Corporate citizenship at Northrop Grumman starts with people — our employees and those who we will employ in the future, community members, customers and stakeholders. Together with our employees, we strive to improve the lives of people and make stronger communities possible.

**CHARITABLE GIVING**

We work with dynamic partners to support the diverse needs of the communities in which we live and work through charitable contributions from the company, the Northrop Grumman Foundation and our employees. Our core areas of giving include programs and partnerships that focus on science, technology, engineering, and math (STEM) education, military and veterans, health and human services and the environment.

Our corporate citizenship strategy focuses on developing a diverse workforce through strategic STEM education programs that align to the company’s future talent needs; driving employee attraction and retention through strategic and impactful volunteerism and skills development; enhancing Northrop Grumman’s position as an employer and business of choice; and addressing local stakeholder issues.

In 2021, we contributed to organizations and schools in more than 70 communities and generated $39.3M in social value through charitable giving and in-kind donations from the company and the Northrop Grumman Foundation, as well as employee giving and volunteerism.

**Community Support Around the World**

*In addition, Northrop Grumman donated $15M to the Northrop Grumman Foundation.*
Northrop Grumman designs and manufactures some of the world’s most advanced technologies. To maintain excellence in innovation, it is imperative that we help develop students’ interests and abilities in STEM. Our education strategy places top priority on workforce readiness for students who are underserved in STEM globally and provides educators with workforce-relevant professional development to advance their competency in teaching and engaging students on STEM subjects. We maintain strong partnerships with organizations and institutions focused on engineering and technology-based initiatives designed to excite, engage and educate students from middle school through the university level. In 2021, Northrop Grumman and the Northrop Grumman Foundation contributed $25.1M* to education programs, of which $20.3M was dedicated to STEM-related programs.

To demonstrate our commitment to this priority, we established an education equity goal to dedicate a minimum of 50% of our education funding to resources or programs that support social justice through diversity, equity and inclusion. In 2021, we contributed 54% towards this goal.

Focus populations include:
- Minorities who are underrepresented in STEM: Black, Hispanic and Indigenous Peoples
- Females
- People with disabilities
- LGBTQ+
- Low income
- Homeless individuals/families

We also continued to increase our contributions to enable the enrollment and success of a diverse STEM pipeline at two-year colleges and four-year universities. University support was directed towards student organizations, bridge programs, scholarships, well-being funds and diversity, equity and inclusion centers.

Starting in 2015, we developed a goal in alignment with the United Nations Sustainable Development Goal for education. We committed to help increase math and science proficiency for 350,000 students by providing teachers with professional development. The criteria used to evaluate our partnerships that contribute to this goal include intensive training focused on at least one of the following: pedagogy,
STEM, Next Generation Science Standards and Common Core Standards. We give special consideration to programs that require classroom application and post-training implementation.

Over the past two years, many professional development programs for teachers shifted to a virtual environment, allowing us to increase the number of teachers we were able to support. A few examples include Space Academy for Educators, Real World Science, Code.org and the Northrop Grumman Foundation Teachers Academy.

By the end of the year, we provided professional development to 324 teachers and reached 81,000 students, leading us to accomplish and exceed our goal nine years earlier than projected. In total, we estimate we increased the math and science proficiency of 354,980 students.

**Highlights**

**The American Indian Science and Engineering Society (AISES)**

AISES focuses on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in STEM studies and careers. Over the years, we have contributed to STEM programming on reservations and provided scholarships for Indigenous students.

In 2021, the Northrop Grumman Foundation provided a grant to assist with the development of the online AISES Learning Center, which will offer culturally relevant lesson plans and educational resources to help Indigenous students succeed.

In addition, we contributed to the AISES Energy Challenge, an energy-focused science and engineering fair for Native youth.

**American Institute of Aeronautics and Astronautics**

Employees in Elkton, Maryland collaborated with the American Institute of Aeronautics and Astronautics to present activities in conjunction with Introduce a Girl to Engineering Day. This virtual event for eighth grade students began with an introduction to rockets and engineering and followed up with virtual games like Engineering Pictionary. During speed mentoring, students met with and asked questions to multiple woman engineers. The event concluded by teaching the students how to make glue from household items and describing the important role adhesives have in rocket manufacturing.

**Cyber Competitions**

Building tomorrow’s cybersecurity workforce is not only a national priority but also a global one. For 10 years, the Northrop Grumman Foundation has been the presenting sponsor of CyberPatriot, the U.S. Air Force Association’s National Youth Cyber Education Program which offers cyber education to students in pre-K through 12th grade. Their signature program is the National Youth Cyber Defense
Competition, in which middle and high school students compete in teams to protect and defend the network of a fictitious company. Over the years, the program has expanded to other countries, including CyberCenturion in the UK and CyberTaipan in Australia.

In 2020, we began a pilot of a similar program in Japan, CyberSakura. In partnership with the nonprofit organization L Community, CyberSakura was designed to improve awareness of and interest in cyber security careers and education pathways. Students also gain and improve fundamental technical skills required for the profession. Due to the success of the pilot, CyberSakura officially launched with 25 teams in 2021. The program is the first non-English language program in the global cyber program series.

**Digital Learning Modules**

In order to help teachers demonstrate to students the relevance of what they learn in the classroom to STEM professions and the skills required to be successful in those careers, we worked with select partners to produce free, science-based learning modules. The content focused on developing critical STEM skills and introducing students virtually to a wide array of Northrop Grumman engineers, technologists and scientists. Below are a few examples.

*Scholastic* published a magazine for students that featured the James Webb Space Telescope and developed complementary resources for teachers, which are available in Spanish, Arabic, Korean, Polish, Japanese and English.

**U.S. Space and Rocket Center Education Foundation** created articles exposing students to Aerospace and SATCOM/GPS professionals by featuring profiles of Northrop Grumman engineers. Related activities were developed to complement the content.

**U.S Space Foundation** developed a video series featuring Northrop Grumman employees discussing their education and career pathways. The videos were supplemented with professional development and lessons for teachers, allowing them to easily introduce engineering into the classroom and the skills required for these professions.

**Future Aerospace Leaders Club of Nation (FALCON)**

In South Korea, we sponsor FALCON to encourage youth to explore aerospace, science and engineering fields and experience first-hand what a career in aerospace may entail. Every year, 20 students between the ages of 11 and 13 participate in experimental courses, career camps and aerospace competitions. Students have the opportunity to meet air force pilots, tour aerospace facilities and participate in a variety of industry events throughout the program.
High School Involvement Partnership (HIP)

Northrop Grumman’s HIP mentoring program helps inspire and prepare high school students to pursue STEM pathways to fill the future workforce need for diverse, innovative leaders. To date, more than 5,000 high school students have participated at one of 20 Northrop Grumman sites, learning about our business, culture and programs.

In 2021, HIP celebrated 50 years of providing curious teenagers from mostly lower income, underserved communities with an introduction to STEM careers, hands-on experience and practical knowledge that prepares them for college or to pursue a certificate or vocational position.

Over the course of two years, HIP focuses on:

- Exposing high school students to Northrop Grumman’s core capabilities, technology, mission and business priorities
- Contributing to students’ development and enhancement of critical skills necessary for success in career, vocation and beyond
- Providing a pipeline from high school through college to employment at Northrop Grumman
During the program’s first year, students attend a speaker series and hear from engineers and scientists working on our exciting programs, test pilots and more. Other sessions expose students to our culture as they learn about our diversity, equity and inclusion programs and employee resource groups.

Each student is required to create a project during the second year of the program. With the guidance and support of Northrop Grumman mentors, students develop projects based on engineering and technology fields they would like to explore. Throughout the process, they learn about design, testing, budget management and the importance of meeting deadlines. At the completion of the program, students present their projects to site leadership.

After students complete their senior year in the program, they have the opportunity to apply for paid summer internships. During the 2020-2021 school year, 289 students participated in HIP, 63 of which were eligible for summer internships. In turn, we hired eight participants as summer interns, with four receiving and accepting offers to continue their internships in 2022. Limitations presented by the COVID-19 pandemic likely influenced the overall number of HIP seniors hired as interns in 2021. Our goal for 2022 is to onboard a minimum of 25 percent of the HIP seniors.

We collaborate with our Talent Acquisition team to ensure the students we invite to participate in HIP are highly qualified to fill future college internship opportunities. In some cases, by the time a student graduates from college, they may have accrued up to six years of experience with Northrop Grumman through HIP and internships, making them ideal candidates for full-time employment.

**OneTen**

During the year, we joined OneTen, a coalition of companies representing a wide range of industries that seek to advance racial justice and close the opportunity gap for Black talent in the U.S. OneTen, with its partner companies, aims to train, hire and promote one million Black individuals over the next 10 years into family-sustaining careers with opportunities for advancement.
University of Southern California Viterbi K-12 Center

The Northrop Grumman Summer Engineering Camp exposes educationally and economically disadvantaged middle school students to engineering disciplines through applied math and science. Students explore aerospace, civil, electrical, environmental and mechanical engineering and computer science through hands-on STEM activities with distinct labs for each discipline. Labs and activities revolve around the camp theme tied to the United Nation’s Sustainable Development Goal 11: “Make Cities Inclusive, Safe, Resilient and Sustainable.” Sample activities included a gumdrop bridge, spaghetti tower, pinwheel windmill, water filtration, catapult, balloon powered car and sound waves. In addition, Northrop Grumman engineers presented a real world, relevant engineering application project about creating drones to help fight wildfires.

Royal Air Force Museum

The Summertime Advanced Aerospace Residency (STAAR) Programme in the U.K. consists of a virtual competition with six STEM challenges that together create the overall Mission. This year the mission was based on a major humanitarian operational challenge. The students participated in teams to research and design an aircraft that could deliver logistics support and aid, and develop a mission plan utilizing cyber skills and Command, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance (C4ISR). Their Mission culminated in a final presentation judged by a panel of experts. The winning school teams were selected and those students will attend the in-person summer camps at RAF Cosford in July 2022.

U.S. Space Foundation

In Colorado, we sponsor the Junior Space Entrepreneurs program, which teaches high school students about the space industry and what it takes to get to space and back by taking them on a complete Mars Mission. Students face the challenges that come with sending astronauts to space and returning them safely to Earth. Students then utilize their newly gained knowledge and skills to develop their own mock business.

U.S. Space & Rocket Center

For over a decade, we have provided Space Camp scholarships for students and teachers from around the world to explore space through hands-on activities, modules and experiences. In 2020, Space Camp was suspended because of the pandemic but reopened in 2021 with travel restrictions, causing
us to shift from providing scholarships to educators and students from around the world to only students in the U.S. We sponsored two programs during the year, both supporting those underrepresented in STEM and low-income students. The first camp supported 80 scholarships for underrepresented minorities in STEM and/or those who required financial support to attend camp. The second camp targeted Alabama’s Black Belt, one of the poorest communities in the state.

We sponsored 50 Space Camp scholarships to middle school students from the Selma, Alabama School District and an additional 20 scholarships to the 100 Black Men of Greater Huntsville, an organization that mentors at-risk youth.
SERVICE MEMBERS AND VETERANS

We take great pride in supporting our veterans, service members and their families. Through volunteerism, employee giving and charitable giving, we contribute to programs focused on employment, homelessness, appreciation, and services for the wounded, ill and injured.

Highlights

**Afghanistan Withdrawal Support for Service Members and Veterans**

To help support our deployed service members in Afghanistan, as well as veterans dealing with painful emotions as a result of the withdrawal, we provided funding to the following organizations.

- **Headstrong Project** provides cost-free, bureaucracy-free, stigma-free, confidential and effective mental health treatment for active-duty service members, members of the National Guard and Reserve, veterans and their families. The events in Afghanistan, coupled with chronic mental health needs triggered by the COVID-19 pandemic required a swift and emergent response. Our grant went to support mental health care and the expansion of their clinical network in regions with demonstrated increased need.

- **USO** strengthens America’s military service members by keeping them connected to family, home and country throughout their service to the nation.

- **American Corporate Partners (ACP)**

  The focus of ACP is to help post-9/11 veterans and spouses of service members find their next job through one-on-one mentoring, networking and online career advice. As a government contractor, supporting the military community is a high priority. Northrop Grumman leaders volunteer to be paired with protégés for a yearlong mentorship, providing development guidance to service members and military spouses seeking employment.

- **NPower**

  This organization creates pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities. We provided support for the Tech Fundamentals training program in Maryland and Texas. This no-cost workforce development program educates and prepares veterans to become successful entry- and mid-level IT professionals. Participants in the program receive training, certifications, professional development, social services, paid internships, job placement for middle-skill tech careers and long-term wage growth.

  The program blends 16 weeks of half-day classroom curriculum, seven weeks of paid internships and over 120 hours of professional skills development.
To improve job placement, retention, and career growth, NPower’s internship placement manager and career placement manager provide essential professional skills such as time management, effective oral and written communication and resume and interview preparation.

**Operation Homefront**

Operation Homefront’s mission is to build strong, stable, and secure military families so they can thrive — not simply struggle to get by — in the communities they have worked so hard to protect. Operation Homefront serves tens of thousands of military families each year with critical financial assistance, transitional and permanent housing and family support services that help prevent short-term needs from turning into chronic, long-term struggles.

Northrop Grumman annually sponsors their Back-to-School Brigade in Virginia. During the event, employees prepare backpacks full of school supplies and distribute them at a drive-through event for 100 military families from the area. In addition, we also support their Holiday Meals for Military program, which provides families with healthy fixings for a traditional holiday meal.

**Soldier On**

Australia’s only national fully integrated and holistic veteran support services provider offers a range of mental health and wellbeing services, education programs, employment and transition support, as well as activities focused on connections with family, friends and the broader community.

Northrop Grumman Australia has worked closely with the Soldier On Pathways Program to provide employment and career advice to veterans and their family members and employment opportunities for multiple participants.

In addition, the Women’s Vet Connect aims at rebuilding a sense of family and camaraderie of service by addressing the needs of female veterans transitioning or planning to transition from the Australian Defence Force into civilian life. The program encompasses activities and support to ensure that social connection, learning and change can occur in a supportive environment.
Wreaths Across America

Each December on Wreaths Across America Day, wreath-laying ceremonies take place at over 2,500 cemeteries to remember and honor our fallen U.S. veterans. In partnership with our military and veteran focused employee resource group, VERITAS, we hold an annual fundraiser to help commemorate this special day. Since 2018, Northrop Grumman employees have shown respect for fallen veterans by volunteering at events and donating wreaths. In 2021, employees donated 6,300 wreaths, totaling almost 17,000 wreaths over the past four years.
HEALTH AND HUMAN SERVICES

Through our health and human services support, we focus on addressing critical local needs and disasters that affect our communities.

Highlights

Afghanistan Humanitarian Support

In the aftermath of the Afghanistan crisis, Northrop Grumman provided grants to nonprofit organizations protecting Afghans in danger. We also contributed to resettlement and placement efforts allowing refugees to achieve self-sufficiency, with resources for housing, food, education, medical care and employment.

Children’s National Medical Center

Children’s National provides pediatric care and research to improve children’s health around the world. They treat patients in the United Arab Emirates (UAE) through their Visiting Physicians Program, which provides specialists to hospitals across the UAE to enhance care in clinical specialties. In addition, they support research partnerships, as well as medical education and training opportunities for university or medical students.

Disaster Relief

Northrop Grumman contributes annually to the American Red Cross and AmeriCares so that they are positioned to respond whenever and wherever a disaster occurs. Employees eagerly participate in disaster relief campaigns throughout the year with over 1,000 employees pledging to donate blood through the American Red Cross SleevesUp campaign.

We provided funding to United Way of SE Louisiana in response to Hurricane Ida, which devastated areas where our employees work and live. In addition, when an earthquake-ravaged Haiti, we supported the Salvation Army and Hope for Haiti, which focused on housing and medical services for those displaced from their homes.

Los Angeles Brotherhood Crusade-Black United Fund

The Social Justice Youth Organizing Program focuses on supporting low-income youth to identify social justice issues in their community and become catalysts for change. They begin by learning about the historical context, current landscape and future trends of social justice issues. As they progress through the program, they become peer educators and community organizers rallying support to ignite movements that facilitate policy and systems changes.
United Nations Sustainable Development Goal #2: Zero Hunger

We are dedicated to alleviating hunger in our communities. In 2021, we committed to providing five million meals to people in need by 2030. Donations include contributions from the company, employee fundraisers, food drives and ECHO, our workplace giving program. During the first year, we found that there was tremendous support from our employees and an increased need in local communities due to natural disasters and COVID-19 impacts leading us to donate more meals than expected. In total, we donated 2,414,800 meals of which 779,000 were donated by employees. At the end of the year, we reassessed our goal based on future projections and doubled our goal, committing to donate 10 million meals by 2030.

We created the Northrop Grumman Hunger Action Month campaign in September to announce our goal and offer employees ways to take action to fight hunger through charitable giving, activities and volunteerism. Throughout the year, employees volunteered over 2,200 hours at 30 hunger-related events and hosted 30 canned food drives.
Northrop Grumman and the Northrop Grumman Foundation are proud to partner with organizations that provide services and support to those with disabilities.

**American Association of People with Disabilities (AAPD)**

AAPD advocates for full civil rights for Americans with disabilities by promoting equal opportunity, economic power, independent living and political participation. Northrop Grumman is a co-founding member of the AAPD Disability Advisory Roundtable.

**American Cancer Society**

Northrop Grumman and its employees are longtime supporters of the American Cancer Society. The company matches funds raised online for Northrop Grumman teams participating in Relay for Life and Making Strides Against Breast Cancer. To date, employees have raised approximately $2,000,000 for the American Cancer Society through these events.

**Adults and Children with Learning and Development Disabilities**

Offered to people with autism, intellectual and developmental disabilities, this in-studio program in New York, supported by Northrop Grumman, is designed to enhance participants’ appreciation of art and their artistic abilities.

**The Arc**

Northrop Grumman has provided funding for Northern Virginia Arc’s development of technology and apps which help people with disabilities navigate situations that could be challenging. In addition, support has been given for their new online curricula that assist those with disabilities with daily living skills, such as cooking, shopping, hygiene and safety in the home.

The Arc’s Adult Day Services program in Prince George’s County, Maryland provides vocational, recreational, therapeutic and community experiences for adults with intellectual and developmental disabilities.

**Association for Mental Health and Wellness**

Northrop Grumman supports the Veteran Peer Support Project, administered by the Association for Mental Health and Wellness in New York, which guides veterans experiencing homelessness and/or post-service transition issues toward a healthy, stable life as a civilian in their respective communities. In addition to assistance with housing, employment and legal issues, veterans receive mental health and/or substance abuse services.
Friends of Californians with Disabilities, Inc.

The Youth Leadership Forum is a unique program created by Friends of Californians with Disabilities. Our support helps them to empower and significantly enhance the personal, academic, and career potential of young people with disabilities through leadership development, resource identification and peer mentoring. The program uses adult role models, especially project alumni to show students how to effectively transition to meaningful careers, independent living and civic engagement.

Ignite Adaptive Sports

Ignite provides safe, fun, and affordable instruction for children and adults in Colorado with cognitive and/or physical disabilities. The Adaptive Winter Sports Program includes alpine and Nordic skiing, snowboarding, ski-biking and snowshoeing. In addition to time on the snow, students, families and caregivers socialize with peers and develop connections with others in the community. Individuals leave their lessons with enhanced self-esteem, improved relationship-building skills and a willingness to take on new challenges in life. Northrop Grumman supports this program financially and several of our employees volunteer as ski or snowboard instructors each winter.

Equine Therapeutic Riding Services

Northrop Grumman supports equine-assisted activities and therapies for service members and veterans in Maryland, Virginia, Illinois, and Texas. This unique healing service is a high-touch, interactive, alternative therapy that engages the mind and body, helps manage injuries and assists with re-engaging individuals into their family and civilian life.
Independent Marylanders Achieving Growth Through Empowerment Center of Maryland

This organization works with volunteers to craft innovative assistive technology solutions and training to help people with disabilities of all ages thrive in home, school, community and work settings. Each year, Northrop Grumman employees build specialized adaptive bikes for kids with limitations in arms, legs, muscles or cognitive function.

New York City Foundation for Computer Science Education

Northrop Grumman is proud to contribute to CSforALL’s mission to make high-quality computer science an integral part of the educational experience for all K-12 students and teachers and to support student pathways to college and career success. Many emerging platforms in computer science education are partially or fully inaccessible to students with disabilities. To address this gap, they launched the CSforALL Accessibility Pledge to rally computer science education content creators, program providers and educational institutions to take immediate steps to achieve accessibility for existing efforts and future designs.

Oklahoma Family Center for Autism

This organization helps individuals with autism reach their full potential, helps families thrive and helps communities understand and embrace differences. Northrop Grumman provided funding for support groups, camps and activities for individuals with Autism.

Penn-Mar Human Services

Penn-Mar Human Services provides support to adults with intellectual disabilities through its residential, respite, educational day learning center and community-based programs in Maryland. Northrop Grumman employees beautified the grounds at the Respite Inn in Westminster where they planted flowers, mulched the gardens and dismantled a patio, walkway and metal laundry clothesline poles.
**Service Dogs for Vets**

Across Maryland, Massachusetts, Minnesota, Pennsylvania, Florida, Virginia, Arizona and Ohio, Northrop Grumman supports organizations that raise, train, and donate service dogs to assist veterans with post-traumatic stress disorder, traumatic brain injuries and other combat-related disabilities.

**Special Olympics**

Employees in California, Illinois and Virginia annually participate in the Plane Pull event and for nearly a decade, Utah employees have volunteered at the Summer Olympic Games. Northrop Grumman also contributes to programs and events in Nebraska and Ohio. In 2015, Northrop Grumman and the Northrop Grumman Foundation jointly donated over $500,000 to the Special Olympics World Games.

**U.S. Space & Rocket Center**

For over a decade, the Northrop Grumman Foundation has provided scholarships for middle school students and teachers to attend Space Camp at the U.S. Space and Rocket Center in Huntsville, Alabama. The Northrop Grumman Foundation also supports Space Camp for Interested Visually Impaired Students (SCIVIS), a special week of Space Camp coordinated by teachers of the visually impaired from all over the United States and several other countries. This program provides adaptations not generally available during the summer Space Camp sessions, such as braille, large print, CCTV, voice output on selected computers, visually impaired speakers and support help from certified teachers of the visually impaired.

**ENVIRONMENT**

We encourage employees to reinforce our company’s commitment to the environment by volunteering to support activities both at work and in the local community. Our environmentally focused philanthropic partnerships with local organizations help promote conservation and inspire the next generation of environmental stewards.

**Highlights**

**Fairfax County Park Foundation**

In Virginia, we continued our 20-year partnership with the Fairfax County Park Foundation. Supported by our donations, the Meaningful Watershed Environmental Education Program engages fourth and seventh grade students in hands-on educational field trips, training them to become good stewards of natural resources.

When COVID-19 shuttered schools and parks, our contributions helped them to develop short videos for teachers to use in place of field trips and other direct experiences. The videos, in English and Spanish, taught students about oceans, stream monitoring, phases of the moon, turtles and other environmental topics. More than a dozen videos were produced on topics...
ranging from learning how sound vibrations travel, how tadpoles grow and how to evaluate stream health through macroinvertebrates. Students learned that every individual plays an important role in maintaining a healthy environment by being better stewards of the watershed.

Northrop Grumman received the Distinguished Private Sector Service Award from the Virginia Recreation and Parks Society in recognition of our support of initiatives that teach students meaningful steps they can take to protect local groundwater and help preserve Fairfax County’s natural resources.

Foundation for the Provo-Jordan River Parkway

Northrop Grumman provided support to develop trail signage to educate the public about the historic and environmental value of the Wasatch Front’s only river. Signage pays tribute to the Indigenous tribes who once lived and thrived along the river’s banks and provides insight into their lives and how they relied on the river to survive. In addition, employees participated in a two-day clean-up via canoe removing over 20 bags of trash, litter and debris.

San Diego Coastkeeper

Northrop Grumman provided support to San Diego Coastkeeper to develop and launch a new program engaging high school students. The program aims to increase environmental science literacy, reduce equity barriers to environmental stewardship and outdoor recreation, build workforce development skills and increase diversity and representation in the STEM and environmental fields. This field-based program will encourage students to use curiosity and critical thinking to foster environmental responsibility and stewardship. It will also activate students to become the next generation of community advocates and environmental scientists.

Trails and Open Space Coalition

Twice a year, Colorado employees clean up an adopted section of the Fountain Creek Watershed trail. In honor of Earth Day, employees participated in the Great American Cleanup and collected 70 bags of litter and debris they found along the waterway.

On National Public Lands Day, employees collected trash along the watershed trail. The most common items removed from the area were plastic bags, bottles and cigarettes. They also found unusual items like a tire and a full box of crayons.
EMPLOYEES MAKE STRONGER COMMUNITIES POSSIBLE

Support from our employees is critical to the success of our partnerships and we value the significant contributions they make. Our impact is amplified by their passion, skills and dedication to volunteerism.

Volunteerism

As COVID-19 numbers declined toward the end of the year, we were again able to offer volunteer opportunities in communities where it was safe to do so. Employees logged 56,312 volunteer hours valued at $1,607,144. Those employees who logged 40 or more hours within a calendar year earned a $400 Community Service Grant for the nonprofit or school where they volunteered.

In addition, we updated our volunteer recognition program, formerly known as Excellence in Volunteerism Awards. The new program, Difference Maker Awards, celebrates our employees’ commitment to making a difference through volunteerism. Awards are given to employees or teams of employees in three categories, with the top winner in each category awarded a $10,000 charitable grant for their qualifying nonprofit or accredited public school. Two runners-up in each category received a similar $5,000 charitable grant. Thousands of employees voted to select the winners.

Top winners’ recipient organizations:
- Bridges to Housing Stability
- K9 For Warriors
- East Coast Zoological Society of Florida, Inc.
Employee Giving

Throughout each year, our employees contribute to philanthropic initiatives that are important to them. Whether it is a school supply drive or a fundraiser for a local cause, employees are always eager to give.

The Northrop Grumman Foundation’s Matching Gifts for Education program is designed to acknowledge and support our employees’ commitment to education by offering donation matches to qualifying educational institutions. Matched on a dollar-for-dollar basis, verified personal donations for education from $50 to $2,500 are eligible.

Employees Charitable Organization (ECHO) enables employees to make ongoing payroll contributions to their favorite charities throughout the year. Northrop Grumman pays all the administrative costs, which ensures 100% of the employee’s tax-deductible donations go directly to their charities of choice.

In total, employees donated over $3.3 million in 2021 through matching gifts, fundraisers and ECHO.
Making Stronger Communities Possible

- **$39.3M**: Social Value Generated*  
- **$3.3M**: Employee Giving  
- **$11.9M**: K-12 Education†  
- **$14.3M**: Higher Education‡  
- **$2.6M**: Military and Veterans  
- **$2.7M**: Health and Human Services  
- **2.4M**: Meals Donated  
- **56,312**: Volunteer Hours Valued at **$1.6M**  
- **$697K**: Environment  
- **354,980**: Middle School Students Impacted Since 2015  
- **685**: Service Members and Spouses Mentored Since 2013  
- **$3.3M**: Company and Foundation†  
- **$34.3M**: Company and Foundation†  

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* Includes in-kind donations, volunteerism, and giving from employees, Northrop Grumman and the Northrop Grumman Foundation
† Excludes donations from Northrop Grumman to the Northrop Grumman Foundation
‡ Includes Community Service Grants and Matching Gifts for Education