



I am proud to lead this team of 90,000 people, whose bold ideas and pioneering spirit make Northrop Grumman such an incredible community and special place to work. Every day, we seek to make our world a safer place, and to improve the communities where we live and work. Our corporate citizenship mission starts with people – the people we employ today and in the future, our customers and all of our stakeholders.

In a year where we faced extraordinary circumstances, we strengthened our commitment to support our communities. We are giving to organizations involved in COVID-19 relief efforts, including providing funding and resources for frontline relief workers to keep them protected, food banks to help those who have lost income, and schools to support students with virtual learning. We have also contributed to the work of the NAACP Legal Defense Fund to promote and enable social justice in our communities.

At Northrop Grumman, we value a diverse and inclusive culture because we believe that every employee deserves to be respected for who they are – and to feel challenged, rewarded and engaged. This is a necessary ingredient to our success – as the diversity of our teams has increased, so has our performance.

I'm very proud of the progress we've made. We've been recognized by *DiversityInc's* Top 50 Companies for Diversity 10 years in a row, and number one for both veterans and people with disabilities. While our company's diversity representation for women and people of color largely reflects the communities in which we work and live, we know we still have work to do.

To address this issue, we've doubled down and focused on increasing STEM education opportunities for students of all ages and backgrounds. We believe that our best chance to help people see the opportunity from a strong foundation in science and math is long before we hire them, so we set a goal to increase math and science proficiency for 350,000 middle school students by 2030. We established a Teachers Academy where we train middle school STEM teachers, and we've reached more than 335 teachers and 33,500 students, and given \$22.5 million in combined contributions to education programs alone. As important, our employees support all of our efforts through volunteering, tutoring and mentoring.

We also have a deep sense of responsibility to preserve resources for future generations. We're focused on environmental sustainability, to ensure we're being responsible stewards of the environment by proactively managing our impacts and enhancing the sustainability of our operations.

Our contributions and employee volunteer activities are focused on helping to transform our communities, with a focus on STEM education, military and veterans, people with disabilities, health and human services, and environmental stewardship. At Northrop Grumman, we have an unwavering commitment to help our communities grow and prosper.

A handwritten signature in black ink that reads "Kathy J Warden". The signature is fluid and cursive, with a large loop under the "W".

Kathy Warden
Chairman, Chief Executive Officer and President
Northrop Grumman