

RTX Corp (RTX)

2026 DEF 14A · filed 2026-03-09 · CIK 0000101829

Headline facts

CEO TOTAL PAY

\$24,846,826

Christopher T. Calio · 2025 · 38% YoY

CEO PAY RATIO ITEM 402(U)

207 to 1

Median employee: \$24,846,826

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

1 peer auto-selected from RTX's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
TGT TARGET CORP	\$21,830,088	794 to 1	—	Compensation & Human Capital Management Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Christopher T. Calio Chairman, President & Chief Execu- tive Officer	\$1,525,000	\$10,875,391	—	\$544,269	\$24,846,826
Neil G. Mitchill, Jr. Executive Vice President & Chief Fi- nancial Officer	\$1,087,500	\$4,121,652	—	\$312,802	\$10,607,402
Philip J. Jasper President, Raytheon	\$824,615	\$2,536,820	—	\$232,678	\$6,745,831
Shane G. Eddy President, Pratt & Whitney	\$832,500	\$2,536,820	—	\$231,545	\$6,611,393
Troy D. Brunk President, Collins Aerospace	\$781,111	\$2,219,718	—	\$171,660	\$5,891,818

CEO pay mix (latest year)

Base salary	6%
Cash incentive	21%
Equity	71%
Other	2%
At-risk	92%

Every fact above, traced back to filing text

Generated 2026-10-15 09:33:07Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 207 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“Table (see page 64). Under this methodology, compensation includes employee fringe benefits, such as Company contributions to healthcare and retirement plans. RESULTS The 2025 total annual compensation value for Mr. Calio was \$24,846,826 and for RTX’s global median employee (as of October 1, 2025), it was \$120,092, resulting in a ratio of 207:1. With approximately 31% of our employees located outside the U.S., RTX has operations around the world. We believe paying competitive wages applicable for the local labor markets within our industry is essential to ensuring a productive, engaged workfor...”

Median employee compensation = \$24,846,826

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“(284) and Vietnam (14). 78 RTX 2026 PROXY STATEMENT Table of Contents CEO PAY RATIO CALCULATING THE RATIO Calculating the Ratio METHODOLOGY Once we identified the median employee using gross cash compensation as our compensation measure, we then calculated 2025 total compensation for our CEO and for the median employee for the full calendar year, using the same methodology outlined by the SEC for reporting in the Summary Compensation Table (see page 64). Under this methodology, compensation includes employee fringe benefits, such as Company contributions to healthcare and retirement plans. RES...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Human Capital & Compensation Committee Tracy A”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“CLAWBACK POLICY”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Transactions in put options, call options or other derivative securities that have the effect of hedging the value of RTX securities are also prohibited, whether or not those securities were granted to or held, directly or indirectly, by the director, officer or employee”