



L3HARRIS TECHNOLOGIES, INC.
COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS
CHARTER

I. PURPOSES.

The purposes of the Compensation Committee (~~Committee~~) of the Board of Directors (~~the~~
"Board") of L3Harris Technologies, Inc. (~~the~~ "Company") are to:

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The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Governance Committee. The members of the Committee shall serve for such term or terms as the Board may determine, until their earlier resignation, death, or removal with or without cause, by the Board.

III. DUTIES AND RESPONSIBILITIES.

To carry out its purposes, the Committee shall have the following duties and responsibilities:

1. *with respect to management training, development, retention and succession:*
 - (i) review policies, programs and strategies for management training, talent development, recruitment and retention and management succession planning and recommend to the Board of its approval individuals for election as Executive Officers and other corporate officers designated by the Board
 - (ii) review and approve employment, separation, severance and change in control agreements and any special arrangements in the event of termination of employment, death or retirement of Executive Officers (except the CEO) and
 - (iii) review and approve either as a Committee or together with the other independent directors who qualify for membership on the Committee pursuant to Section II of this Charter (as directed by the Board), employment, separation, severance and change in control agreements and any special arrangements in the event of termination of employment, death or retirement of the CEO
2. *with respect to CEO and Executive Officer compensation:*
 - (i) oversee and review the Company's overall philosophy, objectives, elements, policies and practices related to compensation
 - (ii) review and approve a group of peer companies for the purpose of benchmarking executive compensation plans and practices;
 - (iii) review and evaluate against competitive s

(i) review and recommend t

- (v) report its activities to the full Board on a regular basis and make such recommendations with respect to the above and other matters as the Committee may deem necessary or appropriate
- (vi) perform any other duties or responsibilities, expressly delegated to the Committee by the Board from time to time

VII. COMMITTEE PERFORMANCE EVALUATION.

The Committee shall prepare and review with the Board an annual performance evaluation of the Committee, which evaluation shall include a comparison of the performance of the Committee with the requirements of this Charter. The performance evaluation shall also recommend to the Board for approval any changes to this Charter deemed necessary or desirable by the Committee. The performance evaluation by the Committee shall be conducted in such manner as the Committee deems appropriate. The report to the Board may take the form of an oral or written report or presentation by the Chair or any other member of the Committee designated by the Committee to make the report.

Reviewed annually and last amended October 19, 2022.