 2021 is 134.5% of target. The actual bonus paid in 2020 was 146.7% of target. The bonus adjustment for the 1/1/2021 valuation is 0.9168

Loads

\$4,600,000 on the Minimum Normal Cost; based on actual administrative expenses incurred in the prior plan year (excluding PBGC premiums), increased with inflation plus an estimate of current year PBGC premiums

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Terminated vested participants over 65

65% of terminated vested participants over age 65 are assumed to be located and commence benefits

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the forthcoming supplemental Summary of Plan Provisions were valued. Willis Towers Watson has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to \$5,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

The plan sponsor through its third party administrator, furnished participant data and claims data as of 1/1/2021. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with the plan sponsor, assumptions or estimates were made when the data was not available, and data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).
Rates of increase in:	
■ Compensation	Assumed compensation increases are based on recent experience and the plan sponsor's expectations for future compensation increases.
■ National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages).
■ Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts for inflation prepared by economists.
■ Assumed return for asset smoothing	The assumed return used for asset smoothing is the lesser of the third segment rate and the expected return on assets assumption chosen by the client for the 2021 plan year under U.S. GAAP.

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates are based on a 2019 experience study performed for the plan combined with RTX expectations for future termination rates.
Retirement	Retirement rates are based on a 2019 experience study performed for the plan combined with RTX expectations for future retirement rates.
Form of payment	The form of payment assumptions are based on a 2019 experience study performed for the plan combined with RTX expectations for future elections.

Prescribed Methods

Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.
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Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430. The mortality table was updated to include one additional year of projected mortality improvement as required by guidance issued by IRS under IRC §430.

The assumed plan-related expenses added to the target normal cost were changed from \$5,800,000 for the prior valuation to \$4,600,000 for the current valuation to account for lower expected expenses to be paid from the trust.

In connection with a change in actuary for the plan, the decrement timing used in the valuation was changed from beginning of year to rounded middle of year. Under rounded middle of year decrement timing, all decrements are assumed to occur at the middle of the year and eligibility for benefits, commencement and cessation of benefits, and other events are assumed to occur at the middle of the year.

Plan Name: Raytheon Company Pension Plan for Hourly Employees
EIN / PN: 95-1778500/025
Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES	B Three-digit plan number (PN) ▶ 025
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF RAYTHEON COMPANY	D Employer Identification Number (EIN) 95-1778500
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month 01 Day 01 Year 2021	
2 Assets:	
a Market value	2a 1,231,474,785
b Actuarial value	2b 1,128,057,029
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment	(1) Number of participants 8,313 (2) Vested Funding Target 700,963,834 (3) Total Funding Target 700,963,834
b For terminated vested participants	4,491 153,058,482 153,058,482
c For active participants	1,105 224,786,836 233,670,313
d Total	13,909 1,078,809,152 1,087,692,629
4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b
5 Effective interest rate	5 4.85%
6 Target normal cost	
a Present value of current plan year accruals	6a 4,708,732
b Expected plan-related expenses	6b 4,600,000
c Total (line 6a + line 6b)	6c 9,308,732

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Curtis Jones 	September 27, 2022
	Signature of actuary	Date
Curtis Jones, F.S.A., E.A.		2008188
	Type or print name of actuary	Most recent enrollment number
Willis Towers Watson US LLC		212-309-3629
	Firm name	Telephone number (including area code)
200 Liberty Street		
New York NY 10281		
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	23,900,726
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	23,900,726
10 Interest on line 9 using prior year's actual return of <u>13.65%</u>	0	3,262,449
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.27%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	27,163,175

Part III Funding Percentages

14 Funding target attainment percentage	14	101.21%
15 Adjusted funding target attainment percentage	15	103.71%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	101.20%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost		
21 Discount rate:			
a Segment rates:	1st segment: 3.32 %	2nd segment: 4.79 %	3rd segment: 5.47 % ☐ N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 64
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			
Part VI	Miscellaneous Items		
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No			
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No			
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment			27
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years		
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)			30 0
Part VIII	Minimum Required Contribution For Current Year		
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 9,308,732
b Excess assets, if applicable, but not greater than line 31a			31b 9,308,732
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	0		0
b Waiver amortization installment	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)			34 0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			39 0
40 Unpaid minimum required contributions for all years			40 0
Part IX	Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)		
41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Raytheon Company
EIN/PN	95-1778500 / 025
Plan Name	Raytheon Company Pension Plan for Hourly Employees
Valuation Date	January 1, 2021
Enrolled Actuary	Curtis Jones, F.S.A., E.A.
Enrollment Number	20-08188

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2021

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The resulting average retirement age is 63.51.

Representative Retirement Rates – Legacy

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.03	10,000	1.000000	0.030000	1.650000
56	0.03	9,700	0.970000	0.029100	1.629600
57	0.03	9,409	0.940900	0.028227	1.608939
58	0.03	9,127	0.912673	0.027380	1.588051
59	0.05	8,853	0.885293	0.044265	2.611614
60	0.10	8,410	0.841028	0.084103	5.046169
61	0.10	7,569	0.756925	0.075693	4.617245
62	0.15	6,812	0.681233	0.102185	6.335465
63	0.10	5,790	0.579048	0.057905	3.648002
64	0.25	5,211	0.521143	0.130286	8.338290
65	0.30	3,909	0.390857	0.117257	7.621718
66	0.30	2,736	0.273600	0.082080	5.417283
67	0.20	1,915	0.191520	0.038304	2.566369
68	0.20	1,532	0.153216	0.030643	2.083739
69	0.20	1,226	0.122573	0.024515	1.691505
70	0.20	981	0.098058	0.019612	1.372816
71	0.20	784	0.078447	0.015689	1.113942
72	1.00	628	0.062757	0.062757	4.518526

Average age at retirement

63.46

Plan Name: Raytheon Company Pension Plan for Hourly Employees
 EIN / PN: 95-1778500/025
 Plan Sponsor: Raytheon Company
 Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Each employee is assumed to retire in accordance with the table of retirement rates. 89% of Florida, Garland active participants are subject to the Over 20 years of Service rates and 11% are subject to the Under 20 years of Service rates. The average retirement age is 63.73 (11%*64.60 + 89%*63.62).

Representative Retirement Rates – Florida, Garland Under 20 years of Service

x	q_x^r	l_x	${}_{x-55}P_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.03	10,000	1.000000	0.030000	1.650000
56	0.04	9,700	0.970000	0.038800	2.172800
57	0.04	9,312	0.931200	0.037248	2.123136
58	0.05	8,940	0.893952	0.044698	2.592461
59	0.05	8,493	0.849254	0.042463	2.505300
60	0.05	8,068	0.806792	0.040340	2.420375
61	0.05	7,665	0.766452	0.038323	2.337679
62	0.15	7,281	0.728129	0.109219	6.771604
63	0.05	6,189	0.618910	0.030946	1.949567
64	0.05	5,880	0.587965	0.029398	1.881487
65	0.10	5,586	0.558566	0.055857	3.630681
66	0.20	5,027	0.502710	0.100542	6.635768
67	0.10	4,022	0.402168	0.040217	2.694524
68	0.10	3,620	0.361951	0.036195	2.461267
69	0.10	3,258	0.325756	0.032576	2.247716
70	1.00	2,932	0.293180	0.293180	20.522621

Average age at retirement

64.60

Representative Retirement Rates – Florida, Garland Over 20 years of Service

x	q_x^r	l_x	${}_{x-55}P_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.00	10,000	1.000000	-	-
56	0.00	10,000	1.000000	-	-
57	0.00	10,000	1.000000	-	-
58	0.00	10,000	1.000000	-	-
59	0.00	10,000	1.000000	-	-
60	0.20	10,000	1.000000	0.200000	12.000000
61	0.20	8,000	0.800000	0.160000	9.760000
62	0.20	6,400	0.640000	0.128000	7.936000
63	0.20	5,120	0.512000	0.102400	6.451200
64	0.05	4,096	0.409600	0.020480	1.310720
65	0.20	3,891	0.389120	0.077824	5.058560
66	0.25	3,113	0.311296	0.077824	5.136384
67	0.30	2,335	0.233472	0.070042	4.692787
68	0.40	1,634	0.163430	0.065372	4.445307
69	0.40	981	0.098058	0.039223	2.706407
70	1.00	588	0.058835	0.058835	4.118446

Average age at retirement

63.62

Plan Name: Raytheon Company Pension Plan for Hourly Employees
 EIN / PN: 95-1778500/025
 Plan Sponsor: Raytheon Company
 Valuation Date: January 1, 2021

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All Plans (Weighted by Headcount)

Plan Name	(A) Average Retirement Age	(B) Active Headcount Percentage	[(A) x (B)]
Raytheon Company Pension Plan for Hourly Employees before Merger	63.46	81%	51.44
Former Retirement Plans for Hourly Employees of Raytheon NCS-Florida & IIS-Garland	63.73	19%	12.07
Total		100%	63.51

Plan Name: Raytheon Company Pension Plan for Hourly Employees
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Plan Sponsor: Raytheon Company
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Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- | | |
|-----------------------|-----------------|
| ■ Applicable month | January |
| ■ Interest rate basis | 3-Segment rates |

Interest rates

	Reflecting Stabilization	Not Reflecting Stabilization
■ First segment rate	3.32%	1.75%
■ Second segment rate	4.79%	3.04%
■ Third segment rate	5.47%	3.65%
■ Effective interest rate	4.85%	3.15%

Annual rates of increase

- | | |
|-------------------------------------|-------|
| ■ Compensation: | 3.50% |
| ■ Future Social Security wage bases | 3.50% |
| ■ Inflation/CPI | 2.50% |

Plan-related expenses \$4,600,000

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Plan Name: Raytheon Company Pension Plan for Hourly Employees
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Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- **Healthy** Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019).
- **Disabled (Florida and Garland participants)** Revenue Ruling 96-7 table for disabled lives
- **Disabled (all other participants)** Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2019).

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Termination

Rates varying by age

Representative Termination Rates – By Age

Percentage leaving during the year	
Attained Age	Rate of Termination
20	8.00%
25	7.60%
30	6.60%
35	6.40%
40	6.45%
45	4.90%
50	2.65%
55	0.00%
60	0.00%
65	0.00%

Representative Additional Early Year Termination Rates – By Service

Percentage leaving during the year	
Service	Rate of Termination
1	50.0%
2	30.0%
3	20.0%
4	10.0%
5	5.0%

Disability

Representative Disability Rates – Florida, Garland

Percentage disabled during the year		
Attained Age	Male	Female
20	0.151%	0.089%
25	0.219%	0.150%
30	0.309%	0.252%
35	0.431%	0.388%
40	0.597%	0.547%
45	0.829%	0.777%
50	1.224%	1.201%
55	2.118%	1.962%
60	3.240%	2.326%
65	4.369%	2.718%
70	0.000%	0.00%

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Retirement

Rates varying by age.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Representative Retirement Rates – Florida, Garland

Percentage retiring during the year		
Attained Age	Under 20 Years of Service	Over 20 Years of Service
Under 55	0.0%	0.0%
55	3.0%	0.0%
56	4.0%	0.0%
57	4.0%	0.0%
58	5.0%	0.0%
59	5.0%	0.0%
60-61	5.0%	20.0%
62	15.0%	20.0%
63	5.0%	20.0%
64	5.0%	5.0%
65	10.0%	20.0%
66	20.0%	25.0%
67	10.0%	30.0%
68-69	10.0%	40.0%
70 and above	100.0%	100.00%

Representative Retirement Rates – Legacy

Percentage retiring during the year	
Attained Age	Rate of Retirement
< 55	0.00%
55-59	3.00%
60-61	10.00%
62	15.00%
63	10.00%
64	25.00%
65-66	30.00%
67-71	20.00%
72 and above	100.00%

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Benefit commencement date:

■ Future deferred vested benefit	63
■ Current deferred vested retirement eligible at termination	62
■ Current deferred vested not retirement eligible at termination	63
■ Florida, Garland: future vested deferred	62
■ Florida, Garland: current vested deferred	62

Form of payment

Active retirements: 100% single life annuity; future vested deferred: 100% single life annuity; future disabilities: 100% single life annuity; future deaths: 100% 50% J&S; current vested deferred: 100% single life annuity

Percent married

85% of males; 75% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement

Spouse age

Wife three years younger than husband

Contingent annuitants

30% of contingent annuitants are assumed to decess prior to the retiree

Bonus adjustment

The expected bonus for 2021 is 134.5% of target. The actual bonus paid in 2020 was 146.7% of target. The bonus adjustment for the 1/1/2021 valuation is 0.9168

Loads

\$4,600,000 on the Minimum Normal Cost; based on actual administrative expenses incurred in the prior plan year (excluding PBGC premiums), increased with inflation plus an estimate of current year PBGC premiums

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Terminated vested participants over 65

65% of terminated vested participants over age 65 are assumed to be located and commence benefits

Plan Name: Raytheon Company Pension Plan for Hourly Employees
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Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

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Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the forthcoming supplemental Summary of Plan Provisions were valued. Willis Towers Watson has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to \$5,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

The plan sponsor through its third party administrator, furnished participant data and claims data as of 1/1/2021. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with the plan sponsor, assumptions or estimates were made when the data was not available, and data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

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Plan Sponsor:	Raytheon Company
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SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).
Rates of increase in:	
■ Compensation	Assumed compensation increases are based on recent experience and the plan sponsor's expectations for future compensation increases.
■ National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages).
■ Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts for inflation prepared by economists.
■ Assumed return for asset smoothing	The assumed return used for asset smoothing is the lesser of the third segment rate and the expected return on assets assumption chosen by the client for the 2021 plan year under U.S. GAAP.

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Valuation Date:	January 1, 2021

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Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates are based on a 2019 experience study performed for the plan combined with RTX expectations for future termination rates.
Retirement	Retirement rates are based on a 2019 experience study performed for the plan combined with RTX expectations for future retirement rates.
Form of payment	The form of payment assumptions are based on a 2019 experience study performed for the plan combined with RTX expectations for future elections.

Prescribed Methods

Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.
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SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430. The mortality table was updated to include one additional year of projected mortality improvement as required by guidance issued by IRS under IRC §430.

The assumed plan-related expenses added to the target normal cost were changed from \$5,800,000 for the prior valuation to \$4,600,000 for the current valuation to account for lower expected expenses to be paid from the trust.

In connection with a change in actuary for the plan, the decrement timing used in the valuation was changed from beginning of year to rounded middle of year. Under rounded middle of year decrement timing, all decrements are assumed to occur at the middle of the year and eligibility for benefits, commencement and cessation of benefits, and other events are assumed to occur at the middle of the year.

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Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan	Changes	Effective Date
All Plans	IRC Section 401(a)(17) compensation limit was increased from \$285,000 to \$290,000.	01/01/2021

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SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Raytheon Technologies Corporation
Raytheon Company Pension Plan for Hourly Employees

RAYTHEON TECHNOLOGIES CORPORATION RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES

Hourly Employees

Raytheon NCS - Florida

Raytheon IIS - Garland

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
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Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Raytheon Technologies Corporation Raytheon Company Pension Plan for Hourly Employees Hourly Employees

1. Eligibility

- a. Eligible Employees: Hourly employees.
- b. Participation Requirements: The plan has ongoing benefit accruals but is closed to new entrants as of July 25, 2009

2. Accrued Benefit

- a. Formula: Benefit rate varying by employee group (see following schedule) multiplied by service. Certain bargaining groups are eligible for a pay related benefit of 1.8% for the first 20 years of Membership plus 1.2% for each year of Membership in excess of 20, multiplied by the excess of Final Average Earnings over the Primary Social Security Benefit. Membership service does not include the first year of service with the employer.

Group	Code	Plan Appendix	Benefit Rate		Early Retirement Schedule	
			Current / Min	Prior / Min	Current	Prior
IBEW Mass – Lodge 1505	1	A	\$Pay/59	\$Pay/53	Schedule 4	Schedule 4
IAM Mass.	2	E	\$Pay/59	\$Pay/54	Schedule 4	Schedule 4
Raytheon Guards	3	D	\$Pay/59	\$Pay/53	Schedule 4	Schedule 4
IUPPE Quincy Guards	4	C	\$Pay/32	\$Pay/32	Schedule 4	Schedule 4
Non-Union	6	B	\$Pay/41	\$Pay/41	Schedule 4	Schedule 4
Seattle Local 117	C	J	\$Pay/24	\$Pay/24	Schedule 4	Schedule 4
IAM Portsmouth	G	G	\$Pay/60	\$Pay/54	Schedule 4	Schedule 4
New Castle	P	I	\$Pay/25	\$Pay/25	Schedule 2	Schedule 2
IAM Towson Guards – Lodge 186	7	K	\$42	\$42	6 2/3% from 65	6 2/3% from 65
Allied Signal – Local 270	5	K	\$40	\$40	6 2/3% from 65	6 2/3% from 65

b. Definitions

- (i) Final Average Earnings: Annualized average earnings during the best 60 consecutive months out of the last 120 months. "Earnings" include base pay, cash or deferred bonuses, and commissions, but may not exceed the compensation limit as specified in Section 401(a) of the Internal Revenue Code.
- (ii) Primary Social Security Benefit: Estimated social security benefit, calculated using the most recent two years of old gross earnings and estimating prior historical earnings using a 7% salary scale, per plan administration.
- (iii) Maximum Benefit: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

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- (iv) Maximum Compensation: Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually.

3. Normal Retirement

- a. Date: First of the month following the date on which a participant attains age 65.
- b. Benefit: The Accrued Benefit at retirement payable monthly.

4. Early Retirement

- a. Date: First of the month after the attainment of age 55 and the completion of 10 years of Benefit Credit (a Plan Year in which an Employee is credited with eighteen hundred (1800) or more Hours of Service as a Participant, proportional credit is given when less than 1,800 hours are completed).
- b. Benefit: The accrued benefit at retirement payable monthly reduced based on the following schedule.

Early Retirement Schedules		
Age	Schedule 2	Schedule 4
65	100%	100%
64	100%	100%
63	100%	100%
62	100%	100%
61	90%	100%
60	85%	100%
59	80%	93%
58	75%	86%
57	70%	79%
56	65%	72%
55	60%	65%

5. Postponed Retirement

- a. Date: First of the month following retirement after the Normal Retirement Date.
- b. Benefit: Member continues to accrue benefits until retirement.

6. Vested Termination

- a. Eligibility: Termination of employment after completing five years of service, but before becoming eligible for early, normal or postponed retirement.
- b. Benefit: The accrued benefit at termination payable monthly commencing on the Normal Retirement Date or reduced in accordance with early retirement schedule applicable to employee group.

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7. Disability Benefit

- a. Eligibility: Participants in SPFPA and Local 270 (union code 5) and IAM and Local 1561 (union code 7) without the pay related benefit who become totally and permanently disabled with 15 Years of Benefit Credit (a Plan Year in which an Employee is credited with eighteen hundred (1800) or more Hours of Service as a Participant).
- b. Benefit: Unreduced accrued benefit.

8. Pre-retirement Death Benefits

- a. Eligibility: 5 years of vesting service.
- b. Benefit: Surviving Spouse Benefit equal to the amount payable to the member's spouse as if the member had survived to early retirement age, retired early, elected a 50% Joint and Survivor Annuity and then died. Benefit commences on first of month following the date the member would have been eligible to retire early and is payable for lifetime of spouse.

9. Form of Payment

- a. Normal Form:
 - (i) Life annuity for unmarried participants
 - (ii) An actuarially reduced 50% joint and survivor annuity for married participants
- b. Optional Forms:
 - (i) 10 year certain and continuous annuity
 - (ii) 100% joint and survivor annuity
 - (iii) 75% joint and survivor annuity
 - (iv) 66 2/3% joint and survivor annuity

The Optional Forms are converted based on Tables shown in Plan Sections 7.1 and 7.2.

10. Employee Contributions

Voluntary contributions are applied to provide a supplemental benefit. Employees who leave their contributions in the fund until retirement receive their contributions plus actual investment experience; employees who withdraw their contributions prior to retirement receive their contributions credited with interest. Interest is based on the greater of the pension plan trust return and 3.5% per year.

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Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

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Raytheon Technologies Corporation Raytheon Company Pension Plan for Hourly Employees Hourly Employees of Raytheon NCS-Florida

1. Eligibility

- a. Eligible Employees: All employees from former retirement plan for hourly employees of Raytheon NCS-Florida.
- b. Participation Requirements: The plan has ongoing benefit accruals but is closed to new entrants.

2. Accrued Benefit

- a. Formula: Monthly benefit, payable for life beginning at age 65, is determined by multiplying Benefit Service by the pension multiplier in effect at the time of termination or retirement, as shown in the schedule below.

Termination or Retirement Dates		
On or after	And prior to	Pension Multiplier
January 1, 1976	January 1, 1977	\$5.50
January 1, 1977	January 1, 1978	\$6.00
January 1, 1978	January 1, 1979	\$6.50
January 1, 1979	January 1, 1980	\$7.00
January 1, 1980	January 1, 1981	\$7.50
January 1, 1981	January 1, 1982	\$8.50
January 1, 1982	January 1, 1983	\$9.25
January 1, 1983	January 1, 1984	\$10.00
January 1, 1984	January 1, 1985	\$11.00
January 1, 1985	January 1, 1986	\$12.00
January 1, 1986	July 1, 1987	\$13.00
July 1, 1987	July 1, 1988	\$14.00
July 1, 1988	July 1, 1989	\$15.00
July 1, 1989	July 1, 1990	\$16.00
July 1, 1990	July 1, 1991	\$17.00
July 1, 1991	July 1, 1992	\$18.00
July 1, 1992	July 1, 1993	\$19.00
July 1, 1993	July 1, 1994	\$20.00
July 1, 1994	July 1, 1995	\$21.00
July 1, 1995	July 1, 1996	\$22.00
July 1, 1996	July 1, 1997	\$23.00
July 1, 1997	July 1, 1998	\$24.00

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July 1, 1998	January 1, 1999	\$25.00
January 1, 1999	January 1, 2000	\$27.00
January 1, 2000	January 1, 2001	\$29.00
January 1, 2001	January 1, 2002	\$30.00
January 1, 2002	January 1, 2003	\$31.00
January 1, 2003	January 1, 2004	\$33.00
January 1, 2004	January 1, 2005	\$34.00
January 1, 2005	January 1, 2006	\$35.00
January 1, 2006	July 1, 2007	\$36.00
July 1, 2007	July 1, 2010	\$39.00
July 1, 2010	July 1, 2017	\$44.00
July 1, 2017	July 1, 2018	\$47.00
July 1, 2018	July 1, 2019	\$48.00
July 1, 2019	July 1, 2020	\$49.00
July 1, 2020	N/A	\$50.00

b. Definitions

- (i) Benefit Service: Service prior to 1976 is an employee's last period of continuous employment; this is used for both benefit and vesting purposes.

After 1975, one year of vesting service is granted for each year in which an employee works at least 1,000 hours; proportional credit is given when less than 1,000 hours are completed in a year.

After 1975, a year of benefit service is granted for each year in which an employee completes 1,700 hours of service; proportional credit is given when less than 1,700 hours are completed.

- (ii) Maximum Benefit: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

3. Normal Retirement

- a. Date: First of the month coinciding with or following retirement after the attainment of age 65 and the completion of 5 years of participation
- b. Benefit: The accrued benefit at retirement payable monthly.

4. Early Retirement

- a. Date: First of the month coinciding with or following retirement after the attainment of age 60 or first of the month coinciding with or following retirement after the attainment of age 55 and the completion of 10 Years of Vesting Service (calendar year in which 1,000 or more hours completed)

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- b. Benefit: The accrued benefit at retirement payable monthly reduced as follows:

Age at Date of Commencement	Percent Reduced
55	25%
56	20%
57	15%
58	10%
59	5%
60 or later	0%

5. Special Early Retirement

- a. Date: Age 58 with 10 years of vesting service as of April 13, 1987 and retirement between June 1 and September 1, 1987.
- b. Benefit: Minimum annuity of \$16.00 multiplied by the number of years of Benefit Service. In addition the following supplemental amounts will be paid: A \$300 per month supplement starting at 60 and ending at the first day of the month in which (i) the participant reaches age 62, (ii) the participant begins receiving reduced Social Security benefits or (iii) the participant dies; or If the Participant is at least age 62, a lump sum equal to \$3,000

6. Level Income Supplemental Allowance (LISA)

- a. Eligibility: Age 60 and the completion of 20 years of Benefit Service
- b. Benefit: If an employee terminates and requests commencement prior to age 62, he is eligible for LISA in addition to his early pension if he restricts his post-retirement earnings. For each month up to the employee's age 62, the LISA benefit payable is \$300 per month.

7. Vested Termination

- a. Eligibility: Termination of employment after completing five years of Vesting Service (calendar year in which 1,000 or more hours completed), but before becoming eligible for early, normal or postponed retirement.

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- b. Benefit: The monthly annuity, commencing at age 65 if the employee is then living, is computed by multiplying the participant's benefit service by the pension rate in effect at termination. A pension may commence after age 55, but is reduced for early commencement as follows:

Age at Retirement	Percent of Normal Retirement Benefit Payable
65	100.0%
64	92.8%
63	85.6%
62	78.4%
61	71.2%
60	66.4%
59	61.6%
58	58.0%
57	54.4%
56	50.8%
55	47.2%

8. Disability Benefit

- a. Eligibility: Totally and permanently disabled after 10 years of Vesting Service.
- b. Benefit: Monthly annuity will commence after temporary disability benefits under group insurance cease and will be payable for life or until disability ceases. If the employee qualifies for disability Social Security benefits, his monthly pension will be computed as for Normal Retirement, considering service to disablement.

9. Death Benefits

Eligibility: If a participant (or former participant) dies before receiving a retirement benefit, the following survivor benefits are payable:

- a. Pre-Retirement Death Benefit:
- (i) Transition Survivor Income: Payable upon the death of an active employee (or the death of an employee dying within 31 days following layoff or termination) or an employee on disability retirement prior to his Normal Retirement Date. The monthly benefit commencing immediately is \$300 payable for 24 months or until the death of all eligible survivors, if earlier. Eligible survivors are the spouse, dependent children, and dependent parents.
 - (ii) Automatic Survivor Income: Upon the death of an active employee at least age 55 with 10 years of Vesting Service, a benefit is payable for life to the surviving spouse. The monthly pension is computed as if the employee had retired on the date of his death and elected a 55% Joint and survivor pension, and then died. The pension commences the first day of the month following the employee's death but is reduced by the amount of any transition or bridge benefit paid. Upon the death of an active participant with at least 5 years of Vesting Service who has not attained age 55, a

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benefit is payable for life to the surviving spouse. The monthly benefit is computed as if the employee had terminated employment on the date of his death under the Deferred Vested Pension provisions and had requested the 50% Joint and Survivor option of payment. The monthly death benefit is 50% of such payment commencing on the earliest date upon which the employee would have been eligible to commence payments but is reduced by the amount of any transition or bridge benefit paid.

b. Death Benefits After Retirement:

- (i) Upon the death of a retiree who commenced from active status after he was age 55 or a disability retiree, a death benefit is payable in the amount of \$4,000.

10. Form of Payment

a. Normal Form:

- (i) Life annuity for unmarried participants
- (ii) An actuarially reduced 55% joint and survivor annuity for married participants

b. Optional Forms:

- (i) 75% joint and survivor annuity
- (ii) 55% joint and survivor annuity
- (iii) Last to Survive

For purposes of the 55% Joint and Survivor annuity, the benefit payable is 95% of his accrued benefit and, upon his death, 55% of such pension will be paid to the spouse. The 95% conversion factor is reduced $\frac{1}{2}\%$ for each year that the spouse's age is more than five years less than the participant's age, and is increased $\frac{1}{2}\%$, to a maximum of 10%, for each year that the spouse's age exceeds the participant's age by more than five years.

Other optional forms of payment are computed on an Actuarial Equivalent basis using a 7% interest rate and 1971 Group Annuity Mortality Table, Projected by Scale D to 1975 using a unisex rate that is 50% male and 50% female.

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Raytheon Technologies Corporation Raytheon Company Pension Plan for Hourly Employees Hourly Employees of Raytheon IIS-Garland

1. Eligibility

- a. Eligible Employees: All active employees who are members of UAW Local Union No. 848.
- b. Participation Requirements: The plan has ongoing benefit accruals but is closed to new entrants.

2. Accrued Benefit

- a. Formula: Monthly benefit, payable for life beginning at age 65, is determined by multiplying Benefit Service by the pension multiplier in effect at the time of termination or retirement, as shown in the schedule below.

Termination or Retirement Dates		
On or after	And prior to	Pension Multiplier
January 1, 1975	January 1, 1977	\$8.00
January 1, 1977	January 1, 1978	\$9.00
July 1, 1978	January 1, 1980	\$11.00
January 1, 1980	April 1, 1981	\$12.00
April 1, 1982	April 1, 1983	\$14.00
April 1, 1983	April 1, 1984	\$15.00
April 1, 1984	April 1, 1985	\$16.00
April 1, 1985	March 1, 1987	\$17.00
March 1, 1987	January 1, 1988	\$18.00
January 1, 1988	January 1, 1989	\$19.00
January 1, 1989	January 1, 1990	\$20.00
January 1, 1990	January 1, 1991	\$21.00
January 1, 1991	January 1, 1992	\$22.00
January 1, 1992	January 1, 1993	\$23.00
March 1, 1993	January 1, 1994	\$24.00
January 1, 1994	January 1, 1995	\$25.00
January 1, 1995	January 1, 1996	\$26.00
January 1, 1996	January 1, 1997	\$27.00
January 1, 1997	January 1, 1999	\$28.00
January 1, 1999	March 1, 1999	\$29.00
March 1, 1999	January 1, 2000	\$30.00
January 1, 2000	January 1, 2001	\$31.00

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January 1, 2001	January 1, 2002	\$32.00
January 1, 2002	March 1, 2003	\$33.00
March 1, 2003	January 1, 2004	\$34.00
January 1, 2004	January 1, 2005	\$35.00
January 1, 2005	January 1, 2006	\$36.00
January 1, 2006	March 1, 2007	\$37.00
March 1, 2007	March 1, 2011	\$41.00
March 1, 2011	March 1, 2015	\$46.00
March 1, 2015	March 1, 2019	\$50.00
March 1, 2019	January 1, 2020	\$51.00
January 1, 2020	January 1, 2021	\$52.00
January 1, 2021	January 1, 2022	\$53.00
January 1, 2022	January 1, 2023	\$54.00
January 1, 2023	N/A	\$55.00

b. Definitions

- (i) Benefit Service: Service prior to 1976 is an employee's last period of continuous employment; this is used for both benefit and vesting purposes. After 1975, one year of vesting service is granted for each year in which an employee works at least 1,000 hours; proportional credit is given when less than 1,000 hours are completed in a year. After 1975, a year of benefit service is granted for each year in which an employee completes 1,800 hours of service; proportional credit is given when less than 1,800 hours are completed.
- (ii) Maximum Benefits: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

3. **Normal Retirement**

- a. Date: First of the month coinciding with or following retirement after the attainment of age 65 and the completion of 5 Years of Participation
- b. Benefit: The accrued benefit at retirement payable monthly.

4. **Early Retirement**

- a. Date: First of the month coinciding with or following retirement after the attainment of age 55 and the completion of 10 years of Vesting Service (calendar year in which 1,000 or more hours completed).
- b. Benefit: The accrued benefit at retirement payable monthly reduced as follows: 5% for each year younger than age 60.

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5. Level Income Supplemental Allowance (LISA)

- a. Eligibility: First of the month coinciding with or following retirement after the attainment of age 60 and the completion of 20 years of service
- b. Benefit: If an employee terminates and requests commencement prior to age 62, he is eligible for LISA in addition to his early pension if he restricts his post-retirement earnings. For each month up to the employee's age 62, the LISA benefit payable is \$450 per month.

6. Postponed Retirement

- a. Date: First of the month following retirement after the Normal Retirement Date.
- b. Benefit: The accrued benefit at retirement payable monthly.

7. Vested Termination

- a. Eligibility: Termination of employment after completing five years of Vesting Service.
- b. Benefit: Monthly annuity, commencing at age 65. If the employee is then living, is computed by multiplying Benefit Service by the pension rate in effect at termination. An actuarially reduced pension may commence after age 55 but is reduced for early commencement as follows:

Age at Retirement	Percent of Normal Retirement Benefit Payable
65	100.00%
64	89.97%
63	81.15%
62	73.37%
61	66.47%
60	60.35%
59	54.89%
58	50.01%
57	45.64%
56	41.71%
55	38.18%

8. Disability Benefit

- a. Eligibility: Totally and permanently disabled after 10 years of vesting service.
- b. Benefit: Monthly annuity will commence one year after the disability occurred and will be payable for life or until disability ceases. If the employee qualifies for disability Social Security benefits, his monthly pension will be computed as for normal retirement, considering service to disablement. For any month in which the employee does not qualify for disability or unreduced old age Social Security, his benefit will be two times the amount computed above.

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9. Benefit Increases for Retirees and Survivors

Participants and survivors receiving benefits on January 1, 1975 received an increase of \$1 times Benefit Service. Effective July 1, 1978, participants and survivors receiving benefits on June 30, 1978 received an increase of \$1 times Benefit Service. Effective April 1, 1981, participants and survivors receiving benefits as of March 1, 1981 received a 5% benefit increase. Effective April 1, 1984, participants and survivors receiving benefits as of March 1, 1984 received a 4% benefit increase. Participants who retire April 1, 1984 and after receive a monthly amount equal to the monthly rate in effect as of the due date of each payment multiplied by Benefit Service. Effective March 1, 1987, participants and survivors receiving benefits as of February 28, 1987 received a 4% benefit increase.

Effective March 1, 1990, participants and survivors receiving benefits as of February 28, 1990 received a 5% increase. Effective March 1, 1993, the participants and survivors receiving benefits as of February 28, 1993 received a 5% increase.

10. Death Benefits

Eligibility: If a participant (or former participant) dies before receiving a retirement benefit, the following survivor benefits are payable:

- a. Transition Survivor Income: Payable upon the death of an active employee or an employee on disability retirement prior to his Normal Retirement Date. The monthly benefit commencing immediately is \$100 payable for 24 months or until the death of all eligible survivors, if earlier. Eligible survivors are the spouse, dependent children, and dependent parents. The monthly benefit increases to \$450 for each month in which the survivor is ineligible for unreduced monthly Social Security benefits.
- b. Bridge Survivor Income: Upon the death of a participant, bridge survivor income is payable to the spouse if:
 - a) The spouse was between age 45 and age 60 at the date of the employee's death;
 - b) The spouse has received 24 transition survivor income benefit payments;
 - c) The spouse continues to qualify as an eligible spouse.

The monthly benefit of \$450, commencing the month following the 24th transition benefit, is payable until the remarriage or death of the spouse, or until age 62 or commencement of unreduced Social Security benefits, if earlier.

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- c. Automatic Survivor Income: Upon the death of an active employee at least age 55 with 10 years of Vesting Service, a benefit is payable for life to the surviving spouse. The monthly pension is computed as if the employee had retired on the date of his death and elected a 55% Joint and Survivor Pension, and then died. The pension commences the first day of the month following the employee's death but is reduced by the amount of any transition or bridge benefit paid. Upon the death of an active participant with at least 5 years of Vesting Service who has not attained age 55, a benefit is payable for life to the surviving spouse. The monthly benefit is computed as if the employee had terminated employment on the date of his/her death under the deferred vested pension provisions and had requested the 50% joint and survivor option of payment. The monthly death benefit is 50% of such payment commencing on the earliest date upon which the employee would have been eligible to commence payments but is reduced by the amount of any transition or bridge benefit paid.
- d. After Termination or Retirement: Upon the death of a retiree who commenced his pension from active status, a death benefit of \$5,000 is payable.

11. Form of Payment

- a. Normal Form:
 - (i) Life annuity for unmarried participants
 - (ii) An actuarially reduced 55% joint and survivor annuity for married participants
- b. Optional Forms:
 - (i) 50% joint and survivor annuity
 - (ii) 75% joint and survivor annuity
 - (iii) 66%-2/3% last to survive annuity
 - (iv) 10-Year Certain and Continuous

For purposes of the 55% Joint and Survivor annuity, the benefit payable is 95% of the accrued benefit and, upon death, 55% of such pension will be paid to the spouse. The 95% conversion factor is reduced 1/2% for each year that the spouse's age is more than five years less than the participant's age, and is increased 1/2%, to a maximum of 5%, for each year that the spouse's age exceeds the participant's age by more than five years.

Other optional forms of payment are computed on an Actuarial Equivalent basis using a 7% interest rate and 1971 Group Annuity Mortality Table, Projected by Scale D to 1975 using a unisex rate that is 50% male and 50% female.

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Schedule SB, Line 24 Change in Actuarial Assumptions

- The assumed plan-related expenses added to the target normal cost were changed from \$5,800,000 for the prior valuation to \$4,600,000 for the current valuation to account for lower expected expenses to be paid from the trust.
- In connection with a change in actuary for the plan, the decrement timing used in the valuation was changed from beginning of year to rounded middle of year. Under rounded middle of year decrement timing, all decrements are assumed to occur at the middle of the year and eligibility for benefits, commencement and cessation of benefits, and other events are assumed to occur at the middle of the year.

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Schedule SB, Line 25 Change in Method

The valuation software used to produce the actuarial information submitted on this schedule is different than used for the previous valuation due to a change in both the enrolled actuary for the plan and the business organization providing actuarial services to the plan, and such change in software may be considered to be a method change. The new method is substantially the same as the method used by the prior enrolled actuary and is consistent with the description of the method contained in the prior actuarial valuation report and Schedule SB of Form 5500 (disregarding the effects of any changes that are automatically approved under final IRC 430 regulations). The funding target and target normal cost (without regard to any adjustments for employee contributions and plan-related expenses), as determined for the prior plan year by the new enrolled actuary (using the actuarial assumptions of the prior enrolled actuary and disregarding the effects of any changes that are automatically approved under final IRC 430 regulations) are both within 3% of those values as determined by the prior enrolled actuary. The actuarial value of plan assets, as determined by the new enrolled actuary as of the valuation date for the prior plan year (using actuarial assumptions of the prior enrolled actuary), is within 2% of the value for that prior plan year as determined by the prior enrolled actuary. Therefore the change in funding method receives automatic approval under IRS Rev. Proc. 2017-56.

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Valuation Date:	January 1, 2021

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Schedule SB, Line 26 Schedule of Active Participant Data as of January 1, 2021

Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	4	0	0	0	0	0	0
35-39	0	0	1	10	2	0	0	0	0	0
40-44	0	0	0	13	5	4	0	0	0	0
45-49	0	0	0	10	8	14	0	0	0	0
50-54	1	0	1	4	7	18	4	3	0	0
55-59	0	0	1	11	9	25	3	26	88	1
60-64	1	2	2	13	7	28	5	31	149	106
65-69	0	0	0	4	7	13	2	8	27	77
70 & over	0	1	0	3	3	1	0	3	6	20

* Excludes 313 suspended participants (participants not accruing additional service as of January 1, 2021)

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

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Schedule SB, Line 26

Schedule of Active Participant Data as of January 1, 2021

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	0	0	0	0	0	0	0	0	0	0
25-29	-	-	-	-	-	-	-	-	-	-
	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	4	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
35-39	0	0	1	10	1	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
40-44	0	0	0	13	2	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
45-49	0	0	0	10	7	3	0	0	0	0
	-	-	-	-	-	-	-	-	-	-
50-54	0	0	1	4	2	5	1	0	0	0
	-	-	-	-	-	-	-	-	-	-
55-59	0	0	1	11	5	4	1	20	81	0
	-	-	-	-	-	-	-	69,021	64,960	-
60-64	1	2	2	12	4	8	3	22	142	106
	-	-	-	-	-	-	-	60,152	64,423	63,300
65-69	0	0	0	4	4	1	2	8	25	76
	-	-	-	-	-	-	-	-	55,246	68,865
70 & over	0	1	0	3	1	0	0	3	5	20
	-	-	-	-	-	-	-	-	-	71,923

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

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Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Raytheon Company
EIN/PN	95-1778500 / 025
Plan Name	Raytheon Company Pension Plan for Hourly Employees
Valuation Date	January 1, 2021
Enrolled Actuary	Curtis Jones, F.S.A., E.A.
Enrollment Number	20-08188

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

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Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2021

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The resulting average retirement age is 63.51.

Representative Retirement Rates – Legacy

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.03	10,000	1.000000	0.030000	1.650000
56	0.03	9,700	0.970000	0.029100	1.629600
57	0.03	9,409	0.940900	0.028227	1.608939
58	0.03	9,127	0.912673	0.027380	1.588051
59	0.05	8,853	0.885293	0.044265	2.611614
60	0.10	8,410	0.841028	0.084103	5.046169
61	0.10	7,569	0.756925	0.075693	4.617245
62	0.15	6,812	0.681233	0.102185	6.335465
63	0.10	5,790	0.579048	0.057905	3.648002
64	0.25	5,211	0.521143	0.130286	8.338290
65	0.30	3,909	0.390857	0.117257	7.621718
66	0.30	2,736	0.273600	0.082080	5.417283
67	0.20	1,915	0.191520	0.038304	2.566369
68	0.20	1,532	0.153216	0.030643	2.083739
69	0.20	1,226	0.122573	0.024515	1.691505
70	0.20	981	0.098058	0.019612	1.372816
71	0.20	784	0.078447	0.015689	1.113942
72	1.00	628	0.062757	0.062757	4.518526

Average age at retirement

63.46

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Each employee is assumed to retire in accordance with the table of retirement rates. 89% of Florida, Garland active participants are subject to the Over 20 years of Service rates and 11% are subject to the Under 20 years of Service rates. The average retirement age is 63.73 (11%*64.60 + 89%*63.62).

Representative Retirement Rates – Florida, Garland Under 20 years of Service

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.03	10,000	1.000000	0.030000	1.650000
56	0.04	9,700	0.970000	0.038800	2.172800
57	0.04	9,312	0.931200	0.037248	2.123136
58	0.05	8,940	0.893952	0.044698	2.592461
59	0.05	8,493	0.849254	0.042463	2.505300
60	0.05	8,068	0.806792	0.040340	2.420375
61	0.05	7,665	0.766452	0.038323	2.337679
62	0.15	7,281	0.728129	0.109219	6.771604
63	0.05	6,189	0.618910	0.030946	1.949567
64	0.05	5,880	0.587965	0.029398	1.881487
65	0.10	5,586	0.558566	0.055857	3.630681
66	0.20	5,027	0.502710	0.100542	6.635768
67	0.10	4,022	0.402168	0.040217	2.694524
68	0.10	3,620	0.361951	0.036195	2.461267
69	0.10	3,258	0.325756	0.032576	2.247716
70	1.00	2,932	0.293180	0.293180	20.522621

Average age at retirement

64.60

Representative Retirement Rates – Florida, Garland Over 20 years of Service

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.00	10,000	1.000000	-	-
56	0.00	10,000	1.000000	-	-
57	0.00	10,000	1.000000	-	-
58	0.00	10,000	1.000000	-	-
59	0.00	10,000	1.000000	-	-
60	0.20	10,000	1.000000	0.200000	12.000000
61	0.20	8,000	0.800000	0.160000	9.760000
62	0.20	6,400	0.640000	0.128000	7.936000
63	0.20	5,120	0.512000	0.102400	6.451200
64	0.05	4,096	0.409600	0.020480	1.310720
65	0.20	3,891	0.389120	0.077824	5.058560
66	0.25	3,113	0.311296	0.077824	5.136384
67	0.30	2,335	0.233472	0.070042	4.692787
68	0.40	1,634	0.163430	0.065372	4.445307
69	0.40	981	0.098058	0.039223	2.706407
70	1.00	588	0.058835	0.058835	4.118446

Average age at retirement

63.62

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 Plan Sponsor: Raytheon Company
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All Plans (Weighted by Headcount)

Plan Name	(A) Average Retirement Age	(B) Active Headcount Percentage	[(A) x (B)]
Raytheon Company Pension Plan for Hourly Employees before Merger	63.46	81%	51.44
Former Retirement Plans for Hourly Employees of Raytheon NCS-Florida & IIS-Garland	63.73	19%	12.07
Total		100%	63.51

Plan Name: Raytheon Company Pension Plan for Hourly Employees
EIN / PN: 95-1778500/025
Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan	Changes	Effective Date
All Plans	IRC Section 401(a)(17) compensation limit was increased from \$285,000 to \$290,000.	01/01/2021

Plan Name: Raytheon Company Pension Plan for Hourly Employees
EIN / PN: 95-1778500/025
Plan Sponsor: Raytheon Company
Valuation Date: January 1, 2021

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Schedule SB, Part V Summary of Plan Provisions

Raytheon Technologies Corporation
Raytheon Company Pension Plan for Hourly Employees

RAYTHEON TECHNOLOGIES CORPORATION RAYTHEON COMPANY PENSION PLAN FOR HOURLY EMPLOYEES

Hourly Employees

Raytheon NCS - Florida

Raytheon IIS - Garland

Plan Name:	Raytheon Company Pension Plan for Hourly Employees
EIN / PN:	95-1778500/025
Plan Sponsor:	Raytheon Company
Valuation Date:	January 1, 2021

SCHEDULE SB ATTACHMENTS

Raytheon Technologies Corporation Raytheon Company Pension Plan for Hourly Employees Hourly Employees

1. Eligibility

- a. Eligible Employees: Hourly employees.
- b. Participation Requirements: The plan has ongoing benefit accruals but is closed to new entrants as of July 25, 2009

2. Accrued Benefit

- a. Formula: Benefit rate varying by employee group (see following schedule) multiplied by service. Certain bargaining groups are eligible for a pay related benefit of 1.8% for the first 20 years of Membership plus 1.2% for each year of Membership in excess of 20, multiplied by the excess of Final Average Earnings over the Primary Social Security Benefit. Membership service does not include the first year of service with the employer.

Group	Code	Plan Appendix	Benefit Rate		Early Retirement Schedule	
			Current / Min	Prior / Min	Current	Prior
IBEW Mass – Lodge 1505	1	A	\$Pay/59	\$Pay/53	Schedule 4	Schedule 4
IAM Mass.	2	E	\$Pay/59	\$Pay/54	Schedule 4	Schedule 4
Raytheon Guards	3	D	\$Pay/59	\$Pay/53	Schedule 4	Schedule 4
IUPPE Quincy Guards	4	C	\$Pay/32	\$Pay/32	Schedule 4	Schedule 4
Non-Union	6	B	\$Pay/41	\$Pay/41	Schedule 4	Schedule 4
Seattle Local 117	C	J	\$Pay/24	\$Pay/24	Schedule 4	Schedule 4
IAM Portsmouth	G	G	\$Pay/60	\$Pay/54	Schedule 4	Schedule 4
New Castle	P	I	\$Pay/25	\$Pay/25	Schedule 2	Schedule 2
IAM Towson Guards – Lodge 186	7	K	\$42	\$42	6 2/3% from 65	6 2/3% from 65
Allied Signal – Local 270	5	K	\$40	\$40	6 2/3% from 65	6 2/3% from 65

b. Definitions

- (i) Final Average Earnings: Annualized average earnings during the best 60 consecutive months out of the last 120 months. "Earnings" include base pay, cash or deferred bonuses, and commissions, but may not exceed the compensation limit as specified in Section 401(a) of the Internal Revenue Code.
- (ii) Primary Social Security Benefit: Estimated social security benefit, calculated using the most recent two years of old gross earnings and estimating prior historical earnings using a 7% salary scale, per plan administration.
- (iii) Maximum Benefit: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

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- (iv) Maximum Compensation: Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually.

3. Normal Retirement

- a. Date: First of the month following the date on which a participant attains age 65.
- b. Benefit: The Accrued Benefit at retirement payable monthly.

4. Early Retirement

- a. Date: First of the month after the attainment of age 55 and the completion of 10 years of Benefit Credit (a Plan Year in which an Employee is credited with eighteen hundred (1800) or more Hours of Service as a Participant, proportional credit is given when less than 1,800 hours are completed).
- b. Benefit: The accrued benefit at retirement payable monthly reduced based on the following schedule.

Early Retirement Schedules		
Age	Schedule 2	Schedule 4
65	100%	100%
64	100%	100%
63	100%	100%
62	100%	100%
61	90%	100%
60	85%	100%
59	80%	93%
58	75%	86%
57	70%	79%
56	65%	72%
55	60%	65%

5. Postponed Retirement

- a. Date: First of the month following retirement after the Normal Retirement Date.
- b. Benefit: Member continues to accrue benefits until retirement.

6. Vested Termination

- a. Eligibility: Termination of employment after completing five years of service, but before becoming eligible for early, normal or postponed retirement.
- b. Benefit: The accrued benefit at termination payable monthly commencing on the Normal Retirement Date or reduced in accordance with early retirement schedule applicable to employee group.

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7. Disability Benefit

- a. Eligibility: Participants in SPFPA and Local 270 (union code 5) and IAM and Local1561 (union code 7) without the pay related benefit who become totally and permanently disabled with 15 Years of Benefit Credit(a Plan Year in which an Employee is credited with eighteen hundred (1800) or more Hours of Service as a Participant).
- b. Benefit: Unreduced accrued benefit.

8. Pre-retirement Death Benefits

- a. Eligibility: 5 years of vesting service.
- b. Benefit: Surviving Spouse Benefit equal to the amount payable to the member's spouse as if the member had survived to early retirement age, retired early, elected a 50% Joint and Survivor Annuity and then died. Benefit commences on first of month following the date the member would have been eligible to retire early and is payable for lifetime of spouse.

9. Form of Payment

- a. Normal Form:
 - (i) Life annuity for unmarried participants
 - (ii) An actuarially reduced 50% joint and survivor annuity for married participants
- b. Optional Forms:
 - (i) 10 year certain and continuous annuity
 - (ii) 100% joint and survivor annuity
 - (iii) 75% joint and survivor annuity
 - (iv) 66 2/3% joint and survivor annuity

The Optional Forms are converted based on Tables shown in Plan Sections 7.1 and 7.2.

10. Employee Contributions

Voluntary contributions are applied to provide a supplemental benefit. Employees who leave their contributions in the fund until retirement receive their contributions plus actual investment experience; employees who withdraw their contributions prior to retirement receive their contributions credited with interest. Interest is based on the greater of the pension plan trust return and 3.5% per year.

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Raytheon Technologies Corporation Raytheon Company Pension Plan for Hourly Employees Hourly Employees of Raytheon NCS-Florida

1. Eligibility

- a. Eligible Employees: All employees from former retirement plan for hourly employees of Raytheon NCS-Florida.
- b. Participation Requirements: The plan has ongoing benefit accruals but is closed to new entrants.

2. Accrued Benefit

- a. Formula: Monthly benefit, payable for life beginning at age 65, is determined by multiplying Benefit Service by the pension multiplier in effect at the time of termination or retirement, as shown in the schedule below.

Termination or Retirement Dates		
On or after	And prior to	Pension Multiplier
January 1, 1976	January 1, 1977	\$5.50
January 1, 1977	January 1, 1978	\$6.00
January 1, 1978	January 1, 1979	\$6.50
January 1, 1979	January 1, 1980	\$7.00
January 1, 1980	January 1, 1981	\$7.50
January 1, 1981	January 1, 1982	\$8.50
January 1, 1982	January 1, 1983	\$9.25
January 1, 1983	January 1, 1984	\$10.00
January 1, 1984	January 1, 1985	\$11.00
January 1, 1985	January 1, 1986	\$12.00
January 1, 1986	July 1, 1987	\$13.00
July 1, 1987	July 1, 1988	\$14.00
July 1, 1988	July 1, 1989	\$15.00
July 1, 1989	July 1, 1990	\$16.00
July 1, 1990	July 1, 1991	\$17.00
July 1, 1991	July 1, 1992	\$18.00
July 1, 1992	July 1, 1993	\$19.00
July 1, 1993	July 1, 1994	\$20.00
July 1, 1994	July 1, 1995	\$21.00
July 1, 1995	July 1, 1996	\$22.00
July 1, 1996	July 1, 1997	\$23.00
July 1, 1997	July 1, 1998	\$24.00

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July 1, 1998	January 1, 1999	\$25.00
January 1, 1999	January 1, 2000	\$27.00
January 1, 2000	January 1, 2001	\$29.00
January 1, 2001	January 1, 2002	\$30.00
January 1, 2002	January 1, 2003	\$31.00
January 1, 2003	January 1, 2004	\$33.00
January 1, 2004	January 1, 2005	\$34.00
January 1, 2005	January 1, 2006	\$35.00
January 1, 2006	July 1, 2007	\$36.00
July 1, 2007	July 1, 2010	\$39.00
July 1, 2010	July 1, 2017	\$44.00
July 1, 2017	July 1, 2018	\$47.00
July 1, 2018	July 1, 2019	\$48.00
July 1, 2019	July 1, 2020	\$49.00
July 1, 2020	N/A	\$50.00

b. Definitions

- (i) Benefit Service: Service prior to 1976 is an employee's last period of continuous employment; this is used for both benefit and vesting purposes.

After 1975, one year of vesting service is granted for each year in which an employee works at least 1,000 hours; proportional credit is given when less than 1,000 hours are completed in a year.

After 1975, a year of benefit service is granted for each year in which an employee completes 1,700 hours of service; proportional credit is given when less than 1,700 hours are completed.

- (ii) Maximum Benefit: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

3. Normal Retirement

- a. Date: First of the month coinciding with or following retirement after the attainment of age 65 and the completion of 5 years of participation
- b. Benefit: The accrued benefit at retirement payable monthly.

4. Early Retirement

- a. Date: First of the month coinciding with or following retirement after the attainment of age 60 or first of the month coinciding with or following retirement after the attainment of age 55 and the completion of 10 Years of Vesting Service (calendar year in which 1,000 or more hours completed)

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- b. Benefit: The accrued benefit at retirement payable monthly reduced as follows:

Age at Date of Commencement	Percent Reduced
55	25%
56	20%
57	15%
58	10%
59	5%
60 or later	0%

5. Special Early Retirement

- a. Date: Age 58 with 10 years of vesting service as of April 13, 1987 and retirement between June 1 and September 1, 1987.
- b. Benefit: Minimum annuity of \$16.00 multiplied by the number of years of Benefit Service. In addition the following supplemental amounts will be paid: A \$300 per month supplement starting at 60 and ending at the first day of the month in which (i) the participant reaches age 62, (ii) the participant begins receiving reduced Social Security benefits or (iii) the participant dies; or If the Participant is at least age 62, a lump sum equal to \$3,000

6. Level Income Supplemental Allowance (LISA)

- a. Eligibility: Age 60 and the completion of 20 years of Benefit Service
- b. Benefit: If an employee terminates and requests commencement prior to age 62, he is eligible for LISA in addition to his early pension if he restricts his post-retirement earnings. For each month up to the employee's age 62, the LISA benefit payable is \$300 per month.

7. Vested Termination

- a. Eligibility: Termination of employment after completing five years of Vesting Service (calendar year in which 1,000 or more hours completed), but before becoming eligible for early, normal or postponed retirement.

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- b. Benefit: The monthly annuity, commencing at age 65 if the employee is then living, is computed by multiplying the participant's benefit service by the pension rate in effect at termination. A pension may commence after age 55, but is reduced for early commencement as follows:

Age at Retirement	Percent of Normal Retirement Benefit Payable
65	100.0%
64	92.8%
63	85.6%
62	78.4%
61	71.2%
60	66.4%
59	61.6%
58	58.0%
57	54.4%
56	50.8%
55	47.2%

8. Disability Benefit

- a. Eligibility: Totally and permanently disabled after 10 years of Vesting Service.
- b. Benefit: Monthly annuity will commence after temporary disability benefits under group insurance cease and will be payable for life or until disability ceases. If the employee qualifies for disability Social Security benefits, his monthly pension will be computed as for Normal Retirement, considering service to disablement.

9. Death Benefits

Eligibility: If a participant (or former participant) dies before receiving a retirement benefit, the following survivor benefits are payable:

- a. Pre-Retirement Death Benefit:
- (i) Transition Survivor Income: Payable upon the death of an active employee (or the death of an employee dying within 31 days following layoff or termination) or an employee on disability retirement prior to his Normal Retirement Date. The monthly benefit commencing immediately is \$300 payable for 24 months or until the death of all eligible survivors, if earlier. Eligible survivors are the spouse, dependent children, and dependent parents.
 - (ii) Automatic Survivor Income: Upon the death of an active employee at least age 55 with 10 years of Vesting Service, a benefit is payable for life to the surviving spouse. The monthly pension is computed as if the employee had retired on the date of his death and elected a 55% Joint and survivor pension, and then died. The pension commences the first day of the month following the employee's death but is reduced by the amount of any transition or bridge benefit paid. Upon the death of an active participant with at least 5 years of Vesting Service who has not attained age 55, a

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benefit is payable for life to the surviving spouse. The monthly benefit is computed as if the employee had terminated employment on the date of his death under the Deferred Vested Pension provisions and had requested the 50% Joint and Survivor option of payment. The monthly death benefit is 50% of such payment commencing on the earliest date upon which the employee would have been eligible to commence payments but is reduced by the amount of any transition or bridge benefit paid.

b. Death Benefits After Retirement:

- (i) Upon the death of a retiree who commenced from active status after he was age 55 or a disability retiree, a death benefit is payable in the amount of \$4,000.

10. Form of Payment

a. Normal Form:

- (i) Life annuity for unmarried participants
(ii) An actuarially reduced 55% joint and survivor annuity for married participants

b. Optional Forms:

- (i) 75% joint and survivor annuity
(ii) 55% joint and survivor annuity
(iii) Last to Survive

For purposes of the 55% Joint and Survivor annuity, the benefit payable is 95% of his accrued benefit and, upon his death, 55% of such pension will be paid to the spouse. The 95% conversion factor is reduced $\frac{1}{2}\%$ for each year that the spouse's age is more than five years less than the participant's age, and is increased $\frac{1}{2}\%$, to a maximum of 10%, for each year that the spouse's age exceeds the participant's age by more than five years.

Other optional forms of payment are computed on an Actuarial Equivalent basis using a 7% interest rate and 1971 Group Annuity Mortality Table, Projected by Scale D to 1975 using a unisex rate that is 50% male and 50% female.

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Raytheon Technologies Corporation Raytheon Company Pension Plan for Hourly Employees Hourly Employees of Raytheon IIS-Garland

1. Eligibility

- a. Eligible Employees: All active employees who are members of UAW Local Union No. 848.
- b. Participation Requirements: The plan has ongoing benefit accruals but is closed to new entrants.

2. Accrued Benefit

- a. Formula: Monthly benefit, payable for life beginning at age 65, is determined by multiplying Benefit Service by the pension multiplier in effect at the time of termination or retirement, as shown in the schedule below.

Termination or Retirement Dates		
On or after	And prior to	Pension Multiplier
January 1, 1975	January 1, 1977	\$8.00
January 1, 1977	January 1, 1978	\$9.00
July 1, 1978	January 1, 1980	\$11.00
January 1, 1980	April 1, 1981	\$12.00
April 1, 1982	April 1, 1983	\$14.00
April 1, 1983	April 1, 1984	\$15.00
April 1, 1984	April 1, 1985	\$16.00
April 1, 1985	March 1, 1987	\$17.00
March 1, 1987	January 1, 1988	\$18.00
January 1, 1988	January 1, 1989	\$19.00
January 1, 1989	January 1, 1990	\$20.00
January 1, 1990	January 1, 1991	\$21.00
January 1, 1991	January 1, 1992	\$22.00
January 1, 1992	January 1, 1993	\$23.00
March 1, 1993	January 1, 1994	\$24.00
January 1, 1994	January 1, 1995	\$25.00
January 1, 1995	January 1, 1996	\$26.00
January 1, 1996	January 1, 1997	\$27.00
January 1, 1997	January 1, 1999	\$28.00
January 1, 1999	March 1, 1999	\$29.00
March 1, 1999	January 1, 2000	\$30.00
January 1, 2000	January 1, 2001	\$31.00

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January 1, 2001	January 1, 2002	\$32.00
January 1, 2002	March 1, 2003	\$33.00
March 1, 2003	January 1, 2004	\$34.00
January 1, 2004	January 1, 2005	\$35.00
January 1, 2005	January 1, 2006	\$36.00
January 1, 2006	March 1, 2007	\$37.00
March 1, 2007	March 1, 2011	\$41.00
March 1, 2011	March 1, 2015	\$46.00
March 1, 2015	March 1, 2019	\$50.00
March 1, 2019	January 1, 2020	\$51.00
January 1, 2020	January 1, 2021	\$52.00
January 1, 2021	January 1, 2022	\$53.00
January 1, 2022	January 1, 2023	\$54.00
January 1, 2023	N/A	\$55.00

b. Definitions

- (i) Benefit Service: Service prior to 1976 is an employee's last period of continuous employment; this is used for both benefit and vesting purposes. After 1975, one year of vesting service is granted for each year in which an employee works at least 1,000 hours; proportional credit is given when less than 1,000 hours are completed in a year. After 1975, a year of benefit service is granted for each year in which an employee completes 1,800 hours of service; proportional credit is given when less than 1,800 hours are completed.
- (ii) Maximum Benefits: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

3. Normal Retirement

- a. Date: First of the month coinciding with or following retirement after the attainment of age 65 and the completion of 5 Years of Participation
- b. Benefit: The accrued benefit at retirement payable monthly.

4. Early Retirement

- a. Date: First of the month coinciding with or following retirement after the attainment of age 55 and the completion of 10 years of Vesting Service (calendar year in which 1,000 or more hours completed).
- b. Benefit: The accrued benefit at retirement payable monthly reduced as follows: 5% for each year younger than age 60.

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5. Level Income Supplemental Allowance (LISA)

- a. Eligibility: First of the month coinciding with or following retirement after the attainment of age 60 and the completion of 20 years of service
- b. Benefit: If an employee terminates and requests commencement prior to age 62, he is eligible for LISA in addition to his early pension if he restricts his post-retirement earnings. For each month up to the employee's age 62, the LISA benefit payable is \$450 per month.

6. Postponed Retirement

- a. Date: First of the month following retirement after the Normal Retirement Date.
- b. Benefit: The accrued benefit at retirement payable monthly.

7. Vested Termination

- a. Eligibility: Termination of employment after completing five years of Vesting Service.
- b. Benefit: Monthly annuity, commencing at age 65. If the employee is then living, is computed by multiplying Benefit Service by the pension rate in effect at termination. An actuarially reduced pension may commence after age 55 but is reduced for early commencement as follows:

Age at Retirement	Percent of Normal Retirement Benefit Payable
65	100.00%
64	89.97%
63	81.15%
62	73.37%
61	66.47%
60	60.35%
59	54.89%
58	50.01%
57	45.64%
56	41.71%
55	38.18%

8. Disability Benefit

- a. Eligibility: Totally and permanently disabled after 10 years of vesting service.
- b. Benefit: Monthly annuity will commence one year after the disability occurred and will be payable for life or until disability ceases. If the employee qualifies for disability Social Security benefits, his monthly pension will be computed as for normal retirement, considering service to disablement. For any month in which the employee does not qualify for disability or unreduced old age Social Security, his benefit will be two times the amount computed above.

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9. Benefit Increases for Retirees and Survivors

Participants and survivors receiving benefits on January 1, 1975 received an increase of \$1 times Benefit Service. Effective July 1, 1978, participants and survivors receiving benefits on June 30, 1978 received an increase of \$1 times Benefit Service. Effective April 1, 1981, participants and survivors receiving benefits as of March 1, 1981 received a 5% benefit increase. Effective April 1, 1984, participants and survivors receiving benefits as of March 1, 1984 received a 4% benefit increase. Participants who retire April 1, 1984 and after receive a monthly amount equal to the monthly rate in effect as of the due date of each payment multiplied by Benefit Service. Effective March 1, 1987, participants and survivors receiving benefits as of February 28, 1987 received a 4% benefit increase.

Effective March 1, 1990, participants and survivors receiving benefits as of February 28, 1990 received a 5% increase. Effective March 1, 1993, the participants and survivors receiving benefits as of February 28, 1993 received a 5% increase.

10. Death Benefits

Eligibility: If a participant (or former participant) dies before receiving a retirement benefit, the following survivor benefits are payable:

- a. Transition Survivor Income: Payable upon the death of an active employee or an employee on disability retirement prior to his Normal Retirement Date. The monthly benefit commencing immediately is \$100 payable for 24 months or until the death of all eligible survivors, if earlier. Eligible survivors are the spouse, dependent children, and dependent parents. The monthly benefit increases to \$450 for each month in which the survivor is ineligible for unreduced monthly Social Security benefits.
- b. Bridge Survivor Income: Upon the death of a participant, bridge survivor income is payable to the spouse if:
 - a) The spouse was between age 45 and age 60 at the date of the employee's death;
 - b) The spouse has received 24 transition survivor income benefit payments;
 - c) The spouse continues to qualify as an eligible spouse.

The monthly benefit of \$450, commencing the month following the 24th transition benefit, is payable until the remarriage or death of the spouse, or until age 62 or commencement of unreduced Social Security benefits, if earlier.

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- c. Automatic Survivor Income: Upon the death of an active employee at least age 55 with 10 years of Vesting Service, a benefit is payable for life to the surviving spouse. The monthly pension is computed as if the employee had retired on the date of his death and elected a 55% Joint and Survivor Pension, and then died. The pension commences the first day of the month following the employee's death but is reduced by the amount of any transition or bridge benefit paid. Upon the death of an active participant with at least 5 years of Vesting Service who has not attained age 55, a benefit is payable for life to the surviving spouse. The monthly benefit is computed as if the employee had terminated employment on the date of his/her death under the deferred vested pension provisions and had requested the 50% joint and survivor option of payment. The monthly death benefit is 50% of such payment commencing on the earliest date upon which the employee would have been eligible to commence payments but is reduced by the amount of any transition or bridge benefit paid.
- d. After Termination or Retirement: Upon the death of a retiree who commenced his pension from active status, a death benefit of \$5,000 is payable.

11. Form of Payment

- a. Normal Form:
 - (i) Life annuity for unmarried participants
 - (ii) An actuarially reduced 55% joint and survivor annuity for married participants
- b. Optional Forms:
 - (i) 50% joint and survivor annuity
 - (ii) 75% joint and survivor annuity
 - (iii) 66%-2/3% last to survive annuity
 - (iv) 10-Year Certain and Continuous

For purposes of the 55% Joint and Survivor annuity, the benefit payable is 95% of the accrued benefit and, upon death, 55% of such pension will be paid to the spouse. The 95% conversion factor is reduced 1/2% for each year that the spouse's age is more than five years less than the participant's age, and is increased 1/2%, to a maximum of 5%, for each year that the spouse's age exceeds the participant's age by more than five years.

Other optional forms of payment are computed on an Actuarial Equivalent basis using a 7% interest rate and 1971 Group Annuity Mortality Table, Projected by Scale D to 1975 using a unisex rate that is 50% male and 50% female.

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Schedule SB, Line 25 Change in Method

The valuation software used to produce the actuarial information submitted on this schedule is different than used for the previous valuation due to a change in both the enrolled actuary for the plan and the business organization providing actuarial services to the plan, and such change in software may be considered to be a method change. The new method is substantially the same as the method used by the prior enrolled actuary and is consistent with the description of the method contained in the prior actuarial valuation report and Schedule SB of Form 5500 (disregarding the effects of any changes that are automatically approved under final IRC 430 regulations). The funding target and target normal cost (without regard to any adjustments for employee contributions and plan-related expenses), as determined for the prior plan year by the new enrolled actuary (using the actuarial assumptions of the prior enrolled actuary and disregarding the effects of any changes that are automatically approved under final IRC 430 regulations) are both within 3% of those values as determined by the prior enrolled actuary. The actuarial value of plan assets, as determined by the new enrolled actuary as of the valuation date for the prior plan year (using actuarial assumptions of the prior enrolled actuary), is within 2% of the value for that prior plan year as determined by the prior enrolled actuary. Therefore the change in funding method receives automatic approval under IRS Rev. Proc. 2017-56.

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Schedule SB, Line 24 Change in Actuarial Assumptions

- The assumed plan-related expenses added to the target normal cost were changed from \$5,800,000 for the prior valuation to \$4,600,000 for the current valuation to account for lower expected expenses to be paid from the trust.
- In connection with a change in actuary for the plan, the decrement timing used in the valuation was changed from beginning of year to rounded middle of year. Under rounded middle of year decrement timing, all decrements are assumed to occur at the middle of the year and eligibility for benefits, commencement and cessation of benefits, and other events are assumed to occur at the middle of the year.

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