

# Vision, Strategy, Goals and Values

One Company. One Vision.

Raytheon's Vision, Strategy, Goals and Values are the foundation of our company. They focus and unify Raytheon's 73,000 people across six businesses, a multitude of markets and more than 350 locations around the world. They influence our product development, inspire our employees and strengthen our relationships with customers, partners, shareholders and communities. They provide our roadmap for direction and our benchmarks for measuring performance.

## 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 into adjacent markets;
- **Effects:** Expand beyond kinetic energy-based weapons;
- **C3I:** Grow market presence through increased footprint and expand knowledge management;
- **Mission Support:** Expand beyond product support and engineering services to include mission planning and training capabilities.

Leverage our domain knowledge in these core defense markets, as well as in Mission Systems Integration, Homeland Security and Information Operations/Information Assurance.

Expand international business by broadening focus and expanding into adjacent markets.

Continue to be a customer-focused company based on performance, relationships and solutions.

## GOALS

### ■ Customer

- Be regarded as a customer-focused company known for its technology and innovation.

### ■ 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.

### ■ 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.
- Stress quality, productivity, growth, best practices and measurement.
- Always strive to be the best.



As you will see in the pages that follow, Corporate Responsibility at Raytheon is a journey. It is a journey guided by a sense of stewardship — by a Vision that is compelling and Values that are clear — markers that help us navigate a course that is true.

Our Vision is “to be the most admired defense and aerospace systems supplier through world-class people and technology.” Our Values define who we are and what we stand for: People, Integrity, Commitment and Excellence.

Together with our Strategy and Goals, they provide us with the confidence and direction needed to embrace change, drive innovation, partner with stakeholders, and achieve our mission of customer success.

These are the threads that run through the pages that follow. The 73,000 people of Raytheon thank you for taking the time to read about all that we achieved in Corporate Responsibility, and all that we aspire to achieve as we continue our journey together.