



Yan Tougas
Global Ethics & Compliance Officer
Raytheon Technologies Corporation

Yan Tougas oversees Raytheon's global ethics programs, supporting a network of nearly 300 Ethics & Compliance Officers, managing the company's Ombudsman program, coordinating the deployment of major communication campaigns and training initiatives, and ensuring that best practices are adopted across Raytheon's business units. Ethical culture and leadership is the focus of all activities under his responsibility.

Yan joined Raytheon in 2000 and held positions of increasing responsibility at several of its business units. He took his current position at the Corporate Office in 2012.

Yan holds a LL.B from the *University of Sherbrooke School of Law* (Quebec) and a LL.M. from *University of Connecticut School of Law*. He sits on the Board of the *Ethics & Compliance Association*, is a Fellow at the *Ethics & Compliance Initiative* and an Executive Fellow at the *Ernest A. Kallman Executive Fellows Program of the Hoffman Center for Business Ethics at Bentley University*. Yan currently lives in Connecticut with his wife and three children.