


## Vision, Strategy, Goals and Values

One Company. One Vision.

Raytheon's commitment to corporate responsibility is integral to the vision and values that define us as a company. At Raytheon, being successful means being responsible in every aspect of everything we do, from technological innovation to business practices, personal relationships and corporate citizenship. With 75,000 employees in 80 countries, our impact is substantial. Every day we seek new ways to make it more positive than ever. And each year we report on our progress, so you can measure our achievements against our goals. In 2009 we made advances in areas as diverse as governance, safety, environmental performance and employee volunteerism while delivering more value for our customers and shareholders.

 **Vision:** To be the most admired defense and aerospace systems supplier through world-class people and technology.

### Strategy

Focus on key strategic pursuits, Technology and Mission Assurance, to protect and grow our position in our four core defense markets:

- Sensing: Expand beyond traditional RF/EO to new growth focus areas;
- Effects: Expand beyond kinetic energy-based weapons;
- C3I: Grow market presence through our world-class solutions, technology and products; expand knowledge management;
- Mission Support: Expand beyond product support, engineering services and training.

Leverage our domain knowledge in these core defense markets, as well as in Homeland Security and Cybersecurity.

Expand international business by broadening focus and expanding in growth markets.

Continue to be a Customer Focused company based on performance, relationships and solutions.

### Goals

#### Customer

Be regarded as a Customer Focused company.

#### Growth

Grow revenue faster than the market. Build on good performance in improving cash flow. Execute well and with predictability.

#### People

Retain and attract world-class talent while providing superior opportunities for employee development. Treat all employees with respect. Leverage our diversity efforts as a competitive advantage, continuing Raytheon's leadership in diversity.

### Productivity

Improve ROIC for Raytheon Company. Take Raytheon Six Sigma™ to the next level, further engaging customers and partners. Deliver greater value and predictability through the Integrated Product Development System (IPDS), Earned Value Management System (EVMS) and Capability Maturity Model Integration (CMMI®).

### Values

#### People

- Treat people with respect and dignity.
- Welcome diversity and diverse opinions.
- Help our fellow employees improve their skills.
- Recognize and reward accomplishment.
- Foster teamwork and collaboration.

#### Integrity

- Be honest, forthright and trustworthy.
- Use straight talk; no hidden agendas.
- Respect ethics, law and regulation.

#### Commitment

- Honor commitments to customers, shareholders, the community and each other.
- Accept personal responsibility to meet commitments; be accountable.

#### Excellence

- Improve performance continually.
- Achieve innovation in all that we do.
- Stress quality, productivity, growth, best practices and measurement.
- Always strive to be the best.