2016 CORPORATE RESPONSIBILITY REPORT

ENGINEERING A SAFER WORLD
ABOUT THIS REPORT
Raytheon is committed to open and transparent reporting, and our 2016 Corporate Responsibility Report introduces several important changes to our overall approach. This year we adopted an integrated communications strategy to make reporting more inviting, engaging and useful for shareholders and other constituencies. In addition, we expanded our corporate responsibility content to create more balanced coverage as we address customer solutions, environmental impact, and workplace and community initiatives. We created this summary report, plus a more expansive online report at Raytheon.com/responsibility that contains additional content. The result: a more concise, accessible presentation of our corporate responsibility activities and our sustainability results — and a clear presentation of what Raytheon is doing to engineer a safer world.
DEAR RAYTHEON STAKEHOLDERS,

Raytheon has a proud legacy of developing advanced technologies to support the missions of our customers around the world. By drawing upon our strengths as one global team, we create trusted, innovative solutions to make the world a safer place.

This vision and our values that emphasize trust, respect, collaboration, innovation and accountability underpin our corporate responsibility efforts. Over the years, Raytheon’s board of directors and senior leadership team have worked hard to meet our commitments to customers and shareholders. We also approach corporate responsibility strategically by pursuing efforts that really make a difference and have a lasting impact for our many stakeholders in the communities where we live and work.

ENGINEERING A SAFER WORLD

Raytheon’s technologies provide for the safety and security of those around the world in ways big and small. Our satellite sensors help forecasters predict and warn the public of deadly storms. Our missile-defense systems help nations around the world protect their people and sovereignty.

Our commercial cyber business, Forcepoint™, is an example of how we’re applying defense-grade technology to provide for a cybersecure world. We launched Forcepoint in 2015 to help businesses protect sensitive data, giving them — and their customers — the kind of protection we’ve provided to government agencies for years.

SUPPORTING OUR PLANET AND PARTNERS

We’re not only proud of what our products do, we’re proud of the way we build them. Our “design for sustainability” philosophy seeks to reduce the environmental impact of our products and the facilities we build them in. This strategy reduces compliance risks and lowers ownership costs for our customers.

To that end, in 2016 we established a set of 14 ambitious five-year sustainability goals in a variety of areas including energy, water, greenhouse gas emissions, waste recycling and supplier sustainability.

We’ve also extended this philosophy to our suppliers, since they are key to all we do, by working with them on several initiatives to integrate principles of sustainability into our supply chain. In addition, we are committed to supplier diversity and a program that helps small and minority-owned businesses.

HELPING MILITARY FAMILIES

Raytheon is especially honored to support military families and veterans. Members of the military depend on our products to complete their missions and return home safely. We understand their sacrifices and want to help them flourish in their careers, their education and their family life.

In 2016, Raytheon partnered with the Boys & Girls Clubs of America® to open six Centers of Innovation that serve military communities. We also expanded our partnership with the Student Veterans of America®, awarded scholarships, mentored veterans entering the civilian workforce and participated in dozens of volunteer programs aimed at helping military families.

CULTIVATING FUTURE INNOVATORS

Our success as a company depends on providing an environment where our people can reach their fullest potential. We seek out employees with diverse backgrounds and ways of thinking who are key to innovation.

To retain and attract our workforce and protect our business, we work hard to uphold the highest ethical standards, encourage inclusion, foster lifelong learning and keep our employees safe and healthy. We demand, and reward, trust and collaboration. Both are important to our performance and success.

We are all very proud of our company and the work we do. As you read this report, I hope you’ll get a sense of our optimism and commitment. Raytheon has the skills to solve some of our customers’ toughest problems and a sense of responsibility to protect the things that matter most. Those, we believe, are the secrets to engineering a safer world.

Respectfully,

THOMAS A. KENNEDY
Chairman and Chief Executive Officer
Sustainable design. Raytheon is a technology and innovation leader specializing in defense, civil government and cybersecurity solutions. As such, we play a vital role in protecting and sustaining the sovereignty of governments and the safety and security of armed service members and citizens. These solutions reflect our practice of integrating innovation and excellence into the entire product life cycle.

Environmental impact. We build our energy, water, greenhouse gas and zero waste programs with innovation, employee engagement, operational enhancements and stakeholder collaboration. We maintain a strong commitment to sustainability by continually raising the bar for conserving natural resources and reducing emissions and waste. In 2016, we established 14 sustainability goals to further minimize our environmental footprint and impact — and help us stay focused on engineering a sustainable world.

Efficient operations. As a manufacturer and systems integrator, we embrace sustainability and incorporate it into our planning, decision-making and day-to-day operations. We continue to invest in new technologies that improve efficiency, reduce costs and natural resource consumption, and optimize space utilization in our facilities. We are also working with our supply chain partners to share our knowledge and encourage sustainability initiatives.

Career opportunity. Raytheon stands out by offering employees far-ranging opportunities to do noble work that helps make the world a safer place. We also champion a culture of collaboration that focuses on customer success, that embraces diverse perspectives, and that provides the ongoing training and development that keep employees at the leading edge. This approach results in high levels of employee satisfaction and prestigious third-party awards for our high-quality work environment.

Social commitment. Raytheon protects and supports armed service members positioned in harm’s way. Our future growth depends on building a diverse workforce and a strong talent pipeline.

We’ve established support of military families and veterans, and education in science, technology, engineering and mathematics as signature issues that Raytheon is uniquely positioned to address. This agenda resonates with Raytheon employees, many of whom maintain military connections through their own service or the service of family members.

This integrated approach reflects Raytheon’s values and the interests of our external stakeholders. These shareholders, customers, supply chain partners, sustainability leaders and community partners all value corporate responsibility and participate in our success.

Across Raytheon, transparency means holding each other, and ourselves, accountable. And that in turn makes ethics a routine practice throughout our organization. We’ve created a comprehensive program to teach employees about ethical decision-making — and to provide them with accessible resources for when they have questions or need advice.

Each year, employees complete learning programs on important topics, including ethics and anticorruption, information security awareness, workplace safety, export/import compliance and other changes to the regulatory environment. Some of these programs are required by law, customers or company policy, while others are aligned to company initiatives. Employees are responsible for ensuring that 100 percent of all required learning programs are completed within established time frames.

In 2016, we focused our annual ethics education program on export/import compliance. “ACT with Integrity: An Ethics Check for EXIM Compliance” emphasized the importance of taking an ethics check. It also challenged employees to heighten their awareness and readiness to take action in support of export/import control integrity. (The word “ACT” stands for Ask the right questions, Check the details, and Track your actions.) More than 61,000 employees viewed and discussed a series of videos presenting different employee reactions to an export/import trade scenario.

Business strategy meets corporate responsibility with Raytheon’s infrared, low-light and other advanced sensor technology. Mounted on weather satellites, it empowers meteorologists to protect people and property from extreme weather. It provides critical information needed to predict with ever-increasing fidelity the intensity and paths of major storms. Raytheon engineered the Visible Infrared Imaging Radiometer Suite to bring these unique capabilities to the weather monitoring community. In 2016, the system captured terrifying images of Typhoon Meranti, one of the strongest storms ever to hit the Philippines.

Eye in the sky

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<< The VIIRS instrument that took the images of Super Typhoon Meranti flies 512 miles above Earth on the Suomi-NPP satellite.
SUSTAINABILITY

Raytheon channels our engineering expertise to help mitigate environmental impact and reduce our environmental footprint. In 2016, we set 14 sustainability goals to be achieved by 2020. They span the areas of greenhouse gases, energy, water, solid waste diversion, supplier packaging, renewable energy, materials of concern, and supplier sustainability commitment.

SUSTAINABILITY STRATEGY AND GOALS

We view sustainability as an extension of our mission, values and business strategy, and we’ve built a strong reputation for leadership and performance by focusing on four pillars:

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<tr>
<th>INTEGRATE</th>
<th>OPTIMIZE</th>
<th>COLLABORATE</th>
<th>EMPOWER</th>
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<tr>
<td>Integrate principles of sustainability into the design of our products, processes and services through their entire life cycle.</td>
<td>Optimize environmental performance throughout the value chain by engaging in responsible resource management.</td>
<td>Collaborate with suppliers, customers, industry, academia and communities to develop and deploy sustainable solutions.</td>
<td>Empower our employees and partners to work and live sustainably.</td>
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2020 SUSTAINABILITY GOALS

Raytheon strives to continually raise the bar for natural resource conservation and reduction of greenhouse gas emissions and waste. In 2016, we set 14 sustainability goals to establish an ambitious five-year plan that builds on our past success to integrate sustainability into virtually every area of our business.

**OPERATIONS**

- **-10%** DECREASE ENERGY CONSUMPTION BY 10%
- **-10%** DECREASE WATER USE BY 10%

**EHSS***

- **+20** OBTAIN ZERO WASTE CERTIFICATION AT 20 SITES
- **82%** INCREASE SOLID WASTE DIVERSION RATE TO 82%
- **-12%** REDUCE GREENHOUSE GAS EMISSIONS BY 12%
- **5%** ACHIEVE 5% RENEWABLE ENERGY
- **-10%** REDUCE THE ENVIRONMENTAL IMPACT OF SUPPLIER PACKAGING BY 10%

**SUPPLY CHAIN**

- **90%** OBTAIN SUSTAINABILITY COMMITMENT FROM 90% OF KEY AND PREFERRED SUPPLIERS
- **90%** INCORPORATE SUSTAINABILITY INTO 90% OF TARGETED RAYTHEON ENTERPRISE SUPPLIER ASSESSMENTS
- **80%** DEPLOY E-RFX PLATFORM TO ENABLE ELECTRONIC PROCESSING OF 80% OF TECHNICAL DATA PACKAGES

**IT**

- **100%** DEPLOY NEXT-GENERATION VIRTUAL COLLABORATION ENVIRONMENT TO 100% OF RAYTHEON LOCATIONS
- **100%** DEPLOY ADVANCED ENERGY MANAGEMENT AT 100% OF ENTERPRISE DATA CENTERS

**ENGINEERING**

- **99%** ELIMINATE HEXAVALENT CHROMIUM AND CADMIUM FROM 99% OF RAYTHEON’S STANDARD PARTS AND MATERIALS LIST
- **78%** ENHANCE CAPABILITY TO OBTAIN/QUANTIFY SUBSTANCE CONTENT OF PARTS IN PRODUCTS TO 78%

*Environmental, Health, Safety and Sustainability

This wind turbine stands proudly on the Cape Cod military base — the result of an energy storage and microgrid project recently completed by Raytheon. >>

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RAYTHEON | 2016 CORPORATE RESPONSIBILITY REPORT | SUSTAINABILITY
Our energy focus and performance has earned Raytheon national attention from the U.S. EPA, including the ENERGY STAR Partner of the Year Sustained Excellence Award for 10 consecutive years.

Greenhouse Gas Emissions
Approximately 90 percent of Raytheon’s greenhouse gas emissions relate to energy use. We strive to limit greenhouse gas emissions by reducing energy consumption, investing in energy-efficient operations and operating renewable energy.

Performance and goals. Raytheon has quantified and voluntarily reported its greenhouse gas emissions publicly since 2002, when we joined the U.S. Environmental Protection Agency’s Climate Leaders program as a charter member. Since then, we’ve set and achieved three greenhouse gas reduction goals. Between 2008 and 2015 we cut greenhouse gas emissions by 28 percent, preventing 798,000 metric tons cumulatively. In 2016, we reduced our greenhouse gas emissions 5 percent from 2015 levels.

Our renewable energy goal for 2020 is to source 5 percent of our electricity from renewable resources. In 2016, we sourced 3 percent by purchasing renewable energy from wind farm projects and by operating three on-site solar projects.

Energy Reduction
We have a strong commitment to steward our energy resources, reduce our carbon footprint and improve the eco-efficiency of our manufacturing operations. Between 2008 and 2015, we reduced energy by 28 percent. We’re executing an integrated energy program that spans manufacturing facilities, information technology, engineering and communications. In 2016, we reduced energy by 2.8 percent from 2015 levels.

These efforts are led by the Conserving Raytheon Energy and Water team, a cross-functional team that promotes energy conservation across the company through advancement of strategic focus areas and sharing best practices. Inspired by the EPA ENERGY STAR® Program, it takes a long-term view of Raytheon’s energy-efficiency and management programs by establishing goals and monitoring the progress.

Energy-efficient data centers. Raytheon took an important step in 2016 to optimize information technology performance and meet a new 2020 sustainability goal to reduce energy consumption another 10 percent from 2015 levels. Our global IT organization forged a partnership with IBM® to implement advanced energy management at our enterprise data centers. We adopted an energy-efficient “IT as a service” approach. We relocated one of Raytheon’s primary data centers to a new center that uses solid-state storage and other highly energy-efficient strategies. We plan to apply the energy-efficiency lessons learned from the enterprise data centers to the company’s other data centers. We also developed an online information repository to track energy consumption at the data centers and share information on successful energy-efficient projects.

Smart technology. We took a decisive step toward the “factory of the future” and “office of the future” with the implementation of Smart Campus technology to improve productivity and energy performance across the company’s expansive Tucson, Arizona campus. We’re building an integrated network of sensors, meters, data loggers and controls that provide powerful capabilities to visualize and analyze performance. This program will make assets operate more reliably and energy-efficiently, optimize space and equipment, and minimize each building’s environmental footprint.

We also rolled out new technologies that will enhance employee performance and satisfaction. These include improved email, chat and calendaring capabilities; initial phases of a cloud-based data sharing and document management service; and an enhanced global video teleconference service that will reduce travel and commuting.

When this advanced analytics capability is completed in 2019, we expect it to generate annual cost savings of more than $1.2 million in Tucson.

Water Reduction
Managing water supply and water use is critical to ensure human and environmental health. Raytheon does its part by educating employees about indoor and outdoor water conservation. Together, we minimize what we use for manufacturing and operations and work to improve water treatment and increase use of recycled water in our cooling towers. We also install smart irrigation systems and landscaping that use less water, and invest in technologies that decrease the energy and resources consumed to treat and transport water. These and other programs have enabled us to reduce water consumption by 35 percent between 2008 and 2015. In 2016, we cut water consumption by an additional 2.5 percent from 2015.

Waste Reduction, Reuse and Recycling
Across Raytheon, employees embrace a strong waste management program focused on reduction, reuse and recycling wherever possible. As a charter member of the U.S. Zero Waste Business Council, we were the first aerospace and defense company to achieve Zero Waste Certification and now have six facilities certified. To qualify, these facilities diverted at least 90 percent of their waste...
from landfills and incinerators. They also sponsored activities in the areas of source reduction, reuse, composting, purchasing of environmentally preferred materials, and participation from employees. We’ve set a goal to certify 20 sites by the end of 2020. This initiative, along with a strong push toward recycled and reused materials, helped us increase the percent of solid waste we divert from landfills and incinerators from 72 percent in 2012 to 77 percent in 2016.

MATERIALS OF CONCERN

For many years, our engineers have worked with customers, suppliers, government agencies, and academics to research safer alternatives that eliminate materials of concern from our products and processes. Raytheon is committed to ethical business conduct and the responsible sourcing of materials through our global supply chain. We also work diligently with our global supply chain partners to ensure compliance with Securities and Exchange Commission regulations.

Our global substances program actively monitors these materials and works to prepare Raytheon for emerging material restrictions and reporting requirements that could create contractual or regulatory liabilities or limit market access to certain materials.

2020 GOALS: ENGINEERING

- Eliminate two materials of concern, hexavalent chromium and cadmium, from 99 percent of Raytheon’s standard parts and materials.
- Enhance our capability to obtain/quantify substance content of parts in our products to 78 percent of line items.

A SUSTAINABLE SUPPLY CHAIN

Raytheon’s supply chain plays a key role in our overall business strategy. Over the last few years we’ve taken steps to incorporate sustainability principles into our supply chain management processes. For example, we’ve integrated sustainability content into some of our source selection documents, into certain supplier assessment tools, and into many of our suppliers’ quarterly business reviews. Raytheon has also worked with our office supply partner to procure eco-friendly materials, including those that contain recycled content.

Measuring success. One of Raytheon’s 2020 goals is to obtain sustainability commitments from 90 percent of certain preferred suppliers. To measure their commitment, we determine whether they have two or more sustainability goals that align with Raytheon’s 2020 sustainability goals. In 2016, our initial supplier survey revealed that 22 percent had two or more sustainability goals aligned with ours. To reach our 90 percent goal, we will communicate with our supply chain about the importance of sustainability and encourage them to consult our online supplier resource, “Doing Business with Raytheon.”

SUPPLIER DIVERSITY

Raytheon follows a deliberate diversity strategy that combines a focus on the specific solutions suppliers provide with a stratified approach to include companies of various sizes. This strategy brings to our supply chain diverse experiences, perspectives and knowledge of materials use. Our strong relationships with the National Minority Supplier Development Council®, the Women’s Business Enterprise National Council and other organizations provide a valuable source of new contacts — and an opportunity to share knowledge, advice and information with prospective partners. For example, in 2016, we hosted a Cyber Resilience workshop with the WBENC Women’s Forum to educate small business owners on how to protect their businesses. In 2016, we participated in 68 customer, local and national outreach events to identify and provide access to potential small business partners.

In 2016, Raytheon received several awards for our supply chain performance. We were recognized as one of America’s Top Corporations for Women’s Business Enterprises, earning a silver award from the Women’s Business Enterprise National Council. This national award honors companies with leading supplier diversity programs that are sustaining results and creating innovative and best practices that support Women Business Enterprises. We were also named by Minority Business News USA in the 2016 Corporate 101: America’s Most Admired Corporations for Supplier Diversity, which honors companies that demonstrate commitment to developing and growing minority-owned enterprises.

Intelligent power keeps the lights on

The U.S. Marine Corps Air Station Miramar (pictured — image obtained from Defense Imagery Management Operations Center) is a prime example of a forward-deployed base that relies on its own power network to keep its large radar systems operational. Recently, leaders recognized the need for a reliable backup energy system that could operate independently and sustainably. Raytheon partnered with the U.S. Department of Energy’s National Renewable Energy Laboratory and others to develop a microgrid for energy storage that can store power from solar panels and other renewable sources. The system relies on Raytheon’s Intelligent Power and Energy Management Microgrid Controller to coordinate the supply of electricity from local microgrid assets, and utilizes electricity from wind, solar, batteries or generators and matches it with building loads. A battery system built by Primus Power® stores power to ensure a continuous flow of electricity.

Much of the Miramar system was developed by Raytheon engineers Ryan Fairley and Dave Altman, working with a company team.

“We saw a potential application for fixed sites that needed reliable backup energy,” explained Altman. “Our solution helps guard against power interruptions from natural disasters, extreme weather events, security threats or other causes — all while reducing environmental impact.”

Energy storage innovation. Raytheon has a wide range of experience and expertise in the storage, control and management of power. The power systems we design assure reliable energy sources and help customers adjust to unpredictable fuel pricing and respond to mission requirements. Our innovative approaches include integrating such alternative energy sources as solar, fuel cells and advanced batteries into power management solutions.
THE POWER OF PERSPECTIVE

We work every day to foster an inclusive and culturally competent workplace that embraces all our differences as opportunities to expand global growth, build competitive advantage and drive enterprise collaboration. We’ve achieved these objectives by focusing on three primary areas:

**DIVERSITY**
We build diversity into our education and development programs to evolve our collective thinking about how diversity of ideas drives our success.

**EXPERIENCE**
We give current and future leaders the exposure and experience base they need to cultivate a global and inclusive mindset.

**LEARNING**
We develop focused learning initiatives to ensure that our global workforce accurately understands and represents the markets where we operate.

We rely on a diverse workforce to help us collaborate on innovative solutions that meet the needs of our customers. As we engage with international customers, we strive to understand what diversity means within international cultures and how we can most effectively harness and assimilate diverse ways of thinking.

In 2016, 95 percent of Raytheon’s leaders completed some form of diversity and inclusion learning.

100% CORPORATE EQUALITY INDEX®
PERFECT RATING
12 CONSECUTIVE YEARS

BUILDING A COMPETITIVE WORKFORCE

Raytheon recognizes that talent is at the heart of our company. It takes highly skilled and motivated people to design and build the groundbreaking technical products and processes that support our customers’ missions and help make the world a safer place. As such, we continuously review and enhance our human resources programs to better attract, retain and develop our talent.

We also continuously monitor our external environment to identify any events and changes in the landscape that may impact our talent and company. We have important opportunities ahead to rejuvenate our aerospace and defense workforce as long-serving employees near retirement, and to attract new talent to our growing business. In addition, we continue to compete for qualified engineering talent — especially when filling the many Raytheon positions that require security clearances.

Military veterans offer Raytheon and other civilian employers a variety of attractive attributes, including commitment, discipline, focus and overall leadership. Veterans make up 17 percent of our workforce, and their knowledge and skills are a source of great competitive advantage. Raytheon joined our top five competitors to sign the White House’s Joining Forces Hiring Pledge to hire a total of 30,000 veterans over the next five years.

RETAINING WORLD-CLASS TALENT, ADVANCING LEADERSHIP SKILLS

Raytheon employees have a thirst for doing great and interesting work that directly impacts the world around them. This shared purpose is reflected in the high marks Raytheon receives on biannual employee surveys — and on external evaluations of Best Places to Work. Our 2016 employee survey results reveal a highly engaged, committed and optimistic workforce. These results outperformed the majority of other high-performance companies that benchmark these categories.
Raytheon employees also embrace the broad portfolio of employee resource groups we created to strengthen our work environment. These nine employee-driven organizations foster an inclusive, engaged culture; drive business growth and innovation; help attract, retain and develop talent; and encourage employees to engage meaningfully with their local communities.

Raytheon offers a variety of education and training programs, accessible through an online learning management system. To facilitate self-driven learning, we align these courses with specific competencies. Other modules focus on such functional areas as engineering, contracts, supply chain and sustainability.

Success also requires a deep understanding of employee aspirations and the commitment to invest in their success. Raytheon supports career development for all 63,000 employees. We provide leadership development support for high-potential employees early in their careers, followed by mid-level and executive development.

We need every qualified candidate to be able to envision a career for themselves at Raytheon. At the beginning of 2016, we renewed our focus on increasing representation of women and people of color in the leadership pipeline. A series of strategic activities — including revamping the candidate slating, selection and onboarding processes; aligning the performance development process with diversity-focused goals; launching a new employee sponsorship program that builds networks and increases talent advocacy; implementing targeted retention efforts; and engaging in culture-building activities — has resulted in meaningful progress to date. We continue to track and refine the efficacy of these activities across the company.

WELLNESS AND BENEFITS

Total Rewards at Raytheon means more than just pay and a health plan. We’ve created a unique program designed to meet the diverse needs of our multi-generational workforce. The robust Total Rewards package we offer includes competitive pay, rewards and recognition programs, comprehensive health and welfare benefits (including medical, vision, dental and life plans), a 401(k) with company contributions, flex time and flexible working arrangements, paid time off and much more. Our Total Rewards program enables us to attract, motivate and retain the market’s best talent and enables our employees to be their best at work and at home.

As an extension of our values, we were among the first in our industry to offer same-sex domestic partner benefits. In June 2016, we continued our legacy of leadership by becoming one of the first in our industry to offer paid time off at a critical time for every growing family.

Available to all eligible male and female employees having or adopting a child, our parental leave benefit provides three paid weeks of leave, separate from paid maternity leave or Family and Medical Leave Act. This new benefit further enhances our inclusive culture. Feedback from employees using this new benefit has been extremely positive.

Employees value Raytheon’s long-standing commitment to paying equal wages for equal work. We conduct regular pay equality audits and are subject to fair-pay rules that apply to federal contractors.

We encourage employees to develop individual health and well-being plans. Raytheon has 26 on-site health centers staffed by 71 full-time contract employees including 15 who support our employees virtually.

We launched a new wellness portal in 2016, where nearly 10,000 employees each week access fitness and nutrition apps, record daily exercise and nutrition, link to mobile devices and wearables, and check wellness rewards.

Raytheon takes a holistic view to well-being support that goes beyond physical health to include social, financial, career, family, relationships and community.

WORKPLACE SAFETY

Raytheon invests in comprehensive programs and processes to provide a safe and healthy workplace. These contribute to a culture of safety in which each employee is responsible for following health and safety rules and for reporting appropriate leadership any hazards or injuries. These programs have helped Raytheon reduce our recordable injury rate by 27 percent since 2010.

Our 2016 recordable injury rate of 0.53 injuries per 100 employees is the best in company history and one of the lowest in the industry. Our days away, restricted and transferred (DART) injury rate has declined by 29 percent since 2010 despite a slight increase from 0.23 injuries per 100 employees in 2015 to 0.25 in 2016.

By the end of 2016, we had achieved Occupational Safety and Health Administration Voluntary Protection Programs “Star” certification at 38 locations (representing locations where 77 percent of domestic Raytheon employees work). In 2016, five of our facilities obtained “Star” certification: Riverdale, Maryland; Albuquerque, New Mexico; Plano, Texas; Dallas, Texas; and McKinney, Texas.

Raytheon is an active participant in the Occupational Safety and Health Administration’s Voluntary Protection Program, and leads the aerospace and defense industry in the number of OSHA-certified “Star” sites. VPP “Star” certification recognizes exemplary achievement in the prevention and control of occupational safety and health hazards, and the continuous improvement of the site’s health and safety management system.
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COMMUNITY

Training and knowledge are critically important in today’s business environment — and for future generations preparing to enter the workforce. Each year Raytheon invests in programs to help military families and veterans succeed, and to help cultivate the knowledge and valuable science, technology, engineering and mathematics skills that can create sustainable careers for future innovators. These programs resonate with Raytheon employees, many of whom maintain military connections through their own service or the service of family members.

CORPORATE CITIZENSHIP STRATEGY

Raytheon channels its corporate giving toward initiatives in two key areas: support of military families and veterans; and education in science, technology, engineering and math. Our funding is allocated strategically to support specific corporate citizenship goals.

EMPOWER

Empower military families and veterans to succeed through education.

EXPAND

Expand future workforce by inspiring students to become tomorrow’s drivers of technology and innovation.

ENGAGE

Engage employees in community efforts that support military families and inspire students in STEM.

HELPING MILITARY FAMILIES AND VETERANS

In support of our signature initiatives, Raytheon initiated a five-year, $10 million partnership commitment with two organizations that are helping military families and veterans succeed.

Student Veterans of America is the world’s largest network of student veteran groups, with nearly 1,300 chapters in all 50 states and four countries. SVA offers a peer support network that’s critical to a veteran’s successful transition to academic life. Raytheon’s $5 million partnership provides resources, support and advocacy. We help empower student veterans to reach their higher education and career goals, particularly in high-demand fields like science, technology, engineering and mathematics. In 2016, Raytheon’s support enabled 1,800 student veteran campus leaders to expand their chapter management skills.

With Raytheon’s partnership, SVA plans to increase its domestic and international network of nearly 1,300 chapters run by and for veterans.

Boys & Girls Clubs of America operates affiliated youth centers at nearly every U.S. military installation and community with strong military representation. These facilities play an important role in the lives of military children. Raytheon’s $5 million commitment provides for 22 enhanced technology Centers of Innovation and supports after-school science, technology, engineering and math programming for children of military families.

In 2016, six Centers of Innovation opened in the following locations:

- Harford County Boys & Girls Clubs, Aberdeen, Md.
- Boys & Girls Clubs of Central Texas, Killeen, Texas
- Joint Base Andrews Youth Center, Md.
- Boys & Girls Clubs of South County, Chula Vista, Calif.
- Ramstein Air Base Youth Programs, Germany

Raytheon employees helped plan and design these centers, which feature dedicated STEM education directors and include such tools as flight simulators, hands-on 3-D printers, and build-your-own robot workshops. In 2016, the Centers of Innovation served 2,000 teens, 1,500 of whom are military-connected.

$10M COMMITMENT TO HELP MILITARY FAMILIES AND VETERANS SUCCEED

134,000 VOLUNTEER HOURS RECORDED IN 2016

CONTRIBUTION FUNDING PRINCIPLE

50% STEM/education funding

30% Veterans and their families

20% local communities

$10M

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HELPING MILITARY FAMILIES AND VETERANS

In support of our signature initiatives, Raytheon initiated a five-year, $10 million partnership commitment with two organizations that are helping military families and veterans succeed.

Student Veterans of America is the world’s largest network of student veteran groups, with nearly 1,300 chapters in all 50 states and four countries. SVA offers a peer support network that’s critical to a veteran’s successful transition to academic life. Raytheon’s $5 million partnership provides resources, support and advocacy. We help empower student veterans to reach their higher education and career goals, particularly in high-demand fields like science, technology, engineering and mathematics. In 2016, Raytheon’s support enabled 1,800 student veteran campus leaders to expand their chapter management skills.

With Raytheon’s partnership, SVA plans to increase its domestic and international network of nearly 1,300 chapters run by and for veterans.

Boys & Girls Clubs of America operates affiliated youth centers at nearly every U.S. military installation and community with strong military representation. These facilities play an important role in the lives of military children. Raytheon’s $5 million commitment provides for 22 enhanced technology Centers of Innovation and supports after-school science, technology, engineering and math programming for children of military families.

In 2016, six Centers of Innovation opened in the following locations:

- Harford County Boys & Girls Clubs, Aberdeen, Md.
- Boys & Girls Clubs of Central Texas, Killeen, Texas
- Joint Base Andrews Youth Center, Md.
- Boys & Girls Clubs of South County, Chula Vista, Calif.
- Ramstein Air Base Youth Programs, Germany

Raytheon employees helped plan and design these centers, which feature dedicated STEM education directors and include such tools as flight simulators, hands-on 3-D printers, and build-your-own robot workshops. In 2016, the Centers of Innovation served 2,000 teens, 1,500 of whom are military-connected.
We’re working across the educational spectrum to encourage and support careers in science, technology, engineering and math. Engaging and inspiring tomorrow’s workforce, our company and new generations of professionals have leading-edge skills they need to thrive in today’s fast-changing world. Technology leadership is a source of long-term national security. Raytheon is pursuing a multilevel strategy to ensure that our customers, the nation’s leaders, have the tools and technologies they need to succeed.

### STEM education for graduate students

Raytheon’s partnership in the Raytheon-UMass Lowell Research Institute is giving students hands-on experience with promising emerging technologies—and valuable exposure to Raytheon engineers and career opportunities. UMass Lowell graduate James Benedict parlayed two Raytheon internships in systems and mechanical engineering into a full-time position as a mechanical engineer with Raytheon Integrated Defense Systems in Andover and Tewksbury, Massachusetts. At RURI, Benedict is working to create processes to apply tunable inks—inks that can be modified with specific applied voltages to change the way surfaces respond to radar waves. This technology has the potential to enhance the stealth capabilities of military aircraft and ships by absorbing radar signals.

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### Engaging Tomorrow’s Workforce

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### After-School Programs

**FIRST Robotics**

Raytheon sponsors 35 teams each year, mentoring high school students to design and build their own robot. The company annually awards $40,000 in FIRST scholarships to college students who participate in the program.

**MathCounts**

Every year nearly 100,000 middle school students from 5,500 schools participate in MATHCOUNTS, an engaging program that builds confidence and improves attitudes toward math and problem solving. The program culminates in the Raytheon MATHCOUNTS National Competition, a "bake" style math competition.

**Quadcopter Challenge**

With support from The Royal Aeronautical Society, Raytheon UK’s Quadcopter Challenge invites high school students to build a fully functioning, multi-rotor, remotely piloted air system (commonly known as a quadcopter) to compete in a national competition.

### Team America Rocketry Challenge

The Team America Rocketry Challenge teaches students the principles of aerospace engineering through a national rocket launch competition. Raytheon hosts the winning DARPA team as it competes in the Rocketry Challenge at the Farnborough and Paris air shows.

### MathMovesU

Raytheon believes in offering students from diverse backgrounds the opportunity for a robust education in math and science. Through MathMovesU initiatives, we work with students from elementary school through college, support educators and policymakers, and promote racial and gender equality within STEM fields.

### MathAlive!

Raytheon’s ongoing partnership with Questacon, Australia’s National Science and Technology Centre, is representative of the company’s global commitment to STEM education. The partnership supports the "Imagination Factory," a hands-on exhibition depicting how things work together in innovative ways.

### Questacon

At the "Imagination Factory," a hands-on, interactive, MathAlive! helps to spark lasting interest in math and science at school, college and ultimately, the workplace.

### Community-Based Programs

**Cyber Academy — Presented by Raytheon**

In conjunction with the Center for Infrastructure Assurance and Security, the Raytheon Cyber Academy workshop at Khalifa University in the United Arab Emirates engages students to develop cybersecurity skills for systems and networks.

**National Collegiate Cyber Defense Competition**

To help mentor the next generation of cyber leaders, the National Collegiate Cyber Defense Competition allows college students from across the United States to test their skills at protecting a network against cyber threats.

**Cybersecurity Training Institute**

Raytheon’s cybersecurity training institute trains students on the latest cybersecurity methods, cyber threat hunting, social engineering, cryptography and penetration testing.

**UK’s Quadcopter Challenge**

As a Lawrence, Massachusetts, high school student, Ricky Rodriguez traveled to Raytheon each week to participate in the Team America Rocketry Challenge at the Royal Aeronautical Society, Raytheon’s partner in the Quadcopter Challenge. The program culminates in a national competition.

**Raytheon MATHCOUNTS National Competition**

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Raytheon encourages employees to volunteer their time and skills to support local communities and organizations. Employees experience the satisfaction of making a meaningful difference, and their commitment helps further community initiatives. Many employees choose to align their activities with Raytheon’s two signature programs — military family and veteran support, and STEM education. For example, in November 2016 employees channeled their Week of Service efforts to honor veterans, providing career counseling and distributing care packages to veterans. Employees also participate in a wide range of fundraisers and events. These include Raytheon’s donor-advised Fund in Support of Our Troops. This fund disburses grants to nine organizations that deliver services and support to active-duty service members and veterans.

Over the past 11 years, Raytheon employees have given more than $1.1 million through the donor-advised fund. In 2016, our Young Employee Success Network Employee Resource Group led a four-month global service campaign in support of student veterans. YESNET held 47 networking events with 21 Student Veterans of America campus chapters to connect with students in their communities. YESNET members volunteered more than 800 hours and raised $20,000 to support student veteran chapter operations.

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monitoring global weather patterns and other predictive information critical to industries as diverse as agriculture and transportation,
insurance and energy. By improving meteorologists’ forecasting ability, VIIRS helps improve planning, protect lives and reduce costs
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