

Textron Savings Plan

S3–Textron Aviation Bargained Supplement

*Applies to Textron Aviation employees represented by a union. See **Covered Employees**, below.*

Covered Employees

This Supplement applies to employees of Textron Aviation who are represented by a union. To be covered, an eligible employee must also meet the eligibility requirements set forth in the **Eligibility for Participation** section of your summary plan description.

If you have any questions about whether this Supplement applies to you, please contact the Plan's Record Keeper.

Company Matching Contribution

If you are an eligible employee described under **Covered Employees**, above, your employer will make a matching contribution for each payroll period of \$0.50 for every \$1.00 of your **base** wages that you contribute to the Plan (not including amounts you designate as catch-up contributions), up to a maximum matching contribution of 3.5% of your **base** compensation for that pay period. (For paychecks paid on and after October 31, 2014, and before January 1, 2021, the maximum matching contribution was 3% of your **base** compensation for the pay period.)

These contributions are initially deposited or invested in the Textron Stock Fund—a fund that invests solely in shares of Textron Common Stock. As explained in the **Changing Your Investments** section of your summary plan description of the Plan, you can change the way these amounts are invested at any time after the contributions have been made to the Plan. As explained in the **Investing Your Contributions** section of your summary plan description, the Textron Stock Fund is not diversified and generally is more risky than other investment funds. You should review your investments and consider making changes as appropriate to ensure that you have an appropriately diversified portfolio.

The following are examples of company matching contributions, based on employee contributions of 3%, 7%, and 14% of eligible compensation in a pay

period. These examples are for illustrative purposes only, and for purposes of this illustration, eligible compensation is comprised of **base** wages only.

Eligible Compensation	\$2,000	\$2,000	\$2,000
Employee's Contribution Rate	3%	7%	14%
Employee's Contribution for Pay Period	\$60	\$140	\$280
Textron Matching Contribution (50%, up to 3.5% of Base Compensation)	\$30	\$70	\$70

With company matching contributions—it pays to save. Based on the cap of 3.5% of your eligible compensation, you can receive the maximum possible company match if you contribute 7% of your eligible compensation (not including catch-up contributions) to the Plan each pay period.

The maximum match is determined each pay period, without regard to your total contributions for the year. This means, for example, that if you contribute 7% of your eligible compensation in each pay period, you will receive more in matching contributions than if you contribute 14% of your compensation in half of the pay periods and 0% in the other half—even though you would have contributed the same amount to the Plan.

Profit-Sharing Contribution

If you are not eligible to accrue benefits under a defined benefit plan maintained by a Textron Company, you may be eligible for an additional retirement contribution (also called "TSP Plus") or a Retirement Income Savings Program ("RISP") contribution, each as described below.

Additional Retirement Contribution ("TSP Plus") —*applies only to employees who were hired or rehired on or after January 1, 2015.*

The TSP Plus contribution is for Aviation employees, other than Legacy Beechcraft employees. (Legacy Beechcraft employees are eligible instead for the RISP contribution, described below.) You will be eligible to receive the TSP Plus contribution only if:

- You are a Textron Aviation union hourly employee (as listed in **Covered Employees**, above);
- You are not eligible for a retirement supplement contribution or any pension plan benefits but would have been eligible for a pension benefit if the defined benefit pension plan for Aviation union employees had not been closed;
- You are not eligible for a RISP contribution (as described in **Retirement Income Savings Program ("RISP") Contribution**, below); and
- You are employed by a Textron Company on the last day of the calendar year.

If you satisfy the requirements above, you will be eligible for an annual contribution equal to 4% of your eligible compensation for the year.

This additional retirement contribution was added to the Textron Savings Plan when Textron's defined benefit pension plan for Cessna employees was closed to newly hired, rehired, or transferred employees. The intent was for the additional retirement contribution to be an alternative to the Plan's benefits for employees who would have been eligible for pension benefits if the pension plan had not been closed. You will not be eligible for an additional retirement contribution if you are eligible for a retirement supplement or a pension benefit, or if you would not have qualified for a pension plan benefit had the plan not been closed.

For purposes of the annual additional retirement contribution, subject to the exceptions below, eligible compensation generally includes any amount paid to you by a Textron Company that is reported as wages subject to income tax withholding on your Form W-2, plus your pre-tax deferrals under the Textron Savings Plan (and any other 401(k) plan) and salary reductions for certain flexible benefits arrangements (such as healthcare premiums that you pay on a pre-tax basis, pre-tax flexible spending contributions, and pre-tax parking).

Your eligible compensation under the additional retirement contribution **does not include:**

- Any compensation paid during a period when you did not meet the eligibility criteria for the additional retirement contribution;
- Any amount that is not paid to you by a Textron Company;
- Any amount in excess of the annual compensation limit as set by the IRS (\$290,000 in 2021);
- Deferred compensation other than your contributions to the Textron Savings Plan (or another 401(k) plan);
- Stock-based and other long-term incentive compensation, such as amounts from exercising stock options, vesting of restricted stock, and payment of restricted stock units;
- Special payments, such as hiring bonuses, retention bonuses, cross-selling incentives, total quality management (TQM) bonuses, and other payments that Textron does not treat as part of regular compensation, unless clearly provided otherwise in a written agreement between you and a Textron Company;
- Amounts credited or paid under any employee welfare benefit plans (such as severance pay);
- Fringe benefits, such as tuition, housing, dependent education, and car allowances;
- Reimbursements and other expense allowances, such as relocation, moving overseas bonus, and mileage expenses. For purposes of this rule, a compensation adjustment (such as a salary increase) in lieu of an expense reimbursement or allowance will be treated as an expense reimbursement and accordingly will not be included as eligible compensation; and
- Amounts, other than your final paycheck, that are paid after you are no longer an employee (such as early retirement incentive payments).

Additional retirement contributions for each year will be made and credited to your account during the next year—usually by the end of the first quarter to that year. The additional retirement contribution is in addition to any matching contributions. You are not required to make any contributions to the Plan to receive the additional retirement contribution.

The additional retirement contribution will initially be invested in accordance with your investment election on file (or, if you have not made an election, the Plan's default fund based on your age, as discussed in the ***Investing Your Contributions: Default Fund for Your Employee Contributions*** section of your summary plan description for the Plan). You may change your investment

instructions for future contributions and/or the investment allocation of your additional retirement contribution account.

Retirement Income Savings Program (“RISP”) Contribution

The Retirement Income Savings Program is for employees who were hired into a Beechcraft union position before January 1, 2015, and have remained continuously employed in that position (“Legacy Beechcraft employees”).

You will be eligible to receive this RISP contribution only if:

- You are a Textron Aviation union hourly employee (as listed in **Covered Employees**, above);
- You were hired into a Beechcraft union hourly position before January 1, 2015. If you have been rehired or transferred into a Beechcraft position, your last date of hire or transfer into a qualifying position must have been before January 1, 2015;
- You are not eligible for an additional retirement contribution; and
- You are not eligible for a retirement supplement contribution or any pension plan benefits.

If you satisfy the requirements above, you will be eligible for the RISP contribution equal to a percentage of your eligible compensation and any cash performance and incentive payments for each pay period, as follows:

AGE	YEARS OF SERVICE		
	Less than 10	At Least 10 but less than 30	30 or more
Under 30	3%	4%	5%
At least 30 but under 40	4%	5%	6%
At least 40 but under 50	5%	6%	6%
50 or over	6%		

For purposes of the RISP, “Age” is determined as of the last day of the pay period for which the RISP contribution is made, and “Years of Service” generally means the number of completed years you have worked as an eligible employee of a Textron company or of a Beechcraft company that has been acquired by Textron, as of the last day of the pay period for which the RISP contribution is made. For

more information on whether service with a Beechcraft company counts toward your "Years of Service," please contact the Plan's Record Keeper.

Like the additional retirement contribution, the RISP contribution is intended to be an alternative to the defined benefit pension plan.

The RISP contribution is in addition to any matching contributions. You are not required to make any contributions to the Plan to receive RISP contributions.

RISP contributions will initially be invested in accordance with your investment election on file (or, if you have not made an election, the Plan's default fund based on your age, as discussed in the **Investing Your Contributions: Default Fund for Your Employee Contributions** section of your summary plan description for the Plan). You may change your investment instructions for future contributions and/or the investment allocation of your additional retirement contribution account.

Plan loans and in-service withdrawals are never permitted from RISP contributions, or earnings on those contributions.

RISP Contribution Vesting Schedule

As described in the master SPD, Company contributions are subject to a vesting schedule and may be subject to forfeiture. (See the **Vesting Ownership of Your Account** section of your summary plan description for the Plan.) Instead of the schedule shown in the master SPD, your vesting schedule for RISP contributions is as follows:

Period of Service (completed months)	Percent Vested
Less than 36	0%
36 or more	100%

All other provisions for Vesting Ownership of Your Account are the same as described in the master SPD. If you terminate employment before your RISP contribution account is fully vested, the unvested portion will be forfeited.

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