

<b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)</b>											EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026				
<b>SECTION A – TYPE OF REPORT</b> CONSOLIDATED REPORT															
<b>SECTION B – EMPLOYER IDENTIFICATION</b>															
OFS COMPANY ID 0567393			EMPLOYER NAME <b>TEXTRON INC</b>												
ADDRESS <b>40 WESTMINSTER STREET</b>					CITY/TOWN <b>PROVIDENCE</b>				STATE <b>RI</b>		ZIP CODE <b>02903</b>				
<b>SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)</b>															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS					CITY/TOWN				STATE		ZIP CODE				
<b>SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)</b> <b>050315468</b>															
<b>SECTION E – EMPLOYER FILING ELIGIBILITY</b> <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
<b>SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)</b> Unique Entity ID (UEI): <b>UNAVAILABLE</b> <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
<b>SECTION G – NAICS INFORMATION</b> <b>551112 - Offices of Other Holding Companies</b>															
<b>SECTION H – WORKFORCE DEMOGRAPHIC DATA</b>															
<b>JOB CATEGORIES</b>	<b>Race/Ethnicity</b>														<b>Row Total</b>
	<b>Hispanic or Latino</b>		<b>Not Hispanic or Latino</b>												
			<b>Male</b>						<b>Female</b>						
	<b>Male</b>	<b>Female</b>	<b>White</b>	<b>Black or African American</b>	<b>Asian</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>American Indian or Alaska Native</b>	<b>Two or More Races</b>	<b>White</b>	<b>Black or African American</b>	<b>Asian</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>American Indian or Alaska Native</b>	<b>Two or More Races</b>	
Executive/Senior Level Officials and Managers	2	0	63	0	2	0	0	1	15	0	0	0	0	0	83
First/Mid-Level Officials and Managers	127	31	2030	102	70	1	14	64	532	41	14	0	5	19	3050
Professionals	436	162	4895	260	405	8	21	186	1545	172	176	1	9	67	8343
Technicians	427	28	2182	204	124	17	27	103	153	46	19	1	2	8	3341
Sales Workers	24	5	172	1	3	0	0	5	37	1	1	0	0	2	251
Administrative Support Workers	114	88	626	194	16	2	9	39	483	127	26	2	9	36	1771
Craft Workers	586	114	3443	577	565	8	72	163	488	215	155	2	18	34	6440
Operatives	246	80	1110	414	99	6	20	61	250	151	118	1	9	19	2584
Laborers and Helpers	96	47	435	216	46	0	7	26	168	199	11	3	3	13	1270
Service Workers	8	3	119	26	2	0	2	4	15	6	0	0	2	0	187
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>2066</b>	<b>558</b>	<b>15075</b>	<b>1994</b>	<b>1332</b>	<b>42</b>	<b>172</b>	<b>652</b>	<b>3686</b>	<b>958</b>	<b>520</b>	<b>10</b>	<b>57</b>	<b>198</b>	<b>27320</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>1923</b>	<b>504</b>	<b>15011</b>	<b>1919</b>	<b>1276</b>	<b>36</b>	<b>162</b>	<b>620</b>	<b>3637</b>	<b>960</b>	<b>503</b>	<b>9</b>	<b>55</b>	<b>192</b>	<b>26807</b>
<b>SECTION I – WORKFORCE SNAPSHOT PERIOD</b> <b>12/10/2023 - 12/23/2023</b>															
<b>SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)</b> Not Applicable															

**Note:** The above data on Textron's workforce composition mirrors the annual submission to the U.S. Equal Opportunity Commission (EEOC) and reflects the demographics as of December 31, 2023. The EEOC report is reflective of a specific point in time and mandates the use of specific job categories, which does not necessarily reflect how Textron organizes its workforce or measures diversity.