2023 LOCKHEED MARTIN
SUSTAINABILITY PERFORMANCE REPORT

LOCKHEED MARTIN

About This Report

We are proud to present the 2023 Lockheed Martin Sustainability Performance Report highlighting performance and progress toward our goals, specifically our **2025 Sustainability Management Plan (SMP)** goals. Lockheed Martin is a defense technology company driving innovation and advancing scientific discovery for the United States and its allies. Our all-domain mission solutions and 21st Century Security vision accelerate the delivery of transformative technologies to ensure those we serve always stay ahead of ready. More information at **Lockheedmartin.com**. Learn more about our sustainability governance and other topics beyond the 2025 SMP on our **Sustainability webpage**.

Unless otherwise noted, this report includes global data and activities for the 2023 calendar year from Lockheed Martin's corporate headquarters and four business areas: Aeronautics, Missiles and Fire Control, Rotary and Mission Systems, and Space.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. Select GRI and Sustainability Accounting Standards Board (SASB) indices are available on our **Sustainability webpage**.

DNV, an independent, third-party assurance provider, supplied a moderate level of assurance for this report under the AA1000 Assurance Standard (AA1000AS). This includes performance on the Lockheed Martin 2025 SMP goals and relevant SASB and GRI indicators. Verification details can be found in the **2023 Assurance Statement**, which is available on our **Disclosure Hub**.

This report contains **forward-looking statements**, which reference factors that could cause actual results to differ materially.

Propelled by Principle

At Lockheed Martin, our mission is to enhance defense, security and scientific discovery by delivering reliable, innovative and affordable solutions for our customers' most daunting challenges. We develop these engineering solutions while upholding our core values to do what's right, respect others and perform with excellence.
This is why Lockheed Martin has chosen the theme

"Propelled by Principle" to describe our sustainability approach. We are committed to the principles described throughout this report, including integrity, ethical business standards, workplace safety, employee diversity and inclusion, and environmental stewardship. Our principles guide us as we address complex, global challenges and propel toward a brighter future.

Sikorsky delivered its 5,000th "Hawk" variant helicopter, a UH-60M Black Hawk

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Report Contents

Flight simulator at the training facility in Orlando, Florida

ABOUT THE COVER PHOTO

Lockheed Martin is advancing technology to increase training and sustainment effectiveness. The future of readiness is driven by augmented, virtual and mixed reality, distributed mission training, artificial intelligence (AI) and digital twins.

Our Training and Logistics Solutions line of business applies simulation in a system design that balances live training with mission preparation in the virtual world. This reduces risk to our troops, minimizes operational and fuel costs, and helps avoid emissions from on-the-job training.

Version 1.0

For questions about this report, please contact **sustainability.lm@lmco.com**.

For more general information on Lockheed Martin, visit our website at **www.lockheedmartin.com** and social media on the following platforms:

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Message From Our CEO

Lockheed Martin is on a journey to transform our company to meet the demands of 21st Century Security. We are pushing the boundaries of advanced technology and innovation in areas such as secure 5G, artificial intelligence and distributed cloud computing to deliver more advanced capabilities faster, with greater value, to help deter conflict for the United States and its allies.

We are a vital partner to the more than 100 nations that rely on us. At any moment, our aircraft, satellites and ships are operating somewhere in the world to keep people safe. That knowledge inspires us to operate sustainably by fostering innovation, integrity and security across our platforms. Our values — to do what's right, respect others and perform with excellence — compel us to work to strengthen communities, steward the environment and grow responsibly.

Lockheed Martin is taking a leadership role in technology innovation through the ethical development of AI. We are engaged with industry, academia, think tanks and policy groups to collaborate on governance for this fast-moving technology sector. We follow the U.S. Department of Defense's five ethical principles on AI, and we are aligned with the broader U.S. government following the Presidential Executive Order on Safe, Secure and Trustworthy Development and Use of Artificial Intelligence issued last October.
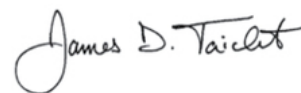
We also continue to make strides in advancing resource stewardship. We are ramping up our use of renewably sourced electricity and continue to drive down absolute scope 1 and 2 carbon emissions across our global operations.

Our commitment to responsible technology innovation and environmental stewardship is reflected throughout our 13th annual Sustainability Performance Report. It further demonstrates our progress toward our 2025 SMP.

In this report, you will see many examples of how we are progressing toward our SMP commitments while advancing our 21st Century Security vision for our customers.

- We achieved two of our SMP goals related to elevating digital responsibility, ahead of schedule.
- We received the 2023 ENERGY STAR Award from the U.S. Environmental Protection Agency (EPA) and the U.S. Department of Energy for the fifth year in a row. We earned the distinguished Sustained Excellence award for the third time.
- We became the founding corporate sponsor of the RENEWAY program. Launched in 2023, this program provides opportunities for our aerospace and defense supply chain to learn about renewable electricity and offers opportunities to procure this power through more affordable collective agreements.
- We hosted our sixth annual Ethics in Engineering Case Competition at our Center for Leadership Excellence in February 2023. This annual event supports business ethics awareness and contributes to the ethical development of the future workforce while strengthening our academic partnerships. This year, participants represented more than 70 colleges and universities from across the U.S. and one international team.

I am proud of the work our team has done over the past year to advance our sustainability goals. On behalf of more than 122,000 team members at Lockheed Martin, thank you for your interest in our Sustainability Performance Report.

James D. Taiclet

Jim Taiclet
Chairman, President and Chief Executive Officer
Lockheed Martin Corporation

"At Lockheed Martin, we are developing and rapidly delivering advanced technology that promotes deterrence and security. Our 2023 Sustainability Performance Report reflects our commitment to develop these technologies ethically and in keeping with our values."

Jim Taiclet
Chairman, President and Chief Executive Officer

2023 Sustainability Recognitions

Department of Labor 2023 HIRE Vets Platinum Medallion Award

Dow Jones Sustainability Indices World Index for the 10th consecutive year and North American Index for the 11th consecutive year

Disability Equality Index® (DEI®) 2023 Best Places to Work™

MSCI 2023 ESG Rating of AA (scale of AAA-CCC)

Platinum Hermes Award Winner in the Educational Category

Selection of further sustainability recognitions:

- CDP Climate Change 2023 Score B (scale of A to D-)
- ENERGY STAR® 2023 Partner of the Year Sustained Excellence Award
- ENERGY STAR® Challenge for Industry - Site Bridgeport, Connecticut
- ENERGY STAR® Top Project - Site Palmdale, California
- Human Rights Campaign's 2023 Corporate Equality Index - Leader in LGBTQ+ Workplace Inclusion
- International Aerospace Environmental Group® Excellence Award
- JUST 100 for fifth consecutive year

- LinkedIn 2023 Top Company to Grow Your Career
- Military Friendly® Employer Award Bronze
- National Organization on Disability's 2023 Leading Disability Employers
- National Safety Council Networks Innovation Award for Laser Safety
- U.S. EPA Green Power Partnership: Fortune 500® Partners List
- U.S. EPA Green Power Partnership: National Top 100
- U.S. EPA Green Power Partnership: Top 30 for On-site Generation

"Our sustainability purpose is to strengthen communities, steward the environment and grow responsibly through innovation, integrity and security. We are proud to present our 2023 performance, which demonstrates our commitment to integrating sustainability into Lockheed Martin's business planning and execution."

Leo Mackay
Senior Vice President, Ethics and Enterprise Assurance

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2025 Sustainability Management Plan

Our Sustainability Management Plan defines our goals and drives our sustainability progress. Established in 2020, the 2025 SMP framework comprises four priority areas and associated core issues and goals that were determined through an extensive **core issues assessment** using stakeholder input and industry trend analysis.

Goals can be retired or updated, if necessary, based on our progress and the evolving needs of our business and stakeholders. We also continually monitor environmental, social and governance risks and opportunities to stay informed of shifting and emerging trends.

To learn more about how we developed our SMP and manage our sustainability strategy, visit our **Sustainability website**.

"We are proud to present our third performance report against our 2025 Sustainability Management Plan (SMP). The SMP represents Lockheed Martin's well-informed and holistic sustainability strategy and associated commitments. We continuously strive to enhance our program by considering evolving expectations from our business and stakeholders."

Heather Daniels
Vice President, Environment, Safety, Health and Sustainability

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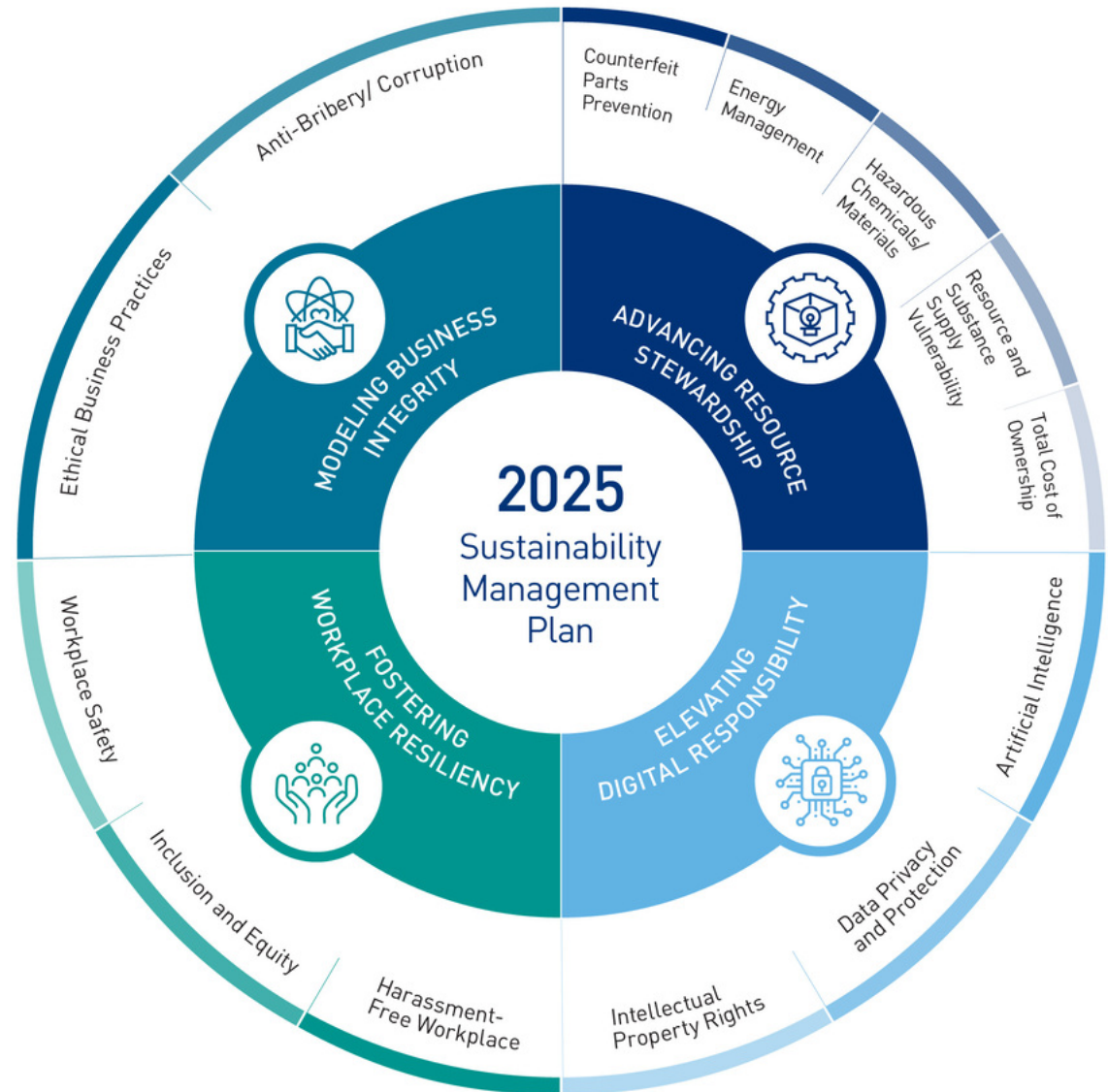
Sustainability Management Plan Scorecard

Sustainability Priority	Core Issue	Goal	2023 Progress	Status
Advancing Resource Stewardship	Counterfeit Parts	Achieve 100% completion rate of applicable training on the identification and reporting of counterfeit parts by 2025.	99%	◑
	Energy	By 2030, reduce Scope 1 and 2 GHG absolute emissions by 36% from a 2020 baseline.	14%	◑
		By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.	24%	◑
		Increase square footage of Leadership in Energy and Environmental Design (LEED)- or Building Research Establishment's Environmental Assessment Method (BREEAM)- certified/rated facilities by 2025.	Added over 70,000 square feet.	◑
		Annually increase carbon removal technology installation, investment and support through 2025.	Contributed $495k to relevant organizations.	◔
		Offset 100% of carbon emissions resulting from business-related travel by 2025.	The goal was retired in 2023.	◔
	Hazardous Chemicals	Annually reduce the amount of Lockheed Martin Priority Chemicals (LMPCs) used per unit sold of Lockheed Martin's top five (by sales) programs through 2025.	Three out of five top programs reduced usage.	◔
		Annually reduce the amount of Lockheed Martin Priority Chemicals used per dollar of sales revenue across business areas through 2025.	All four business areas reduced usage.	◑
	Supply Vulnerability	Increase traceability of critical mineral resources and substances used in the supply chain through data analysis and mitigation for signature programs by 2025.	Continued alignment with Supply Chain transformation strategy and Enterprise Risk Management action plan.	◑
	Total Cost of Ownership	All business areas meet or exceed annual customer savings goals as defined in business area executive vice president scorecards through 2025.	Exceeded our interim target.	◑

★ ACHIEVED   ◑ ON TRACK   ◔ NEEDS ATTENTION

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Sustainability Priority	Core Issue	Goal	2023 Progress	Status
Elevating Digital Responsibility	Artificial Intelligence	By 2025, 100% of artificial intelligence developers will have been trained in system engineering approaches to artificial intelligence ethical principles.	Released beta testing across 10% of our targeting population.	On Track
	Data Privacy	By 2025, 50% of Lockheed Martin employees will have been trained in data literacy and data-centric practices.	36%	On Track
		100% of data objects identified for common definition in the Lockheed Martin data strategy (Tier 1 Data) and 100% of certified data sources have data stewards assigned by 2022.	This goal was successfully achieved.[1]	Achieved
	Intellectual Property	By 2022, an intellectual property protection hierarchy has been deployed with tiered protection of intellectual property data assets based on their classification within that hierarchy.	This goal was successfully achieved.[1]	Achieved
Fostering Workplace Resiliency	Anti-Harassment	All Lockheed Martin employees participate in at least one bystander intervention training workshop by 2025.	Integrating into mandatory compliance training.	On Track
	Inclusion and Equity	All leaders have an inclusive leadership experience or complete one diversity- and inclusion-associated action annually through 2025.	100%	On Track
		Increase hiring of protected veterans and people with disabilities to meet or exceed annual U.S. Department of Labor targets through 2025.	Exceeded annual U.S. Department of Labor targets in 2023.	On Track
		Increase representation of women and people of color enterprise-wide through 2025.	Maintained female workforce representation, increased percentage of people of color.	Needs Attention
	Safety	Reduce the number of days away from work due to occupational injury or illness through 2025.	Outperformed our three year severity rate in 2023.	On Track
		Establish a risk-based approach to serious incident and fatality prevention programs by 2025.	This goal was successfully achieved.[1]	Achieved
Modeling Business Integrity	Ethics	Score at or below 35% of the total percentage of employees who observe misconduct within the past 12 months, but neither report it nor take action to address it, by 2025.	Scored 28% in the 2023 Employee Insights Survey.	On Track
	Anti-Corruption	Achieve 100% completion of required employee training on gifts and business courtesies and international business practices annually through 2025.	100%	On Track

★ **ACHIEVED**   ◑ **ON TRACK**   ◔ **NEEDS ATTENTION**

[1] Following our updated reporting approach, achieved goals are not further highlighted in this report though we continue our efforts. Visit our **Sustainability website** for more information.

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Advancing Resource Stewardship

"We integrate sustainability across our global operations and value chain to manage our business effectively and responsibly, reduce carbon emissions and sustain valuable resources. We continue to enhance our sustainable supply chain program and commitment to innovation to drive product performance and operational excellence."

Frank St. John
Chief Operating Officer

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Lockheed Martin C-130J Super Hercules

Counterfeit Parts Prevention

Mission success depends on providing products and services that have trusted reliability, performance and safety. Preventing counterfeit parts from entering Lockheed Martin's supply chain is one way we uphold this commitment to our customers.

Educating Our Suppliers on Counterfeit Parts

The risk of counterfeiting continues to present challenges in the supply chain, resulting in shortages and a lack of predictability in parts. Lockheed Martin's Global Supply Chain Operations team engages with suppliers and updates our **Supplier website** to provide information, guidance and training on counterfeit parts prevention.

In addition, Lockheed Martin purchase orders contain terms and conditions for counterfeit mitigation provisions, and we require all acquisitions to begin with original equipment manufacturers and authorized distributors. Our **Supplier Code of Conduct** summarizes our counterfeit part expectations.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Achieve 100% completion rate of applicable training on the identification and reporting of counterfeit parts by 2025.

2023 PROGRESS
In 2023, we achieved a 98.9% completion rate on applicable training with more than 26,000 training participants.

Hellfire Smart Guidance electronic group assembly

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Energy Management

Emissions Reduction

2023 marked the first year of our accelerated carbon reduction goal. We have a rich history of successfully implementing an energy management program to drive operational improvements and reduce carbon emissions through energy efficiency and use of renewable energy. A cross-functional Energy Working Group is tasked with developing and regularly updating a multi-year tactical plan of investments in operational efficiency and capital projects to reduce energy and emissions across all business areas. To learn more, visit our **Carbon Strategy website**.

Learn more about our accelerated decarbonization strategy

Our GridStar Flow battery can help customers, including the U.S Army, reduce emissions.

Advancing Energy Efficiency Projects

In 2023, our teams completed 64 energy efficiency projects that are estimated to avoid 25 million kilowatt-hours (kWh) of electricity, 116,000 million British thermal units (MMBTU) of natural gas and $3.2 million in utility and maintenance costs annually.

Project examples include compressed air system upgrades, conversion to energy-efficient lighting, building management system upgrades and retro-commissioning, focus on analytics and fault detection for heating, ventilation and air conditioning (HVAC) systems, and critical assets on the manufacturing floor.

Teams also focused on efficiency opportunities associated with large cleanrooms, working with our two largest cleanroom sites to reduce airflow when the rooms are not occupied or where air change rates exceed what is required.

Additionally, our site in Marietta, Georgia, is notably reducing its use of energy and natural gas on a large steam system. Crossover valves installed this year led to an estimated annual emission savings of 814 metric tons CO2e (MTCO2e). The project also revealed the possibility of converting two of the four steam mains to hot water supply and return mains. Anticipated to be completed in 2026, the project is expected to yield an estimated additional emission savings of 4,250 MTCO2e annually and a water consumption savings of more than 5 million gallons a year.

ACCELERATED: SUSTAINABILITY MANAGEMENT PLAN GOAL

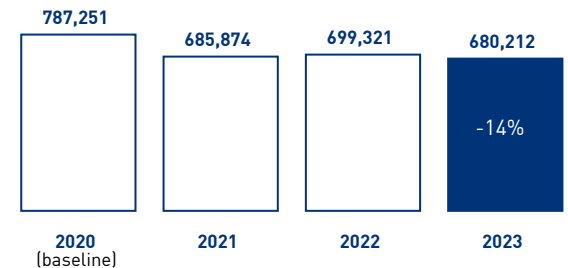By 2030, reduce Scope 1 and 2 absolute carbon emissions by 36% from 2020 baseline.[2]

2023 PROGRESS

In 2023, we reduced Scope 1 and 2 absolute carbon emissions, vs. 2020 baseline, by 13.6% and exceeded our annual target of 10.8%.

(2)   This accelerated goal was updated in 2023

Net Greenhouse Gas (GHG) Emissions (MT CO_2E)

787,251   685,874   699,321   680,212   -14%

2020 (baseline)   2021   2022   2023

ACCELERATED: SUSTAINABILITY MANAGEMENT PLAN GOAL

By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.[3,4]

2023 PROGRESS

In 2023, we met expectations by using renewable energy for 24% of our total electricity across Lockheed Martin global operations.

Renewable Energy (MWh)[5]

2020 (baseline)	2021	2022	2023
382,164	391,202	340,558	370,746 (24%)

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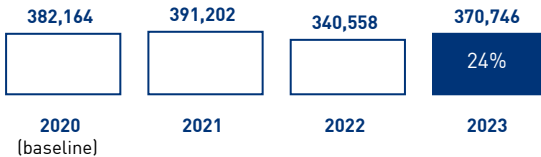
[3] Via a combination of on-site or off-site generation, and excluding large hydropower in alignment with the Green-e Renewable Energy Standard for Canada and the United States;

[4] This accelerated goal was updated in 2023. Visit our **Carbon Strategy website** to learn more.

[5] Total renewable energy excluding hydropower. Renewable electricity claims based on definitions in RE100 Technical Criteria (published 12 December 2022).

SUSTAINABILITY MANAGEMENT PLAN GOAL

Increase square footage of Leadership in Energy and Environmental Design (LEED)- or Building Research Establishment's Environmental Assessment Method (BREEAM)-certified/rated facilities by 2025.

2023 PROGRESS

Three Lockheed Martin facilities earned LEED certification in 2023, while we removed one formerly leased facility. This added over 70,000 square feet to the existing green building footprint.

Renewable Energy

Renewable energy from on-site production, power purchase agreements and green utility offerings is a key element of our carbon reduction strategy, and we are committed to continuously expanding the utilization of renewable energy across our operations.

Increasing Renewable Energy Usage

This year, our Troy, Alabama, site and the South Alabama Electricity Cooperative entered into a green tariff power purchase agreement whereby the site will increase its usage of electricity from renewable sources from its current 10% to 40% by 2026. Two additional Texas sites, in Fort Worth and Dallas, are in power purchase contract discussions. Several other sites are initiating on-site renewable energy projects, including construction of solar carports and ground-mounted solar array systems.

Green Buildings

Green buildings reduce our impact on the natural environment, lower life cycle operating costs and enhance occupant well-being. Lockheed Martin's corporate Green Buildings policy requires the United States Green Building Council's LEED® Silver certification for new construction and renovation and the International Green Construction Code for all other projects.

Earning LEED Gold Certification

Building 645 in Palmdale, California, a manufacturing facility, earned LEED Gold certification for a nearly 68,000-square-foot expansion. The project's notable green building attributes include water use reduction, energy efficiency, renewable energy, construction waste management and indoor air quality. The facility also features an innovative "cool wall" that covers more than 99% of the project's exterior. It helps to hold and maintain comfortable indoor temperatures year round.

Skunk Works facility in Palmdale, California

Addressing Climate Risk

Lockheed Martin takes a multi-pronged approach to addressing climate risk. We have accelerated our GHG emission reduction and renewable energy targets, and we continue to refine our climate-related risk and opportunity analysis. To learn more, visit our **Carbon Strategy** or **Governance website**.

Managing Climate-Related Risks and Opportunities

In 2023, we released our updated Task Force on Climate-Related Financial Disclosures (TCFD) report and Carbon Disclosure Project (CDP) Climate Change report. The disclosures summarize Lockheed Martin's latest climate risk analysis, assessing physical and transitional risks to our operations and select suppliers, and further provide details on the progress toward our decarbonization goals.

Read our **2023 CDP Climate Change Report**   Read our **latest TCFD-aligned Report**

Supporting Coastal Resilience

Lockheed Martin is helping to advance equitable climate adaptation strategies through a three-year partnership with The Nature Conservancy (TNC). Our $2 million commitment to the alliance, which began in 2021, supports a project to protect 4,000 acres of coastal marshland along Maryland's Eastern Shore through nature-based solutions. Our funding also supports engagement with communities by fostering relationships to shape climate resilience planning and ensures that TNC's work is integrating communities' perspectives and supporting local resilience goals. The funding further enables engagement with policymakers to advance equitable climate adaption, which includes investigating the feasibility of establishing blue carbon and/or resilience credit markets in partnership with the Maryland Department of Natural Resources. The coastal preservation project is part of the U.S. Department of Defense's (DOD) Readiness and Environmental Protection Integration Challenge, which aims to strengthen the resiliency of the DOD's vital U.S. infrastructure.

To learn more, visit the **TNC website**.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Annually increase carbon removal technology installation, investment and support through 2025.[6]

2023 PROGRESS
In 2023, we contributed $495k to organizations that are advancing carbon removal via nature-based solutions, such as coastal marsh conservation, deforestation and reforestation.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Offset 100% of carbon emissions resulting from business-related travel by 2025.

2023 PROGRESS
We have made the decision to retire the business travel goal as we shift our focus to value chain engagements that will be more impactful across our more material Scope 3 categories.

[6]   Examples include afforestation, reforestation, direct air capture and habitat restoration.
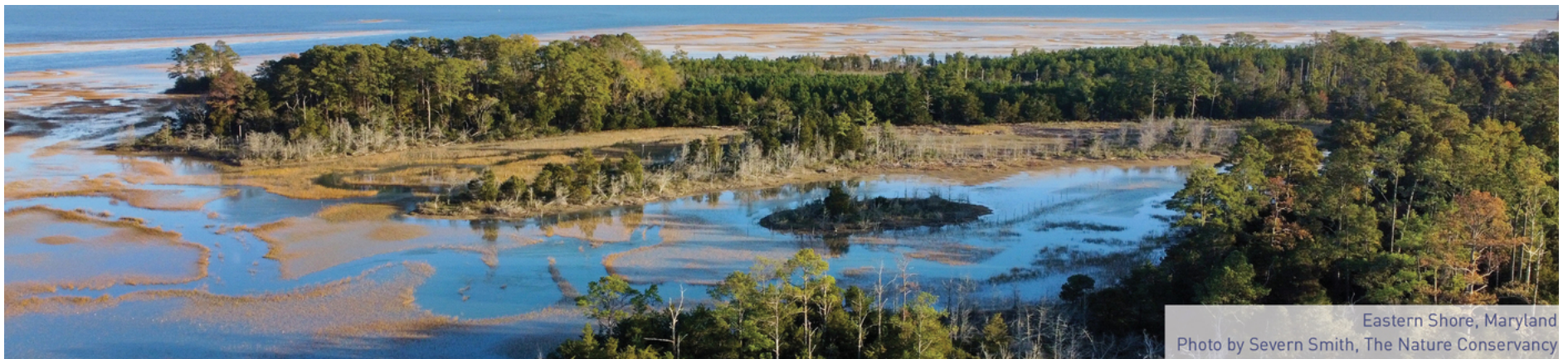
Eastern Shore, Maryland
Photo by Severn Smith, The Nature Conservancy

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Hazardous Chemicals/Materials

Reducing hazardous chemicals in our products helps Lockheed Martin stay ahead of increasing global chemical regulations and restrictions. Through active management of hazardous chemicals in our products and manufacturing processes, we are reducing risks and protecting our employees, customers and the environment. We are also upholding commitments to our customers and maintaining a competitive position for new business opportunities.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Annually reduce the amount of Lockheed Martin Priority Chemicals used per unit sold of Lockheed Martin's top five (by sales) programs through 2025.[7]

2023 PROGRESS
Performance data shows Lockheed Martin Priority Chemicals usage reductions per net sales for three out of five of Lockheed Martin's top programs from 2020 to 2023.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Annually reduce the amount of Lockheed Martin Priority Chemicals used per dollar of sales revenue across business areas through 2025.[7]

2023 PROGRESS
All four of Lockheed Martin's business areas reduced Lockheed Martin Priority Chemicals usage per net sales from 2020 to 2023.

[7] Lockheed Martin Priority Chemicals are defined as chemical substances that are prohibited from use in Lockheed Martin's products and processes or from use in new applications or programs and are referenced in our internal corporate policy, Restrictions on the Use of Chemical Substances in Products and Processes. Updates to these lists of chemicals are completed annually. A waiver process is included in the procedure for cases where the Lockheed Martin Priority Chemical cannot be substituted.

Innovating to Track and Reduce the Use of Hazardous Chemicals

Our Engineering and Technology model-based engineering group leads a cross-functional team that pioneers solutions to reduce the use of hazardous chemicals, as well as track and report their usage. The team created the Restricted Chemicals Avoidance Tool (RCAT) for initial use by the Rotary and Mission Systems (RMS) business area, with the option to expand the use to the other business areas. This tool integrates available chemical compliance and program regulatory information into product design tools to inform product design engineers about restricted chemicals early in the process during the design phase. This helps us meet regulatory and customer requirements, reduces the risk and costs associated with redesign, and increases the sustainability of our products. In 2023, testing for this tool was completed with our RMS business areas.

The team also created the Product Chemical Composition Module (PCCM) that enables tracking of hazardous materials on deliverable hardware and reporting capability to support chemical regulatory compliance. The PCCM can be installed and configured to meet business area needs relating to product compliance and reporting obligations. Two out of four business areas have deployed the PCCM solution, and there are plans to integrate the module enterprise-wide as part of 1LMX, Lockheed Martin's business and digital transformation initiative.
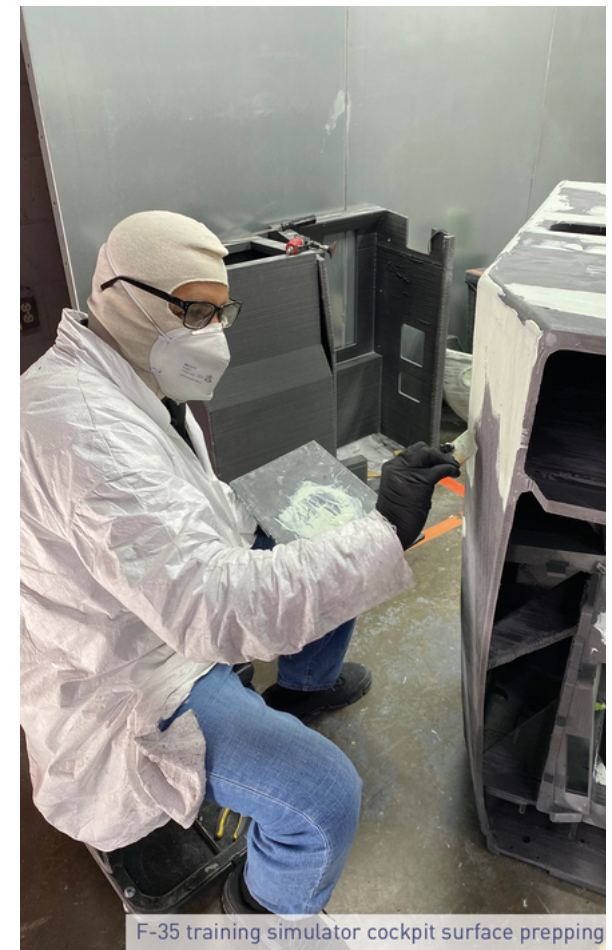
F-35 training simulator cockpit surface prepping

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Collaborating to Reduce Chemical Risks

Lockheed Martin continues to work with suppliers, industry partners and standards bodies to reduce risks related to chemical regulations and hazardous chemicals and materials usage and to advance less hazardous alternatives. This includes our involvement in International Aerospace Environmental Group (IAEG)® working groups, which address emerging chemicals risk assessments, supplier data collection resources, and prioritizing and advancing material replacement technologies. Lockheed Martin representatives also participated in a chemical management session at an IAEG® best practice exchange in 2023, sharing how we are developing processes and solutions to mitigate risks from expanding global chemical regulations and the use of restricted materials and substances through our SMP.

Refining Manufacturing Processes

Our F-35 Lightning II manufacturing teams continue to innovate to reduce volatile organic compound (VOC) emissions and hazardous material usage during the manufacturing process. Our team successfully completed a project replacing a five-step, robotic spray, thick-build material coating process with pre-shaped, bond-on material sheets. The novel technology development led to a significant reduction in VOCs, 97.5 tons over the lifetime of the nine-year innovation program, and reduced the weight of the aircraft and production time. In 2023, implementation of a low-VOC moisture barrier coating began for cold air ducts to prevent fluid intrusion, resulting in an 87% reduction in VOCs and an easier application than the baseline material. Another current project is exploring a cleaning solvent reclamation process to reduce pollutants and decrease disposal and solvent expenses.

F-35 jet coating

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Resource and Substance Supply Vulnerability

The objective of sustainable supply chain management at Lockheed Martin is to ensure the alignment of our suppliers' social, ethical, environmental, safety and health responsibilities with our own sustainability commitments to reduce risk and ultimately ensure the health of the defense industrial base. As a downstream user of critical mineral resources, it is challenging to trace the upstream origins of all of our product components. When we know the origin of the raw materials we depend on, we can make active purchasing decisions to reduce environmental and social risks in our value chain.

High-resolution Volatiles and Minerals Moon Mapper (HVM3)

Ensuring Resource Security

In addition to the Critical Materials Working Group, which is tasked with identifying magnets and rare earth materials, we established the Critical Materials Management team to develop an overarching strategy and path forward for critical materials. To enable efficient use of resources, the team developed the Lockheed Martin Critical Materials List and a process for prioritization. We initially established the list based on external U.S. government resources, such as the U.S. Geological Survey Critical Minerals List and the U.S. Department of Defense Stockpile Requirements. Materials are added, removed and prioritized by considering several criteria, such as regulatory requirements or restrictions, obsolescence risk, evolving geopolitical environment and materials that, if they become unavailable, could impact production of multiple programs. The list has been communicated internally with the company's materials and process engineering subject matter experts.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Increase traceability of critical mineral resources and substances used in the supply chain through data analysis and mitigation for signature programs by 2025.

2023 PROGRESS
We continued ongoing progress and alignment with the Supply Chain transformation strategy and Enterprise Risk Management action plan.

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Total Cost of Ownership

Maintaining product and service affordability for our customers is crucial to the longevity of our programs. We make our products more affordable by improving quality, efficiency and performance as well as increasing resiliency and providing services to extend their useful lives. To engage our workforce, we offer lunch and learn sessions open to all employees across the enterprise, which include a broad array of supply chain affordability topics as well as training modules to select communities that provide tools and techniques to drive affordability results.

Improving Technology and Cost

Lockheed Martin continues to deliver cost-competitive, unparalleled fifth generation capabilities in the F-35 aircraft. The F-35 team works across production, development, modernization and sustainment, applying cutting-edge technology, data analytics and business process innovation to reduce costs and improve performance. We have successfully lowered Lockheed Martin's portion of the F-35 cost per flight hour by 50% since 2015. We have also made significant investments to build world-class capabilities into our operations and supply chain. This includes a long-term contracting approach with our integrated supply chain, efforts to create faster repair times for parts, process and material improvements, lower costs for parts, and quicker cure times for low-observable materials.

SUSTAINABILITY MANAGEMENT PLAN GOAL
All business areas meet or exceed annual customer savings goals as defined in business area executive vice president scorecards through 2025.

2023 PROGRESS
Our measurement methodology changed in 2023 to capture cost competitiveness. We exceeded our 2023 enterprise-wide target.

F-35 Lightning II factory in Fort Worth, Texas

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Elevating Digital Responsibility

"In an increasingly digital and connected world, we remain committed to safeguarding our company, customer and third-party data, protecting our business against cyber threats and setting standards for the ethical use of artificial intelligence. Digital responsibility is foundational to our business values and to global security."

Yvonne O. Hodge
Senior Vice President, Enterprise Business and Digital Transformation and Chief Information Officer

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F-35 Gen III helmet mounted display system

Artificial Intelligence

Lockheed Martin has a longstanding commitment to the ethical use of technology, which is embedded in our core values to do what's right, respect others and perform with excellence. Our active leadership in the ethical use of AI led to the creation of strong governance structures to ensure that we are driving the use in an equitable and transparent way. We are ensuring that our actions have the appropriate defined ethical boundaries at the start to deliver aligned capabilities, meet customer requirements, protect the safety of stakeholders and avoid reputational risk.

Ensuring Alignment With Presidential Executive Order on Safe, Secure and Trustworthy Development and Use of Artificial Intelligence

Lockheed Martin is aligned with the presidential executive order signed in October 2023 that establishes new standards for AI safety and security; our AI Ethics Advisory Council, a subcommittee overseen by the AI Executive Steering Council, has determined that our approaches to developing AI products remain in step with our U.S. government customers. One of the first actions resulting from the executive order was the establishment of the U.S. AI Safety Institute (USAISI) under the National Institute for Standards and Technology (NIST). Lockheed Martin representatives participated in the inaugural USAISI consortium that was designed to engage with industry and other stakeholders, including academia, think tanks and policy groups. USAISI is in the process of creating working groups; Lockheed Martin submitted a letter of intent for membership and is positioned to chair one of these groups.

Developing and Deploying AI Through the AI Factory

Lockheed Martin's AI Center launched AI Factory, our ecosystem for developing and deploying AI solutions at scale. AI Factory streamlines access to infrastructure and tooling, accelerating our development timelines and enabling our engineers to focus on what they do best – solving complex

challenges with trustworthy and ethical AI solutions. AI Factory has experienced an unprecedented level of adoption across every business area. As one example, partnering with our 5G.MIL® team, the Lockheed Martin AI Center put our latest 5G.MIL® Unified Network Solutions (UNS) to the test by stressing the network in a live multi-domain environment in the field. We demonstrated track custody handoff between heterogeneous assets, multi-spectral role shifting in flight, load balancing across a network and in-air retraining of our novel AI-based radio frequency models. In addition, the team demonstrated "left-of-launch" capabilities by integrating generative AI to reduce mission planning cycle time. These technology breakthroughs are enhanced through adherence to the U.S. Department of Defense's five ethical principles: responsible, equitable, traceable, reliable and governable.

SUSTAINABILITY MANAGEMENT PLAN GOAL
By 2025, 100% of artificial intelligence developers will have been trained in system engineering approaches to artificial intelligence ethical principles.

2023 PROGRESS
In 2023, our AI Factory took center stage for institutionalizing key components for creating artifacts for the responsible development of AI capabilities. Our Ethics Training was released for beta testing across 10% of our targeting population and comments and changes are in the adjudication process.

Lockheed Martin AI Factory, our internal ecosystem for developing and productionizing AI solutions, at scale.

Data Privacy and Protection

Our Corporate Privacy office, working with a formal network of privacy leaders throughout the global enterprise, manages the global privacy governance program. From documented privacy policies and awareness training to a robust data protection assessment impact process for vendors and internal applications, our corporate privacy program is constantly evolving to ensure that our processes and practices remain compliant with data protection laws and regulations across the globe. Lockheed Martin empowers employees to take an active role in protecting sensitive data. New hires complete privacy awareness training as part of the onboarding process, and all employees complete sensitive information protection training each year as part of Lockheed Martin's compliance training plan. To learn more, view our cross-functional procedure on **Data Governance**.

In support of this commitment to the protection of personal information and personal data, Lockheed Martin is also focused on expanding data literacy and digital responsibility.

SUSTAINABILITY MANAGEMENT PLAN GOAL
By 2025, 50% of Lockheed Martin employees will have been trained in data literacy and data-centric practices.

2023 PROGRESS
In 2023, we continued to track training across multiple platforms that align with data literacy. Over 44,000 employees have taken a data literacy course, which represents over 36% of our total employee population.[8]

| 36% | GOAL OF 50% |

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(8)   Excludes interns and contractors.

Data Literacy and Data-Centric Practices

In an increasingly data-driven world, we help Lockheed Martin employees understand their part in protecting, working with, analyzing and communicating with data. We continue to expand data literacy and data-centric practices to empower an interconnected and intelligent data-informed enterprise. We provide the skills employees need to make our business faster and more efficient, and to protect the value proposition of our initiatives to increase our competitive advantage. We also leverage data as a strategic asset to communicate more effectively, drive innovation and continue to deliver on our customers' missions.

Transforming for the Future

Lockheed Martin has embarked on a transformation journey to deliver speed, agility and insights that our customers need to stay ahead of rapidly evolving threats. Our mission-driven business and digital transformation journey, 1LMX, brings together business transformation, digital transformation, data, automation and systems modernization to overhaul our digital infrastructure and enterprise reference architecture. 1LMX also transforms our business processes and systems and creates a model-based enterprise with a fully integrated digital thread through the design, build and sustain product life cycle. In 2023, Lockheed Martin launched the 1LMX Foundational Awareness training course for employees. The course covers changes and improvements to internal Lockheed Martin processes and technology, including why transformation is necessary to achieve organizational goals and to bring together initiatives from across the company. Within the course, three areas where Lockheed Martin employees will see changes are highlighted: model-based enterprise, run and grow the business, and the enhanced employee experience.

LOCKHEED MARTIN

Fostering Workplace Resiliency

"We strive to create an inclusive, dynamic and safe workplace where all employees can thrive in support of our customers' missions. We are proud of our Lockheed Martin community, which encourages a sense of belonging, embraces diverse perspectives and enables our people to grow and collaboratively solve complex problems. The safety and well-being of our employees is our top priority, and we continue to lean into the evolving dynamics and expectations of work in the 21st century."

Chris Wronsky
Senior Vice President and Chief Human Resources Officer

Skunkworks X-59 Quesst assembly

Harassment-Free Workplace

Lockheed Martin takes pride in our core values to do what's right, respect others and perform with excellence. These core values are underpinned by our **Code of Ethics and Business Conduct** and corporate policies on **Harassment-Free Workplace** and **Nondiscrimination and Equal Employment Opportunity**. We require all employees to complete annual harassment-free workplace training. Additional related training is required for specific employees based on function and level.

Promoting Bystander Intervention

In 2023, we made the decision to incorporate bystander intervention principles into our annual mandatory business conduct compliance training. This update will ensure that all employees receive training on this critical topic. The updated format will be implemented in 2024.

As part of our anti-harassment and anti-discrimination efforts, we will continue to offer our enterprise-wide Upstander Campaign on a voluntary basis. The campaign offers a self-paced bystander intervention training in Atlas Learning as well as instructor-led bystander intervention training that leaders can request for their teams. The goal of these trainings is to educate and empower participants on how to intervene when witnessing or becoming aware of harassment, discrimination or other inappropriate conduct.

In addition, an internal website containing training videos, resources and the opportunity to take the Upstander Pledge to demonstrate support of this enterprise-wide initiative is available to all employees.

SUSTAINABILITY MANAGEMENT PLAN GOAL
All Lockheed Martin employees participate in at least one bystander intervention training by 2025.[9]

2023 PROGRESS
This year, employees continued to complete the bystander intervention trainings on a voluntary basis. Beginning in 2024, bystander intervention training will be included in the annual mandatory business conduct compliance training and is expected to reach all employees by December 2024.

(9)   We expanded our workshops to now include a broader spectrum of training formats, including e-learnings.

Great Minds in STEM (GMiS) conference

Lockheed Martin bystander intervention training 2023

LOCKHEED MARTIN

Inclusion and Equity

Our diversity and inclusion strategy is built into the fabric of our core values and is imperative to our success. Lockheed Martin's diverse and inclusive workforce enhances our collective power and our ability to recognize, value and draw upon unique perspectives and experiences to drive innovation and address our customers' toughest challenges. Our strategy is underpinned by strong policies, which protect employees and exemplify the inclusive culture we strive to foster. To learn more, visit our **Diversity and Inclusion** or **Governance website**.

SUSTAINABILITY MANAGEMENT PLAN GOAL
All leaders have an inclusive leadership experience or complete one diversity and inclusion-associated action annually through 2025.

2023 PROGRESS
Lockheed Martin achieved its interim goal through leadership participation in the Functional Affirmative Action (FAAP) training, Mitigating Unconscious Bias training and the Leading Diverse Teams (LDT) training, which was paused in 2022 and restarted in 2023.

99%	LDT Inclusion Dialogues and Training
100%	Mitigating Unconscious Bias Training
100%	FAAP Training
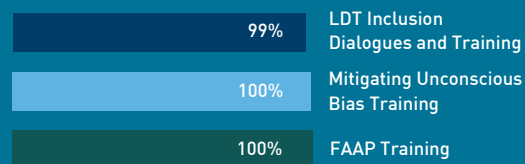
Inclusive Leadership

Our focus on inclusion training for our leaders began more than a decade ago when feedback from employees indicated the opportunity for improvement. We believe inclusive teams produce the best work and are a key building block to a company culture where all employees feel a sense of belonging. Through our robust inclusive learning strategy, we seek to develop key inclusive behaviors in employees and leaders, and to address employee needs at every level of the organization. As a result, we developed a full suite of

trainings and tools to educate our leaders on inclusivity so they can empower employees to reach their full potential, give them the tools they need, create an inclusive culture and reinforce its importance.

Enhancing Diversity and Inclusion Training

As inclusivity is a foundational trademark of contemporary leadership, we continue to work diligently to create the next generation of inclusive leadership education. Our training program provides real-world case studies for practicing inclusive behaviors when managing teams, the scientific theoretical framework for understanding and activating a culture where everyone belongs, and applied neuroscience concepts as the foundation to develop and promote inclusive behaviors.

The Inclusive Leadership Experience is our latest offering in the existing inclusive training portfolio. Leaders gain actionable learnings on how to take a more human approach to leadership, leading with greater authenticity, empathy and adaptivity, while building psychological safety on their teams. This fosters a growth mindset and flexibility to manage hybrid teams and enable Lockheed Martin to become more resilient, innovative and agile. To date, more than 11,500 U.S. and international leaders have completed our program.

We continued the Mitigating Unconscious Bias series by releasing a new course, which is required training

for all U.S.-based leaders and is available to all leaders globally. The focus of the training is updated every year based on business areas' feedback, with this year's focus on recency and spillover bias.

Another staple of our inclusive leadership portfolio is the LDT inclusion dialogue and video training, which began in 2022. In 2023, we focused on courageous conversations and provided leaders with several scenarios for practicing inclusive behaviors when managing teams. The video training explored how to invite respectful debate or counter thought from the team, resulting in a broader range of ideas and better solutions to business challenges. It also discussed how being vulnerable and having the courage to speak up fosters inclusion and a growth mindset.

We also require FAAP training for all U.S.-based leaders. This briefing educates Lockheed Martin leaders about FAAP basics, FAAP goals and examples of actions they can take to make progress toward those goals. It reinforces Lockheed Martin's commitment to diversity, outlines requirements to comply with federal equal employment opportunity and affirmative action laws, and provides examples of actions leaders must take to support our compliance obligations and objectives to ensure a diverse and inclusive workforce.

All leaders must complete at least one of the trainings annually, and training completion is regularly monitored to ensure compliance.

LOCKHEED MARTIN

Workforce Diversity

We will actively pursue increasing the number of employees from historically marginalized and currently underrepresented groups in our workforce until they reflect the percentage of qualified individuals from the areas where we live and work. While we have made progress, we still have work to do. Representation is one measurement of our progress toward a more diverse and inclusive workforce.

Great Minds in STEM (GMiS) conference

Workforce Profile[10,11]

Women[12]

Overall	Executives	Board of Directors
23.2%	25.3%	30.8%

People of Color[13]

Overall	Executives	Board of Directors
32.0%	17.1%	7.7%

Veterans[14]

Overall	Executives	Board of Directors
21.2%	21.0%	38.5%

People with Disabilities[13]

Overall	Executives
12.3%	12.8%

Education

- 28.8% **High school/None**
- 6.4% **Associate's/Some College**
- 39.3% **Bachelor's**
- 25.5% **Graduate/Ph.D.**

Generation[15]

- 0.1% **Traditionalist**
- 17.8% **Baby Boomer**
- 29.9% **Gen X**
- 40.7% **Millennial**
- 11.5% **Gen Z**

(10) All data as of December 31, 2023. For more information on Lockheed Martin's workforce demographics, please visit our **EEO-1 Reporting website**.
(11) Executive is defined as Director-level (one level below Vice President) or higher.
(12) Based on employees who self-identify. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures.
(13) Based on employees who self-identify. Includes only U.S. employees and expatriates. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. As defined by the U.S. Equal Employment Opportunity (EEO) Commission.
(14) Based on employees who self-identify. Includes only U.S. employees and expatriates. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures.
(15) Includes U.S. employees, local country nationals and expatriates. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. The generational structure used by Lockheed Martin in 2023, based on U.S. government and Pew Research Center definitions, is as follows: Traditionalist – Birth year from 1928 to 1945, Baby Boomer – Birth year from 1946 to 1964 inclusive, Generation X – Birth year from 1965 to 1980 inclusive, Millennial – Birth year from 1981 to 1996 inclusive and Generation Z – Birth year from 1997 to present.

LOCKHEED MARTIN

Recruiting and Supporting Military and Veteran Talent

Lockheed Martin's Military Relations team continues to focus on recruiting and supporting transitioning service members through SkillBridge, a program by the U.S. Department of Defense, military spouse hiring and student veteran opportunities. In 2023, we had 189 LM Heroes SkillBridge offers accepted, a 402% increase from the previous year, through the Lockheed Martin Heroes program, which also included military spouses through the Military Spouse Fellowship program and Military Spouse Career Accelerator Pilot. More than 110 military-specific job fairs and networking events were supported by Lockheed Martin's Military Relations team, and more than $130,000 was invested to support these recruiting events through partnerships including Hiring Our Heroes, Student Veterans of America, Service Academy Career Conferences, Corporate Gray and Recruit Military.

Engaging Employees Through Business Resource Groups

Lockheed Martin recognizes the important role of our employee-led Business Resource Groups (BRGs) in fostering a diverse and inclusive workplace, creating a sense of community and promoting professional development. Our seven BRGs are Able & Allies, Black Excellence Council (B.E.C.), Hispanic Organization for Leadership and Awareness (HOLA), Military Veterans (MilVets), PRIDE, Professional Asian American Network (PAAN) and Women's Impact Network (WIN). In 2023, our BRGs continued to develop initiatives that were strategically aligned with our business's needs, including educational programs on topics such as overcoming bias in today's business environment; recruitment and mentoring efforts to foster a diverse and inclusive talent pool; promotion of student engagement in science, technology, engineering and math (STEM) education; and events focused on professional development and personal career growth.

Mentoring for Success

In 2023, the Enterprise Operations (EO) WINGS (Working to Include, Network and Grow Stronger) Mentoring program celebrated a remarkable milestone: the creation of its 10,000th user profile. The WINGS Mentoring program was developed by the EO Global Diversity and Inclusion team in 2018 to facilitate diverse and inclusive mentoring connections. Aligned with Lockheed Martin's 1LMX transformation, WINGS provides an efficient way to connect all employees enterprise-wide with seasoned mentors through an innovative, interactive digital platform. Utilizing the robust Connection Hub, WINGS provides a plethora of resources to continue engagement and enrich career development. Cross-generational and cross-cultura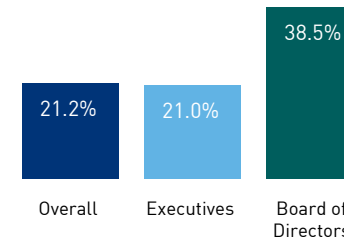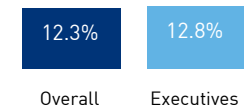l mentorships can offer mutually beneficial insights into our diverse perspectives, life experiences and commonalities. Today, WINGS operates across Lockheed Martin in all business areas and in 23 countries, supporting talent in making powerful connections.

Rebuilding Together, Lockheed Martin partner to provide essential home repairs, accessibility modifications for veterans

SUSTAINABILITY MANAGEMENT PLAN GOAL
Increase hiring of protected veterans and people with disabilities to meet or exceed annual U.S. Department of Labor targets through 2025.

2023 PROGRESS
In 2023, we exceeded U.S. Department of Labor hiring targets, with a veteran hire rate of 15.6% compared to the Labor Department's 5.4% benchmark and a hire rate for people with disabilities of 17.9%, compared to the 7% goal of the Labor Department.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Increase representation of women and people of color enterprise-wide through 2025.

2023 PROGRESS
In 2023, we increased the representation of people of color to 32% while we maintained our representation of women.

LOCKHEED MARTIN

Workplace Safety

The Lockheed Martin safety and health program goes beyond compliance to optimize Lockheed Martin operations through targeted safety, health and wellness opportunities designed to ensure safe work conditions, foster a healthy work environment, promote workforce resiliency and enhance business value. We make a difference, together with our stakeholders, to integrate, enable and instill core safety and health competencies for workplace design, work practices and workers to ensure successful implementation of the company's mission. To learn more, visit our **Safety and Health website**.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Reduce the number of days away from work due to occupational injury or illness through 2025.[16]

2023 PROGRESS
Lockheed Martin is on track to meet this goal as we outperformed our three year severity rate in 2023. This rate includes data from pandemic years.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Establish a risk-based approach to serious incident and fatality prevention programs by 2025.

2023 PROGRESS
We successfully achieved this goal through implementation of a serious incidents or fatalities management process.

Making Safety a Priority

Our Target Zero Leader program continues to inspire leaders to engage with employees on the important topics of safety and employee well-being. High leader engagement has been shown to generate safer and more resilient employees, resulting in better business outcomes. We actively implement strategies to reduce risk, prevent injuries and empower our employees in creating a safer work environment. By providing "safety moments" at the beginning of meetings, leaders put safety at the forefront of everyone's minds and demonstrate that it is a priority for leadership and the organization.

(16) Lost days severity rate is calculated as a function of the number of days away from work due to an injury or illness per 100 employees.

Improved 2023 Target Zero Performance

Recordable Rate

2020	2021	2022	2023
0.90	1.02	1.09	0.98

Day Away Case Rate

2020	2021	2022	2023
0.23	0.30	0.37	0.17

Severity Rate[16]

2020	2021	2022	2023
5.06	5.81	5.45	4.59
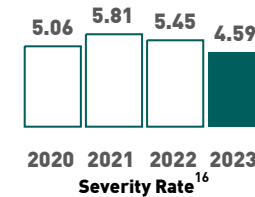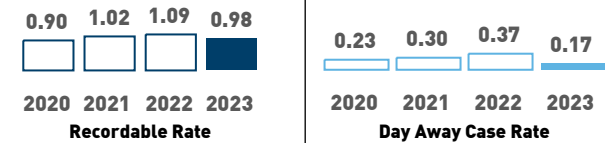
Innovating Safety Improvements

The Lockheed Martin Ergo Cup internal competition fosters innovation of new ergonomic practices and processes to minimize ergonomic stressors experienced in the workplace. Individuals and teams are encouraged to submit ergonomic innovations that they have designed and implemented. In 2023, the top three winners from our 10th annual internal Ergo Cup competition went on to compete at the 26th Annual Applied Ergonomics Conference's internationally recognized Ergo Cup competition. Two of the teams took home Ergo Cup Excellence awards: The Underwater Sonar OBE Bottle Delivery and Production Enhancement, submitted by RMS, Manassas, Virginia, won in the category of Ergonomic Driven Solutions, and the Helping Hand Handle, submitted by Space, Waterton, Colorado, won in the category of Simplicity.

Production employees safely lowering part of C-130J aircraft

LOCKHEED MARTIN

Modeling Business Integrity

"Lockheed Martin's core values to do what's right, respect others and perform with excellence set the foundation for our actions. Our globally recognized ethics program fosters a culture of integrity and trust and empowers employees to speak up. We strive to strengthen our business through robust governance processes. We are committed to conducting business with unwavering ethical standards and building a sustainable future grounded in integrity and purpose."

Maryanne Lavan
Senior Vice President, General Counsel and Corporate Secretary

LOCKHEED MARTIN

F-35 flight testing aboard aircraft carrier

Ethical Business Practices

A core component of an effective ethics program is ensuring that employees feel empowered to raise concerns with their leaders or ethics officers for guidance or to report potential misconduct. Promptly responding to concerns promotes trust and accountability in the workplace. Lockheed Martin's sustained reputation for ethical conduct instills confidence in our customers and suppliers and helps attract and retain high-quality employees whose values and integrity align with the company. To learn more, visit our **Ethics website**.

30th anniversary social event in Courtland, Alabama

Ethics Program

Our **Code of Ethics and Business Conduct** and corporate Ethics and Business Conduct policy provide the foundation for Lockheed Martin's Ethics program, reinforcing our core values to do what's right, respect others and perform with excellence. In 2023, we updated the Code of Ethics and Business Conduct, adding an emphasis on product safety and quality as well as responsible use of AI.

As reflected in our SMP goal, Lockheed Martin employees are expected to not only recognize misconduct but to take action to address it through Voicing our Values techniques or reporting. Our objective to have employees speak up without fear of retaliation is reinforced by communications, trainings and policies that ensure that Lockheed Martin employees know how to raise concerns.[17] Our employee engagement tools include Integrity Minute videos, business conduct compliance training, ethics awareness training, and other leadership and local Ethics Office engagement.

Receiving Recognition for Our Ethics and Integrity Training

In 2023, Lockheed Martin received numerous awards for our web-based video content designed to shape employee behavior. Lockheed Martin received a Platinum Viddy Award in the training category for our 2023 annual ethics awareness training. We also received Platinum awards from MarCom for our Integrity Minute 57-video series "Do the (Side) Hustle," which is about outside employment, and from Hermes in the educational category for our Integrity Minute 54-video series, "We Are Family," which is about leadership skills.

Performing With Integrity

Lockheed Martin hosted the sixth annual Ethics in Engineering Case Competition at our Center for Leadership Excellence in February 2023.

The annual event supports business ethics awareness and contributes to the ethical development of the future workforce while strengthening our academic partnerships. This year, our competition experienced exponential growth with more than 70 colleges and universities from across the United States and one international team participating, which represents a 300% increase to the previous year. In the final competition round, the U.S. Air Force Academy faced off with Loyola University Maryland, with the U.S. Air Force Academy taking first place.

[17] Employee reports of misconduct, including whistleblower reports, are treated as confidential.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Score at or below 35% of the total percentage of employees who observe misconduct within the past 12 months but neither report it nor take action to address it, by 2025.

2023 PROGRESS
Our biennial Employee Insights Survey in 2023 indicates that 28% of employees who had observed misconduct in the workplace in the prior 12 months did not report or take action to address it. This shows an improvement over the 2021 survey result of 29%. We continue to encourage employees to take action and provide multiple contact methods for guidance and reporting. Lockheed Martin does not tolerate retaliation, and this is communicated in training and policies and during contacts with the Ethics Office.

LOCKHEED MARTIN

Anti-Bribery and Corruption

At Lockheed Martin, we have zero tolerance for bribery and corruption. We will walk away from business engagements associated with improper conduct that would violate U.S. and other applicable anti-corruption laws.

SUSTAINABILITY MANAGEMENT PLAN GOAL
Achieve 100% completion of required employee training on gifts and business courtesies and international business practices annually through 2025.

2023 PROGRESS ⭐
We achieved 100% completion of these two trainings for required employees.

Educating Personnel Abroad

At Lockheed Martin, thousands of employees around the world are deployed on global assignments each year. When stationed away from their home countries, their risk of being exposed to potential misconduct or potential corruption is higher. This is due, in part, to operating within different cultural contexts and local laws and interacting with individuals who may conduct business differently or even illegally.

Lockheed Martin has formulated a life cycle approach to provide training and resources to ensure that deployed personnel know how to respond if confronted with an issue that could potentially violate our Zero Tolerance Anti-Corruption policy. This approach includes training courses, partnering with Lockheed Martin's Global Emergency Operations Center, to provide ongoing communications utilizing our Traveler's Suitcase portal and frequent outreach to provide a steady stream of engagement while deployed.

Starting in 2023, ethics officers conduct live ethics trainings of international business development and offset consultants on an annual basis, replacing the previous training rhythm of every other year.

Representing our mission and values worldwide. Lockheed Martin employees at site Canberra, Australia

LOCKHEED MARTIN

2023 Performance Index

Our Performance Index contains relevant metrics to support the efforts highlighted throughout our Sustainability Performance Report. Our reporting is prepared in accordance with key reporting frameworks, including selected Global Reporting Initiative (GRI) indicators and Sustainability Accounting Standards Board (SASB) standards.

LOCKHEED MARTIN

LM 400 mid-sized satellite bus customizable for military, civil or commercial users

2023 Performance Index

Please note that qualitative responses are only provided for the 2023 reporting year. Quantitative metrics that were collected for the first time, not applicable to certain years or do not have historic data available, are indicated by dashes in the table. Data is rounded to the nearest whole number unless otherwise provided.

Company Profile

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Economic Performance							
Direct Economic Value Generated and Distributed	**2023 Annual Report**	-	-	-	-	201-1	-
Production by Reportable Segment	Aircraft (Fixed and Rotary Winged) represent the largest market segment by sales in Lockheed Martin's product portfolio. Publicly the number of annual and quarterly deliveries are provided as part of our Quarterly Earnings Release documentation.	-	-	-	-	-	RT-AE-000.A
Labor Practices							
Number of Work Stoppages[1]	0	0	0	0	0	-	TC-ES-310a.1
Total Days Idle	0	0	0	0	0	-	TC-ES-310a.1
Political Contributions							
Political Contributions ($USD)	**Political Disclosures** **Sustainability Website - Carbon Strategy and Climate-Related Risk**	-	-	-	-	415-1	-

2023 Footnote:

[1]   Represents the number of work stoppages involving 1,000 or more workers lasting one full shift or longer.

Workplace Demographics[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Total Employees[2]	122,000	116,000	114,000	114,000	110,000	2-7, 2-8 405-1	RT-AE-000.B
Total Engineers, Scientists and IT Professionals[2]	65,000	61,000	59,000	60,000	-	2-7, 2-8 405-1	RT-AE-000.B
Total New Hires[3]	15,085	14,621	10,317	11,406	15,941	401-1	-

2023 Footnotes:

[1]   All data as of December 31, 2023.

[2]   Includes 99% of Lockheed Martin global operations. Data is rounded to nearest thousand. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

[3]   Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

LOCKHEED MARTIN

Workplace Demographics[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
New Hire Percentage of Workforce[4]	12.9%	12.6%	9.1%	10.0%	14.4%	401-1 (2016)	-
% Employees Covered by Collective Bargaining Agreements[5]	19.0%	20.0%	20.0%	20.0%	20.0%	2-7, 2-8 2-30	-
All Employees							
Women[6]	23.2%	23.3%	23.2%	23.2%	23.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Men[6]	76.8%	76.7%	76.8%	76.8%	77.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
People of Color[7],[8]	32.0%	30.4%	29.2%	28.4%	27.6%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Veterans[7]	21.2%	21.2%	21.2%	21.6%	22.1%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Persons With Disabilities[7],[8]	12.3%	10.8%	9.8%	8.6%	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Executives							
Women[9]	25.3%	24.7%	23.4%	22.2%	21.8%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Men[9]	74.7%	75.3%	76.6%	77.8%	78.2%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
People of Color[8],[10]	17.1%	16.0%	14.9%	13.9%	13.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Veterans[10]	21.0%	20.6%	20.4%	20.6%	20.7%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Persons With Disabilities[8],[10]	12.8%	11.1%	11.0%	9.1%	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B

2023 Footnotes:

(1)   All data as of December 31, 2023.

(4)   Calculated as total new hires divided by total employees (as of December 31, 2023).

(5)   Excludes casual workers, interns and co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(6)   Based on employees who self-identify. Includes 99% of Lockheed Martin global operations. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(7)   Based on employees who self-identify. Includes only U.S. employees and expatriates who account for approximately 95% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(8)   As defined by the U.S. Equal Employment Opportunity Commission.

(9)   Based on employees who self-identify. Includes 99% of Lockheed Martin global operations. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. Executive is defined as Director-level (one level below Vice President) or higher.

(10)   Based on employees who self-identify. Includes only U.S. employees and expatriates who account for approximately 95% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. Executive is defined as Director-level (one level below Vice President) or higher.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

LOCKHEED MARTIN

Workplace Demographics[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Board of Directors							
Women	30.8%	30.8%	31.0%	27.0%	36.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Men	69.2%	69.2%	69.0%	73.0%	64.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
People of Color	7.7%	7.7%	8.0%	9.0%	9.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Veterans	38.5%	38.5%	38.0%	46.0%	46.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Geographic Location[11]							
Australia[12]	1,400	1,150+	1,200+	1,000+	900+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Canada[12]	1,300	1,300+	1,200+	1,100+	1,000+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
New Zealand[12]	300	250+	250+	300+	200+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Poland[12]	1,600	1,500+	1,600+	1,600+	1,600+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
United Kingdom[12]	1,700	1,600+	1,600+	1,800+	1,800+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
United States[13]	116,000	110,100+	107,000+	107,800+	104,000+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation							
Traditionalist[14]	0.1%	0.1%	0.2%	<0.1%	0.3%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Baby Boomer[14]	17.8%	21.1%	24.0%	27.0%	31.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B

2023 Footnotes:

(1)   All data as of December 31, 2023.

(11)   Countries of Lockheed Martin main business operations. Excludes countries with less than 55 employees.

(12)   As of December 31 of each year. Local country nationals.

(13)   As of December 31 of each year. Includes U.S. expats who are working overseas. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(14)   Includes only U.S. employees and expatriates who account for approximately 95% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. The generational structure used by Lockheed Martin in 2023, based on U.S. government and Pew Research Center definitions, is as follows:
     • Traditionalist: Birth year from 1928 to 1945
     • Baby Boomer: Birth year from 1946 to 1964 inclusive
     • Generation X: Birth year from 1965 to 1980 inclusive
     • Millennial: Birth year from 1981 to 1996 inclusive
     • Generation Z: Birth year from 1997 to present

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Workplace Demographics[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Generation							
Generation X[14]	29.9%	31.0%	32.0%	31.0%	23.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Millennials[14]	40.7%	39.8%	39.0%	38.0%	36.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation Z[14]	11.5%	8.0%	5.0%	3.0%	2.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Education Level							
High School/None Indicated	28.8%	29.7%	30.0%	30.0%	29.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Associate's/Some College	6.4%	6.6%	7.0%	7.0%	7.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Bachelor's	39.3%	38.5%	38.0%	38.0%	39.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Graduate/Ph.D.	25.5%	25.2%	25.0%	25.0%	25.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Employee Turnover							
Total Turnover[15]	9,600	12,135	11,435	8,400	9,600	401-1 (2016)	-
Voluntary Turnover[16]	4,915	7,375	6,185	4,040	4,871	401-1 (2016)	-
Percentage of Voluntary Turnover[16]	4.1%	6.4%	5.4%	3.6%	4.4%	401-1 (2016)	-
Involuntary Turnover[17]	4,738	4,760	5,250	4,400	4,800	401-1 (2016)	-
Percentage of Involuntary Turnover[17]	3.9%	4.2%	4.6%	3.9%	4.5%	401-1 (2016)	-

2023 Footnotes:

[1]   All data as of December 31, 2023.

[14]   Includes only U.S. employees and expatriates who account for approximately 95% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2023, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. The generational structure used by Lockheed Martin in 2023, based on U.S. government and Pew Research Center definitions, is as follows:
• Traditionalist: Birth year from 1928 to 1945
• Baby Boomer: Birth year from 1946 to 1964 inclusive
• Generation X: Birth year from 1965 to 1980 inclusive
• Millennial: Birth year from 1981 to 1996 inclusive
• Generation Z: Birth year from 1997 to present

[15]   All terminations. Uses a rolling 12-month attrition.

[16]   Retirements are not included in voluntary attrition. Uses a rolling 12-month attrition.

[17]   All terminations other than voluntary. Uses a rolling 12-month attrition.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Benefits

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Parental Leave							
Total Employees Entitled to Parental Leave	98,571	92,534	89,675	90,282	104,656	401-3 (2016)	-
Female Employees Entitled to Parental Leave	24,517	23,159	22,467	22,458	24,124	401-3 (2016)	-
Male Employees Entitled to Parental Leave	74,054	69,375	67,208	67,824	80,532	401-3 (2016)	-
Total Employees Who Took Parental Leave	4,642	4,332	2,336	2,842	1,758	401-3 (2016)	-
Female Employees Who Took Parental Leave	853	738	536	629	445	401-3 (2016)	-
Male Employees Who Took Parental Leave	3,789	3,594	1,800	2,213	1,313	401-3 (2016)	-
Total Employees Who Returned to Work After Parental Leave	4,637	4,325	2,328	2,833	1,747	401-3 (2016)	-
Female Employees Who Returned to Work After Parental Leave	852	733	532	623	442	401-3 (2016)	-
Male Employees Who Returned to Work After Parental Leave	3,785	3,592	1,796	2,210	1,305	401-3 (2016)	-
Total Employees Who Were Still Employed 12 months After Taking Parental Leave[1]	-	4,022	2,045	2,618	1,627	401-3 (2016)	-
Female Employees Who Were Still Employed 12 months After Taking Parental Leave[1]	-	675	478	578	407	401-3 (2016)	-
Male Employees Who Were Still Employed 12 months After Taking Parental Leave[1]	-	3,347	1,567	2,040	1,220	401-3 (2016)	-
Retention Rate of Total Employees Who Returned to Work After Parental Leave[1]	-	93%	88%	92%	93%	401-3 (2016)	-
Retention Rate of Female Employees Who Returned to Work After Parental Leave[1]	-	91%	89%	93%	91%	401-3 (2016)	-
Retention Rate of Male Employees Who Returned to Work After Parental Leave[1]	-	93%	87%	92%	93%	401-3 (2016)	-

2023 Footnotes:

[1]   Retention data for 2023 will be available starting January 1, 2025.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Benefits

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Global Minimum Weeks Paid Parental Leave[2]	4	4	4	4	4	401-3 (2016)	-

2023 Footnotes:

[2]   Lockheed Martin provides up to 4 weeks of Paid Parental Leave (PPL). Mothers may also take 6–8 weeks of Short-Term Disability Leave for pregnancy before PPL (10–12 weeks total for Maternity Leave). Employees/fathers may also take 4 weeks of PPL to bond with the new child and 2 weeks of Family Care Leave to care for the mother (6 weeks total). This does not include represented employees whose benefits are governed by applicable collective bargaining agreements. We comply with all relevant laws where applicable.

Employee Training and Development

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Employees Receiving Regular Performance Reviews	100%	100%	100%	100%	100%	404-3 (2016)	-
Average Hours of Training Per Employee	28.4	27.3	26.0	25.2	29.3	404-1 (2016)	-
Hours Per Employee Devoted to Training on Human Rights Policies or Procedures	0.4	0.4	0.4	0.4	0.4	412-2 (2016)	-
Percentage of Employees Trained in Human Rights Policies or Procedures	100%	100%	100%	100%	100%	-	-

Data Security

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Description of Approach to Identifying and Addressing Data Security Risks in (1) Company Operations and (2) Products	**Cyber Kill Chain** **2023 Annual Report** **2024 Proxy Statement-Cybersecurity**	-	-	-	-	-	RT-AE-230a.2
Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Under U.S. Securities and Exchange Commission (SEC) rules, Lockheed Martin is required to disclose material cybersecurity incidents, which include data breaches: **2023 Annual Report** As of December 2023, Lockheed Martin has no reported cybersecurity incidents.	-	-	-	-	418-1 (2016)	-
(1) Number of Data Breaches (2) Percentage Involving Confidential Information	Under SEC rules, Lockheed Martin is required to disclose material cybersecurity incidents, which include data breaches: **2023 Annual Report** As of December 2023, Lockheed Martin has no reported cybersecurity incidents.	-	-	-	-	-	RT-AE-230a.1

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

Product Safety

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Number of Recalls Issued, Total Units Recalled	Lockheed Martin considers this information to be confidential.					-	RT-AE-250a.1
Number of Airworthiness Directives Received, Total Units Affected	Docket No. FAA-2023-09-07, S-92 Main Rotor Mast/Swashplate — Affects a subset of S-92 aircraft. Quantity approximately 263. Docket No. FAA-2023-11-07, Various Helicopters, Ground Proximity System (5G Interference) — Affects subset of S-92 aircraft that are equipped with specific hardware. Quantity less than 307 aircraft.	-	-	-	-	-	RT-AE-250a.3
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated With Product Safety ($USD)	Lockheed Martin considers this information to be confidential.					-	RT-AE-250a.4
Percentage of Significant Product and Service Categories for Which Health and Safety Impacts Are Assessed for Improvement.	All of our end-deliverable products and services are assessed by our system safety group for continuous improvement in health and safety performance. The system safety group also supports the environmental, health and safety function for matters related to facilities and production, as required.	-	-	-	-	416-1 (2016)	-

Ethics and Anti-Corruption

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Description of Policies and Practices for Prevention of: (1) Corruption and Bribery (2) Anti-Competitive Behavior	**Code of Ethics and Business Conduct** **Supplier Code of Conduct** **CPS-730: Compliance with Anti-Corruption Laws** **CPS-008: Gifts, Hospitality, Other Business Courtesies, and Sponsorships Other Policies Related to Anti-Corruption**	-	-	-	-	-	RT-EE-510a.1
Discussion of Processes to Manage Business Ethics Risks Throughout the Value Chain	**Code of Ethics and Business Conduct** **Supplier Code of Conduct** **Ethics Website**	-	-	-	-	-	RT-AE-510a.3
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Incidents of Corruption, Bribery, and/or Illicit International Trade	Lockheed Martin considers this information to be confidential.					-	RT-AE-510a.1
Operations Assessed For Risk							
Business Units Analyzed for Risks Related to Corruption	5	5	5	5	5	205-1 (2016)	-
Percentage of Business Units Analyzed for Risks Related to Corruption	100%	100%	100%	100%	100%	205-1 (2016)	-
Revenue from Countries Ranked in the "E" or "F" Band of Transparency International's Government Defense Anti-Corruption Index ($USD Mil)	Lockheed Martin considers this information to be confidential.					205-1 (2016)	RT-AE-510a.2

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Ethics and Anti-Corruption

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Communication and Training							
Total Percentage of Employees to Whom the Organization's Anti-Corruption Policies and Procedures Have Been Communicated[1]	100%	100%	100%	100%	100%	205-2 (2016)	–
Total Percentage of Governance Body Members to Whom the Organization's Anti-Corruption Policies and Procedures Have Been Communicated[2]	100%	100%	100%	100%	100%	205-2 (2016)	–
Total Percentage of Business Partners to Whom the Organization's Anti-Corruption Policies and Procedures Have Been Communicated[3]	100%	100%	100%	100%	100%	205-2 (2016)	–
Total Percentage of Employees Who Have Received Training on Anti-Corruption[1]	100%	100%	100%	100%	100%	205-2 (2016)	–
Total Percentage of Governance Body Members Who Have Received Training on Anti-Corruption[2]	100%	100%	100%	100%	100%	205-2 (2016)	–
Total Percentage of Business Partners Who Have Received Training on Anti-Corruption[3]	100%	100%	100%	100%	100%	205-2 (2016)	–
Incidents							
Confirmed Incidents of Corruption	0	0	0	0	0	205-3 (2016)	–
Confirmed Incidents in Which Employees Were Dismissed or Disciplined for Corruption	0	0	0	0	0	205-3 (2016)	–
Confirmed Incidents in Which Contracts With Business Partners Were Not Renewed Due to Violations Related to Corruption	0	0	0	0	0	205-3 (2016)	–
Discrimination							
Incidents of Discrimination	316[4]	304[5]	234[6]	286[7]	324[8]	406-1	–

2023 Footnotes:

[1]   Employees receive anti-corruption policies and training through a combination of Code of Ethics and Business Conduct training, ethics awareness training and two business conduct compliance training modules (International Business Practices and/or Gifts and Business Courtesies), in addition to an annual CEO Anti-Corruption Day letter.

[2]   The Board of Directors completes annual mandatory ethics awareness training and also reviews on a three-year basis the Code of Ethics and Business Conduct; both exercises train and communicate on anti-corruption topics.

[3]   International business development consultants and offset service providers are grouped as consultants. All consultants receive an annual ethics and compliance training with a focus on anti-corruption.

[4]   316 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 64.4% of the investigated EEO matters.

[5]   304 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 64.6% of the investigated EEO matters.

[6]   234 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 51.8% of the investigated EEO matters.

[7]   286 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 41% of the investigated EEO matters.

[8]   324 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 42% of the investigated EEO matters.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Environment, Safety and Health (ESH) Management

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Description of the ESH Management System	The ESH Management System covers all of Lockheed Martin's operations and, through its central function, is ISO 14001- and ISO 45001-certified. While the enterprise ESH Management System is certified, individual sites may achieve certification separately. **2023 Sustainability Report: Workplace Safety** **Environment, Safety and Health Website**	-	-	-	-	403-1 (2018)	-
ISO 14001[1]							
Total Number of Sites Certified	47	45	40	41	-	-	-
Percentage of Sites Certified	14%	13%	11%	10%	-	-	-
ISO 45001[1]							
Total Number of Sites Certified	35	32	25	26	-	403-1 (2018)	-
Percentage of Sites Certified	10%	9%	7%	7%	-	403-1 (2018)	-
ISO 50001							
Total Number of Sites Certified	0	0	-	-	-	-	-
Percentage of Sites Certified	0%	0%	-	-	-	-	-

2023 Footnotes:

[1]   Includes the certification of our central function. Site certifications may not include all buildings and programs at a site.

Energy[1][2]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Total Energy Consumption (MWh)	3,125,838	3,224,626	3,185,711	3,217,317	3,186,378	302-1 (2016)	RT-AE-130a.1
Energy Intensity Ratio (MMBTU per $M USD Revenue)	158	167	162	168	151	302-3 (2016)	-
Energy Reduction vs. 2020 Baseline (MWh)	3%	-0.23%	1%	-	-	302-4 (2016)	-

2023 Footnotes:

[1]   In 2023, we enhanced our methodology and data collection practices for environmental data, including Scope 1 and 2 emissions and energy, to improve data quality. We applied this new methodology to our 2020-2022 data in order to ensure the most accurate baseline for our updated carbon goal and have restated impacted metrics.

[2]   Data is shown for our Go Green year, which runs November-October (e.g., Nov. 2022-Oct. 2023)

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Energy[1][2]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Scope 1 Energy Consumption							
Total (MWh)	1,565,223	1,643,361	1,616,606	1,620,745	1,608,834	302-1 (2016)	RT-AE-130a.1
Diesel (MWh)	12,269	10,818	11,792	12,639	11,087	302-1 (2016)	RT-AE-130a.1
Distillate Fuel Oil No. 2 (MWh)	7,517	7,692	5,132	1,287	4,461	302-1 (2016)	RT-AE-130a.1
Gasoline (MWh)	16,341	16,043	23,921	15,774	16,080	302-1 (2016)	RT-AE-130a.1
Jet Fuel (MWh)	164,436	200,935	182,640	185,197	230,365	302-1 (2016)	RT-AE-130a.1
Natural Gas (MWh)	1,286,330	1,288,531	1,287,325	1,293,902	1,275,001	302-1 (2016)	RT-AE-130a.1
Propane (MWh)	61,468	59,505	43,874	39,652	34,780	302-1 (2016)	RT-AE-130a.1
Biomass (MWh)	16,824	59,837	61,921	72,293	37,060	302-1 (2016)	RT-AE-130a.1
Scope 2 Energy Consumption[3]							
Total (MWh)	1,560,615	1,581,266	1,568,493	1,596,572	1,577,544	302-1 (2016)	RT-AE-130a.1
Cooling (Chilled Water) (MWh)	25,315	25,622	25,911	27,198	24,252	302-1 (2016)	RT-AE-130a.1
Electricity (MWh)	1,535,300	1,555,643	1,542,583	1,569,373	1,553,292	302-1 (2016)	RT-AE-130a.1
Heating (MWh)	0	0	0	0	0	302-1 (2016)	RT-AE-130a.1
Steam (MWh)	0	0	0	0	0	302-1 (2016)	RT-AE-130a.1
Renewable Electricity[4]							
Total (MWh)	445,074	424,311	470,897	466,527	-	302-1 (2016)	RT-AE-130a.1
Percentage of Total Electricity Consumption	29%	28%	32%	30%	-	302-1 (2016)	RT-AE-130a.1
Sources and Percentage of Total Renewable Electricity	Renewable energy certificates (RECs) (mixed): 30% On-site (solar): 13% Power purchase agreements (PPAs) (solar): 23% Green tariff (solar/wind): 17% Hydro: 17%	-	-	-	-	302-1 (2016)	RT-AE-130a.1

2023 Footnotes:

(1)   In 2023, we enhanced our methodology and data collection practices for environmental data, including Scope 1 and 2 emissions and energy, to improve data quality. We applied this new methodology to our 2020-2022 data in order to ensure the most accurate baseline for our updated carbon goal and have restated impacted metrics.

(2)   Data is shown for our Go Green year, which runs November-October (e.g., Nov. 2022-Oct. 2023).

(3)   Scope 2 energy consumption includes energy from renewable sources, including on-site renewables, PPAs, green tariffs and RECs.

(4)   Including solar, wind, geothermal, biomass and hydropower from a combination of on-site generation, PPA contracts, REC procurement and green tariffs. Renewable electricity claims based on definitions in RE100 Technical Criteria (published 12 December 2022).

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Energy[1][2]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Renewable Electricity[4]							
Total (excluding hydropower) (MWh)	370,746	340,558	391,202	382,164	321,941	302-1 (2016)	RT-AE-130a.1
Percentage of Total Electricity Consumption (excluding hydropower)	24%	22%	27%	25%	-	302-1 (2016)	RT-AE-130a.1
Sources and Percentage of Total Renewable Electricity (excluding hydropower)	Renewable energy certificates (RECs) (mixed): 37% On-site (solar):16% Power purchase agreements (PPAs) (solar): 27% Green tariff (solar/wind/biofuels): 20%	-	-	-	-	302-1 (2016)	RT-AE-130a.1
Energy Sold[5]							
Total (MWh)	0	0	0	0	0	302-1 (2016)	-
Cooling (MWh)	0	0	0	0	0	302-1 (2016)	-
Electricity (MWh)	0	0	0	0	0	302-1 (2016)	-
Heating (MWh)	0	0	0	0	0	302-1 (2016)	-
Steam (MWh)	0	0	0	0	0	302-1 (2016)	-

2023 Footnotes:

(1) In 2023, we enhanced our methodology and data collection practices for environmental data, including Scope 1 and 2 emissions and energy, to improve data quality. We applied this new methodology to our 2020-2022 data in order to ensure the most accurate baseline for our updated carbon goal and have restated impacted metrics.

(2) Data is shown for our Go Green year, which runs November-October (e.g., Nov. 2022-Oct. 2023)

(4) Including solar, wind, geothermal, biomass and hydropower from a combination of on-site generation, PPA contracts, REC procurement and green tariffs. Renewable electricity claims based on definitions in RE100 Technical Criteria (published 12 December 2022).

(5) Lockheed Martin defines energy sold when a system produces more energy than what is consumed in a reporting year (it does not count net metering or similar programs).

Emissions[1][2]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Net GHG Emissions (Scope 1 + Scope 2 Market-Based) (MT CO$_2$e)[3]	680,212	699,321	685,874	787,251	771,435	305-1 (2016) 305-2 (2016)	-
GHG Emissions Reduction vs. 2020 Baseline (Scope 1 + Scope 2)	14%	11%	13%	-	-	305-5 (2016)	-
GHG Emissions Intensity Ratio (Scope 1 and 2) (MT CO$_2$e per $USD Revenue)	0.000012	0.000013	0.000013	0.000014	0.000016	305-4 (2016)	-

2023 Footnotes:

(1) In 2023, we enhanced our methodology and data collection practices for environmental data including scope 1 and 2 emissions and energy improve data quality. We applied this new methodology to our 2020 - 2022 data in order to ensure the most accurate baseline for our updated carbon goal and have restated impacted metrics.

(2) Data is shown for our Go Green year, which runs November-October (e.g., Nov. 2022-Oct. 2023)

(3) This metric measures or estimates data for 94% of eligible owned and leased building area. Excluded from the metric are non-operational sites (under initial construction) or sites for which we do not have operational control (such as government-operated or full-service leased facilities). The remaining 6% represents small and international sites with limited data availability. The reported Scope 1 and 2 combined emissions are estimates and were calculated using the GHG Protocol's market-based methodology for Scope 2, which reflects emissions net of unbundled RECs, off-site PPAs and on-site renewable energy generation.

* All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Emissions[1][2]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Biogenic CO_2 Emissions (MT CO_2e)	5,385	19,151	19,818	23,138	12,020	305-1 (2016)	-
Scope 1 Emissions							
Gross Direct GHG Emissions (MT CO_2e)	308,980	317,761	311,043	309,563	305,362	305-1 (2016)	-
Scope 2 Emissions[3]							
Gross Location-Based Indirect GHG Emissions (MT CO_2e)	525,614	528,539	557,445	604,458	662,659	305-2 (2016)	-
Gross Market-Based Indirect GHG Emissions (MT CO_2e)	371,232	381,560	374,830	477,688	466,073	305-2 (2016)	-
Scope 3 Emissions[4]							
Total (MT CO_2e)[5]	27,955,399	28,543,078	28,152,000	26,663,106	26,552,983	305-3 (2016)	-
Purchased Goods and Services (MT CO_2e)[6]	5,872,475	4,287,111	5,131,067	4,456,403	5,176,708	305-3 (2016)	-
Capital Goods (MT CO_2e)[7]	711,402	566,736	536,837	614,408	736,649	305-3 (2016)	-
Fuel- and Energy-Related Activities (not included in Scope 1 and 2) (MT CO_2e)[8]	80,098	79,833	78,582	79,068	78,009	305-3 (2016)	-
Business Travel (MT CO_2e)[9]	83,855	74,050	39,732	51,446	126,972	305-3 (2016)	-
Employee Commuting (MT CO_2e)[10]	120,258	116,884	75,773	76,300	95,307	305-3 (2016)	-
Waste Generated in Operations (MT CO_2e)[11]	6,555	6,375	6,032	6,014	6,333	305-3 (2016)	-
Use of Sold Products (MT CO_2e)[12]	21,076,687	23,406,940	22,279,089	21,374,869	20,328,231	305-3 (2016)	RT-AE-410a.2
Upstream Transmissions and Distribution (MT CO_2e)[13]	4,067	5,149	4,887	4,597	4,775	305-3 [2016]	

2023 Footnotes:

(1) In 2023, we enhanced our methodology and data collection practices for environmental data including scope 1 and 2 emissions and energy improve data quality. We applied this new methodology to our 2020 - 2022 data in order to ensure the most accurate baseline for our updated carbon goal and have restated impacted metrics.

(2) Data is shown for our Go Green year, which runs November-October (e.g., Nov. 2022-Oct. 2023)

(3) Calculated in accordance with the GHG Protocol.

(4) Scope 3 emissions are estimates. See our website for a description of each Scope 3 category methodology.

(5) As of 2023 reporting, we expanded to eight Scope 3 categories vs. seven categories in prior years. The latest category added is Upstream Transmissions and Distribution, which was historically included in Scope 3 categories 1 and 2.

(6) Updated EPA dataset for supply chain emissions based on USD2021. Only w/o margins emissions factors used. Removal of other Scope 3 emissions: Waste and Freight.

(7) Updated EPA dataset for supply chain emissions based on USD2021. Only w/o margins emissions factors used. Removal of other Scope 3 emissions: Waste and Freight.

(8)   Emissions factors expanded beyond EPA to include Department for Environment Food and Rural Affairs (DEFRA) and country updates for Australia and Canada.

(9) Emissions calculated using segment number and distance based on haul type vs. pre-calculated values from BCD Travel system.

(10) Employee Commuting: Based on telework status numbers and distance data from the HR system as well as a UK employee survey. Emissions factors applied from EPA and DEFRA.
Telecommuting: Included for the first time beginning with 2022 data. This is the first year that DEFRA provided factors and while no such factors are available from EPA, our non-US estimates are based on the proportional carbon intensity of the UK vs. US grid applied to the factors from DEFRA.

(11) Emissions factors updated for EPA and DEFRA.

(12) The list of tracked programs remains the same with a focus on aircraft. Data is being collected on quarterly increments to align with financial reporting and Go Green reporting schedule. Historical values will be updated to reflect the temporal shift resulting from quarterly data increments.

(13) Included since 2023 reporting based on freight records. Previously captured in Scope 3 categories 1 and 2.

* All indicators are from GRI 2021 unless otherwise noted in parentheses.

Climate

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Risks and Opportunities Posed by Climate Change	**2022 TCFD-Aligned Climate-Related Risks and Opportunities Report** **2023 CDP Climate Change Disclosure** **2023 Annual Report**	-	-	-	-	201-2 (2016)	-

Waste[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Description of the Processes Used to Collect and Monitor Waste-Related Data	**Sustainability Website – Waste Management**	-	-	-	-	306-2 (2020)	-
Description of Waste Reduction Actions	**Sustainability Website – Waste Management**	-	-	-	-	306-2 (2020)	-
Total Waste							
Total Waste Generated (lbs.)	58,973,129	58,255,678	55,832,948	58,018,047	61,566,290	306-3 (2020)	-
Landfill (lbs.)[2]	18,505,466	17,087,047	16,078,795	15,247,761	17,710,190	306-5 (2020)	-
Recycled (lbs.)	31,573,422	30,090,983	28,005,012	29,153,717	31,566,392	306-4 (2020)	-
Incineration (with energy recovery) (lbs.)	3,811,892	4,125,079	4,098,804	5,807,509	-	306-5 (2020)	-
Incineration (without energy recovery) (lbs.)	2,776,947	3,339,905	3,323,258	3,279,509	-	306-5 (2020)	-
Other Disposal Method (lbs.)	3,109,311	3,612,664	4,327,079	4,529,552	-	306-5 (2020)	-
Percentage to Landfill	31%	31%	31%	26%	29%	306-5 (2020)	-
Percentage Recycled	54%	52%	50%	50%	51%	306-4 (2020)	-
Hazardous Waste[3]							
Total Hazardous Waste Generated (lbs.)	5,156,020	5,221,041	6,323,483	5,512,094	5,322,000	306-3 (2020)	RT-AE-150a.1
Landfill (lbs.)	1,220,347	888,216	885,390	772,607	-	306-5 (2020)	-
Recycled (lbs.)	631,196	617,301	620,288	454,225	506,000	306-4 (2020)	RT-AE-150a.1
Incineration (with energy recovery) (lbs.)	398,795	332,048	379,782	253,206	-	306-5 (2020)	-
Incineration (without energy recovery) (lbs.)	1,536,229	2,298,096	3,023,607	2,797,622	-	306-5 (2020)	-

2023 Footnotes:

(1)   Data is shown for our Go Green year, which runs November-October (e.g. Nov. 2022-Oct. 2023).

(2)   This metric does not include ash as byproduct disposal of incineration.

(3)   Lockheed Martin policy requires that hazardous waste be disposed of at an approved facility in accordance with applicable regulations, rules and requirements.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Waste[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Hazardous Waste[3]							
Other Disposal Method (lbs.)	1,369,459	1,085,380	1,414,416	1,234,434	-	306-5 (2020)	-
Percentage to Landfill	24%	17%	14%	14%	-	306-5 (2020)	-
Percentage Recycled	12%	12%	10%	8%	10%	306-4 (2020)	RT-AE-150a.1
Spills							
Number of Reportable Spills[4]	0	0	0	0	0	-	

2023 Footnotes:

(1)   Data is shown for our Go Green year, which runs November-October (e.g. Nov. 2022-Oct. 2023).

(3)   Lockheed Martin policy requires that hazardous waste be disposed of at an approved facility in accordance with applicable regulations, rules and requirements.

(4)   Number and aggregate quantity of reportable spills determined in accordance with The Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA) requirements.

Water[1]

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
A Description of How the Organization Interacts with Water and Identifies Water-Related Impacts	**Sustainability Website - Water Management**	-	-	-	-	303-1 (2018)	-
An Explanation of the Process for Setting Any Water-Related Goals and Targets That Are Part of the Organization's Management Approach	**Sustainability Website - Water Management**	-	-	-	-	303-1 (2018)	-
Total Water Consumption (million gallons)[2]	1,231	1,316	1,234	1,322	1,360	303-5 (2018)	-
Percentage of Sites in Areas of High Water Stress[3]	28%	28%	-	-	-		
Total Water Consumption from Areas of High Water Stress (million gallons)[3]	475	504	-	-	-		

2023 Footnotes:

(1)   Data is shown for our Go Green year, which runs November-October (e.g. Nov. 2022-Oct. 2023).

(2)   Water consumption is reported for 87% of our building square footage.

(3)   Includes sites in extremely high and high-risk 2030 water stress regions from the World Resource Institute Aqueduct Water Risk Atlas using 2015 data based on building square footage. Includes eight sites: Palmdale, California; Santa Barbara, California; Waterton, Colorado; Deer Creek, Colorado; Colorado Springs, Colorado; Orlando, Florida; Fort Worth, Texas; and Grand Prairie, Texas.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Health and Safety

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
A Description of the Processes Used to Identify Work-Related Hazards and Assess Risks	Individual business elements establish, implement and maintain processes for hazard identification and, where needed, associate controls that are ongoing, preventive and applicable to the size, scale and scope of the site, activity or operation.	-	-	-	-	403-2 (2018)	-
A Description of the Process Used to Investigate Work-Related Incidents and Determine Corrective Actions	This process is directed by our internal procedures ESH-01 ESH Management Systems, ESH-04 Reporting of Incidents and Regulatory Agency Notifications, and the Serious Incident and Fatality guidance document.	-	-	-	-	403-2 (2018)	-
A Description of Any Occupational Health and Safety Training Provided to Workers	Professional development training for ESH professionals is sponsored at the corporate level. A corporate contract is in place for individual web-playable compliance training that is tracked via our enterprise-wide training system. Business area-specific training is developed at the business area or site level and tracked via our enterprise-wide training system.	-	-	-	-	403-5 (2018)	-
A Description of Any Worker Safety and Health Committees That Exist	The Target Zero Committee is chaired by Environment, Safety, Health and Sustainability for continuous improvement of the Target Zero program, with employee-based committees existing at the local level.	-	-	-	-	403-4 (2018)	-
Near Miss Frequency Rate (NMFR)	Lockheed Martin does not track near miss frequency rate at this time.	-	-	-	-	403-9 (2018)	RT-IG-320a.1
Total Recordable Incident Rate (TRIR)[1]	0.98	1.09	1.02	0.9	1.03	403-9 (2018)	RT-IG-320a.1
Fatality Rate[1]	0	0	0	0	0	403-9 (2018)	RT-IG-320a.1
Day Away Case Rate[1]	0.17	0.37	0.3	0.23	0.18	403-9 (2018)	RT-IG-320a.1
Days Away/Restricted or Transfer Rate (DART)[1]	0.5	-	-	-	-	403-9 (2018)	
Lost time injury frequency rate (LTIFR)[1]	0.84	-	-	-	-	403-9 (2018)	

2023 Footnotes:

[1]   Safety metrics disclosed are for U.S. employees only, which account for approximately 95% of our total workforce.

*   All indicators are from GRI 2021 unless otherwise noted in parentheses.

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Supply Chain

Metrics	2023	2022	2021	2020	2019	GRI Indicator*	SASB Standard
Description of the Management of Risks Associated With the Use of Critical Materials	**2023 Annual Report**	-	-	-	-	-	RT-AE-440a.1
Percentage of the Procurement Budget Used for Significant Locations of Operation Spent on Suppliers Local to That Operation[1]	22%	25%	20%	22%	20%	204-1 (2016)	-
Counterfeit Parts							
Number of Counterfeit Parts Detected, Percentage Avoided	Lockheed Martin considers this confidential information.					-	RT-AE-250a.2
Environmental Impact							
Percentage of New Suppliers That Were Screened Using Environmental Criteria[2]	100%	100%	100%	-	-	308-1 (2016)	-
Social Impact							
Percentage of New Suppliers That Were Screened Using Social Criteria[3]	100%	100%	100%	-	-	414-1 (2016)	-
Suppliers Assessed for Social Impacts[4]	13,297	13,383	13,700	17,200	15,800	414-2 (2016)	-
Number of Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts[5]	12	10	32	31	15	414-2 (2016)	-

2023 Footnotes:

[1] Lockheed Martin defines "local" as domestic small business relative to locations of operations; 93% of all small business spend is domestic. "Significant locations of operation" is defined as the locations of operations identified by procurement spend; 51 domestic Lockheed Martin locations identified. Starting in 2019, we began reporting both direct and indirect spend, while prior to 2019, we reported using an allocated portion of indirect spend per Federal Acquisition Regulations. Historically, we have reported both direct procurement and 100% of indirect procurement.

[2] Represents the percentage of new suppliers asked about their environmental practices. Includes all U.S. suppliers and select global suppliers.

[3] Represents the percentage of new suppliers asked about their socioeconomic practices. Includes all U.S. suppliers and select global suppliers.

[4] This includes the number of suppliers assessed for human trafficking using the State Department tier assignments.

[5] The U.S. Department of State, Office to Monitor and Combat Trafficking in Persons conducts an annual country analysis on human trafficking and publishes the U.S. Department of State Trafficking in Persons annual report. The reported number represents suppliers based in countries classified in the report as Tier 2 Watch and Tier 3 countries and are not specific concerns regarding the individual suppliers.

* All indicators are from GRI 2021 unless otherwise noted in parentheses.

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GRI Content Index

Statement of Use	Lockheed Martin has reported the information cited in this GRI content index for the period January 1, 2023, through December 31, 2023, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

Metrics	Location
GRI 2: General Disclosure 2021	
2-1 Organizational Details	**Corporate Website – About Lockheed Martin** **2023 Annual Report** **2023 Annual Report: Business** **2023 Annual Report: Properties**
2-2 Entities Included in the Organization's Sustainability Reporting	**2023 Annual Report**
2-3 Reporting Period, Frequency and Contact Point	**2023 Sustainability Performance Report: About this Report**
2-4 Restatements of Information	In 2023, we enhanced our methodology and data collection practices for environmental data including scope 1 and 2 energy and emissions data. We applied this new methodology to our 2020 - 2022 data in order to ensure the most accurate baseline for our updated carbon goal and have restated impacted metrics.
2-5 External Assurance	**2023 Sustainability Performance Report: About this Report** **2023 Assurance Statement**
2-6 Activities, Value Chain and Other Business Relationships	**Corporate Website – About Lockheed Martin** **2023 Annual Report** **2023 Annual Report: Financial Statements** **2023 Annual Report: Raw Materials, Suppliers and Seasonality**
2-7 Employees	**Corporate Website – About Lockheed Martin** **2023 Annual Report** **2023 Sustainability Performance Report: Inclusion and Equity** **2023 Performance Index: Workplace Demographics**
2-8 Workers Who Are Not Employees	**Corporate Website – About Lockheed Martin** **2023 Annual Report** **2023 Sustainability Performance Report: Inclusion and Equity** **2023 Performance Index: Workplace Demographics**
2-9 Governance Structure and Composition	**Sustainability Website – Governance** **2024 Proxy Statement: Board Oversight of Sustainability** **2024 Proxy Statement: The Board's Primary Role is Oversight of Our Company**

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Metrics	Location
GRI 2: General Disclosure 2021	
2-10 Nomination and Selection of the Highest Governance Body	**Sustainability Website - Governance** **2024 Proxy Statement: Board Oversight of Sustainability** **2024 Proxy Statement: The Board's Primary Role Is Oversight of Our Company**
2-11 Chair of the Highest Governance Body	**2024 Proxy Statement: Corporate Governance**
2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	**2023 Sustainability Report: 2025 Sustainability Management Plan** **Sustainability Website - Materiality Assessment** **2024 Proxy Statement: Stockholder Engagement** **2024 Proxy Statement: Sustainability Governance Structure** **2024 Proxy Statement: Corporate Governance** **2024 Proxy Statement: Board Oversight of Risk**
2-13 Delegation of Responsibility for Managing Impacts	**Sustainability Website - Governance** **2024 Proxy Statement: Corporate Governance** **2024 Proxy Statement: Proxy Statement Summary**
2-14 Role of the Highest Governance Body in Sustainability Reporting	**2024 Proxy Statement: Corporate Governance**
2-15 Conflicts of Interest	**2024 Proxy Statement: Corporate Governance**
2-16 Communication of Critical Concerns	Since Lockheed Martin is a publicly traded company, any stockholder or interested person may communicate with the Independent Lead Director by sending communication in writing to: lead.director@lmco.com **2024 Proxy Statement: Questions and Answers** If we identify any critical risks to our company, management develops action plans to mitigate the risks to an acceptable level.
2-17 Collective Knowledge of the Highest Governance Body	**2024 Proxy Statement: Summary of Director - Nominees' Strategic Skills, Core Competencies and Attributes**
2-18 Evaluation of the Performance of the Highest Governance Body	**2024 Proxy Statement: Annual Incentive Goals and Results**
2-19 Remuneration Policies	**2024 Proxy Statement: Compensation Discussion and Analysis**
2-20 Process to Determine Remuneration	**2024 Proxy Statement: Compensation Discussion and Analysis** **2024 Proxy Statement: Executive Compensation**
2-21 Annual Total Compensation Ratio	**2024 Proxy Statement: CEO Pay Ratio** Lockheed Martin does not disclose percentage increase in annual total compensation ratio.
2-22 Statement on Sustainable Development Strategy	**Sustainability Website - Supporting Sustainable Development**

Metrics	Location
GRI 2: General Disclosure 2021	
2-23 Policy Commitments	**Corporate Website - About Lockheed Martin** **Code of Ethics and Business Conduct** **Supplier Code of Conduct** **2022 TCFD-Aligned Climate-Related Risks and Opportunities Report** **Sustainability Website - Governance** **2023 Sustainability Performance Report: Workplace Safety** **2023 Sustainability Performance Report: Energy Management**
2-24 Embedding Policy Commitments	**2023 Performance Index** **2023 Annual Report: Workforce Demographics**
2-25 Processes to Remediate Negative Impacts	**Corporate Ethics Hotline** **Code of Ethics and Business Conduct** **Sustainability Website - Human Rights** **2023 Sustainability Report: Modeling Business Integrity**
2-26 Mechanisms for Seeking Advice and Raising Concerns	**Corporate Ethics Hotline**
2-27 Compliance with Laws and Regulations	Lockheed Martin's activities are conducted in compliance with the laws and regulations of the countries in which we operate, except where such laws conflict with U.S. law, and our compliance with them is reinforced by our robust integrated assurance program and Board of Directors' oversight of our enterprise risk management process. **2023 Annual Report: Note 14 - Legal Proceedings, Commitments and Contingencies**
2-28 Membership Associations	**2023 CDP Climate Change Disclosure: Political Disclosure** **2022 Climate Lobbying Assessment Report**
2-29 Approach to Stakeholder Engagement	**Sustainability Website - Materiality Assessment** **Corporate Sustainability Policy** **Sustainability Website - 2025 Sustainability Management Plan** **2023 Assurance Statement** **2023 Proxy Statement: Stockholder Outreach** **2023 Proxy Statement: Our Alignment With Governance Standards** **2023 Proxy Statement: Our Stockholder Engagement Program** The Lockheed Martin sustainability stakeholder engagement process is guided by our Corporate Policy Statement on Sustainability, CPS-803. The Director, Enterprise Risk and Sustainability is responsible for an annual engagement plan providing internal and external strategies for education, memberships, academic connections, association recognition events, conferences and publications related to sustainability.
2-30 Collective Bargaining Agreements	**Corporate Sustainability Policy**

Metrics	Location
GRI 3: Material Topics 2021	
3-1 Process to Determine Material Topics	**Sustainability Website - Materiality Assessment Process**
3-2 List of Material Topics	**Sustainability Website - Materiality Assessment Process**
3-3 Management of Material Topics	**Sustainability Website - 2025 Sustainability Management Plan and Goals**
GRI 201: Economic Performance 2016	
201-1 Direct Economic Value Generated and Distributed	**2023 Performance Index: Company Profile**
201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	**2023 Performance Index: Climate**
GRI 204: Procurement Practices 2016	
204-1 Proportion of Spending on Local Suppliers	**2023 Performance Index: Supply Chain**
GRI 205: Anti-Corruption 2016	
205-1 Operations Assessed for Risks Related to Corruption	**2023 Performance Index: Ethics and Anti-Corruption: Operations Assessed for Risk**
205-2 Communication and Training About Anti-Corruption Policies and Procedures	**2023 Performance Index: Ethics and Anti-Corruption: Communication and Training**
205-3 Confirmed Incidents of Corruption and Actions Taken	**2023 Performance Index: Ethics and Anti-Corruption: Incidents**
GRI 302: Energy 2016	
302-1 Energy Consumption Within the Organization	**2023 Performance Index: Energy**
302-3 Energy Intensity	**2023 Performance Index: Energy**
302-4 Reduction of Energy Consumption	**2023 Performance Index: Energy**
GRI 303: Water And Effluents 2018	
303-1 Interactions With Water as a Shared Resource	**2023 Performance Index: Water**
303-5 Water Consumption	**2023 Performance Index: Water**
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG Emissions	**2023 Performance Index: Emissions**
305-2 Energy Indirect (Scope 2) GHG Emissions	**2023 Performance Index: Emissions**
305-3 Other Indirect (Scope 3) GHG Emissions	**2023 Performance Index: Emissions**
GRI 306: Waste 2020	
306-2 Management of Significant Waste-Related Impacts	**2023 Performance Index: Waste**
306-3 Waste Generated	**2023 Performance Index: Waste**
306-4 Waste Diverted from Disposal	**2023 Performance Index: Waste**
306-5 Waste Directed to Disposal	**2023 Performance Index: Waste**

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Metrics	Location
GRI 308: Supplier Environmental Assessment 2016	
308-1 New Suppliers That Were Screened Using Environmental Criteria	**2023 Performance Index: Supply Chain**
GRI 401: Employment 2016	
401-1 New Employee Hires and Employee Turnover	**2023 Performance Index: Workplace Demographics**
401-3 Parental Leave	**2023 Performance Index: Benefits: Parental Leave**
GRI 403: Occupational Health And Safety 2018	
403-1 Occupational Health and Safety Management System	**2023 Performance Index: Environment, Safety and Health Management**
403-2 Hazard Identification, Risk Assessment and Incident Investigation	**2023 Performance Index: Health and Safety**
403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety	**2023 Performance Index: Health and Safety**
403-9 Work-Related Injuries	**2023 Performance Index: Health and Safety**
GRI 404: Training And Education 2016	
404-1 Average Hours of Training Per Year Per Employee	**2023 Performance Index: Employee Training and Development**
404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	**2023 Performance Index: Employee Training and Development**
GRI 405: Diversity And Equal Opportunity 2016	
405-1 Diversity of Governance Bodies and Employees	**2023 Performance Index: Workplace Demographics**
GRI 406: Non-Discrimination 2016	
406-1 Incidents of Discrimination and Corrective Actions Taken	**2023 Performance Index: Ethics and Anti-Corruption**
GRI 414: Supplier Social Assessment 2016	
414-1 New Suppliers That Were Screened Using Social Criteria	**2023 Performance Index: Supply Chain**
414-2 Negative Social Impacts in the Supply Chain and Actions Taken	**2023 Performance Index: Supply Chain**
GRI 415: Public Policy 2016	
415-1 Political Contributions	**2023 Performance Index: Political Contributions**
GRI 416: Customer Health And Safety 2016	
416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	**2023 Performance Index: Product Safety**
GRI 418: Customer Privacy	
418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	**2023 Performance Index: Data Security**

LOCKHEED MARTIN

Forward-Looking Statements

This report contains statements that, to the extent they are not recitations of historical fact, constitute forward-looking statements within the meaning of the federal securities laws and are based on our current expectations and assumptions. The words "believe," "estimate," "anticipate," "project," "intend," "expect," "plan," "outlook," "scheduled," "forecast," "will", "aim", "goal" and similar expressions are intended to identify forward-looking statements. Statements and assumptions with respect to achievement of goals and objectives; anticipated actions to meet goals and objectives; allocation of resources; planned, encouraged or anticipated actions; planned performance of technology; or other efforts are also examples of forward-looking statements. These statements are not guarantees of future performance and are subject to risks and uncertainties. Actual results could differ materially due to factors such as (i) the availability of funding for the programs described in this report;

(ii) our ability to achieve reductions in energy use, greenhouse gas emissions and other sustainability goals and objectives; (iii) changes in our priorities as well as changes in the priorities of our customers and suppliers; (iv) the amount of our future investments; (v) the accuracy of our estimates and assumptions; (vi) the future effect of legislation, rule-making and changes in policy; (vii) the impact of acquisitions or divestitures or other changes in our employee or product and service base; (viii) the competitive environment; (ix) the ability to attract and retain personnel and suppliers with technical and other skills; (x) the success of our diversity and inclusion initiatives; (xi) the success of technologically developed solutions; (xii) the willingness of suppliers to adopt and comply with our programs; (xiii) the impact of cyber or other security threats or other disruptions to our business; and (xiv) global economic, business, political and climate conditions. These are only some of the factors that may affect the forward-looking statements contained in this report.

For further information regarding risks and uncertainties associated with our business and that could cause actual results to differ materially from those anticipated in the forward-looking statements, please refer to our U.S. Securities and Exchange Commission (SEC) filings, including our most recent Annual Report on Form 10-K and our subsequent Quarterly Reports on Form 10-Q, which can be obtained at our website www.lockheedmartin.com/investor or through the website maintained by the SEC at www.sec.gov. The forward-looking statements contained in this report speak only as of the date of the report. We expressly disclaim a duty to provide updates to forward-looking statements after the date of this report to reflect subsequent events, changed circumstances, changes in expectations, or the estimates and assumptions associated with them. The forward-looking statements in this report are intended to be subject to the safe harbor protection provided by federal securities laws.

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