

## Corporate Responsibility

Growth in sales and earnings are not the only measures of Raytheon's success. Our qualitative achievements are also important, from breakthroughs in technology and engineering to advances in workplace safety, leadership in math and science education, companywide volunteerism and support for U.S. troops and their families. Taken together, these achievements define Raytheon as a responsible corporate citizen. And with each passing year, the links between citizenship and financial performance grow stronger.

Throughout the company, 2008 was a year of sustained accomplishment in education, service and environmental stewardship. We are proud of the recognition we have received from the organizations on the facing page. And we are especially proud of the Raytheon employees who took on the challenge of volunteerism in a difficult economic year. Between corporate philanthropy and individual initiative, we made a difference for thousands of beneficiaries, from the soldiers and military families served by Operation Homelink to the students and teachers at MathMovesU® events and NASA Future Forums across the United States.



As part of Raytheon's commitment to greener and more efficient operations, next year we will transition to a Notice and Access program for our Annual Report, encouraging shareholders to access their meeting materials online. We will continue to report on the company's programs and activities in the areas of stewardship and corporate responsibility in our Corporate Responsibility Report.



Eighth-graders from Florida and Texas face off at a MATHCOUNTS® national competition. For years Raytheon has supported local, regional and national programs to encourage student interest in math and science at every level from kindergarten through college. The company has been a MATHCOUNTS sponsor since 1995 and will be the title sponsor for the organization's national competitions from 2009 through 2011.

## 2008 Award Highlights

### TIME

Two Raytheon businesses factored into top-ten winners on TIME magazine's 50 Best Inventions of 2008 (November 10, 2008). Space and Airborne Systems provided crucial RF components for the #3 winner, NASA's Lunar Reconnaissance Orbiter (LRO), set for launch in the spring of 2009. Close behind at #8 was Network Centric Systems' Active Protection System, shown on page 7.



EHS *Today* magazine named Raytheon one of America's Safest Companies. The award recognizes Raytheon's enterprise-wide Environmental, Health and Safety (EHS) efforts, including innovative campaigns such as Safety Madness, Olympic Madness and Kids 'R' Cool.



Raytheon earned the Disability Rights Legal Center's 2008 Corporate Award for its commitment to diversity and meaningful employment opportunities for people with disabilities.



Raytheon received the U.S. Environmental Protection Agency/U.S. Department of Energy 2008 ENERGY STAR Sustained Excellence Award, the highest honor given to ENERGY STAR partners.



Raytheon's Board of Directors has been named 2008 Board of the Year by the New England chapter of the National Association of Corporate Directors. The award recognizes outstanding guidance in steering a company through a period of extraordinary growth or other significant development.



The Association of the United States Army (AUSA) has honored Raytheon Chairman and CEO William H. Swanson with the prestigious John W. Dixon Award, presented annually for outstanding contributions to national defense by a member of the industrial community. Swanson was recognized for "working tirelessly on behalf of our men and women in uniform."



The Human Rights Campaign (HRC) Foundation named Raytheon as one of America's "Best Places to Work," reflecting its perfect score on the HRC Corporate Equality Index.



Raytheon earned the #8 position on DiversityBusiness.com's list of top 50 organizations for multicultural business opportunities.