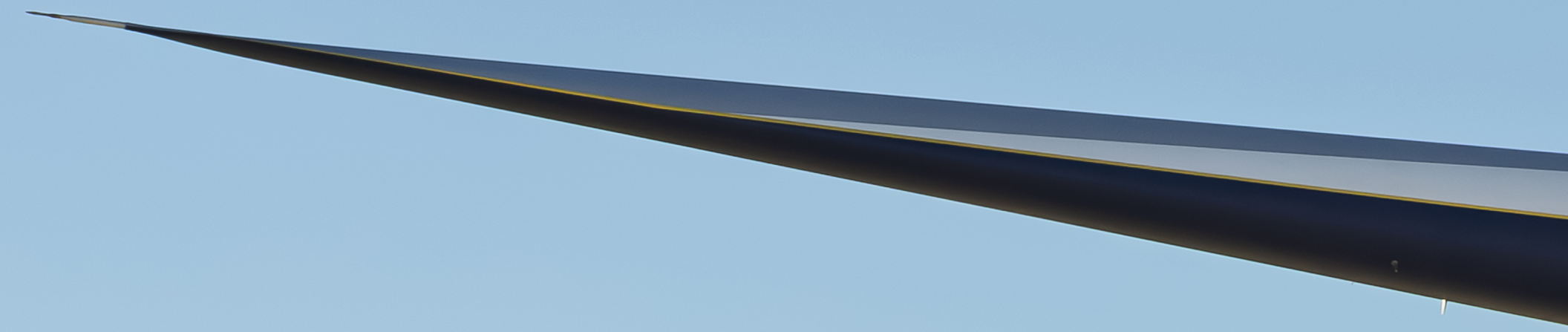
2025 LOCKHEED MARTIN

SUSTAINABILITY PERFORMANCE REPORT

LOCKHEED MARTIN



About this Report

The 2025 Lockheed Martin Sustainability Performance Report details the progress we made toward our 2025 Sustainability Management Plan (SMP) goals, as well as our continued commitment to sustainability as we close our 2025 SMP and look forward to our 2030 SMP and new goals.

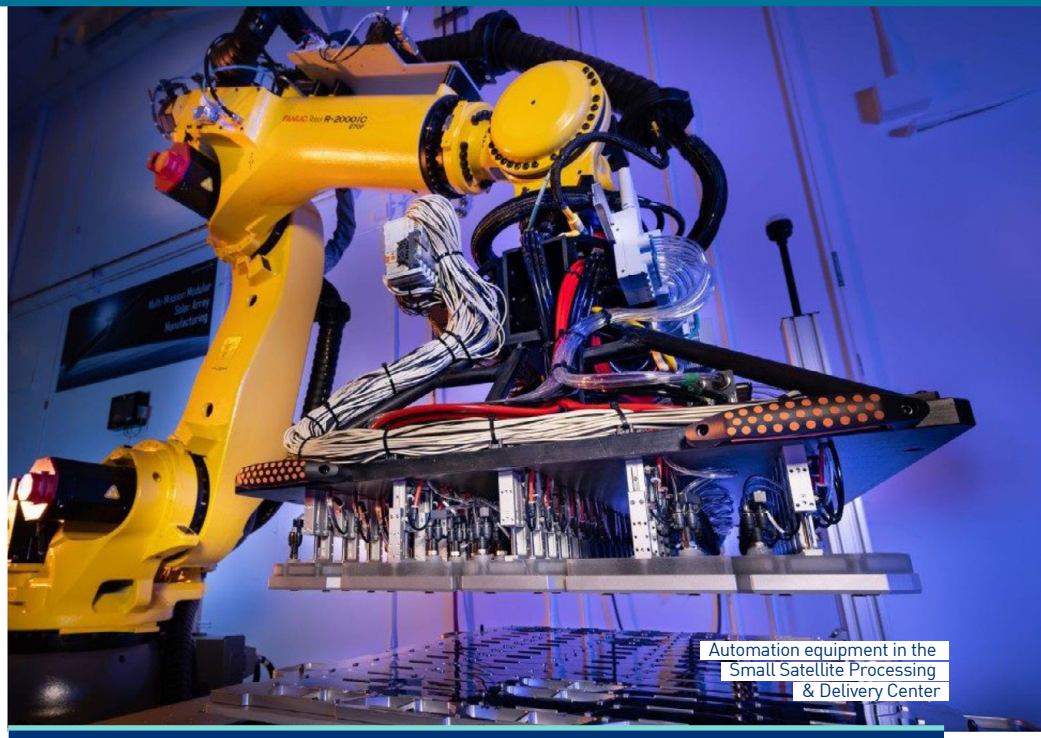
Lockheed Martin is a defense technology company driving innovation and advancing scientific discovery for America and its allies. Our all-domain mission solutions and 21st Century Security vision accelerate the delivery of transformative technologies to ensure those we serve always stay ahead of ready. Learn more about our company at **lockheedmartin.com** and about our sustainability governance and other topics beyond our goals on our **Sustainability Website**.

Unless otherwise noted, this report includes global data and activities for the 2025 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 **2025 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.



Automation equipment in the Small Satellite Processing & Delivery Center

Propelled by Principle

At Lockheed Martin, we specialize in defense tech, solving complex challenges, advancing scientific discovery and delivering innovative solutions that help our customers keep people safe. 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 are committed to the highest standards of ethical conduct in all that we do.

RESPECT OTHERS:

We recognize that our success depends on the talent, skills and expertise of our people.

PERFORM WITH EXCELLENCE:

We understand the importance of our missions and the trust our customers place in us.

Report Contents

First flight of Lockheed Martin Skunk Works X-59, a revolutionary quiet supersonic aircraft

About the cover photo

The revolutionary X-59 will be used to collect community response data on the acceptability of a quiet sonic boom generated by the unique design of the aircraft. The data will help NASA provide regulators with the information needed to establish an acceptable commercial supersonic noise standard to lift the ban on commercial supersonic travel over land.

To support resilient design efforts, prototype aircraft often reuse existing, "off-the-shelf" engines, flight controls and architecture.

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:

2025 Sustainability Summary

HIMARS delivers long-range capability that strengthens defense while lowering total-ownership costs—an essential element of a sustainable, resilient force

"Our sustainability program is founded on our corporate values of integrity, respect and excellence. By embedding responsible resource management, resilient operations and ethical supply chain practices into our decision-making processes, we strengthen our delivered products and services, unlock cost efficiencies and protect shareholder value."

LEO MACKAY
Senior Vice President
Ethics and Enterprise Assurance

2025 Sustainability Recognitions

Lockheed Martin continues to be recognized for our wide range of sustainability efforts and commitment to integrating sustainability throughout our business strategy.

AVA Digital Platinum Award winner for Harassment Free Workplace Training

Department of Labor 2025 HIRE Vets Gold Medallion Award

Gold Hermes Award winner for an Integrity Minute video in the Educational category

The sun rises over GPS III SV08 as it prepared for launch in May 2025

Selection of further sustainability recognitions:

- Dow Jones Best in Class North American Index for the 13th consecutive year (previously Dow Jones Sustainability Indices)
- Forbes' Best Employers for Veterans, Engineers, New Grads and Tech Workers
- Forbes' Most Trusted Companies
- Forbes' World's Best Employers
- Forbes' America's Dream Employers
- LinkedIn's Top 2025 Companies to Grow Your Career
- 2025 VETS Indexes Recognized Employer Awards
- Fortune's America's Most Innovative Companies 2025
- Newsweek America's 2025:
  - Greatest Workplaces
  - Most Trustworthy Companies
  - Greenest Companies
  - Greatest Workplaces for Veterans
- U.S. News & World Report's Best Companies to Work For: Overall, in Aerospace & Defense, and for Internships
- Readers' Choice Awards Top 50 Employers: CAREERS & the DisABLED Magazine
- Wall Street Journal's Top 250 Managed Companies of 2025

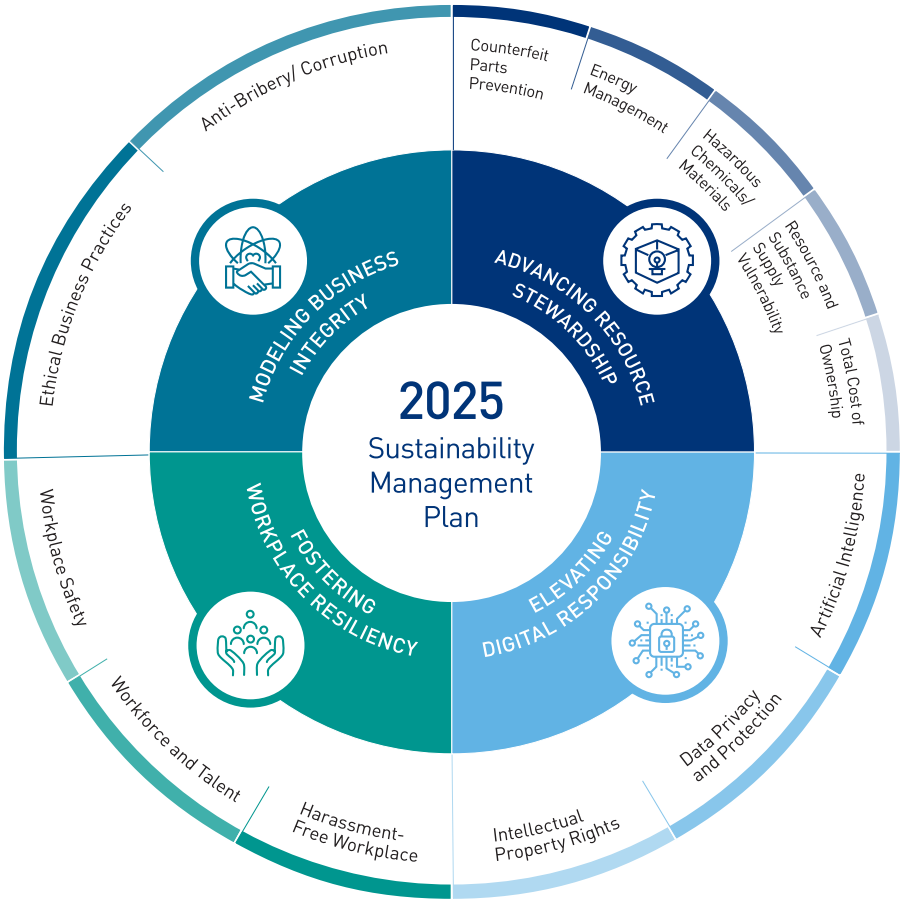
Closing Our 2025 Sustainability Management Plan

As we finalize our performance toward the Lockheed Martin 2025 SMP, we are proud of our sustainability initiatives and the significant and positive impact they have had for our business, our customers and our communities over the last five years. The vast majority of our goals were achieved, including several completed ahead of schedule. Our final 2025 SMP Scorecard can be found on the following page. This report contains further details on all goals completed or partially completed this year and those that will continue through 2030. Details on goals completed before 2025 were included in our prior year reports.

We will continue to build on the progress we made as we turn our focus to the material issues in our **2030 SMP**. We remain committed to integrating sustainability priorities throughout our business and ongoing day-to-day work—from improving on affordability and a safe and resilient workforce, to designing resilience in our products and processes, and promoting and upholding ethical behavior across our enterprise.

Our SMP framework and goals are determined through an extensive **materiality assessment** using stakeholder input and industry trend analysis that identify priority areas, as well as associated material issues and goals. The double materiality assessment we conducted over the past couple of years is the foundation of our 2030 SMP. The assessment also enables our preparations for emerging sustainability reporting requirements.

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



"We are proud to report our final performance against our 2025 Sustainability Management Plan (SMP). Our SMP framework provides the five-year roadmap aligning responsible growth with sound business discipline, ensuring our decisions support operational excellence and long-term value creation. Building on this momentum, our 2030 SMP commitments will focus on performance, innovation and sustainment."

HEATHER DANIELS
Vice President Environment, Safety, Health and Sustainability

Sustainability Management Plan Scorecard

SUSTAINABILITY PRIORITY	CORE ISSUE	GOAL[1]	YEAR ACHIEVED
ADVANCING RESOURCE STEWARDSHIP	Counterfeit Parts	Achieve 100% completion rate of applicable training on the identification and reporting of counterfeit parts by 2025.	Achieved in 2024
	Energy	By 2030, reduce Scope 1 and 2 Greenhouse Gas (GHG) absolute emissions by 36% from a 2020 baseline.	Goal continues through 2030 SMP
		By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.	Goal continues through 2030 SMP
		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.	Achieved in 2025
		Annually increase carbon removal technology installation, investment and support through 2025.	Partially achieved
	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.	Partially achieved
		Annually reduce the amount of Lockheed Martin Priority Chemicals used per dollar of sales revenue across business areas through 2025.	Achieved in 2025
	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.	Achieved in 2025
		By 2025, implement a third-party validated supplier sustainability assessment program including outreach to suppliers representing 60% of our spend.	Achieved in 2024
	Total Cost of Ownership	Meet or exceed annual customer savings goals for all business areas as defined in business area president scorecards through 2025.	Achieved in 2025

Throughout our SMP performance period, Lockheed Martin increased investment in carbon removal and community support. We have contributed $4.9 million to The Nature Conservancy to advance carbon removal via nature-based solutions, significantly increasing the visibility of our work in this area and fostering impactful partnerships. These contributions were made based on specific projects and not executed to align with annual increases, therefore we consider this goal to be partially achieved. As we move beyond the 2025 SMP, we will continue to seek partnerships that align with our values, our sustainability programs, and the priorities of the customers we serve.

Throughout the SMP performance period, Lockheed Martin achieved reductions in Lockheed Martin Priority Chemicals per unit delivered in four out of five of our top programs. As we move beyond the 2025 SMP, our progress in this area will continue through the work of our Chemical Stewardship Integrated Project Team and our resilient design initiatives.

(1) Since 2020, four goals were retired based on progress, changing business needs or in compliance with Executive Order "Ending Illegal Discrimination and Restoring Merit-Based Opportunity."

SUSTAINABILITY PRIORITY	CORE ISSUE	GOAL	YEAR ACHIEVED
ELEVATING DIGITAL RESPONSIBILITY	Artificial Intelligence	By 2025, train 100% of artificial intelligence developers in system engineering approaches to artificial intelligence ethical principles.	Achieved in 2024
	Data Privacy	By 2025, train 50% of Lockheed Martin employees in data literacy and data-centric practices.	Achieved 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.	Achieved in 2022
	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.	Achieved in 2022
FOSTERING WORKPLACE RESILIENCY	Anti-Harassment	All Lockheed Martin employees participate in at least one bystander intervention training workshop by 2025.	Achieved in 2025
	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]	Achieved in 2025
	Safety	Reduce the number of days away from work due to occupational injury or illness through 2025.	Achieved in 2025
		Establish a risk-based approach to serious incident and fatality prevention programs by 2025.	Achieved in 2023
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.	Achieved in 2025
	Anti-Corruption	Achieve 100% completion of required employee training on gifts and business courtesies and international business practices annually through 2025.	Achieved in 2025

(2) Workforce and Talent goals were updated in compliance with Executive Order "Ending Illegal Discrimination and Restoring Merit-Based Opportunity."
(3) Goals are not hiring quotas.

Advancing Resource Stewardship

A County of Los Angeles Fire Department Sikorsky S-70i FIREHAWK® helicopter flying training exercises in Newhall, CA

"Our OneLM Culture unifies operations around responsible resource use, stewardship of critical materials, and strengthening supply chain resiliency while driving efficiency and enterprise value. As our processes and innovations advance we will deepen this integrated approach—aligning talent, technology and workflows—to elevate sustainable performance across the company and our industry."

FRANK A. ST. JOHN
Chief Operating Officer

Energy

Learn more about our decarbonization strategy and commitments.

Emissions Management

Lockheed Martin is committed to reducing our carbon emissions, focusing first on increased energy efficiency to drive down our operational energy footprint and improve facility resiliency. We also seek opportunities to reduce 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. The group reviews quarterly performance toward annual energy reduction goals based on the completion of projects.

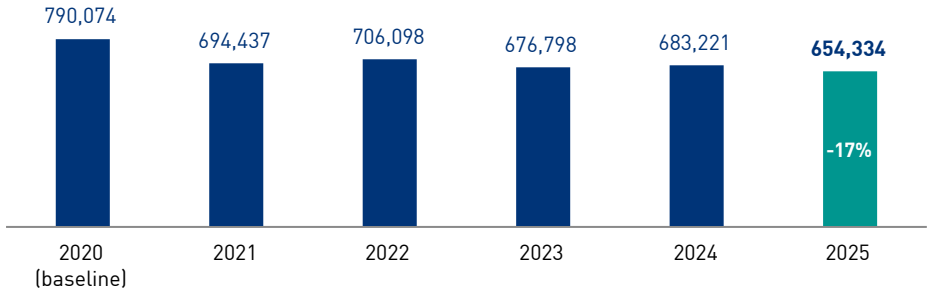
Aligning Energy Efficiency with Facility Condition Improvements

Lockheed Martin completed 53 energy efficiency projects in 2025, contributing to the health of our planet and the resiliency of our business. The projects advanced our carbon reduction goal, reduced our operational energy demand and generated an estimated savings of 19 million kilowatt hours (kWh) of electricity, 130,000 million British thermal units (MMBTU) of natural gas and $3.3 million in utility costs annually.

Project examples include conversions from central steam to localized hot water heating, additional on-site solar installations, LED lighting upgrades, compressed air system upgrades and building management system upgrades. Lockheed Martin is also working to improve our continued focus on energy efficiency by better integrating the goals of our environmental stewardship Go Green program with the implementation of our Facilities Condition Assessment program, through which we replace critical infrastructure that supports the business across the enterprise. We have also increased our focus on retro-commissioning (RCx) opportunities and skills development, conducting an RCx workshop for site engineers at the 2025 annual Facilities Excellence Conference.

Two projects completed at our Greenville, SC, facility reflect the focus on efficiency, resulting in significant energy savings and cost reductions. The building management system (BMS) upgrade project saves an estimated 465,000 kWh of energy annually, which equates to $44,000 in utility cost savings. The compressed air system upgrades project is expected to save another 440,000 kWh of energy annually, leading to an additional $40,000 in direct savings.

Net Greenhouse Gas (GHG) Emissions (MT CO_2e)[4]



SUSTAINABILITY MANAGEMENT PLAN GOAL: By 2030, reduce Scope 1 and 2 absolute carbon emissions by 36% from 2020 baseline.[5]

2025 PROGRESS: We will continue our progress toward this goal through our 2030 SMP. In 2025, we reduced Scope 1 and 2 absolute carbon emissions, vs. 2020 baseline, by 17%.

(4) Baseline and historical data are updated to reflect changes in the organizational structure or improvements to methodology.
(5) This accelerated goal was announced in our 2023 Sustainability Performance Report.


Solar installation in Grand Prairie, TX

Renewable Electricity

Lockheed Martin is increasing our use of renewable electricity across our operations to advance our decarbonization strategy. Our efforts include on-site production of renewable energy, power purchase agreements, green utility offerings and procuring unbundled national Green-e certified Renewable Energy Certificates to fill the gap in meeting our goals.

Visit our **Energy & Emissions website** to learn more.

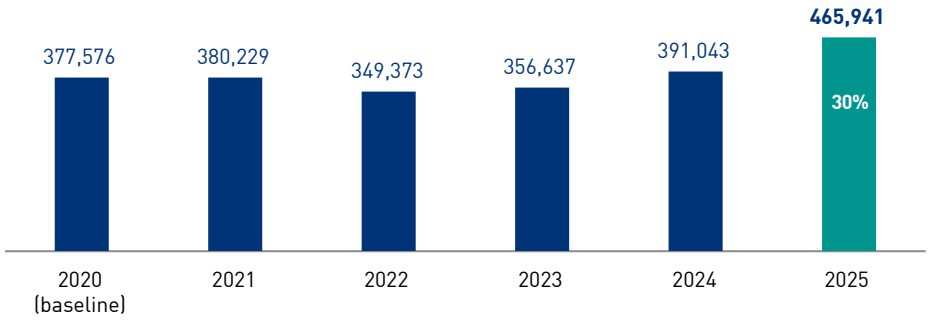
Harnessing Solar Power

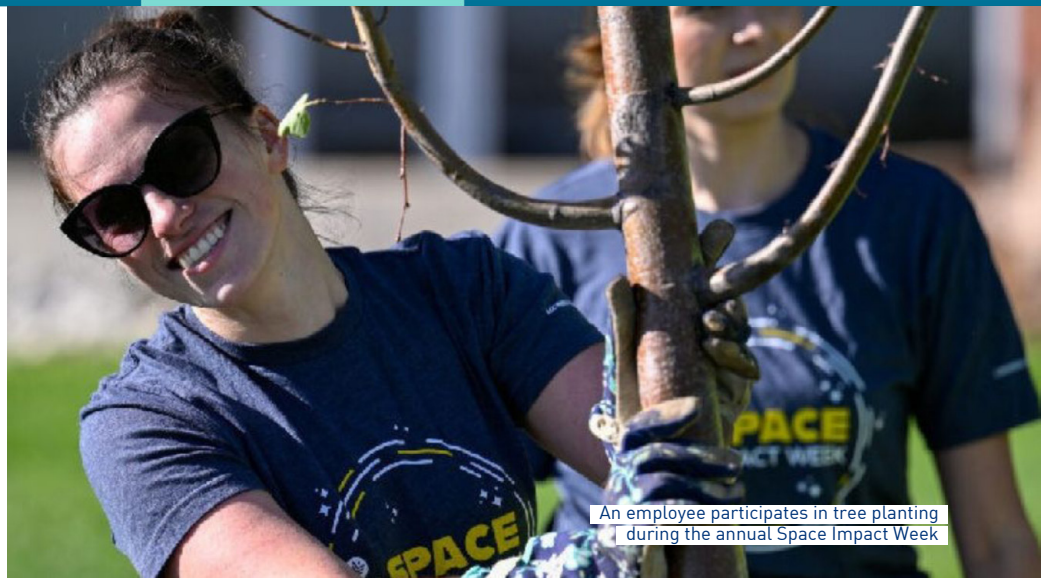
The recent installation of a 2-megawatt solar project at our Grand Prairie, TX, facility will help offset site growth and lower our carbon footprint. The solar panels were placed over the existing parking lot, which also provides shade for parked cars. The project is expected to generate annual energy savings of more than $300,000 and an average of 3.7 million kWh, which is equivalent to the energy used by 274 households in Texas in one year. A similar solar project is currently being installed at our Camden, AR, site.

SUSTAINABILITY MANAGEMENT PLAN GOAL: By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.[7,8]

2025 PROGRESS: We will continue our progress toward this goal through our 2030 SMP. We met this year's internal target of matching 30% of electricity use with renewable electricity for total electricity across Lockheed Martin global operations.

Renewable Electricity (MWh)[6]





An employee participates in tree planting during the annual Space Impact Week

Green Buildings

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. By focusing on sustainable design principles, we're able to reduce our impact on the natural environment, lower life cycle operating costs, deliver high-performance facilities to meet our business needs and enhance occupant well-being.

Groundbreaking Sustainability

Our newest facility in Deer Creek, CO, boasts numerous sustainability features as it was constructed with the intention of seeking LEED Silver Certification. Green design elements include a ground source heat pump that provides an 8% energy reduction compared to traditional mechanical systems and a snowmelt system that not only eliminates the need for salt and chemicals to clear snow and ice from walkways but also provides a unique opportunity for heat recovery, further reducing the building's energy consumption.

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.[9]

2025 PROGRESS: This goal was achieved. We expanded our certifications and added 368,833 ft^2 of LEED or BREEAM certified buildings through the five years of this goal. We will continue to seek green building certifications per our internal Green Buildings policy.

(6) Baseline and historical data are updated to reflect changes in the organizational structure or improvements to methodology.
(7) This accelerated goal was announced in our 2023 Sustainability Performance Report.
(8) 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).
(9) Expanded our goal language to be inclusive of all internationally recognized frameworks for green buildings.

Assessing Climate 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 CDP Climate report and in our Task Force on Climate-related Financial Disclosures (TCFD) aligned report.

CDP DRIVING SUSTAINABLE ECONOMIES
Read our 2025 CDP Climate Change report

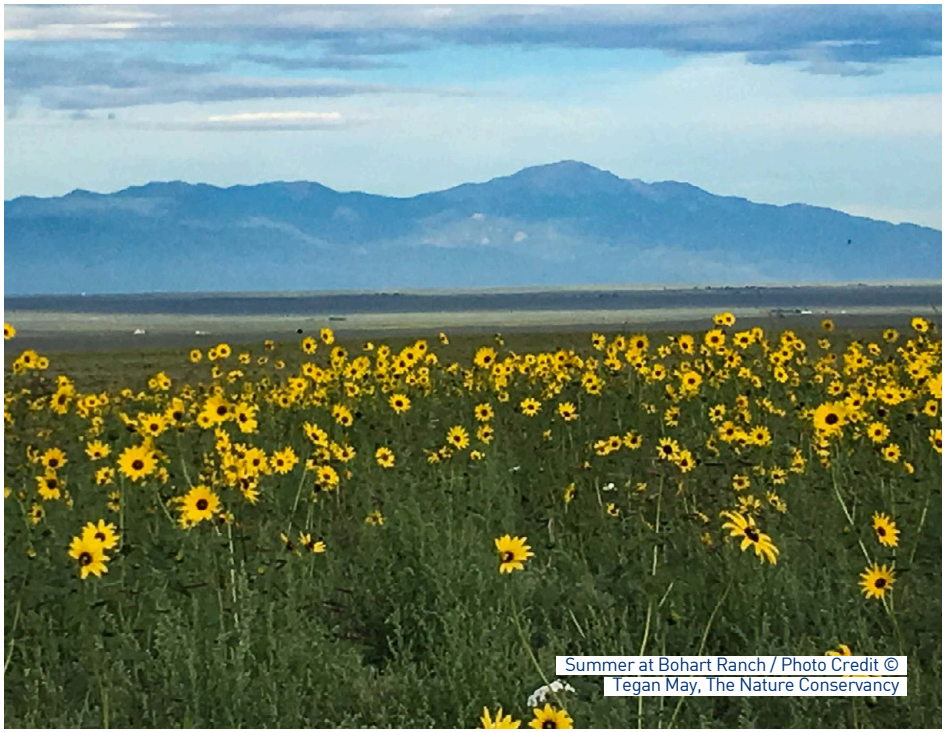
TCFD
Read our latest TCFD-aligned report

Partnering to Promote Nature Conservation and National Security

Lockheed Martin's partnership with The Nature Conservancy (TNC) has advanced environmental and conservation efforts while protecting land critical to military operations through the past 5 years of this SMP cycle. Through our $4.9 million support over the last five years, TNC has helped communities prepare for climate-related challenges and focused on coastal restoration, land conservation, and reforestation near military bases. Many of these projects have been spearheaded by the U.S. Department of War's Readiness and Environmental Protection Integration (REPI) Program.

In 2025, we continued to support a project to improve sustainable land management of farms in Maryland communities to ensure long-term economic viability and adaptation to sea level rise across the Middle Chesapeake Sentinel Landscape, home to Naval Air Station (NAS) Patuxent River-Atlantic Test Ranges. The partnership promotes military readiness by preventing incompatible development within the Navy's fly zone, which reduces interference with the Navy's mission, ensures a safe environment for training and mission operations and preserves the integrity of the Navy's preeminent Atlantic Test range.

TNC is also partnering with the Security, Open Space, and Agricultural Resilience (SOAR) program to protect land critical to ecological resilience and military operations near Colorado Springs, CO.



Summer at Bohart Ranch / Photo Credit © Tegan May, The Nature Conservancy

SUSTAINABILITY MANAGEMENT PLAN GOAL: Annually increase carbon removal technology installation, investment and support through 2025.[10]

2025 PROGRESS: Throughout our SMP performance period, Lockheed Martin increased investment in carbon removal and community support. We have contributed $4.9 million to The Nature Conservancy to advance carbon removal via nature-based solutions, significantly increasing the visibility of our work in this area and fostering impactful partnerships. These contributions were made based on specific projects and not executed to align with annual increases, therefore we consider this goal to be partially achieved. As we move beyond the 2025 SMP, we will continue to seek partnerships that align with our values, our sustainability programs and the priorities of the customers we serve.

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

Hazardous Chemicals/Materials

Lockheed Martin continues to explore and engineer new technologies to replace, reduce or eliminate potentially hazardous materials from our products to protect our employees, customers and the environment, while maintaining our commitment to our customers to develop highly complex, durable products that meet their most challenging missions. Through diligent management of hazardous chemicals in our products and manufacturing processes, we adhere to evolving global chemical regulations and restrictions, and maintain a competitive position for new business opportunities.

Ensuring Regulatory Compliance and Business Resilience

Advanced chemistries and materials are integral to the product performance, quality and durability of the highly complex products Lockheed Martin delivers to our customers. We have established a Chemical Stewardship Integrated Project Team to manage and assist with reducing Lockheed Martin's use of hazardous chemicals as appropriate. The team focuses on three interrelated pillars—chemical regulations and restrictions, risk and sustainability, and product life cycle and data management.

The team ensures our chemical compliance with U.S. and worldwide regulations, works to identify replacements for hazardous chemicals in our products and gathers chemical data from our suppliers. Our responsible chemical stewardship work has prepared Lockheed Martin to set a new 2030 SMP goal to incorporate a resilient design approach into our product design.

Reducing Hazardous Chemicals in Our Products

Collaborating with numerous industry and research partners, our Aeronautics team leads rigorous test programs that aim to replace aluminum surfaces containing hexavalent chromium in F-35 and C-130 aircraft with coatings that are safer for human and environmental health. Our collaborative work includes participation with the G8/G9 Aerospace Organic Coatings & Sealing Committees, which enables Lockheed Martin to stay up to date on the latest products and technologies utilized in industry. Recently, our team identified a new coating material that meets or exceeds the performance of the legacy compound, demonstrating robust adhesion and delivering equivalent or superior corrosion protection. Another project, testing a rare-earth-element-free primer on the F-35, led to improved corrosion resistance compared to the legacy primer; the results may lead to an F-35 without any hexavalent chromium material usage. Through the implementation of new successful technologies, we improve our overall sustainability, help customers meet their environmental goals and enable our products to adhere to government regulations. These changes align with our company's and customers' commitment to mission success and the protection of our workers and the environment.

SUSTAINABILITY MANAGEMENT PLAN GOAL: 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.[11]

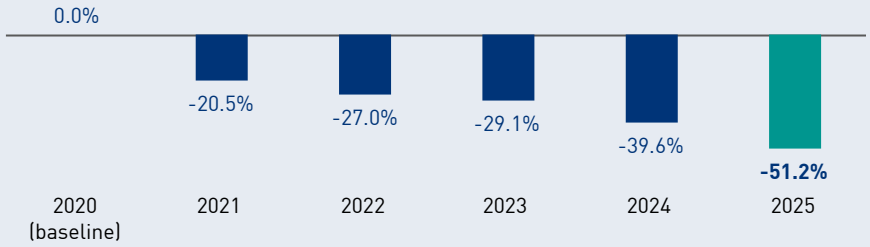
2025 PROGRESS: Throughout the SMP performance period, Lockheed Martin achieved reductions in Lockheed Martin Priority Chemicals per unit delivered in four out of five of our top programs. As we move beyond the 2025 SMP, our progress in this area will continue through the work of our Chemical Stewardship Integrated Project Team and our resilient design initiatives.

Demonstration of augmented reality for accuracy in small satellite solar array component placement

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]

2025 PROGRESS: This goal was achieved. The progress made toward this goal will continue through the work of our Chemical Stewardship Integrated Project team.

Lockheed Martin Enterprise: LMPCs Used per Dollar of Sales Revenue



(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.

Resource and Substance Supply Vulnerability

Lockheed Martin takes a comprehensive approach to supply chain and resource management to ensure we can deliver on our programs. Multiple teams across our enterprise collaborate to understand and address specific resource needs and challenges, and seek solutions that benefit both our business and the defense industrial base. We continuously work to identify and partner with suppliers that align with our core values and sustainability goals, with a focus on reducing and mitigating risk around sourcing critical materials. Our partnership approaches and risk mitigation strategies will continue to evolve as we increase the traceability of our critical mineral resources and substances usage.

Preparing for Critical Materials Regulation

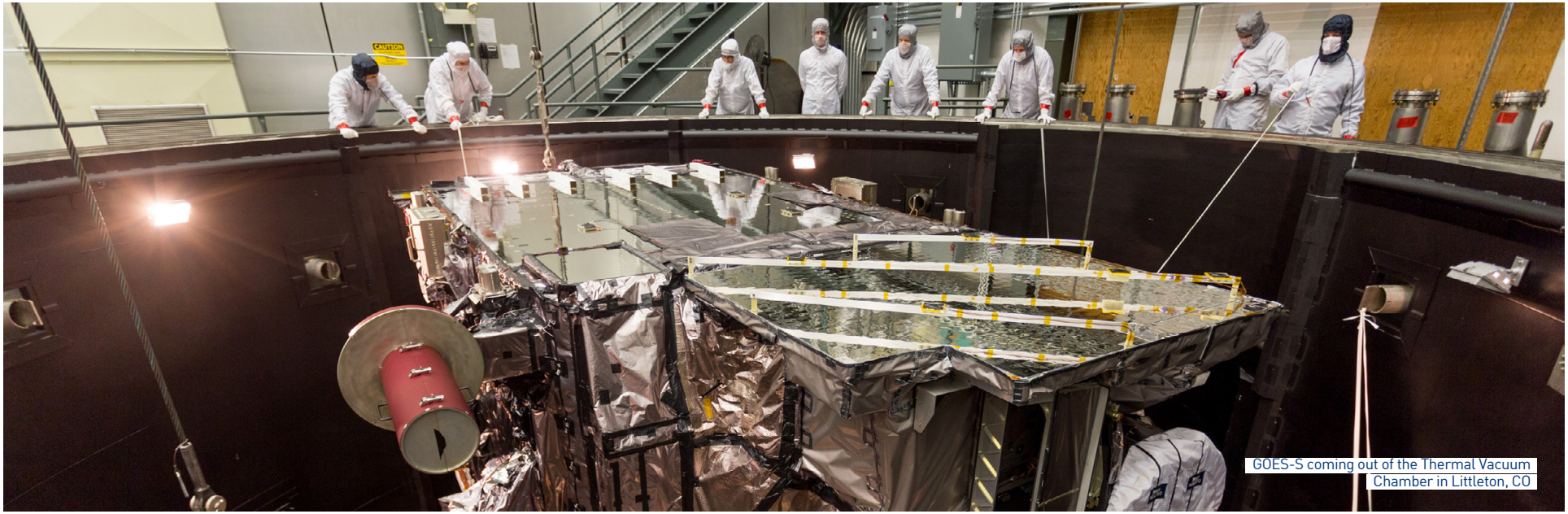
To prepare for the upcoming Defense Federal Acquisition Regulation Supplemental (DFARS) critical material sourcing restrictions, such as the sourcing of rare earth element (REE) magnets, our Critical Materials Management team continues to collaborate with government and industry to develop a Compliant Producers List for DFARS-regulated materials. We are enhancing our use of digital tools to support data collection and increase visibility and traceability of critical materials. We are also creating critical-materials and microelectronics sourcing procedures that provide guidance on managing and implementing risk mitigation strategies.

Addressing Supply Chain Challenges

Lockheed Martin recognizes the need to better understand and address the risks and challenges associated with the critical materials supply chain. We are working with our partners to build a resilient supply chain for critical materials, while also establishing raw material stockpiles and buffer inventories. We also lead a cross-functional Critical Materials Working Group, established material-specific tiger teams, and launched an internal webinar series to improve awareness and communication around critical materials.

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.

2025 PROGRESS: This goal was achieved. The Critical Materials Working Group has given us a pathway to collaborate across the enterprise and identify where we have the greatest risk exposure on critical materials. As a result of the work on this goal, there were no missed deliveries due to critical materials in 2025. We will continue to focus on ensuring a responsible and resilient supply chain through our day-to-day work and our new 2030 SMP priorities and goals.



GOES-S coming out of the Thermal Vacuum Chamber in Littleton, CO

Total Cost of Ownership

At Lockheed Martin, we recognize that product quality and affordability help ensure our competitiveness and our customers' satisfaction. We continuously seek new ways to enhance the efficiency and resiliency of our processes and our products to extend their useful lives. We provide our employees innovative tools, techniques and training to drive product performance and affordability results, including with our supply chain.

Propelling Mission-Driven Transformation

Through our mission-driven business and digital transformation program, 1LMX, we are optimizing how we design, buy, build and sustain our products, using digital models, integrated data, simulation capabilities and automation to increase speed to customers for Lockheed Martin products. Our 1LMX transformation is built upon three pillars—infrastructure and platforms, model-based enterprise and artificial intelligence (AI). Examples of our program efficiency achievements include:

- Space's Orion Artemis II team enabled a 10% acceleration in achieving a key integration milestone within five months.
- Missiles and Fire Control's program team embraced Advanced Performance Excellence initiatives to redesign harness installation resulting in 28 hours saved per unit.
- AI hackathons trained more than 500 AI Champions, with focused projects improving average cycle time for repetitive processes by 30%.

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.

SUSTAINABILITY MANAGEMENT PLAN GOAL: Meet or exceed annual savings goals for all business areas as defined in business area president scorecards through 2025.

2025 PROGRESS: This goal was achieved. We exceeded our 2025 enterprise-wide target and improved annual customer savings year over year. We will remain focused on cost reductions and affordability through our day-to-day work and our new 2030 SMP priorities and goals, and will continue to report cost competitiveness metrics to our Board of Directors.

The Orion spacecraft lifted atop the SLS rocket in High Bay 3 of the Kennedy Space Center in preparation for the Artemis II mission

Elevating Digital Responsibility

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

"Our approach to digital responsibility ensures that we deliver value with transparency, security and ethical rigor. By embedding robust governance across the enterprise, we harness AI to enhance decision-making, operational efficiency and customer outcomes while safeguarding data and trust."

MARIA DEMAREE
Senior Vice President and Chief Information Officer, Enterprise Business and Digital Transformation

17 Artificial Intelligence

Artificial Intelligence

Lockheed Martin is committed to the responsible and ethical use of AI. This commitment aligns with our core values to do what's right, respect others and perform with excellence. We continue to enhance our AI governance structure as we develop and launch AI systems across our enterprise, and as we offer AI technology to our customers. We are also continuing work with industry, government and academia to co-create standards to deliver on America's AI action plan.

To learn more, visit our Artificial Intelligence and Machine Learning website.

Driving Innovative Solutions

Our AI Factory platform is now in use across our enterprise and available to all employees. The various capabilities help employees fine tune and develop their work, offer virtual assistants and AI-generated workflows, and provide meeting transcription. Across Lockheed Martin, AI is being incorporated into hundreds of projects and programs for our customers, as well as integrated in internal initiatives to increase our own business operations efficiency.

SUSTAINABILITY MANAGEMENT PLAN GOAL: We achieved all goals established toward our SMP Elevating Digital Responsibility priorities prior to 2025. See page 7 of this report for further information.

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. Our 2030 SMP features a new goal to integrate 100% of new projects in the AI Factory, our Machine Learning Operations platform. The Lockheed Martin AI Factory provides a repeatable process that enables traceability, reliability and explainability in the AI development and deployment process, and enables model monitoring—ensuring that models remain relevant and encourage continued trust with customers.

Leading AI Standards

Our newly formed AI Certifications and Standards organization is strengthening our AI capabilities, workforce and culture, while also shaping national and international standards that promote responsible, explainable and resilient AI, aligned with the U.S. Department of War's ethical AI principles. The AI Certifications and Standards organization's four pillars—governance and standards, certifications and red teaming, ethics, and optimization—will propel our work to actively engage with those defining government and industry AI ethical standards, identify potential system vulnerabilities and mitigate any potential negative outcomes with the integration of AI enterprise-wide, and collect and disseminate AI best practices and lessons learned internally and externally.

Lockheed Martin Ventures' Demo Day event

Fostering Workplace Resiliency

Sikorsky CH-53K King Stallions

"Retaining and supporting an engaged, world-class workforce is a key component of our business strategy. By developing our talent, continuing robust workforce planning and implementing strategies to meet critical skills, we ensure we have the talent needed to keep us mission ready."

CHRIS WRONSKY
Senior Vice President and Chief Human Resources Officer

Harassment-Free Workplace

Lockheed Martin has zero tolerance for harassment, discrimination or retaliation, as outlined in our Code of Ethics and Business Conduct and corporate policies on Harassment-Free Workplace. All employees are required to complete annual harassment-free workplace training and uphold our core values. Additional related training is required for specific employees based on function and level.

Reinforcing Our Values and Expectations

Our annual mandatory Business Conduct Compliance training now includes bystander intervention principles, complete with new scenarios that teach employees how to be upstanders. The scenarios are designed to empower employees to intervene when witnessing or becoming aware of harassment, discrimination or other inappropriate conduct.

Our harassment-free workplace training, a component of the Business Conduct Compliance training, won a Platinum AVA Digital Award in the training/ e-learning category.

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

2025 PROGRESS: This goal was achieved. All employees will continue to participate in bystander intervention training as part of the annual mandatory Business Conduct Compliance training.

Employees at a Rebuilding Together event in Fort Worth, TX

Workforce and Talent

Lockheed Martin is focused on hiring the best talent to drive innovation and address our customers' toughest challenges. We invest in our employees' professional development, safety and well-being, and foster a culture based on our core values. Our commitment to our employees is demonstrated through our policies, programs and sustainability goals.

Recruiting and Supporting the Military Community

Lockheed Martin demonstrates a comprehensive approach to recruiting, training and retaining members of the military community through unique initiatives, enhanced recruitment events, strategic partnerships and preparation of future leaders. In 2025, our veteran hire rate was 26% and the hire rate for protected veterans was 11.8%. Our Continuing Your Mission network serves as a cornerstone of our efforts, with a dedicated Military Relations team that carefully matches candidate qualifications to suitable roles and guides applicants through every step of the recruitment process. In 2025, we hosted more than 100 virtual and in-person hiring events around the globe focused on the military community. We also renewed our alliance with SkillBridge, strengthening our connection to transitioning service members, and increased our support of the student veteran community through the 2025 Student Veterans of America Leadership Institute, which offers networking, skills and mentorship.

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.

2025 PROGRESS: This goal was achieved. In 2025, our protected veteran hire rate was 11.8% compared to the Labor Department's 5.2% benchmark, and our hire rate for people with disabilities was 13.7% compared to the 7% goal of the Labor Department. We remain committed to hiring top talent from all backgrounds and experiences and ensuring workforce readiness at Lockheed Martin.

Sarah Mason, a Sikorsky Quality Analyst and Black Hawk pilot with the Rhode Island National Guard

Workplace Safety

Our comprehensive safety, health and wellness programs are designed to ensure safe work conditions and foster a healthy work environment. By optimizing operations and promoting workforce resiliency, we also enhance business value.

To learn more, visit our Environment, Safety and Health website.

Making Safety a Priority

At Lockheed Martin, our most important asset is our people and ensuring their safety is a top priority. Our Target Zero program educates employees and leaders on strategies to reduce risk and prevent injuries. Leaders engage regularly with employees on their safety and well-being, resulting in a safer work environment, resilient employees and better business outcomes. Employees are empowered to identify and mitigate workplace hazards and process inefficiencies, enhance accountability and improve personal resilience. Lockheed Martin employees ranked the Target Zero Program as highly effective in our 2025 Employee Insights Survey, reflecting confidence not only in our safety programs, but also in the support of leadership and the dedication of their peers to ensuring that the commitment to safety underlies our work every day. 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.

Gabriel Bowman, one of the ten inaugural graduates from the Lockheed Martin Advanced Manufacturing Technician Apprenticeship Program (AMTAP)

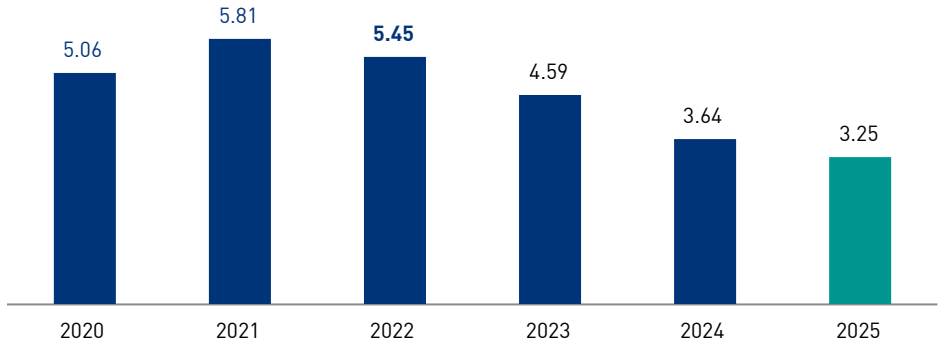
Encouraging Ergonomic Enhancements

The annual Lockheed Martin Ergo Cup competition empowers employees to design solutions or implement innovative practices that minimize ergonomic stressors in the workplace. The top three winners from our 2024 competition went on to compete at the 28th Annual Applied Ergonomics Conference's internationally recognized Ergo Cup competition in March 2025. The team from Missiles and Fire Control in Camden, AR, won the Ergo Cup award for the "Task-Focused Workplace Solutions: Miscellaneous or Multi-Task Category" for their innovative solution, HERO (HIMARS Ergonomic Rollover Optimization). The tool introduced innovative rotating capabilities and a new tooling fixture that reduces injury risk by 50% and awkward posture by 85%, making a significant impact on worker safety and efficiency.

SUSTAINABILITY MANAGEMENT PLAN GOAL: Reduce the number of days away from work due to occupational injury or illness through 2025.[13]

2025 PROGRESS: This goal was achieved. We will continue to prioritize employee safety and health through our day-to-day work, our leadership and our Board of Directors reporting, and in our 2030 SMP priorities and goals.

Severity Rate[12,13]



(12) 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.
(13) Excludes interns and contractors.

Modeling Business Integrity

Lockheed Martin C-130J Super Hercules, voted Coolest Thing Made in Georgia 2025

"In 2025, we celebrated thirty years of our globally recognized ethics program founded on our core values, 'Do What's Right, Respect Others and Perform with Excellence.' We remain firmly committed to responsible and resilient governance practices, grounded in integrity and respect, in which every employee can thrive."

KEVIN O'CONNOR
Senior Vice President General Counsel and Corporate Secretary

Ethical Business Practices

As Lockheed Martin celebrates the 30-year anniversary of our Ethics program, our commitment continues to be the foundation of everything we do. Our sustained reputation for ethical conduct instills confidence in our customers and suppliers. This 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

Our Code of Ethics and Business Conduct and Ethics and Business Conduct policy set the standard for our robust Ethics program. The Code of Ethics and Business Conduct is updated every three years by the Corporate Ethics Office and covers topics that emphasize our core values to do what's right, respect others and perform with excellence. Along with our policies, our full-time ethics officers, who are embedded across our organization, enable employees to feel comfortable and confident when seeking guidance or reporting potential misconduct.

Employees are empowered to raise concerns or report potential misconduct without fear of retaliation.[14] Regular reminders that encourage employees to speak up are reinforced through training such as our award-winning Integrity Minute video series, policies that ensure employees know how to raise concerns, and our thorough communications.

Promoting Ethics Through Academic Partnership

Our award-winning Ethics in Engineering Case Competition provides college and university students a real-world preview of the professional challenges they will face in the business environment and demonstrates the importance of ethical values. In 2025, at the 8th annual event, over 200 students and faculty advisors from schools across the country tackled a business ethics case on firefighting intelligence, leveraging AI and human input to develop solutions for wildfire management. A team from Texas A&M University took first place in the competition in a closely contested final match against a team from Pennsylvania State University.

Learn more about the competition and hear participants' perspectives by visiting the Ethics in Engineering Case Competition website.

Students debate at Lockheed Martin's Ethics in Engineering Competition

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.

2025 PROGRESS: This goal was achieved. Our biennial Employee Insights Survey in 2025 indicated 22% 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 continue to track this data through the biennial survey.

30 YEARS OF ETHICS

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

Anti-Bribery and Corruption

Representing our mission and values

Corruption impairs economic and social development, threatens stability and security, and undermines fair trade and competition, destroying the trust that is fundamental to our most important relationships and potentially impacting our ability to deliver for our customers.
We conduct our business activities in accordance with our core values and our Code of Ethics and Business Conduct.
We have zero tolerance for any form of corruption in our business dealings.

Commitment to Do What's Right

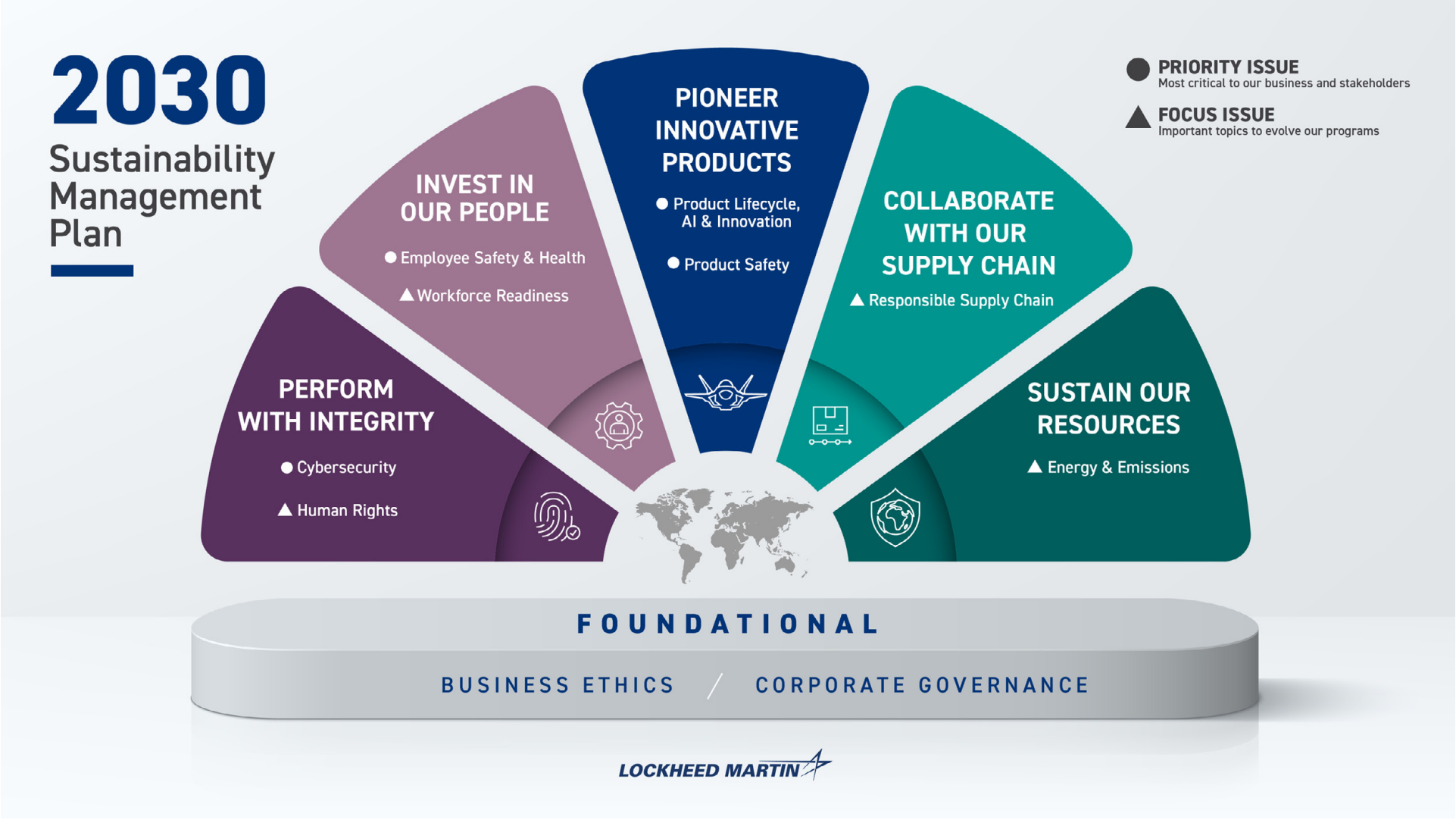
To celebrate the 30th anniversary of our Ethics program and reinforce the importance of ethical conduct, the Corporate Ethics Office created and shared a video with all employees, detailing the history and evolution of our robust initiatives. These initiatives started through a compliance-based program to combat corruption and developed into a values-driven mission. When Lockheed Martin was founded through a merger in 1995, we prioritized an enterprise-wide approach to elevate our ethical culture, not only to do what's right, but also to confront and overcome the bribery that was commonplace in the defense industry in the 1970s. Through experimentation, exploration and experience, we shaped our current Ethics program to foster a respectful, collaborative and ethical workplace culture.

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

2025 PROGRESS: This goal was achieved. We reached 100% completion of these two trainings for required employees. We will continue training employees on gifts and business courtesies and international business practices.

Looking Ahead: 2030 Sustainability Management Plan

Our 2030 Sustainability Management Plan (SMP) defines the next phase of our goals and drives our sustainability progress. Our new and ambitious commitments are based on the double materiality assessment we conducted and finalized over the past couple of years that engaged more than 8,000 internal and external stakeholders. Through the process, we identified, refined and narrowed the material sustainability issues that are considered most critical to our business and stakeholders from a financial and impact perspective. Building on the robust history of our sustainability programs, we created a new set of goals for our material issues to ensure continuous program enhancement. We look forward to sharing more about the 2030 SMP in future reports and on our website.



2025 Performance Index

Sikorsky S-92 helicopter

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).

2025 Performance Index

Please note that qualitative responses are only provided for the 2025 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 is based on the calendar year, and performance metrics are compared to a 2020 baseline.[1] 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 over 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	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Economic Performance							
Direct Economic Value Generated and Distributed	2025 Annual Report/Form 10-K	-	-	-	-	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. Annual and quarterly deliveries are provided as part of our Quarterly Earnings Release documentation.	-	-	-	-	-	RT-AE-000.A
Labor Practices							
Number of Work Stoppages[2]	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)	2025 CDP Corporate Questionnaire: Policy Engagement	-	-	-	-	415-1 (2021)	-

2025 Company Profile Notes:

(1) Our Go Green data reporting dates shifted to calendar year and we adjusted previous years' data accordingly.

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

Workforce Demographics[1]

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Total Employees[2]	123,000	121,000	122,000	116,000	114,000	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Total Engineers, Scientists and IT Professionals[2]	72,000	70,000	65,000	61,000	59,000	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Total New Hires[3]	10,792	9,205	15,085	14,621	10,317	401-1 (2021)	-
New Hire Percentage of Workforce[4]	8.9%	7.7%	12.9%	12.6%	9.1%	401-1 (2016)	-
% Employees Covered by Collective Bargaining Agreements	19.0%	19.0%	19.0%	20.0%	20.0%	2-7, 2-8 2-30 (2021)	-
Veterans[5]	20.2%	20.5%	21.2%	21.2%	21.2%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Persons with Disabilities[5]	13.7%	13.4%	12.3%	10.8%	9.8%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Geographic Location[6]							
Australia[7]	1700+	1,600+	1,400+	1,150+	1,200+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Canada[7]	1000+	1,000+	1,300+	1,300+	1,200+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
New Zealand[7]	250+	300+	300+	250+	250+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Poland[7]	1700+	1,700+	1,600+	1,500+	1,600+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
United Kingdom[7]	1600+	1,700+	1,700+	1,600+	1,600+	2-7, 2-8 405-1 (2021)	RT-AE-000.B
United States[8]	114000+	113,000+	116,000+	110,100+	107,000+	2-7, 2-8 405-1 (2021)	RT-AE-000.B

2025 Workforce Demographic Notes:

(1) All data as of December 31, 2025.

(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 2025, 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 2025, 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, 2025).

(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 2025, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

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

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

(8) 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 2025, casual workers represented about 1% of Lockheed Martin's global workforce and are considered negligible.

Workforce Demographics[1]

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Generation							
Traditionalist[9]	0.1%	0.1%	0.1%	0.1%	0.2%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Baby Boomer[9]	12.9%	15.3%	17.8%	21.1%	24.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation X[9]	29.2%	29.7%	29.9%	31.0%	32.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Millennials[9]	41.6%	41.1%	40.7%	39.8%	39.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Generation Z[9]	16.3%	13.8%	11.5%	8.0%	5.0%	2-7, 2-8 405-1 (2021)	RT-AE-000.B
Education Level							
High School/None Indicated	28.3%	28.5%	28.8%	29.7%	30.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Associate's/Some College	6.0%	6.2%	6.4%	6.6%	7.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Bachelor's	38.9%	39.2%	39.3%	38.5%	38.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Graduate/Ph.D.	26.8%	26.1%	25.5%	25.2%	25.0%	2-7, 2-8 405-1 (2016)	RT-AE-000.B
Employee Turnover							
Total Turnover[10]	9,796	12,500	9,600	12,135	11,435	401-1 (2016)	-
Voluntary Turnover[11]	4,780	5,174	4,915	7,375	6,185	401-1 (2016)	-
Percentage of Voluntary Turnover[11]	4.0%	4.3%	4.1%	6.4%	5.4%	401-1 (2016)	-
Involuntary Turnover[12]	5,016	7,273	4,738	4,760	5,250	401-1 (2016)	-
Percentage of Involuntary Turnover[12]	4.2%	6.0%	3.9%	4.2%	4.6%	401-1 (2016)	-

2025 Workforce Demographic Notes:

(1) All data as of December 31, 2025.

(9) Based on employees who self-identify. Includes 99% of Lockheed Martin global operations. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures. In 2025, 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

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

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

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

Benefits

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Parental Leave							
Total Employees Entitled to Parental Leave	97,135	95,941	98,571	92,534	89,675	401-3 (2016)	-
Female Employees Entitled to Parental Leave	24,632	24,139	24,517	23,159	22,467	401-3 (2016)	-
Male Employees Entitled to Parental Leave	72,503	71,802	74,054	69,375	67,208	401-3 (2016)	-
Total Employees Who Took Parental Leave [1]	4,665	4,393	4,642	4,332	2,336	401-3 (2016)	-
Female Employees Who Took Parental Leave[1]	906	887	853	738	536	401-3 (2016)	-
Male Employees Who Took Parental Leave[1]	3,759	3,506	3,789	3,594	1,800	401-3 (2016)	-
Total Employees Who Returned to Work After Parental Leave[1]	4,654	4,381	4,637	4,325	2,328	401-3 (2016)	-
Female Employees Who Returned to Work After Parental Leave[1]	901	881	852	733	532	401-3 (2016)	-
Male Employees Who Returned to Work After Parental Leave[1]	3,753	3,500	3,785	3,592	1,796	401-3 (2016)	-
Total Employees Who Were Still Employed 12 months After Taking Parental Leave[2]		4010	4,255	4,022	2,045	401-3 (2016)	-
Female Employees Who Were Still Employed 12 months After Taking Parental Leave[2]		806	771	675	478	401-3 (2016)	-
Male Employees Who Were Still Employed 12 months After Taking Parental Leave[2]		3204	3,484	3,347	1,567	401-3 (2016)	-
Retention Rate of Total Employees Who Returned to Work After Parental Leave[2]		91%	92%	93%	88%	401-3 (2016)	-
Retention Rate of Female Employees Who Returned to Work After Parental Leave[2]		91%	90%	91%	89%	401-3 (2016)	-
Retention Rate of Male Employees Who Returned to Work After Parental Leave[2]		91%	92%	93%	87%	401-3 (2016)	-
Global Minimum Weeks Paid Parental Leave[3]	4	4	4	4	4	401-3 (2016)	-

2025 Benefits Notes:

(1) The 2024 data restatement occurred because the previously reported data included state bonding and federal FMLA leaves versus only including Lockheed Martin Paid Parental Leaves.

(2) Retention data for 2025 will be available starting 1/1/2027. A 2023 data restatement occurred because the previously reported data included state bonding and federal FMLA leaves versus only including Lockheed Martin Paid Parental Leaves.

(3) 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	2025	2024	2023	2022	2021	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	25.0	28.4	27.3	26.0	404-1 (2016)	-
Hours Per Employee Devoted to Training on Human Rights Policies or Procedures	0.2	0.2	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	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Description of Approach to Identifying and Addressing Data Security Risks in (1) Company Operations and (2) Products	Cyber Kill Chain 2025 Annual Report 2026 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: 2025 Annual Report As of December 2025, 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: 2025 Annual Report As of December 2025, Lockheed Martin has no reported cybersecurity incidents.	-	-	-	-	-	RT-AE-230a.1

Product Safety

METRICS	2025	2024	2023	2022	2021	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	There were no Airworthiness Directives for our products within 2025.	-	-	-	-	-	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	2025	2024	2023	2022	2021	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	-	-	-	-	-	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	2025	2024	2023	2022	2021	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	304[4]	324[5]	316[6]	304[7]	234[8]	406-1 (2021)	-

2025 Ethics and Anti-Corruption Notes:

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

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

(3) Business development and offset consultants receive annual ethics and compliance training with a focus on anti-corruption.

(4) 304 internal EEO-related complaints were investigated in the United States.

(5) 324 internal EEO-related complaints were investigated in the United States.

(6) 316 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 64.6% of the investigated EEO matters.

(7) 304 internal EEO-related complaints were investigated in the United States; disciplinary action was taken in 51.8% of the investigated EEO matters.

(8) 234 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	2025	2024	2023	2022	2021	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. 2025 Sustainability Report: Workplace Safety Environment, Safety and Health Website		-	-	-	403-1 (2018)	-
ISO 14001[1]							
Total Number of Sites Certified	37	37	47	45	40	-	-
Percentage of Sites Certified	11%	10%	14%	13%	11%	-	-
ISO 45001[1]							
Total Number of Sites Certified	25	25	35	32	25	403-1 (2018)	-
Percentage of Sites Certified	7%	7%	10%	9%	7%	403-1 (2018)	-

2025 ESH Management Note:

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

Energy

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Total Energy Consumption (MWh)	3,268,148	3,147,411	3,093,572	3,247,022	3,193,064	302-1 (2016)	RT-AE-130a.1
Energy Intensity Ratio (MMBTU per $M USD Revenue)	149	151	156	168	163	302-3 (2016)	-
Energy Reduction vs. 2020 Baseline (MWh)	-3%	1%	3%	-2%	0%	302-4 (2016)	-
Scope 1 Energy Consumption							
Total (MWh)	1,665,040	1,547,552	1,533,076	1,644,296	1,597,082	302-1 (2016)	RT-AE-130a.1
Diesel (MWh)	12,047	11,611	11,864	11,354	10,483	302-1 (2016)	RT-AE-130a.1
Distillate Fuel Oil No. 2 (MWh)	4,976	4,655	3,463	11,757	5,154	302-1 (2016)	RT-AE-130a.1
Gasoline (MWh)	15,380	15,765	16,298	16,113	24,131	302-1 (2016)	RT-AE-130a.1
Jet Fuel (MWh)	204,511	169,028	157,620	191,026	179,838	302-1 (2016)	RT-AE-130a.1
Natural Gas (MWh)	1,410,610	1,256,589	1,257,450	1,293,899	1,277,188	302-1 (2016)	RT-AE-130a.1

Energy

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Propane (MWh)	17,439	66,303	62,013	62,615	46,258	302-1 (2016)	RT-AE-130a.1
Biomass (MWh)	0	23,514	24,313	57,520	54,029	302-1 (2016)	RT-AE-130a.1
Kerosene (MWh)	77	90	53	11	-	302-1 (2016)	RT-AE-130a.1
Scope 2 Energy Consumption[1]							
Total (MWh)	1,603,108	1,599,859	1,560,497	1,602,726	1,595,982	302-1 (2016)	RT-AE-130a.1
Cooling (Chilled Water) (MWh)	23,621	24,810	25,728	25,346	25,615	302-1 (2016)	RT-AE-130a.1
Electricity (MWh)	1,565,447	1,561,377	1,520,462	1,561,961	1,553,350	302-1 (2016)	RT-AE-130a.1
Heating (MWh)	14,040	13,672	14,307	15,419	17,017	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	2,065,653	-	-	-	-	-
Total (MWh)	562,152	469,293	445,456	425,911	461,156	302-1 (2016)	RT-AE-130a.1
Percentage of Total Electricity Consumption	36%	30%	29%	27%	30%	302-1 (2016)	RT-AE-130a.1
Sources and Percentage of Total Renewable Electricity	Renewable energy certificates (RECs) (mixed): 38% On-site (solar): 12% Power purchase agreements (PPAs) (solar): 18% Green tariff (solar/wind/biofuels/small hydro): 14% Green tariff (large hydro): 17%	-	-	-	-	302-1 (2016)	RT-AE-130a.1

2025 Energy Notes:

(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	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Renewable Electricity[2]							
Total (excluding large hydropower) (MWh)[3]	465,941	391,043	356,637	349,373	380,229	302-1 (2016)	RT-AE-130a.1
Percentage of Total Electricity Consumption (excluding large hydropower)	30%	25%	23%	22%	24%	302-1 (2016)	RT-AE-130a.1
Sources and Percentage of Total Renewable Electricity (excluding large hydropower)	Renewable energy certificates (RECs) (mixed): 46% On-site (solar): 15% Power purchase agreements (PPAs) (solar): 22% Green tariff (solar/wind/biofuels/small hydro): 17%	-	-	-	-	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)	-

2025 Energy Notes:

(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	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Net GHG Emissions (Scope 1 + Scope 2 Market-Based) (MT CO_2e)[1]	654,334	683,221	676,798	706,098	694,437	305-1 (2016) 305-2 (2016)	-
GHG Emissions Reduction vs. 2020 Baseline (Scope 1 + Scope 2)	17%	14%	14%	11%	12%	305-5 (2016)	-
GHG Emissions Intensity Ratio (Scope 1 + 2 Location-Based) (MT CO_2e per $USD Revenue)	0.000011	0.000012	0.000012	0.000013	0.000013	305-4 (2016)	-

2025 Emissions Notes:

(1) This metric measures or estimates data for ~98% of eligible building area.

Emissions

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Biogenic CO_2 Emissions (MT CO_2)	0	7,527	7,783	18,413	17,296	305-1 (2016)	-
Scope 1 Emissions							
Gross Direct GHG Emissions (MT CO_2e)	330,897	304,725	301,098	318,169	308,886	305-1 (2016)	-
Scope 2 Emissions							
Gross Location-Based Indirect GHG Emissions (MT CO_2e)	492,943	527,425	530,122	534,429	568,476	305-2 (2016)	-
Gross Market-Based Indirect GHG Emissions (MT CO_2e)	323,438	378,496	375,700	387,929	385,551	305-2 (2016)	-
Scope 3 Emissions[2]							
Total (MT CO_2e)[2]	29,806,002	24,976,825	23,365,772	27,814,474	28,617,043	305-3 (2016)	-
Purchased Goods and Services (MT CO_2e)[3]	4,019,048	4,061,245	4,936,717	3,577,923	4,671,288	305-3 (2016)	-
Capital Goods (MT CO_2e)[4]	420,626	525,151	538,836	547,155	501,477	305-3 (2016)	-
Fuel- and Energy-Related Activities (not included in Scope 1 and 2) (MT CO_2e)[5]	19,310	20,735	20,721	20,838	22,970	305-3 (2016)	-
Business Travel (MT CO_2e)[6]	284,291	324,548	232,818	175,249	99,642	305-3 (2016)	-
Employee Commuting (MT CO_2e)[7]	218,819	268,705	221,271	223,060	207,988	305-3 (2016)	-
Waste Generated in Operations (MT CO_2e)[8]	6,846	8,288	9,195	10,408	13,675	305-3 (2016)	-
Use of Sold Products (MT CO_2e)[9]	24,819,988	19,757,671	17,384,512	23,230,279	23,082,885	305-3 (2016)	RT-AE-410a.2
Upstream Transportation and Distribution (MT CO_2e)[10]	17,073	10,473	21,692	29,558	17,108	305-3 (2016)	-

2025 Emissions Notes:

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

(3) PO transactions multiplied by the NAICS aligned emissions factor (Cornerstone/EPA v1.4, "Without Margins"). International factors incorporated via Exiobase. Emissions factors are adjusted annually by industry specific "PPI" vs. USD_Yr. PG&S filtered by NAICS. 2025 expands sources to include PZL and LMAL.

(4) PO transactions multiplied by the NAICS aligned emissions factor (Cornerstone/EPA v1.4, "Without Margins"). International factors incorporated via Exiobase. Emissions factors are adjusted annually by industry specific "PPI" vs. USD_Yr. CG filtered by NAICS. 2025 expands sources to include PZL and LMAL.

(5) 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.

(6) 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.

(7) 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.

(8) Waste emissions are calculated by disposal method. Primary data is collected via Go Green process and captured at the material flow category. Emission factors are used from US EPA and UK DEFRA.

(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 Transportation & Distribution 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	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Risks and Opportunities Posed by Climate Change	2024 TCFD-Aligned Climate-Related Risks and Opportunities Report 2025 CDP Climate Change Disclosure 2025 Annual Report/Form 10-K: Risk Factors	-	-	-	-	201-2 (2016)	-

Waste

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Description of the Processes Used to Collect and Monitor Waste-Related Data	Sustainability Website - Other Topics	-	-	-	-	306-2 (2020)	-
Description of Waste Reduction Actions	Sustainability Website - Other Topics	-	-	-	-	306-2 (2020)	-
Total Waste							
Total Waste Generated (lbs.)[1]	51,500,327	54,703,090	57,890,170	57,205,654	56,628,595	306-3 (2020)	-
Landfill (lbs.)[2]	12,762,073	15,260,183	17,691,569	16,745,168	16,538,688	306-5 (2020)	-
Recycled (lbs.)	28,018,758	29,082,966	30,570,017	29,794,081	28,847,356	306-4 (2020)	-
Incineration (with energy recovery) (lbs.)	2,930,025	3,380,949	3,958,159	3,944,202	4,024,126	306-5 (2020)	-
Incineration (without energy recovery) (lbs.)	5,578,227	4,332,908	2,812,057	3,132,401	3,426,100	306-5 (2020)	-
Other Disposal Method (lbs.)	2,211,244	2,646,084	2,858,368	3,589,803	3,792,325	306-5 (2020)	-
Percentage to Landfill	25%	28%	31%	29%	29%	306-5 (2020)	-
Percentage Recycled	54%	53%	53%	52%	51%	306-4 (2020)	-
Hazardous Waste[3]							
Total Hazardous Waste Generated (lbs.)	6,253,258	5,214,458	5,130,056	5,036,204	5,937,783	306-3 (2020)	RT-AE-150a.1
Landfill (lbs.)	1,539,244	906,827	1,195,313	917,506	913,801	306-5 (2020)	-
Recycled (lbs.)	737,701	658,803	615,315	587,114	661,803	306-4 (2020)	RT-AE-150a.1
Incineration (with energy recovery) (lbs.)	241,069	648,551	483,528	311,563	271,841	306-5 (2020)	-
Incineration (without energy recovery) (lbs.)	2,202,441	1,763,518	1,561,004	2,131,832	2,912,367	306-5 (2020)	-

2025 Waste Notes:

(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	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Hazardous Waste[3]							
Other Disposal Method (lbs.)	1,532,802	1,236,759	1,274,895	1,088,189	1,177,971	306-5 (2020)	-
Percentage to Landfill	25%	17%	23%	18%	15%	306-5 (2020)	-
Percentage Recycled	12%	13%	12%	12%	11%	306-4 (2020)	RT-AE-150a.1
Spills							
Number of Reportable Spills[4]	0	0	0	0	0	-	-

2025 Waste Notes:

(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	GRI INDICATOR	ISSB STANDARD
A Description of How the Organization Interacts with Water and Identifies Water-Related Impacts	Sustainability Website—Other Topics	-	-	-	-	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—Other Topics	-	-	-	-	303-1 (2018)	-
Total Water Withdrawal (million gallons)[1]	1,313	1,248	1,233	1,291	1,236	303-5 (2018)	-
Percentage of Water Withdrawal at High Risk Sites[2]	64%	63%	65%	67%	-	-	-
Total Water Withdrawal at High Risk Sites (million gallons)[2]	845	787	803	871	-	-	-

2025 Water Notes:

(1) Water withdrawal is reported for 91% of eligible building square footage.

(2) Includes sites identified as having the highest operational water risk. Operational risk is assessed based on water withdrawal, regional water stress, local water notices, and potential operational impact. This assessment was updated in 2025 and incorporates data from WRI's Aqueduct Water Risk Atlas 4.0. Includes nine sites: Palmdale, CA; Fort Worth, TX; Grand Prairie, TX; Sunnyvale, CA; Santa Barbara, CA; Waterton, CO; Palo Alto, CA; Marietta, GA; Valley Forge, PA.

Health and Safety

METRICS		2024	2023	2022	2021	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]	0.97	1	0.98	1.09	1.02	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]	0.12	0.15	0.17	0.37	0.3	403-9 (2018)	RT-IG-320a.1
Days Away/Restricted or Transfer Rate (DART)[1]	0.42	0.51	0.5	-	-	403-9 (2018)	-
Lost Time Injury Frequency Rate (LTIFR)[1]	0.59	0.74	0.84	-	-	403-9 (2018)	-

2025 Health and Safety Note:

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

Supply Chain

METRICS	2025	2024	2023	2022	2021	GRI INDICATOR	ISSB STANDARD
Description of the Management of Risks Associated with the Use of Critical Materials	2025 Annual Report/Form 10-K: Raw Materials, Suppliers and Seasonality	-	-	-	-	-	RT-AE-440a.1
Percentage of the Procurement Budget Used for Significant Locations of Operation Spent on Suppliers Local to That Operation[1]	20%	20%	22%	25%	20%	204-1 (2016)	-
Counterfeit Parts							
Number of Counterfeit Parts Detected, Percentage Avoided	Lockheed Martin considers this confidential information.					-	RT-AE-250a.2
Environmental Impact							
Percentage of New Suppliers That Were Screened Using Environmental Criteria[2]	100%	100%	100%	100%	100%	308-1 (2016)	-
Social Impact							
Percentage of New Suppliers That Were Screened Using Social Criteria[3]	100%	100%	100%	100%	100%	414-1 (2016)	-
Suppliers Assessed for Social Impacts[4]	0	13,181	13,297	13,383	13,700	414-2 (2016)	-
Number of Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts[4]	0	4	12	10	32	414-2 (2016)	-

2025 Supply Chain Notes:

(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) We are evolving our strategy on due diligence and risk management as part of the SMP 2030.

GRI Content Index

Statement of Use	Lockheed Martin has reported the information cited in this GRI content index for the period January 1, 2025, through December 31, 2025, 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 2025 Annual Report 2025 Annual Report: Business 2025 Annual Report: Properties
2-2 Entities Included in the Organization's Sustainability Reporting	2025 Annual Report
2-3 Reporting Period, Frequency and Contact Point	2025 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. In 2025, our baseline year was updated to reflect the calendar year. Baseline and historical data are updated to reflect changes in the organizational structure or other improvements to methodology.
2-5 External Assurance	2025 Sustainability Performance Report: About This Report 2025 Assurance Statement
2-6 Activities, Value Chain and Other Business Relationships	Corporate Website—About Lockheed Martin 2025 Annual Report 2025 Annual Report: Financial Statements 2025 Annual Report: Raw Materials, Suppliers and Seasonality
2-7 Employees	Corporate Website—About Lockheed Martin 2025 Annual Report 2025 Sustainability Performance Report: Workforce and Talent 2025 Performance Index: Workforce Demographics
2-8 Workers Who Are Not Employees	Corporate Website—About Lockheed Martin 2025 Annual Report 2025 Sustainability Performance Report: Workforce and Talent 2025 Performance Index: Workforce Demographics
2-9 Governance Structure and Composition	Sustainability Website—Governance 2026 Proxy Statement: Board Oversight of Sustainability 2026 Proxy Statement: Board Oversight of our Business and People Strategy

METRICS

GRI 2: General Disclosure 2021	
2-10 Nomination and Selection of the Highest Governance Body	Sustainability Website—Governance 2026 Proxy Statement: Board Oversight of Sustainability 2026 Proxy Statement: Board Oversight of our Business and People Strategy
2-11 Chair of the Highest Governance Body	2026 Proxy Statement: Corporate Governance
2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	2025 Sustainability Performance Report: Sustainability Management Plan Scorecard Sustainability Website—Materiality Assessment 2026 Proxy Statement: Stockholder Engagement 2026 Proxy Statement: Sustainability Governance Structure 2026 Proxy Statement: Corporate Governance 2026 Proxy Statement: Board Oversight of Risk
2-13 Delegation of Responsibility for Managing Impacts	Sustainability Website—Governance 2026 Proxy Statement: Corporate Governance
2-14 Role of the Highest Governance Body in Sustainability Reporting	2026 Proxy Statement: Corporate Governance
2-15 Conflicts of Interest	2026 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 2026 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	2026 Proxy Statement: Director Nominees' Strategic Expertise and Core Competencies
2-18 Evaluation of the Performance of the Highest Governance Body	2026 Proxy Statement: Annual Performance & Incentives Summary
2-19 Remuneration Policies	2026 Proxy Statement: Compensation Discussion and Analysis
2-20 Process to Determine Remuneration	2026 Proxy Statement: Compensation Discussion and Analysis 2026 Proxy Statement: Executive Compensation
2-21 Annual Total Compensation Ratio	2026 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—Other Topics
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 2025 Sustainability Performance Report: Workplace Safety 2025 Sustainability Performance Report: Energy

METRICS	
GRI 2: General Disclosure 2021	
2-24 Embedding Policy Commitments	2025 Performance Index 2025 Annual Report: Human Capital
2-25 Processes to Remediate Negative Impacts	Corporate Ethics Helpline Code of Ethics and Business Conduct Ethics Website—Human Rights 2025 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. 2025 Annual Report: Note 14 – Legal Proceedings, Commitments and Contingencies
2-28 Membership Associations	2025 CDP Climate Change Disclosure: Policy Engagement
2-29 Approach to Stakeholder Engagement	Sustainability Website—Materiality Assessment Corporate Sustainability Policy Sustainability Website—2030 Sustainability Management Plan 2025 Assurance Statement 2026 Proxy Statement: Stockholder Outreach 2026 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 of 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
GRI 3: Material Topics 2021	
3-1 Process to Determine Material Topics	Sustainability Website—Materiality Assessment
3-2 List of Material Topics	Sustainability Website—Materiality Assessment
3-3 Management of Material Topics	Sustainability Website—2030 Sustainability Management Plan
GRI 201: Economic Performance 2016	
201-1 Direct Economic Value Generated and Distributed	2025 Performance Index: Company Profile
201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	2025 Performance Index: Climate

METRICS	
GRI 204: Procurement Practices 2016	
204-1 Proportion of Spending on Local Suppliers	2025 Performance Index: Supply Chain
GRI 205: Anti-Corruption 2016	
205-1 Operations Assessed for Risks Related to Corruption	2025 Performance Index: Ethics and Anti-Corruption: Operations Assessed for Risk
205-2 Communication and Training About Anti-Corruption Policies and Procedures	2025 Performance Index: Ethics and Anti-Corruption: Communication and Training
205-3 Confirmed Incidents of Corruption and Actions Taken	2025 Performance Index: Ethics and Anti-Corruption: Incidents
GRI 302: Energy 2016	
302-1 Energy Consumption Within the Organization	2025 Performance Index: Energy
302-3 Energy Intensity	2025 Performance Index: Energy
302-4 Reduction of Energy Consumption	2025 Performance Index: Energy
GRI 303: Water and Effluents 2018	
303-1 Interactions with Water as a Shared Resource	2025 Performance Index: Water
303-3 Water Withdrawal	2025 Performance Index: Water
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG Emissions	2025 Performance Index: Emissions
305-2 Energy Indirect (Scope 2) GHG Emissions	2025 Performance Index: Emissions
305-3 Other Indirect (Scope 3) GHG Emissions	2025 Performance Index: Emissions
GRI 306: Waste 2020	
306-2 Management of Significant Waste-Related Impacts	2025 Performance Index: Waste
306-3 Waste Generated	2025 Performance Index: Waste
306-4 Waste Diverted from Disposal	2025 Performance Index: Waste
306-5 Waste Directed to Disposal	2025 Performance Index: Waste
GRI 308: Supplier Environmental Assessment 2016	
308-1 New Suppliers That Were Screened Using Environmental Criteria	2025 Performance Index: Supply Chain

METRICS	
GRI 401: Employment 2016	
401-1 New Employee Hires and Employee Turnover	2025 Performance Index: Workforce Demographics
401-3 Parental Leave	2025 Performance Index: Benefits: Parental Leave
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational Health and Safety Management System	2025 Performance Index: Environment, Safety and Health Management
403-2 Hazard Identification, Risk Assessment and Incident Investigation	2025 Performance Index: Health and Safety
403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety	2025 Performance Index: Health and Safety
403-9 Work-Related Injuries	2025 Performance Index: Health and Safety
GRI 404: Training and Education 2016	
404-1 Average Hours of Training Per Year Per Employee	2025 Performance Index: Employee Training and Development
404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	2025 Performance Index: Employee Training and Development
GRI 406: Non-Discrimination 2016	
406-1 Incidents of Discrimination and Corrective Actions Taken	2025 Performance Index: Ethics and Anti-Corruption
GRI 414: Supplier Social Assessment 2016	
414-1 New Suppliers That Were Screened Using Social Criteria	2025 Performance Index: Supply Chain
414-2 Negative Social Impacts in the Supply Chain and Actions Taken	2025 Performance Index: Supply Chain
GRI 415: Public Policy 2016	
415-1 Political Contributions	2025 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	2025 Performance Index: Product Safety
GRI 418: Customer Privacy	
418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	2025 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 or our 2030 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, defense and defense tech industries; (ix) the ability to attract and retain personnel and suppliers with technical and other skills; (x) the success of our workforce safety and development 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.