2024 LOCKHEED MARTIN

SUSTAINABILITY PERFORMANCE REPORT

LOCKHEED MARTIN

About this Report

We are proud to present the 2024 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 America 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. Learn more about our company at **LockheedMartin.com** and about our sustainability governance and other topics beyond the 2025 SMP on our **Sustainability website**.

Unless otherwise noted, this report includes global data and activities for the 2024 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 International Sustainability Standards Board (ISSB) indices are available on our **Sustainability website**. Sustainability Accounting Standards Board (SASB) standards have been incorporated into the International Financial Reporting Standards Foundation (IFRS) Sustainability Disclosure Standards, issued by ISSB.

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 ISSB and GRI indicators. Verification details can be found in the **2024 Assurance Statement**, which is available on our **Disclosure Hub**.

This report contains **forward-looking statements** that 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, workforce strategy, and environmental stewardship. Our principles guide us as we address complex, global challenges and propel toward a brighter future.

- **DO WHAT'S RIGHT:** We hold ourselves to the highest standards of ethical conduct in all aspects of our business, recognizing that our reputation and success are built on a foundation of integrity.
- **RESPECT OTHERS:** We believe that our people are our greatest asset, and we recognize that our success depends on their talent, skills and expertise.
- **PERFORM WITH EXCELLENCE:** We understand the critical importance of our missions and the trust that our customers place in us.

A Falcon Heavy launches NOAA's GOES-U weather satellite, built by Lockheed Martin.

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A modified helicopter, Sikorsky Autonomy Research Aircraft (SARA), being used as a flying lab

ABOUT THE COVER PHOTO

Advances in autonomous technology are revolutionizing the human-machine relationship, and Lockheed Martin's investments in optionally manned and unmanned systems are leading the charge.

Sikorsky Autonomy Research Aircraft (SARA) is a modified helicopter that has been converted into a flying lab. Lockheed Martin continues to test and improve technology for optionally piloted flight, as well as technologies for firefighting.

During a recent demonstration, guests used a tablet to command the aircraft to take off, search and find the fire, then drop water 60 feet beneath the aircraft. Each of three successive water drops extinguished a 12-inch diameter propane-fueled fire ring emitting a 3-to-6-inch-tall flame.

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:

Transforming and Evolving our Business as OneLM

At Lockheed Martin, we step up and lead the way. We take challenges head on. This is how we deliver innovation, affordable solutions and unparalleled value to our customers. It's also how we approach sustainability.

As we enter the final year of our 2025 Sustainability Management Plan (SMP), we are evolving on our journey to strengthen communities, steward the environment and grow responsibly. We are prioritizing the four pillars of our sustainability strategy: Advancing Resource Stewardship, Elevating Digital Responsibility, Fostering Workplace Resiliency and Modeling Business Integrity.

Last year, we successfully achieved four of our SMP goals ahead of schedule:

2024 SUCCESSES

- Reached 100% completion rate of applicable training on the identification and reporting of counterfeit parts.
- Implemented a third-party validated supplier sustainability assessment program to include outreach to suppliers representing 60% of our spend.
- Trained 100% of artificial intelligence developers in system engineering approaches to artificial intelligence ethical principles.
- Trained 50% of Lockheed Martin team members in data literacy and data-centric practices.

As an organization, we are transforming to realize our vision for 21st Century Security®. Through 1LMX, our mission-driven business and digital transformation program, we continue to drive efficiencies across our company by standardizing processes, modernizing systems, enhancing transparency and improving collaboration.

We are also evolving as a team, and we recognize that our 121,000 people around the world exemplify our values and strengthen our capabilities. In 2024, we introduced OneLM Culture, an enterprise-wide framework that enables our vision, drives business performance and strengthens how our team members work together across the company. Our core values to do what's right, respect others and perform with excellence are steadfast, and our ethical standards are non-negotiable.

Other milestones we achieved last year:

- **Successful implementation of the Solvent Reclamation Pollution Prevention project.** We used a distillation process to remove paint residue and impurities from used cleaning solvent, allowing it to be reused. This reduced hazardous waste, waste disposal costs and future solvent orders.
- **Critical breakthroughs in AI.** In partnership with the U.S. Navy, we developed and rapidly fielded software updates supporting the Aegis Combat System, making an operational impact. We also demonstrated effective human-machine teamwork for the U.S. Army.
- **The 2024 Secretary of Defense Environmental Award for Environmental Excellence in Weapon Systems Acquisition.** The F-35 Lightning II team reduced volatile organic compound emissions and hazardous material usage during the manufacturing process, resulting in international environmental compliance and cost savings.

Our Lockheed Martin team is committed to helping our customers deter, defend and protect the United States and our allies from evolving threats – sustainably, reliably and affordably. Through our 21st Century Security vision, we will continue working with our commercial partners to provide the best possible deterrent capabilities through physical products such as aircraft, ships and satellites as well as digital, advanced technologies.

On behalf of our global team, thank you for reading our 2024 Sustainability Performance Report.

2024 Sustainability Recognitions

Lockheed Martin is proud to be recognized for our leadership in sustainability initiatives. These are a few of the awards we received in 2024, in addition to multiple sources recognizing Lockheed Martin as an innovative and admired company and a best employer for tech and disabled workers and veterans.

Department of Labor 2024 HIRE Vets Gold Medallion Award

U.S. EPA Green Power Partnership Recognitions:

Fortune 500® Partners List

National Top 100

Top 30 for On-site Generation

ENERGY STAR® Challenge for Industry—2024 Partner of the Year Sustained Excellence Award

Gold dotCOMM Award winner in the training category for "Combating Trafficking in Persons" training

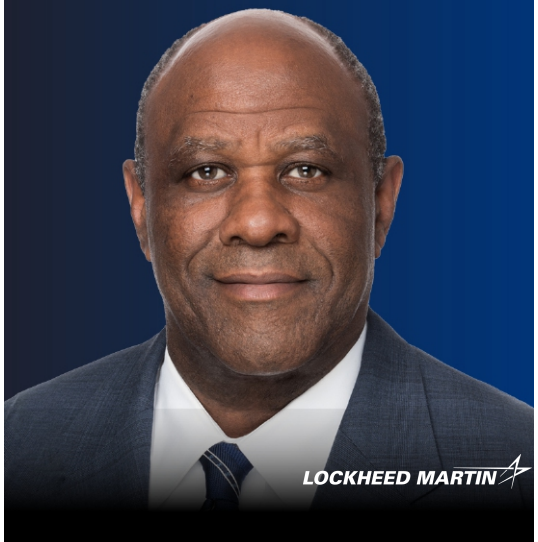
National Organization on Disability's 2024 Leading Disability Employers

Selection of further sustainability recognitions:

- 2024 Secretary of Defense Environmental Award for Environmental Excellence in Weapon Systems Acquisition
- Disability Equality Index® 2024 Best Places to Work™
- Dow Jones Sustainability Indices World Index for the 11th consecutive year and North American Index for the 12th consecutive year
- ENERGY STAR® Top Project—Site Greenville, South Carolina
- ENERGY STAR® Top Project—Site Waterton, Colorado
- Forbes' Best Employers for Veterans, New Grads, and Tech Workers
- Forbes' Most Trusted Companies
- Forbes' World's Best Employers
- Gold Hermes Award Winner for an Integrity Minute video in the Electronic Communications Category
- JUST Capital: included in the JUST 100 for sixth consecutive year
- Military Friendly® Employer Award Bronze
- Newsweek America's Greatest Workplace for Veterans

"Our sustainability program is integral to our business strategy, reflecting our mission, and resonating with our business decisions. We are committed to stewarding environmental, social, and financial capital in a way that benefits people, communities, and the planet. We aim to improve our global society while fostering technological and economic development for all our stakeholders."

Leo Mackay
SVP Ethics and Enterprise Assurance

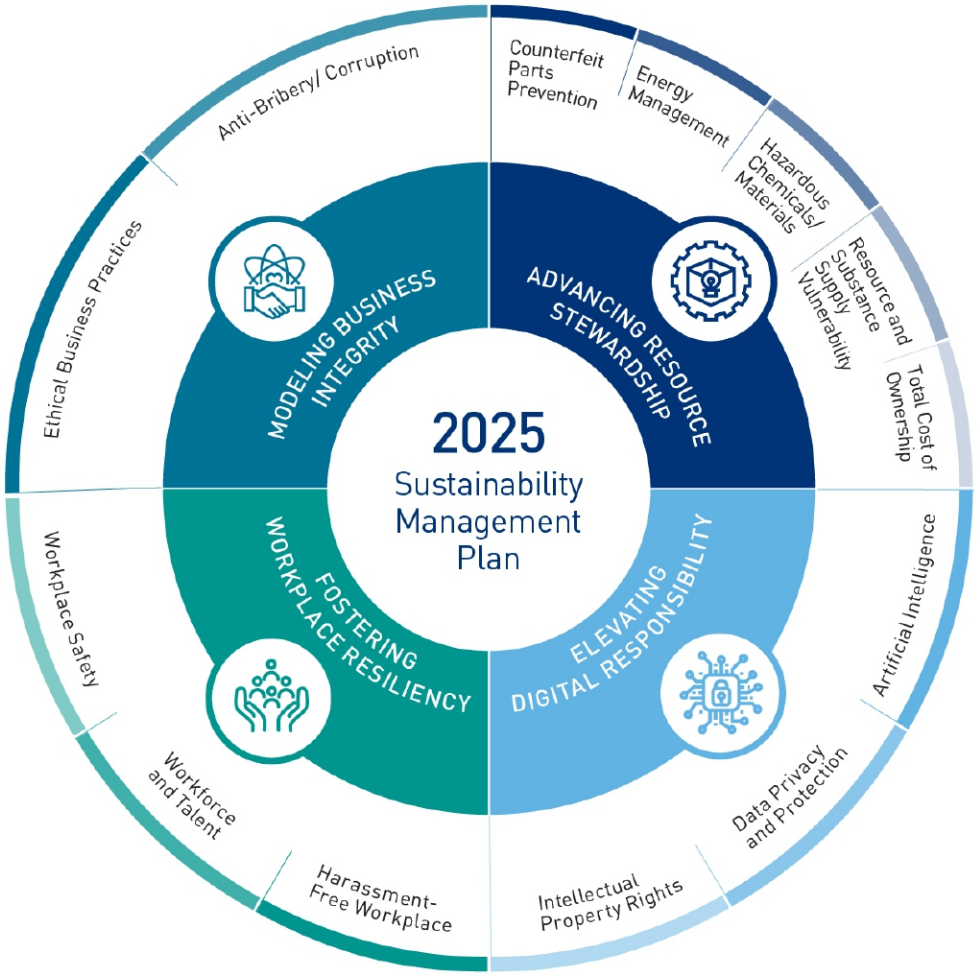


2025 Sustainability Management Plan

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.

In 2024, we conducted a complete double materiality assessment that will become the foundation of our next formal five-year SMP and associated goals and enable our preparations for emerging sustainability reporting requirements. In 2026, we will launch our 2030 SMP framework with refreshed objectives.

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



We are proud to present our fourth performance report against our 2025 Sustainability Management Plan (SMP). The SMP reflects our commitment to responsible business and environmental stewardship in the realization of our business strategy. By setting clear goals and measurable actions, we aim continually to improve our performance, driving innovation and enhancing resource efficiency, thus promoting resilience for future generations."

Heather Daniels
VP Environment, Safety, Health and Sustainability

Sustainability Management Plan Scorecard

Sustainability Priority	Core Issue	Goal	Status	2024 Progress
Advancing Resource Stewardship	Counterfeit Parts	Achieve 100% completion rate of applicable training on the identification and reporting of counterfeit parts by 2025.	★	We successfully achieved this goal in 2024.
	Energy	By 2030, reduce Scope 1 and 2 GHG absolute emissions by 36% from a 2020 baseline.	◔	16%
		By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.	◔	25%
		Increase certified/rated facility square footage of Leadership in Energy and Environmental Design (LEED), Building Research Establishment's Environmental Assessment Method (BREEAM) or other recognized green building frameworks by 2025.	◔	Added over 80,000 square feet.
		Annually increase carbon removal technology installation, investment and support through 2025.	◔	Contributed $1.25 million to relevant organizations.
		By 2025, implement a third-party validated supplier sustainability assessment program including outreach to suppliers representing 60% of our spend.	★	We successfully achieved this goal in 2024.
	Hazardous Chemicals	Annually reduce the amount of Lockheed Martin Priority Chemicals (LMPCs) used per unit sold in 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	Meet or exceed annual customer savings goals for all business areas as defined in BA president scorecards through 2025.	◔	Exceeded our interim target.

★ ACHIEVED ◔ ON TRACK ◑ NEEDS ATTENTION

Sustainability Priority	Core Issue	Goal	Status	2024 Progress
Elevating Digital Responsibility	Artificial Intelligence	By 2025, train 100% of artificial intelligence developers in system engineering approaches to artificial intelligence ethical principles.	★	We successfully achieved this goal in 2024.
	Data Privacy	By 2025, train 50% of Lockheed Martin employees in data literacy and data-centric practices.	★	We successfully achieved this goal in 2024.
		Identify 100% of data objects for common definition in the Lockheed Martin data strategy (Tier 1 Data) and 100% of certified data sources have data stewards assigned by 2022.	★	We successfully achieved this goal in 2022.[1]
	Intellectual Property	By 2022, deploy an intellectual property protection hierarchy with tiered protection of intellectual property data assets based on their classification within that hierarchy.	★	We successfully achieved this goal in 2022.[1]
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.
	Talent[2]	Measure Lockheed Martin's U.S. workforce against the Department of Labor's annual utilization goal of people with disabilities and annual hiring rate against the hiring benchmark of protected veterans in the civilian labor force.[3]	◔	Exceeded annual U.S. Department of Labor targets in 2024.
	Safety	Reduce the number of days away from work due to occupational injury or illness through 2025.	◔	Outperformed our three-year severity rate in 2024.
		Establish a risk-based approach to serious incident and fatality prevention programs by 2025.	★	This goal was successfully achieved in 2023.[1]
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 most recent biennial 2023 Employee Insights Survey.
	Anti-Corruption	Achieve 100% completion of required employee training on gifts and business courtesies and international business practices annually through 2025.	◔	100%

★ 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.

(2) Workforce and Talent goals were updated and two goals retired in January 2025 in compliance with Executive Order "Ending Illegal Discrimination and Restoring Merit-Based Opportunity."

(3) Goals are not hiring quotas.

Advancing Resource Stewardship

"As our business changes, our culture must evolve with it. Throughout 2024, we laid the groundwork for our evolution to OneLM Culture, an enterprise-wide framework that builds on the strong foundation of our core values and continued commitment to creating an environment where our employees feel safe and valued. Our OneLM Culture includes a common set of behaviors to support our 21st Century Security vision and drive business performance. This unified culture will give us more agility across the enterprise to drive collaboration and long-term performance and harness the collective talent and power of our people."

Frank A. St. John
Chief Operating Officer

10 - Counterfeit Parts Prevention
11 - Energy Management
14 - Hazardous Chemicals/Materials
15 - Resource and Substance Supply Vulnerability
16 - Total Cost of Ownership

An F-35B aircraft aboard an aircraft carrier

Counterfeit Parts Prevention

Lockheed Martin maintains rigorous quality controls as mission success depends on providing products and services that have trusted reliability, performance and safety. To prevent counterfeit parts from entering Lockheed Martin's supply chain, we continually engage with our suppliers and require training on strategies to eliminate counterfeit risks.

Educating Our Employees and Suppliers on Counterfeit Parts

Through our Counterfeit Parts Prevention program and policy, Lockheed Martin provides education and awareness for our employees regarding the prevention, detection and mitigation of counterfeit parts.

Our Global Supply Chain Operations team engages with suppliers and updates our **Supplier website** to provide information, guidance and training on counterfeit parts prevention. 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 avoidance expectations.

SUSTAINABILITY MANAGEMENT PLAN GOAL

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

2024 PROGRESS

We achieved this goal in 2024 and will continue to train new employees onboarded in 2025.

NASA's Lunar Trailblazer, designed and built by Lockheed Martin, undergoing vibration testing

Energy Management

Learn more about our decarbonization strategy and commitments.

Lockheed Martin Energy teams recognized by the Environmental Protection Agency ENERGY STAR as Top Energy Projects at the 2024 ENERGY STAR Industrial Meeting.

Emissions Reduction

Lockheed Martin drives operational improvements and reduces carbon emissions through energy efficiency and reduction of energy consumption from non-renewable sources. A cross-functional Energy Working Group develops and regularly updates a multi-year tactical plan of investments in operational productivity and capital projects to reduce energy and emissions across all business areas. To learn more, visit our **Emissions Management website**.

Advancing Energy Efficiency Projects

Energy conservation continues to be a priority. The 67 energy efficiency projects we completed in 2024 are contributing to our carbon reduction goal as well as improving resiliency and driving cost savings to the estimated sum of 31 million kilowatt-hours (kWh) of electricity, 78,000 million British thermal units (MMBTU) of natural gas and $3.9 million in utility and maintenance costs annually. This resulted in an overall emissions reduction of over 13,000 metric tons of carbon dioxide equivalent (MTCO2e).

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.

The U.S. Environmental Protection Agency recognized two of our projects as ENERGY STAR® Top Projects. Our Waterton, Colorado site received the honor for reducing airflow in one of its clean rooms when it is not occupied or where air change rates exceed what is required, resulting in an annual savings of $25,000 in energy costs. This project has the opportunity to create significant future savings when applied to additional sites. Our Greenville, South Carolina site enacted several energy efficiency projects, including deactivation of excess compressors and identifying and repairing leaks, which led to annual energy savings of 1.4 million kWh and 1,000 MTCO2e reduction annually.

SUSTAINABILITY MANAGEMENT PLAN GOAL

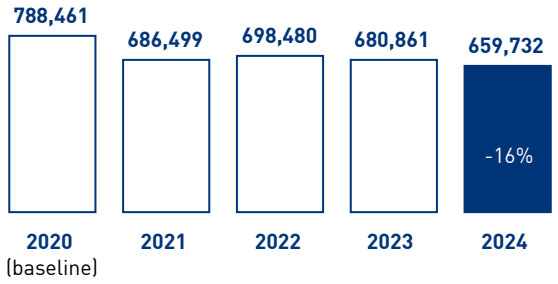
By 2030, reduce Scope 1 and 2 absolute carbon emissions by 36% from 2020 baseline.[4]

2024 PROGRESS

In 2024, we reduced Scope 1 and 2 absolute carbon emissions, vs. 2020 baseline, by 16.3% and exceeded our interim target of 14.4%.

(4) This accelerated goal was announced in our 2023 Sustainability Performance Report.

Net Greenhouse Gas (GHG) Emissions (MT CO_2E)[6]



Renewable Energy

To advance our decarbonization strategy, we continue to expand the utilization of renewable energy across our operations, including renewable energy from on-site production, power purchase agreements and green utility offerings. Visit our **Emissions Management website** to learn more.

Committing to Renewable Energy Growth

This year, we established new power purchase agreements at two of our Texas sites that will advance our use of renewable energy. Our Fort Worth agreement, which runs from 2026 to 2030, will add 40% of electricity demand from solar and wind projects, increasing total usage of renewable sources at the site to 61%. Our Grand Prairie agreement will provide 50% of its electricity from solar and wind projects from 2027 to 2031.

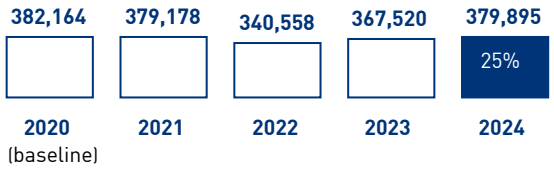
SUSTAINABILITY MANAGEMENT PLAN GOAL

By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.[5,6]

2024 PROGRESS

We met our 2024 goal of using renewable electricity for 25% of our total electricity across Lockheed Martin global operations.

Renewable Energy (MWh)[7]



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 Silver Certification

Our renovation of our Space support building in Waterton, Colorado, achieved LEED Silver certification due to numerous sustainable features, including our use of low-emitting materials and selection of sustainably minded material manufacturers, leading to a 37% reduction in indoor water use and 29% energy cost savings. We are also currently working to earn LEED Silver certification for our new building construction in Waterton, which will be completed in 2026. In addition, as part of the Green Star certification process, the Green Building Council Australia awarded a 4-star rating to Lockheed Martin's 5 Skyline Crescent building.

SUSTAINABILITY MANAGEMENT PLAN GOAL

Increase certified/rated facility square footage of Leadership in Energy and Environmental Design (LEED), Building Research Establishment's Environmental Assessment Method (BREEAM) or other recognized green building frameworks by 2025.[8]

2024 PROGRESS

One U.S, Lockheed Martin facility earned LEED certification and an Australia facility earned a Green Star in 2024. Additionally, we broke ground on a new facility that aims to achieve LEED certification upon completion in 2026.

Lockheed Martin Energy team at the Courtland, Alabama, site.

(5) Via a combination of on-site generation, PPA contracts, REC procurement and green tariffs, and excluding large hydropower. In alignment with the Green-e Renewable Energy Standard for North America. Renewable electricity claims based on definitions in RE100 Technical Criteria (published December 12, 2022).

(6) This accelerated goal was announced in our 2023 Sustainability Performance Report.

(7) Baseline and historical data are updated to reflect changes in the organizational structure or improvements to methodology.

(8) Expanded our goal language to be inclusive of all internationally recognized frameworks for green buildings.

Assessing Risk and Opportunity

Lockheed Martin addresses climate risk through a multi-pronged approach including implementation of our own decarbonization strategy and regular analysis of our climate-related risks and opportunities. This analysis is used to understand potential business and value chain impacts.

Related Disclosures

Lockheed Martin's latest climate risk analysis, assessing physical and transitional risks to our operations and select suppliers, can be found in our Carbon Disclosure Project (CDP) Climate Change report and in our Task Force on Climate-related Financial Disclosures (TCFD) aligned report.

CDP DRIVING SUSTAINABLE ECONOMIES

Read our **2024 CDP Climate Change report**

TCFD

Read our **latest TCFD-aligned report**

Nature-Based Partnerships

Lockheed Martin continues to partner with The Nature Conservancy (TNC) in their conservation and community resiliency efforts. A new $1.25 million grant from Lockheed Martin will accelerate TNC's projects to deploy natural-based solutions near military installations in Florida and Pennsylvania. These include coastal shoreline and oyster reef restoration to enhance resiliency against storms and erosion, as well as forest conservation to preserve dark skies necessary for military training. In 2024, Lockheed Martin also rounded out our three-year effort to support TNC's conservation work along Maryland's Eastern Shore, involving a $2 million commitment to protect 4,000 acres of coastal marshland and create resiliency planning for Maryland communities adapting to sea level rise across the Chesapeake Bay watershed. This project supports the U.S. Department of Defense Readiness and Environmental Protection Initiative aimed to avoid land use conflicts and address environmental restrictions near military installations.

SUSTAINABILITY MANAGEMENT PLAN GOAL

Annually increase carbon removal technology installation, investment and support through 2025.[9]

2024 PROGRESS

In 2024, we contributed $1.27 million to organizations that are advancing carbon removal via nature-based solutions.

(9) Examples include afforestation, reforestation, direct air capture and habitat restoration.

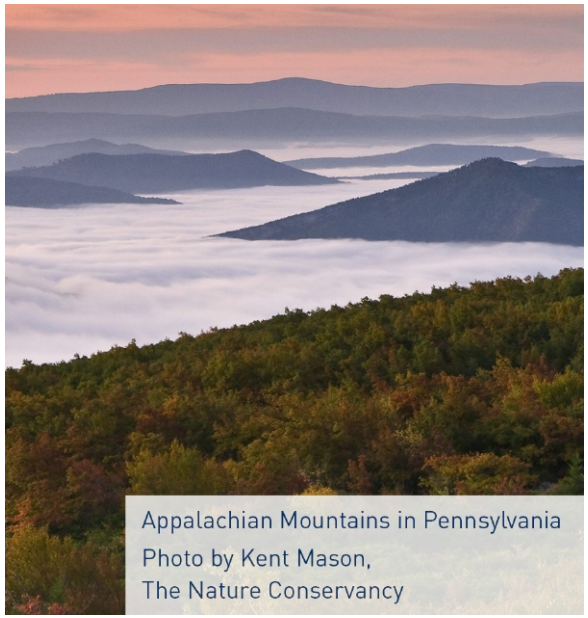
SUSTAINABILITY MANAGEMENT PLAN GOAL

By 2025, implement a third-party validated supplier sustainability assessment program including outreach to suppliers representing 60% of our spend.[10]

2024 PROGRESS

We achieved this goal in 2024. Through the implementation of our assessment program, we engaged over 70% of our suppliers by spend and received completed assessments from 33% in the first year of implementation. The engagements included webinars, trainings and communications.

(10) This new goal was announced in 2024 as we shifted our focus to value chain engagements, which are impactful across our material Scope 3 categories.



Appalachian Mountains in Pennsylvania
Photo by Kent Mason, The Nature Conservancy

Hazardous Chemicals/Materials

Lockheed Martin actively works to reduce risks associated with hazardous chemicals and protect our employees, customers and the environment. Through diligent management of hazardous chemicals in our products and manufacturing processes, we adhere to evolving global chemical regulations and restrictions, uphold our commitments to our customers and maintain a competitive position for new business opportunities.

Reducing Hazardous Chemicals in Our Product Stream

Lockheed Martin delivers highly complex products designed to meet our customers' most challenging missions. Advanced chemistries and materials are integral to product performance, quality and durability. Where we can, Lockheed Martin is engineering new technologies to replace, eliminate or reduce potential hazardous materials from our products. Where successful, these technologies improve our overall sustainability, help customers meet their environmental goals and enable our products to adhere to government regulations. Lockheed Martin is dedicated to improving our product lines without compromising on the properties of our hardware or our customers' missions. In 2024, we integrated organic coating and sealant technologies that can be utilized across multiple platforms reducing hazardous chemical usage. These coating technologies support our warfighters in the field during maintenance events and prevent product corrosion during space missions. These changes align with our company's and customers' commitment to mission success and the protection of our workers and the environment.

Receiving Recognition for Hazardous Chemical Reduction

Lockheed Martin is proud to have received the 2024 Secretary of Defense Environmental Award for Environmental Excellence in Weapon Systems Acquisition. The award recognizes the efforts of our F-35 Lightning II program Environmental, Safety and Occupational Health team to incorporate environment, safety and occupational health requirements into system engineering, product support, contracting and decision making. The team reduced volatile organic compound emissions and hazardous material usage during the manufacturing process, resulting in international environmental compliance and pollution prevention cost savings.

SUSTAINABILITY MANAGEMENT PLAN GOAL

Annually reduce the amount of Lockheed Martin Priority Chemicals used per unit sold in Lockheed Martin's top five (by sales) programs through 2025.[11]

2024 PROGRESS

Lockheed Martin Priority Chemicals were reduced per unit delivered in three out of five of Lockheed Martin's top programs from 2020 to 2024.

SUSTAINABILITY MANAGEMENT PLAN GOAL

Annually reduce the amount of Lockheed Martin Priority Chemicals used per dollar of sales revenue across business areas through 2025.[11]

2024 PROGRESS

All four of Lockheed Martin's business areas reduced Lockheed Martin Priority Chemicals usage per net sales from 2020 to 2024.

(11) 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.

A technician applies final finishes to an F-35 Lightning II aircraft.

Resource and Substance Supply Vulnerability

Lockheed Martin is committed to working with suppliers that align with our core values and sustainability goals. As a downstream user of critical material 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 and ultimately ensure the health of the defense industrial base.

Addressing Critical Materials Regulation and Evolution

Our Critical Materials team is helping lead the discussion across the industry about upcoming Defense Acquisition Regulation Supplemental (DFARS) sourcing regulation, challenges and opportunities involving the use of rare earth element (REE) magnets. REE magnets offer advantages over traditional non-REE magnets such as higher magnetic strength, improved temperature stability and higher energy density. These features are crucial in Lockheed Martin applications where size and weight are critical requirements. Lockheed Martin sponsored several workshops in 2024, uniting government officials, magnet manufacturers, mining companies and academia, to discuss the state of the market and emerging disruptions and technologies associated with the REE magnet supply chain. The objective of this partnership approach between government and industry on this critical materials issue is to have more transparent and assured regulatory compliance and stronger supply chain resiliency. Lockheed Martin is also developing a Compliant Producers List for DFARS regulated materials.

Promoting Supplier Sustainability

Lockheed Martin's utilization of the International Aerospace Environmental Group (IAEG) Sustainability Assessments, powered by EcoVadis, has significantly boosted our insight into supplier sustainability, enabling us to make informed supply chain decisions and identify areas of improvement, such as ensuring our suppliers have a code of conduct. The voluntary supplier program is an aerospace sector initiative that aims to accelerate sustainability performance in the industry and the extended supply chain. In 2024, Lockheed Martin interns joined industry peers in an IAEG project to develop an engagement model for small and medium enterprises, with the goal to increase awareness and participation in sustainability initiatives.

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.

2024 PROGRESS

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

GEO-6 lift into Maintenance and Aircrew Training System (MATS) Container

Total Cost of Ownership

Maintaining product and service affordability for our customers improves our competitiveness and our customers' satisfaction. We continuously seek new ways to enhance the quality, efficiency, resiliency and performance of our products to extend their useful lives. We also engage our workforce through training and learning sessions that provide tools and techniques to drive affordability results, including with our supply chain.

Propelling Mission-Driven Transformation

As part of our One Lockheed Martin Transformation (1LMX) journey to re-engineer operations to enhance efficiency, we are implementing the Model-Based Enterprise (MBE), which optimizes how we design, buy, build and sustain our products. MBE is a core element of the 1LMX future state that will utilize digital models, integrated data, and simulation capabilities to increase speed to customer for Lockheed Martin products.

Through our initial application of over 60 transformational MBE capabilities, we have reduced equipment downtime at eight intelligent factories by 50% at Rotary and Mission Systems and decreased total cost of ownership by 18% on Space programs using Software Factory. We have also made significant reductions in assembly times, verification and analysis cycles, and delivery schedules. Our 1LMX efforts align with Lockheed Martin's commitment to innovation, transformation and sustainability, and enable us to better serve our customers' needs and to ensure those we serve always stay ahead of ready.

Lockheed Martin C-130J Super Hercules

SUSTAINABILITY MANAGEMENT PLAN GOAL

Meet or exceed annual savings goals for all business areas as defined in BA president scorecards through 2025.

2024 PROGRESS

We exceeded our 2024 enterprise-wide target and improved annual customer savings year over year.

Elevating Digital Responsibility

"As we continue to integrate artificial intelligence (AI) into our business, we are committed to ensuring its ethical use at every level. AI holds the power to transform how we operate, improve customer experiences, and drive innovation, but it must be implemented responsibly. We are dedicated to building transparent, fair, and accountable AI systems that align with our core values, ensuring that it not only accelerates our business transformation but also upholds the trust of our customers, employees, and stakeholders."

John Clark
SVP Technology and Strategic Innovation

18 - Artificial Intelligence (AI)
19 - Data Privacy and Protection

Global Vision Center in Arlington, Virginia

Artificial Intelligence (AI)

Our longstanding commitment to the ethical use of technology aligns with our core values to do what's right, respect others and perform with excellence. We have created strong governance structures to drive the ethical use of AI in an equitable and transparent way. We are committed to setting appropriate defined ethical boundaries at the start to deliver aligned capabilities, meet customer requirements, protect the safety of stakeholders and avoid reputational risk. To learn more, visit our Artificial Intelligence and Machine Learning website.

Instilling Responsible AI Practices

We are proud to have achieved our 2025 AI training goal a year early by rolling out a sophisticated, mandatory training in 2024 covering a broad range of AI topics, from ethical principles to responsible use of AI tools. The training underscores responsibility and expectations of government in creating AI that is focused on building trust and delivering value. More specific elective training is also available.

Scaling AI to Meet Any Mission

Mission critical capability software updates can now be rapidly fielded to the fleet, thanks to a team of technical experts from Lockheed Martin and the U.S. Navy. The team developed the Aegis "Speed to Capability" process after analyzing data from engagements in the Red Sea. The efforts led to the delivery of improved AI sensors and firing solutions to better detect and defend against drone and missile attacks.

Defining the Future of Warfare

AI provides the foundation for achieving the scale and speed required in 21st Century Security mission objectives. Key achievements in 2024 included a critical AI breakthrough certified by the U.S. Navy for rapid model sustainment for operational impact within the Aegis Integrated Weapon System and key demonstrations for the U.S. Army for human / machine integration for troops in contact scenarios.

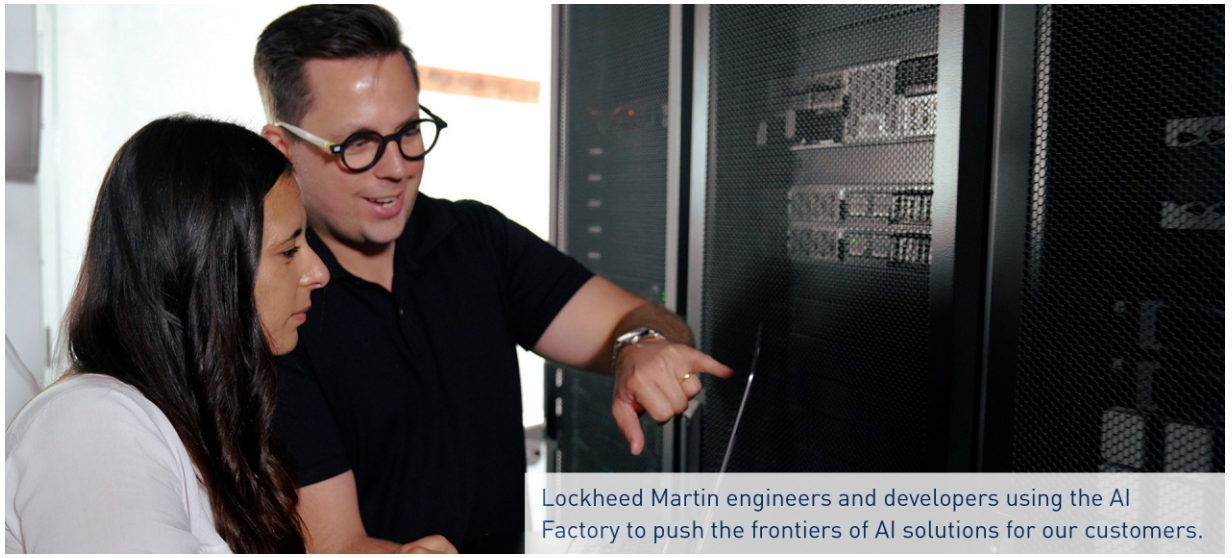
Lockheed Martin is innovating new technology designed to operate in environments with degraded or intermittent communications and scale to many uncrewed systems. During the U.S. Army Experimental Demonstration Gateway Event in 2024, our team demonstrated highly realistic air and ground teaming scenarios with uncrewed aerial systems and uncrewed ground vehicles, including a terrestrial robot that engaged with a drone.

SUSTAINABILITY MANAGEMENT PLAN GOAL

By 2025, train 100% of artificial intelligence developers in system engineering approaches to artificial intelligence ethical principles.

2024 PROGRESS

We achieved this goal in 2024 and will continue to train new employees onboarded in 2025.



Lockheed Martin engineers and developers using the AI Factory to push the frontiers of AI solutions for our customers.

Data Privacy and Protection

Lockheed Martin is constantly evolving our Global Corporate Privacy Governance program to ensure our processes and practices remain compliant with data protection laws and regulations across the world. The program includes a formal network of privacy leaders throughout the global enterprise, documented privacy policies, awareness training, and a robust data protection impact assessment process for vendors and internal applications that process personal data. Employees are empowered 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.

SUSTAINABILITY MANAGEMENT PLAN GOAL

By 2025, train 50% of Lockheed Martin employees in data literacy and data-centric practices.

2024 PROGRESS

We achieved this goal in 2024 and will continue to train in 2025. Over 64,000 employees have taken a data literacy course, which represents more than 50% of our total employee population.[12]

(12) Excludes interns and contractors.

Data Literacy and Data-Centric Practices

Lockheed Martin is focused on expanding data literacy and digital responsibility to empower an interconnected and intelligent data-informed enterprise that communicates more effectively, drives innovation and continues to deliver on our customers' missions. We also help employees understand their role in protecting, working with, analyzing and communicating with data.

Transforming for the Future

Through our 1LMX journey, we are bringing together business transformation, digital transformation, data, automation, and systems modernization to overhaul our digital infrastructure and enterprise reference architecture. With 1LMX we are also transforming our business processes and systems and implementing the MBE with a fully integrated digital thread through the design, build and sustain product life cycle.

1LMX supports our OneLM Culture behaviors:

Collaborate to Win: Find ways to work together across boundaries to drive business results.

Accelerate Change: Focus on quality, act with urgency, invite feedback and address challenges head on.

Hear to Be Heard: Encourage employees to speak up, share ideas and ask for help early.

Lockheed Martin 2024 CyberQuest student competition in Fort Worth, Texas

Fostering Workplace Resiliency

> "By embedding sustainable practices within our global operations and value chain processes, we are reducing our environmental and social impacts and creating lasting value for our customers, partners, and communities. Together, we are building a resilient future."

Mark Stewart
SVP Operations

21 - Harassment-Free Workplace
22 - Workforce and Talent
23 - Workplace Safety

NOAA's GOES-U, built by Lockheed Martin, being loaded onto a C-5M Super Galaxy Aircraft.

Harassment-Free Workplace

Our Code of Ethics and Business Conduct and corporate policies on Harassment-Free Workplace clearly state there is zero tolerance for harassment, discrimination or retaliation at Lockheed Martin. We require all employees to complete annual harassment-free workplace training and expect all employees to uphold our core values. Additional related training is required for specific employees based on function and level.

Reinforcing Our Values and Expectations

Bystander intervention principles are now incorporated into our annual mandatory business conduct compliance training, which will ensure all employees receive training on this critical topic. In addition, our voluntary, enterprise-wide Upstander Campaign educates and empowers participants on how to intervene when witnessing or becoming aware of harassment, discrimination or other inappropriate conduct. Employees also have the opportunity to take the Upstander Pledge and access additional training videos and resources.

Cultivating a Culture of Respect

Our Missiles and Fire Control HR Compliance team is fostering a cultural transformation by raising awareness of the role and responsibility of an upstander. Campaign events have included several sessions, including an Upstander Watch Party and three leadership seminars attended by over 2,600 leaders, which helped team members understand how to identify and report inappropriate behavior.

SUSTAINABILITY MANAGEMENT PLAN GOAL

All Lockheed Martin employees participate in at least one bystander intervention training by 2025.

2024 PROGRESS

Beginning in 2024, bystander intervention training is included in the annual mandatory business conduct compliance training and is expected to reach all employees by December 2025.

Lockheed Martin employees at the Charles Schwab Colonial Golf Tournament - Operation Gratitude stuffing care packages for service members.

Workforce and Talent

Lockheed Martin's workforce enhances our ability to drive innovation and address our customers' toughest challenges. Our workforce strategy is underpinned by strong policies, which protect employees and the company and exemplify the culture we strive to foster.

SUSTAINABILITY MANAGEMENT PLAN GOAL

Measure Lockheed Martin's U.S. workforce against the Department of Labor's annual utilization goal of people with disabilities and annual hiring benchmark of protected veterans in the civilian labor force.

2024 PROGRESS

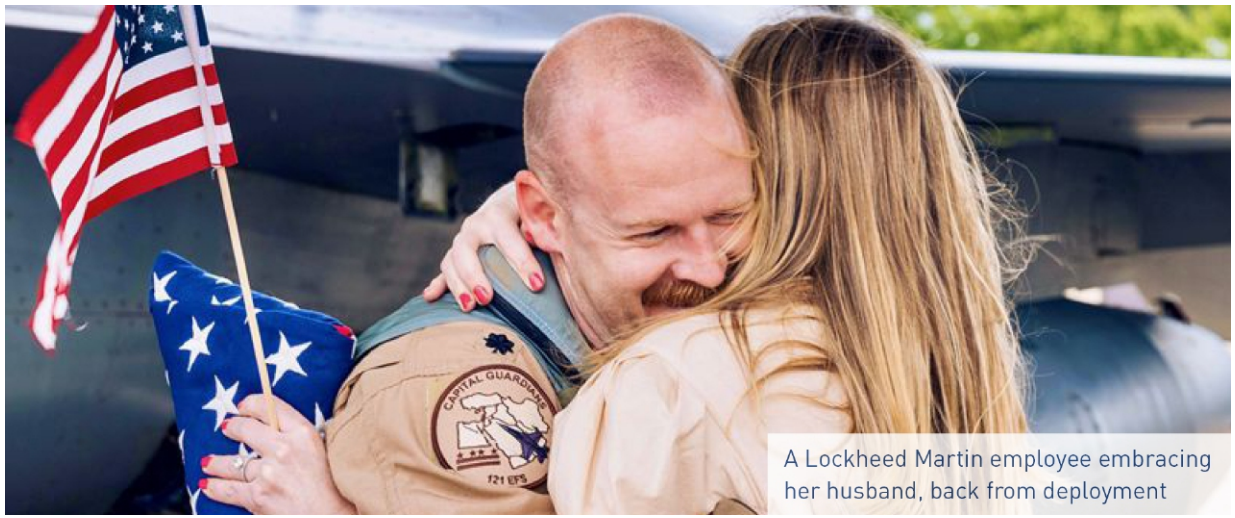
In 2024, we exceeded U.S. Department of Labor hiring targets, with a veteran hire rate of 10.9% compared to the Labor Department's 5.2% benchmark and a hire rate for people with disabilities of 10.9%, compared to the 7% goal of the Labor Department.

Recruiting and Supporting the Military Community

Lockheed Martin values the contributions of the military community and supports military veterans and their family members seeking employment at Lockheed Martin. Our Continuing Your Mission network provides dedicated support and opportunities, with military relations managers matching qualifications with suitable roles and providing guidance through the recruitment process. In addition, Lockheed Martin signed the 4+1 Commitment with Blue Star Families and Hiring Our Heroes, a voluntary commitment to improve military spouse employment outcomes. This pledge reinforces our supportive culture for active-duty military spouses, backed by key policies designed with their unique needs in mind. Our offerings include job transferability, remote work options and flexible schedules. Our Military Relations team also hosted more than 100 hiring events in 2024.

Unlocking the Potential of a Neurodiverse Workforce

Lockheed Martin continues to seek opportunities to attract and retain talent in critical skill areas. In 2024, Lockheed Martin partnered with the University of Connecticut Center for Neurodiversity and Employment Innovation to provide training focused on tapping into the unique skills and strengths of neurodiverse employees, and the factors impacting engagement and retention. Human resources professionals and hiring managers received the training and the content will soon be available to all employees.



A Lockheed Martin employee embracing her husband, back from deployment

Workplace Safety

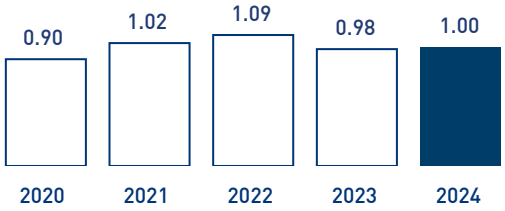
Lockheed Martin continuously seeks to optimize operations through targeted safety, health and wellness programs. Beyond mere compliance these opportunities are designed to ensure safe work conditions, foster a healthy work environment, promote workforce resiliency and enhance business value. To learn more, visit our Safety and Health website.

Making Safety a Priority

The Lockheed Martin Target Zero program focuses employees and leaders on protecting our most important asset: our people. We actively implement strategies to reduce risk, prevent injuries and empower employees to create a safer work environment. Our Target Zero Leader program supports leaders in engaging regularly with employees on their safety and well-being. Fostering safe and resilient employees results in better business outcomes. Our employees are educated and encouraged to identify and mitigate workplace hazards and process inefficiencies, enhance accountability and improve personal resilience. Our commitment to providing a safe and healthful working environment is demonstrated in our response when incidents occur. As part of our incident management process, leaders work with employees to understand the incident and contributing factors, and together develop actions that will improve the work environment and mitigate workplace hazards. The safety and health of every employee is paramount to our success as a business and is a strategic imperative for our organization.

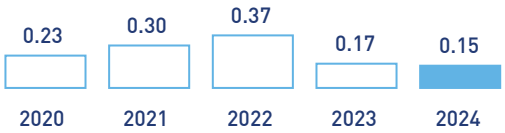
Improved 2024 Target Zero Performance

Recordable Rate[13]



(13) Total recordable rate is calculated as a function of the number of recordable incidents times 200,000 per number of hours worked

Day Away Case Rate[14]

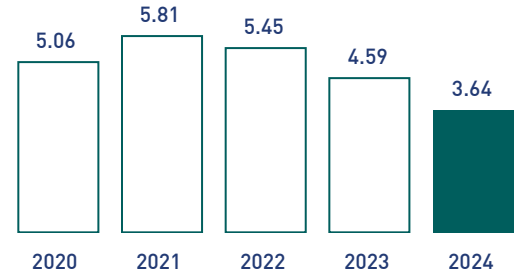


(14) Total day away case rate is calculated as a function of the number of recordable incidents that involved days away times 200,000 per number of hours worked

Innovating Safety Improvements

We recognize the importance of minimizing ergonomic stressors in the workplace and encourage individuals and teams to submit ergonomic innovations through the Lockheed Martin Ergo Cup competition. In 2024, the top three winners from our 11th annual internal competition went on to compete at the 27th Annual Applied Ergonomics Conference's internationally recognized Ergo Cup competition. One innovation, the Chip Dipper solution, submitted by Rotary and Mission Systems in Syracuse, New York, was awarded an Ergo Cup Excellence Award. The Chip Dipper is a custom tool designed to improve solder tinning multi-leaded components. The tool improves the posture, position and grip of the employee while also dramatically reducing the task time.

Severity Rate[15]



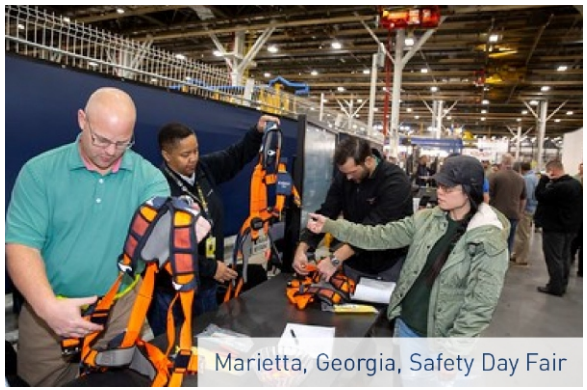
(15) Lost days severity rate is calculated as a function of the number of days away from work due to an injury or illness per 100 employees.

SUSTAINABILITY MANAGEMENT PLAN GOAL

Reduce the number of days away from work due to occupational injury or illness through 2025.[12]

2024 PROGRESS

Lockheed Martin is on track to meet this goal in 2025 as we outperformed our year-over-year severity rate in 2024.



Marietta, Georgia, Safety Day Fair

Modeling Business Integrity

"Business integrity is the cornerstone of our success and our commitment to strong ethical business practices is integral to our identity. By fostering a culture of transparency and accountability, we build trust with our global stakeholders and drive sustainable growth for Lockheed Martin and the communities we serve. Lockheed Martin's core values to do what's right, respect others and perform with excellence set the foundation for our actions around the globe."

Michael Williamson
SVP Global Business Development and Strategy

25 - Ethical Business Practices

26 - Anti-Bribery and Corruption

Lockheed Martin Sikorsky's X2 rotorcraft

Ethical Business Practices

Ethics is foundational to everything we do. Lockheed Martin's sustained reputation for ethical conduct instills confidence in our customers and suppliers and helps attract and retain highly-qualified employees whose values and integrity align with the company. We empower employees 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. We also champion ethical behavior externally through our supply chain and academic partnerships. To learn more, visit our Ethics website.

Living Our Values

At Lockheed Martin, our success is deeply rooted in our core values of doing what's right, respecting others and performing with excellence. Our unwavering commitment to these values is reflected in our **Code of Ethics and Business Conduct** and corporate **Ethics and Business Conduct** policy, providing the foundation for our Ethics program. The Corporate Ethics Office updates the Code of Ethics and Business Conduct every three years, and we have evolved our longstanding Ethics program purposefully. Our full-time ethics officers are embedded across our organization, enabling employees to feel comfortable and confident when seeking guidance or reporting potential misconduct.

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. Our objective of having employees speak up without fear of retaliation is reinforced through communication, training such as our award-winning Integrity Minute videos, and policies that ensure Lockheed Martin employees know how to raise concerns.[16] Our SMP goal provides insights on employee perceptions of ethics, integrity and trust.

Contributing to Ethics in Academics

Lockheed Martin's annual Ethics in Engineering Case Competition demonstrates the importance of ethical values in the business environment and bolsters relationships with academic institutions. Rice University took first place at the 7th annual event in 2024 with more than 70 colleges and universities participating. To further strengthen our academic partnerships, in 2024 we created the Ethics in Academics: From Campus to Career program, which provides the competition's faculty advisors with a curated selection of video modules drawn from our ethics-related engagement activities that are intended to facilitate discussions in academic environments. The materials cover a range of topics including appropriate use of AI, conflict of interest and social media.

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.

2024 PROGRESS

We completed our most recent biennial Employee Insights Survey for this information in 2023. Survey results indicated 28% of employees who had observed misconduct in the workplace in the prior 12 months did not report or take action to address it. We will complete our next survey in 2025. We continue to encourage employees to take action, and we provide multiple contact methods for guidance and reporting. Lockheed Martin does not tolerate retaliation, and this is communicated in training and policies and during contact with the Ethics Office.

(16) Employee reports of misconduct, including whistleblower reports, are treated as confidential.

Lockheed Martin's Ethics in Engineering Competition

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.

Taking a Global Approach

Lockheed Martin provides training and resources for thousands of our employees around the world to ensure they know how to respond if confronted with an issue that could potentially violate our Zero Tolerance Anti-Corruption policy. This is particularly important as deployed employees operate within different cultural contexts and local laws and interact with individuals who may conduct business differently or even illegally. Ongoing communications are provided through our Traveler's Suitcase portal and Lockheed Martin's Global Emergency Operations Center.

Ethics officers provide live annual ethics and compliance training to Lockheed Martin international business development and offset consultants. In 2024, we expanded our program to include training for domestic U.S. business development consultants.

SUSTAINABILITY MANAGEMENT PLAN GOAL

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

2024 PROGRESS

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

Representing our mission and values

2024 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, now overseen by the IFRS Foundation's International Sustainability Standards Board (ISSB).

28 - Company Profile

29 - Workforce Demographics

33 - Benefits

34 - Employee Training and Development

35 - Data Security

35 - Product Safety

36 - Ethics and Anti-Corruption

38 - Environment, Safety and Health (ESH) Management

39 - Energy

41 - Emissions

43 - Climate

43 - Waste

44 - Water

45 - Health and Safety

46 - Supply Chain

47 - GRI Content Index

Lockheed Martin Skunk Works® X-59, a unique experimental aircraft designed to quiet the sonic boom

2024 Performance Index

Please note that qualitative responses are only provided for the 2024 reporting year. Quantitative metrics that were collected for the first time, are 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.

Our Go Green Data Methodology leverages Lockheed Martin's guidelines for data governance, management and stewardship. We seek to maximize the value of our data by ensuring data integrity, quality and appropriate data usage. This allows us to make better business decisions and understand our environmental footprint, inclusive of GHG emissions, energy consumption, waste generation and water use.

Our Go Green reporting year runs November-October (e.g., Nov. 2023-Oct. 2024), and performance metrics are compared to a 2020 baseline (Nov. 2019-Oct. 2020). Eligible Go Green facilities include those within our portfolio that are operational and in which we have operational control. Facilities under initial construction or in remediation are excluded, as well as facilities in which we do not maintain operational control (such as government-operated or full-service leased facilities). We assess our enterprise facility list annually to determine the completeness of our GHG inventory and Go Green metrics. Baseline and historical data are updated to reflect changes in the organizational structure or improvements to methodology.

We report our GHG inventory in accordance with the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) Greenhouse Gas – A Corporate Accounting Standard and Corporate Value Chain (Scope 3) Accounting and Reporting Standard (also referred to as GHG Protocol). Our inventory covers the greenhouse gases covered by the Kyoto Protocol: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3.

We commission a third-party assurance provider annually to conduct independent assurance of our performance indicators and select Go Green metrics, including our 2025 SMP goals, GHG emissions, SASB indicators and GRI indicators. Verification is completed in accordance with AA1000AS (moderate) and ISAE 3000 (limited) standards.

Company Profile

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Economic Performance							
Direct Economic Value Generated and Distributed	**2024 Annual Report**	-	-	-	-	201-1 (2021)	-
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—Emissions Management**	-	-	-	-	415-1 (2021)	-

2024 Footnote:

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

Workforce Demographics[1]

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Total Employees[2]	121,000	122,000	116,000	114,000	114,000	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Total Engineers, Scientists and IT Professionals[2]	70,000	65,000	61,000	59,000	60,000	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Total New Hires[3]	9,205	15,085	14,621	10,317	11,406	401-1 (2021)	-
New Hire Percentage of Workforce[4]	7.7%	12.9%	12.6%	9.1%	10.0%	401-1 (2016)	-
% Employees Covered by Collective Bargaining Agreements	19.0%	19.0%	20.0%	20.0%	20.0%	2-7, 2-8 2-30 (2021)	-
All Employees							
Women[5]	23.5%	23.2%	23.3%	23.2%	23.2%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Men[5]	76.4%	76.8%	76.7%	76.8%	76.8%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
People of Color[6]	32.6%	32.0%	30.4%	29.2%	28.4%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Veterans[6]	20.5%	21.2%	21.2%	21.2%	21.6%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Persons with Disabilities[6]	13.4%	12.3%	10.8%	9.8%	8.6%	2-7, 2-8 405-1 (2016)	RT-AE-000.B

2024 Footnotes:

(1) All data as of December 31, 2024.

(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 2024, 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 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(4) Calculated as total new hires divided by total employees (as of December 31, 2024).

(5) 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 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(6) Based on employees who self-identify. Includes only U.S. employees and expatriates who account for approximately 94% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

Workforce Demographics[1]

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Management							
Women[5]	25.6%	-	-	-	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Men[5]	74.4%	-	-	-	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B
People of Color[6]	23.1%	-	-	-	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Veterans[6]	23.8%	-	-	-	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Persons with Disabilities[6]	15.4%	-	-	-	-	2-7, 2-8 405-1 (2016)	RT-AE-000.B

2024 Footnotes:

(1) All data as of December 31, 2024.

(5) Based on employees who self-identify. Includes only U.S. employees and expatriates who account for approximately 94% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. Management is defined as those with management level responsibility.

(6) Based on employees who self-identify. Includes only U.S. employees and expatriates who account for approximately 94% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. Management is defined as those with management level responsibility.

Workforce Demographics[1]

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Executives							
Women[7]	26.1%	25.3%	24.7%	23.4%	22.2%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Men[7]	73.9%	74.7%	75.3%	76.6%	77.8%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
People of Color[8]	17.8%	17.1%	16.0%	14.9%	13.9%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Veterans[8]	20.4%	21.0%	20.6%	20.4%	20.6%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Persons with Disabilities[8]	13.7%	12.8%	11.1%	11.0%	9.1%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Board of Directors							
Women[9]	36.0%	30.8%	30.8%	31.0%	27.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Men[9]	64.0%	69.2%	69.2%	69.0%	73.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
People of Color[9]	0.0%	7.7%	7.7%	8.0%	9.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Veterans[9]	45.0%	38.5%	38.5%	38.0%	46.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Geographic Location[10]							
Australia[11]	1,600+	1,400+	1,150+	1,200+	1,000+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Canada[11]	1,000+	1,300+	1,300+	1,200+	1,100+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
New Zealand[11]	300+	300+	250+	250+	300+	2-7, 2-8 405-1 (2021)	RT-AE-000.B

2024 Footnotes:

(1) All data as of December 31, 2024.

(7) 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 2024, 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.

(8) Based on employees who self-identify. Includes only U.S. employees and expatriates who account for approximately 94% of our total workforce. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2024, 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.

(9) Board of Directors metrics are as of January 1, 2025.

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

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

Workforce Demographics[1]

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Geographic Location[10]							
Poland[11]	1,700+	1,600+	1,500+	1,600+	1,600+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
United Kingdom[11]	1,700+	1,700+	1,600+	1,600+	1,800+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
United States[12]	113,000+	116,000+	110,100+	107,000+	107,800+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation							
Traditionalist[13]	0.1%	0.1%	0.1%	0.2%	<0.1%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Baby Boomer[13]	15.3%	17.8%	21.1%	24.0%	27.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation X[13]	29.7%	29.9%	31.0%	32.0%	31.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Millennials[13]	41.1%	40.7%	39.8%	39.0%	38.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation Z[13]	13.8%	11.5%	8.0%	5.0%	3.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Education Level							
High School/None Indicated	28.5%	28.8%	29.7%	30.0%	30.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Associate's/Some College	6.2%	6.4%	6.6%	7.0%	7.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Bachelor's	39.2%	39.3%	38.5%	38.0%	38.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Graduate/Ph.D.	26.1%	25.5%	25.2%	25.0%	25.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B

2024 Footnotes:

(1) All data as of December 31, 2024.

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

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

(12) 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 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

(13) Includes 99% of Lockheed Martin global operations. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2024, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible. The generational structure used by Lockheed Martin is based on the U.S. government and Pew Research Center definitions, and are 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

Workforce Demographics[1]

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Employee Turnover							
Total Turnover[14]	12,500	9,600	12,135	11,435	8,400	401-1 (2016)	-
Voluntary Turnover[15]	5,174	4,915	7,375	6,185	4,040	401-1 (2016)	-
Percentage of Voluntary Turnover[15]	4.3%	4.1%	6.4%	5.4%	3.6%	401-1 (2016)	-
Involuntary Turnover[16]	7,273	4,738	4,760	5,250	4,400	401-1 (2016)	-
Percentage of Involuntary Turnover[16]	6.0%	3.9%	4.2%	4.6%	3.9%	401-1 (2016)	-

2024 Footnotes:

(1) All data as of December 31, 2024.

(14) All terminations. Uses a rolling 12-month attrition.

(15) Retirements are not included in voluntary attrition. Uses a rolling 12-month attrition.

(16) All terminations other than voluntary. Uses a rolling 12-month attrition.

Benefits

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Parental Leave							
Total Employees Entitled to Parental Leave	95,941	98,571	92,534	89,675	90,282	401-3 (2016)	-
Female Employees Entitled to Parental Leave	24,139	24,517	23,159	22,467	22,458	401-3 (2016)	-
Male Employees Entitled to Parental Leave	71,802	74,054	69,375	67,208	67,824	401-3 (2016)	-
Total Employees Who Took Parental Leave	5,512	4,642	4,332	2,336	2,842	401-3 (2016)	-
Female Employees Who Took Parental Leave	985	853	738	536	629	401-3 (2016)	-
Male Employees Who Took Parental Leave	4,527	3,789	3,594	1,800	2,213	401-3 (2016)	-
Total Employees Who Returned to Work After Parental Leave	5,497	4,637	4,325	2,328	2,833	401-3 (2016)	-
Female Employees Who Returned to Work After Parental Leave	978	852	733	532	623	401-3 (2016)	-
Male Employees Who Returned to Work After Parental Leave	4,519	3,785	3,592	1,796	2,210	401-3 (2016)	-

Benefits

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Total Employees Who Were Still Employed 12 months After Taking Parental Leave[1]	-	4,301	4,022	2,045	2,618	401-3 (2016)	-
Female Employees Who Were Still Employed 12 months After Taking Parental Leave[1]	-	780	675	478	578	401-3 (2016)	-
Male Employees Who Were Still Employed 12 months After Taking Parental Leave[1]	-	3,521	3,347	1,567	2,040	401-3 (2016)	-
Retention Rate of Total Employees Who Returned to Work After Parental Leave[1]	-	93%	93%	88%	92%	401-3 (2016)	-
Retention Rate of Female Employees Who Returned to Work After Parental Leave[1]	-	91%	91%	89%	93%	401-3 (2016)	-
Retention Rate of Male Employees Who Returned to Work After Parental Leave[1]	-	93%	93%	87%	92%	401-3 (2016)	-
Global Minimum Weeks Paid Parental Leave[2]	4	4	4	4	4	401-3 (2016)	-

2024 Footnotes:

(1) Retention data for 2024 will be available starting January 1, 2026.

(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	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Employees Receiving Regular Performance Reviews	100%	100%	100%	100%	100%	404-3 (2016)	-
Average Hours of Training Per Employee	25.0	28.4	27.3	26.0	25.2	404-1 (2016)	-
Hours Per Employee Devoted to Training on Human Rights Policies or Procedures	0.2	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	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Description of Approach to Identifying and Addressing Data Security Risks in (1) Company Operations and (2) Products	**Cyber Kill Chain** **2024 Annual Report** **2025 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: **2024 Annual Report** As of December 2024, 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: **2024 Annual Report** As of December 2024, Lockheed Martin has no reported cybersecurity incidents.	-	-	-	-	-	RT-AE-230a.1

Product Safety

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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	AD Number: FAA-2024-20-07, Airworthiness Directives; Various Helicopters – All S-76 aircraft with DART STC SR01902LA affected	-	-	-	-	-	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	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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 confidential information.					-	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 confidential information.					205-1 (2016)	RT-AE-510a.2

Ethics and Anti-Corruption

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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	324[4]	316[5]	304[6]	234[7]	286[8]	406-1 (2021)	-

2024 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 complete 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) 324 internal EEO-related complaints were investigated in the United States

(5) 316 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 64.4% of the investigated EEO matters

(6) 304 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 64.6% of the investigated EEO matters.

(7) 234 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 51.8% of the investigated EEO matters.

(8) 286 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 41% of the investigated EEO matters.

Environment, Safety and Health (ESH) Management

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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. **2024 Sustainability Report: Workplace Safety** **Environment, Safety and Health Website**		-	-	-	403-1 (2018)	-
ISO 14001[1]							
Total Number of Sites Certified	37	47	45	40	41	-	-
Percentage of Sites Certified	10%	14%	13%	11%	10%	-	-
ISO 45001[1]							
Total Number of Sites Certified	25	35	32	25	26	403-1 (2018)	-
Percentage of Sites Certified	7%	10%	9%	7%	7%	403-1 (2018)	-

2024 Footnotes:

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

Energy

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Total Energy Consumption (MWh)	3,094,091	3,119,493	3,208,090	3,170,969	3,204,631	302-1 (2016)	RT-AE-130a.1
Energy Intensity Ratio (MMBTU per $M USD Revenue)	149	158	166	161	167	302-3 (2016)	-
Energy Reduction vs. 2020 Baseline (MWh)	3%	3%	-	1%	-	302-4 (2016)	-
Scope 1 Energy Consumption							
Total (MWh)	1,505,188	1,556,607	1,622,564	1,597,840	1,604,329	302-1 (2016)	RT-AE-130a.1
Diesel (MWh)	11,660	12,269	10,818	11,792	12,639	302-1 (2016)	RT-AE-130a.1
Distillate Fuel Oil No. 2 (MWh)	4,578	7,517	7,692	5,132	1,287	302-1 (2016)	RT-AE-130a.1
Gasoline (MWh)	16,071	16,341	16,043	23,921	15,774	302-1 (2016)	RT-AE-130a.1
Jet Fuel (MWh)	152,915	159,154	194,758	174,202	179,778	302-1 (2016)	RT-AE-130a.1
Natural Gas (MWh)	1,222,170	1,273,708	1,273,911	1,276,998	1,282,906	302-1 (2016)	RT-AE-130a.1
Propane (MWh)	65,337	61,468	59,505	43,874	39,652	302-1 (2016)	RT-AE-130a.1
Biomass (MWh)	32,361	26,111	59,837	61,921	72,293	302-1 (2016)	RT-AE-130a.1
Kerosene (MWh)	96	39	-	-	-	302-1 (2016)	RT-AE-130a.1

Energy

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Scope 2 Energy Consumption[1]							
Total (MWh)	1,588,904	1,562,886	1,585,526	1,573,129	1,600,302	302-1 (2016)	RT-AE-130a.1
Cooling (Chilled Water) (MWh)	24,867	25,315	25,622	25,911	27,198	302-1 (2016)	RT-AE-130a.1
Electricity (MWh)	1,550,380	1,523,298	1,543,814	1,530,559	1,557,697	302-1 (2016)	RT-AE-130a.1
Heating (MWh)	13,657	14,273	16,089	16,659	15,406	302-1 (2016)	RT-AE-130a.1
Steam (MWh)	0	0	0	0	0	302-1 (2016)	RT-AE-130a.1
Renewable Electricity[2]							
Total Square Feet of Certified/Rated Facilities	2,065,653	-	-	-	-	-	-
Total (MWh)	462,946	445,074	424,311	458,873	466,527	302-1 (2016)	RT-AE-130a.1
Percentage of Total Electricity Consumption	30%	29%	27%	30%	30%	302-1 (2016)	RT-AE-130a.1
Sources and Percentage of Total Renewable Electricity	Renewable energy certificates (RECs) (mixed): 36% On-site (solar): 13% Power purchase agreements (PPAs) (solar): 20% Green Tariff (solar/wind/biofuels/small hydro): 13% Large Hydro: 18%	-	-	-	-	302-1 (2016)	RT-AE-130a.1

2024 Footnotes:

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

(2) Via a combination of on-site generation, PPA contracts, REC procurement and green tariffs. In alignment with the Green-e Renewable Energy Standard for North America.

Energy

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Renewable Electricity[2]							
Total (excluding large hydropower) (MWh)[3]	379,895	367,520	340,558	379,178	382,164	302-1 (2016)	RT-AE-130a.1
Percentage of Total Electricity Consumption (excluding large hydropower)	25%	24%	22%	25%	25%	302-1 (2016)	RT-AE-130a.1
Sources and Percentage of Total Renewable Electricity (excluding large hydropower)	Renewable energy certificates (RECs) (mixed): 44% On-site (solar): 15% Power purchase agreements (PPAs) (solar): 25% Green Tariff (solar/wind/biofuels/small hydro): 16%	-	-	-	-	302-1 (2016)	RT-AE-130a.1
Energy Sold[4]							
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)	-

2024 Footnotes:

(2) Via a combination of on-site generation, PPA contracts, REC procurement and green tariffs. In alignment with the Green-e Renewable Energy Standard for North America.

(3) Renewable electricity claims excluding large hydropower based on definitions in RE100 Technical Criteria (published 12 December 2022).

(4) 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

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Net GHG Emissions (Scope 1 + Scope 2 Market-Based) (MT CO_2e)[1]	659,827	680,861	698,480	686,449	788,461	305-1 (2016) 305-2 (2016)	-
GHG Emissions Reduction vs. 2020 Baseline (Scope 1 + Scope 2)	16%	14%	11%	13%	-	305-5 (2016)	-
GHG Emissions Intensity Ratio (Scope 1 + 2 Location-Based) (MT CO_2e per $USD Revenue)	0.000012	0.000012	0.000013	0.000013	0.000014	305-4 (2016)	-

2024 Footnotes:

(1) This metric measures or estimates data for ~99% of eligible owned and leased building area.

Emissions

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Biogenic CO_2 Emissions (MT CO_2)	10,358	8,357	19,151	19,818	23,138	305-1 (2016)	-
Scope 1 Emissions							
Gross Direct GHG Emissions (MT CO_2e)	294,431	305,426	313,584	306,695	306,230	305-1 (2016)	-
Scope 2 Emissions[2]							
Gross Location-Based Indirect GHG Emissions (MT CO_2e)	526,282	529,817	531,875	560,565	609,090	305-2 (2016)	-
Gross Market-Based Indirect GHG Emissions (MT CO_2e)	365,395	375,435	384,896	379,755	482,231	305-2 (2016)	-
Scope 3 Emissions[3]							
Total (MT CO_2e)[3]	19,954,439	27,521,169	28,341,911	28,264,432	27,946,741	305-3 (2016)	-
Purchased Goods and Services (MT CO_2e)[4]	4,968,229	5,400,903	3,991,960	5,042,493	5,434,473	305-3 (2016)	-
Capital Goods (MT CO_2e)[5]	551,596	615,566	526,682	567,311	726,393	305-3 (2016)	-
Fuel- and Energy-Related Activities (not included in Scope 1 and 2) (MT CO_2e)[6]	100,810	100,810	107,194	109,097	111,417	305-3 (2016)	-
Business Travel (MT CO_2e)[7]	81,151	85,331	66,784	39,029	44,933	305-3 (2016)	-
Employee Commuting (MT CO_2e)[8]	264,408	222,982	224,850	207,631	237,793	305-3 (2016)	-
Waste Generated in Operations (MT CO_2e)[9]	9,655	10,763	12,081	14,581	11,881	305-3 (2016)	-
Use of Sold Products (MT CO_2e)[10]	13,973,831	21,076,687	23,406,940	22,279,089	21,374,869	305-3 (2016)	RT-AE-410a.2
Upstream Transmissions and Distribution (MT CO_2e)[10]	4,759	4,535	5,421	5,202	4,982	305-3 (2016)	-

2024 Footnotes:

(2) Calculated in accordance with the GHG Protocol.

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

(4) PO transactions multiplied by the NAICS aligned emissions factor (EPA, "Without Margins"). International factors incorporated via Exiobase. Emissions factors are adjusted annually by industry specific "PPI" vs. USD_Yr. PG&S filtered by NAICS.

(5) PO transactions multiplied by the NAICS aligned emissions factor (EPA, "Without Margins"). International factors incorporated via Exiobase. Emissions factors are adjusted annually by industry specific "PPI" vs. USDYr. CG filtered by NAICS.

(6) Transmission and distribution (T&D) losses associated with electricity and natural gas calculated using the country-specific emission factors via UK DEFRA or Carbonfootprint.com. US electricity T&D losses are included in eGrid factors and are reported in our Scope 2 emissions. Emissions associated with natural gas were calculated using UK DEFRA and NREL ABT factors for WTT-fuels.

(7) Airfare, personal auto, and fuel receipts are each directly measured or calculated into miles or passenger-miles traveled. The distance is applied to US EPA emission factors unless the employee is designated within the UK (UK DEFRA). Hotel stays, rail travel, and bus travel cannot be isolated accurately based on spend data and are included within Scope 3 Category 1 emissions vs. Category 6.

(8) Emissions associated with employee commuting are estimated using a zip code comparison of the distance between each LMC employee's home and assigned work location. Monthly distance based on schedule frequency and telecommuting classification. Telecommuting FTE-hrs are calculated in fulfillment of schedule and classification vs. Traditional commuting days. FTE-hrs are multiplied by the UK DEFRA emissions factor for telework. The emissions factors are adjusted based on the carbon intensity of each location vs. the UK national electricity average.

(9) 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.

(10) Upstream T&D emissions are based on weight and distance by mode of transport multiplied by the geographically associated emissions factor from US EPA or UK DEFRA.

Climate

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Risks and Opportunities Posed by Climate Change	**2024 TCFD-Aligned Climate-Related Risks and Opportunities Report 2024 CDP Climate Change Disclosure 2024 Annual Report**	-	-	-	-	201-2 (2016)	-

Waste

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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.)[1]	54,128,738	58,699,598	57,857,149	55,260,208	57,647,903	306-3 (2020)	-
Landfill (lbs.)[2]	15,690,391	17,492,553	16,886,092	15,853,083	15,026,338	306-5 (2020)	-
Recycled (lbs.)	28,305,461	31,592,433	29,959,160	27,945,308	29,099,358	306-4 (2020)	-
Incineration (with energy recovery) (lbs.)	3,429,367	3,798,754	4,099,132	4,056,251	5,778,938	306-5 (2020)	-
Incineration (without energy recovery) (lbs.)	3,997,975	2,783,430	3,335,370	3,320,580	3,246,074	306-5 (2020)	-
Other Disposal Method (lbs.)	2,705,545	3,032,428	3,577,396	4,084,987	4,497,197	306-5 (2020)	-
Percentage to Landfill	29%	30%	29%	29%	26%	306-5 (2020)	-
Percentage Recycled	52%	54%	52%	51%	50%	306-4 (2020)	-
Hazardous Waste[3]							
Total Hazardous Waste Generated (lbs.)	5,230,369	5,030,408	5,149,844	6,028,094	5,403,978	306-3 (2020)	RT-AE-150a.1
Landfill (lbs.)	944,648	1,198,775	875,342	874,161	757,209	306-5 (2020)	-
Recycled (lbs.)	622,076	622,615	597,326	611,481	452,018	306-4 (2020)	RT-AE-150a.1
Incineration (with energy recovery) (lbs.)	717,251	368,446	318,755	349,200	228,485	306-5 (2020)	-
Incineration (without energy recovery) (lbs.)	1,697,158	1,539,562	2,293,561	3,020,929	2,764,187	306-5 (2020)	-

2024 Footnotes:

(1) Waste generated is reported for 92% of our building square footage.

(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.

Waste

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Hazardous Waste[3]							
Other Disposal Method (lbs.)	1,249,236	1,301,010	1,064,861	1,172,324	1,202,079	306-5 (2020)	-
Percentage to Landfill	18%	24%	17%	15%	14%	306-5 (2020)	-
Percentage Recycled	12%	12%	12%	10%	8%	306-4 (2020)	RT-AE-150a.1
Spills							
Number of Reportable Spills[4]	0	0	0	0	0	-	-

2024 Footnotes:

(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

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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 Withdrawal (million gallons)[1]	1,258	1,219	1,296	1,213	1,301	303-5 (2018)	-
Percentage of Water Withdrawal at High Risk Sites[2]	41%	39%	39%	-	-	-	-
Total Water Withdrawal at High Risk Sites (million gallons)[2]	514	475	508	-	-	-	-

2024 Footnotes:

(1) Water withdrawal is reported for 93% of eligible building square footage.

(2) Includes high water risk sites that 1) are in extremely high and high 2030 water stress regions from the World Resource Institute Aqueduct Water Risk Atlas (2015 data) and 2) have water-sensitive operations based on internal risk assessment. Includes eight sites: Palmdale, CA; Santa Barbara, CA; Waterton, CO; Deer Creek, CO; Colorado Springs, CO; Orlando, FL; Fort Worth, TX; and Grand Prairie, TX.

Health and Safety

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB 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, associated 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 environment, safety and health 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 (ESHS) 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]	1	0.98	1.09	1.02	0.9	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]	0.15	0.17	0.37	0.3	0.23	403-9 (2018)	RT-IG-320a.1
Days Away/Restricted or Transfer Rate (DART)[1]	0.51	0.5	-	-	-	403-9 (2018)	-
Lost Time Injury Frequency Rate (LTIFR)[1]	0.74	0.84	-	-	-	403-9 (2018)	-

2024 Footnotes:

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

Supply Chain

Metrics	2024	2023	2022	2021	2020	GRI Indicator	ISSB Standard
Description of the Management of Risks Associated with the Use of Critical Materials	**2024 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]	20%	22%	25%	20%	22%	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%	100%	-	308-1 (2016)	-
Social Impact							
Percentage of New Suppliers That Were Screened Using Social Criteria[3]	100%	100%	100%	100%	-	414-1 (2016)	-
Suppliers Assessed for Social Impacts[4]	13,181	13,297	13,383	13,700	17,200	414-2 (2016)	-
Number of Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts[5]	4	12	10	32	31	414-2 (2016)	-

2024 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; 52 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.

GRI Content Index

Statement of Use	Lockheed Martin has reported the information cited in this GRI content index for the period January 1, 2024, through December 31, 2024, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

Metrics	
GRI 2: General Disclosure 2021	
2-1 Organizational Details	**Corporate Website—About Lockheed Martin** **2024 Annual Report** **2024 Annual Report: Business** **2024 Annual Report: Properties**
2-2 Entities Included in the Organization's Sustainability Reporting	**2024 Annual Report**
2-3 Reporting Period, Frequency and Contact Point	**2024 Sustainability Performance Report: About This Report**
2-4 Restatements of Information	We assess our enterprise facility list annually to determine the completeness of our GHG inventory and Go Green metrics. Baseline and historical data are updated to reflect changes in the organizational structure or improvements to methodology.
2-5 External Assurance	**2024 Sustainability Performance Report: About This Report** **2024 Assurance Statement**
2-6 Activities, Value Chain and Other Business Relationships	**Corporate Website—About Lockheed Martin** **2024 Annual Report** **2024 Annual Report: Financial Statements** **2024 Annual Report: Raw Materials, Suppliers and Seasonality**
2-7 Employees	**Corporate Website—About Lockheed Martin** **2024 Annual Report** **2024 Sustainability Performance Report: Workforce and Talent** **2024 Performance Index: Workforce Demographics**
2-8 Workers Who Are Not Employees	**Corporate Website—About Lockheed Martin** **2024 Annual Report** **2024 Sustainability Performance Report: Workforce and Talent** **2024 Performance Index: Workforce Demographics**
2-9 Governance Structure and Composition	**Sustainability Website—Governance** **2025 Proxy Statement: Board Oversight of Sustainability** **2025 Proxy Statement: The Board's Primary Role Is Oversight of Our Company**

Metrics	
GRI 2: General Disclosure 2021	
2-10 Nomination and Selection of the Highest Governance Body	**Sustainability Website—Governance** **2025 Proxy Statement: Board Oversight of Sustainability** **2025 Proxy Statement: The Board's Primary Role Is Oversight of Our Company**
2-11 Chair of the Highest Governance Body	**2025 Proxy Statement: Corporate Governance**
2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	**2024 Sustainability Performance Report: 2025 Sustainability Management Plan** **Sustainability Website—Materiality Assessment** **2025 Proxy Statement: Stockholder Engagement** **2025 Proxy Statement: Sustainability Governance Structure** **2025 Proxy Statement: Corporate Governance** **2025 Proxy Statement: Board Oversight of Risk**
2-13 Delegation of Responsibility for Managing Impacts	**Sustainability Website—Governance** **2025 Proxy Statement: Corporate Governance** **2025 Proxy Statement: Proxy Statement Summary**
2-14 Role of the Highest Governance Body in Sustainability Reporting	**2025 Proxy Statement: Corporate Governance**
2-15 Conflicts of Interest	**2025 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 **2025 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	**2025 Proxy Statement: Summary of Director-Nominees' Strategic Skills, Core Competencies and Attributes**
2-18 Evaluation of the Performance of the Highest Governance Body	**2025 Proxy Statement: Annual Incentive Goals and Results**
2-19 Remuneration Policies	**2025 Proxy Statement: Compensation Discussion and Analysis**
2-20 Process to Determine Remuneration	**2025 Proxy Statement: Compensation Discussion and Analysis** **2025 Proxy Statement: Executive Compensation**
2-21 Annual Total Compensation Ratio	**2025 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	
GRI 2: General Disclosure 2021	
2-23 Policy Commitments	**Corporate Website—About Lockheed Martin** **Code of Ethics and Business Conduct** **Supplier Code of Conduct** **2024 TCFD-Aligned Climate-Related Risks and Opportunities Report** **Sustainability Website—Governance** **2024 Sustainability Performance Report: Workplace Safety** **2024 Sustainability Performance Report: Energy Management**
2-24 Embedding Policy Commitments	**2024 Performance Index** **2024 Annual Report: Workforce Demographics**
2-25 Processes to Remediate Negative Impacts	**Corporate Ethics Helpline** **Code of Ethics and Business Conduct** **Sustainability Website—Human Rights** **2024 Sustainability Performance Report: Modeling Business Integrity**
2-26 Mechanisms for Seeking Advice and Raising Concerns	**Corporate Ethics Helpline**
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. **2024 Annual Report: Note 14 – Legal Proceedings, Commitments and Contingencies**
2-28 Membership Associations	**2024 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** **2024 Assurance Statement** **2025 Proxy Statement: Stockholder Outreach** **2025 Proxy Statement: Our Alignment with Governance Standards** **2025 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	
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	2024 Performance Index: Company Profile
201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	2024 Performance Index: Climate
GRI 204: Procurement Practices 2016	
204-1 Proportion of Spending on Local Suppliers	2024 Performance Index: Supply Chain
GRI 205: Anti-Corruption 2016	
205-1 Operations Assessed for Risks Related to Corruption	2024 Performance Index: Ethics and Anti-Corruption: Operations Assessed for Risk
205-2 Communication and Training About Anti-Corruption Policies and Procedures	2024 Performance Index: Ethics and Anti-Corruption: Communication and Training
205-3 Confirmed Incidents of Corruption and Actions Taken	2024 Performance Index: Ethics and Anti-Corruption: Incidents
GRI 302: Energy 2016	
302-1 Energy Consumption Within the Organization	2024 Performance Index: Energy
302-3 Energy Intensity	2024 Performance Index: Energy
302-4 Reduction of Energy Consumption	2024 Performance Index: Energy
GRI 303: Water and Effluents 2018	
303-1 Interactions with Water as a Shared Resource	2024 Performance Index: Water
303-3 Water Withdrawal	2024 Performance Index: Water
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG Emissions	2024 Performance Index: Emissions
305-2 Energy Indirect (Scope 2) GHG Emissions	2024 Performance Index: Emissions
305-3 Other Indirect (Scope 3) GHG Emissions	2024 Performance Index: Emissions

Metrics	
GRI 306: Waste 2020	
306-2 Management of Significant Waste-Related Impacts	2024 Performance Index: Waste
306-3 Waste Generated	2024 Performance Index: Waste
306-4 Waste Diverted from Disposal	2024 Performance Index: Waste
306-5 Waste Directed to Disposal	2024 Performance Index: Waste
GRI 308: Supplier Environmental Assessment 2016	
308-1 New Suppliers That Were Screened Using Environmental Criteria	2024 Performance Index: Supply Chain
GRI 401: Employment 2016	
401-1 New Employee Hires and Employee Turnover	2024 Performance Index: Workforce Demographics
401-3 Parental Leave	2024 Performance Index: Benefits: Parental Leave
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational Health and Safety Management System	2024 Performance Index: Environment, Safety and Health Management
403-2 Hazard Identification, Risk Assessment and Incident Investigation	2024 Performance Index: Health and Safety
403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety	2024 Performance Index: Health and Safety
403-9 Work-Related Injuries	2024 Performance Index: Health and Safety
GRI 404: Training and Education 2016	
404-1 Average Hours of Training Per Year Per Employee	2024 Performance Index: Employee Training and Development
404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	2024 Performance Index: Employee Training and Development
GRI 406: Non-Discrimination 2016	

Metrics	
406-1 Incidents of Discrimination and Corrective Actions Taken	2024 Performance Index: Ethics and Anti-Corruption

GRI 414: Supplier Social Assessment 2016	
414-1 New Suppliers That Were Screened Using Social Criteria	2024 Performance Index: Supply Chain
414-2 Negative Social Impacts in the Supply Chain and Actions Taken	2024 Performance Index: Supply Chain
GRI 415: Public Policy 2016	
415-1 Political Contributions	2024 Performance Index: Company Profile
GRI 416: Customer Health And Safety 2016	
416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	2024 Performance Index: Product Safety
GRI 418: Customer Privacy	
418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	2024 Performance Index: Data Security

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 (including, without limitation, goals and objectives set forth in our 2025 Sustainability Management Plan); 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 or contracting requirements 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, executive orders 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 in the aerospace and defense industry; (ix) the ability to attract and retain personnel and suppliers with technical and other skills; (x) the success of our workforce and talent 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. Except as required by applicable law, 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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