

# Lockheed Martin Environmental, Social, and Governance (ESG) Performance Data\*



\*New metrics that were collected for the first time in 2020 may not have historical data available and are indicated by blank spaces in the tables.

## Employee Wellbeing

### Our Employees<sup>[1]</sup> (GRI 102-8, 102-41, 405-1, 406-1, SASB Rt-Ae-000.B)

Metric	2020	2019	2018	2017	2016
Total employees <sup>[2]</sup>	114,000	110,000	105,000	100,000	97,000
Total engineers, scientists and IT professionals <sup>[3]</sup>	60,000				
% employees covered by collective bargaining agreements	20%	20%	21%	21%	21%
<b>Diversity</b>					
Female	23.2%	23.0%	22.6%	23.0%	23.0%
Male	76.8%	77.0%	77.4%	77.0%	77.0%
People of Color <sup>[4]</sup>	28.4%	27.6%	26.0%	24.8%	24.0%
Veterans	21.6%	22.1%	22.5%	22.7%	23.0%
Identify as having a disability	8.6%				
<b>Career Level</b>					
<b>Executives<sup>[5]</sup></b>					
Female	22.2%	21.8%	20.0%	20.2%	20.0%
Male	77.8%	78.2%	80.0%	79.8%	80.0%
People of Color <sup>[4]</sup>	13.9%	13.0%	11.7%	11.4%	11.0%
Veterans	20.6%	20.7%	20.9%	21.2%	21.0%
Identify as having a disability	9.1%				
<b>Board of Directors<sup>[6]</sup></b>					
Female	27.3%	36.0%	25.0%	33.3%	33.0%
Male	72.7%	64.0%	75.0%	66.7%	67.0%
People of Color <sup>[4]</sup>	9.1%	9.0%	8.0%	8.0%	8.0%
Veterans	45.5%	45.5%	41.7%	50.0%	42.0%

1 Based on employees who self-identify. Includes only U.S. employees and Expatriates except for female, which also includes local country nationals. Excludes casual workers, interns/co-ops and employees of certain subsidiaries and joint ventures.

2 Includes 99% of Lockheed Martin Global operations; Data is rounded to nearest thousand.

3 Data is rounded to the nearest thousand.

4 As defined by the U.S. Equal Employment Opportunity Commission.

5 Executive is defined as director-level (one level below vice president) or higher.

6 As of March 1, 2021.

Metric	2020	2019	2018	2017	2016
Incidents of discrimination (#)	286 <sup>[7]</sup>	324 <sup>[8]</sup>	277 <sup>[9]</sup>	160 <sup>[10]</sup>	179 <sup>[11]</sup>
<b>Generation<sup>[12]</sup></b>					
Traditional	<.1%	0.3%	0.3%	0.5%	1.0%
Baby Boomer	27.0%	30.6%	34.9%	39.3%	43.0%
Generation X	31.0%	22.8%	23.3%	23.5%	24.0%
Millennials and Beyond	41.0%	46.3%	41.4%	36.7%	33.0%
<b>Education Level</b>					
HS/none Indicated	30.0%	29.0%	30.0%	31.0%	29.0%
Associates/some college	7.0%	7.0%	7.0%	7.0%	7.0%
Bachelors	38.0%	39.0%	38.0%	37.0%	38.0%
Graduate/PhD	25.0%	25.0%	25.0%	26.0%	26.0%
<b>Country</b>					
Australia <sup>[13]</sup>	1,000+	900+	800+	800+	720+
Canada <sup>[13]</sup>	1,100+	1,000+	900+	900+	930+
New Zealand <sup>[13]</sup>	300+	200+	200+	200+	245+
Poland <sup>[13]</sup>	1,600+	1,600+	1,600+	1,700+	1,700+
United Kingdom <sup>[13]</sup>	1,800+	1,800+	1,700+	1,600+	1,640+
United States <sup>[14]</sup>	107,800+	104,000+	98,200+	93,700+	90,800+

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

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

9 277 internal EEO related complaints were investigated in the United States; disciplinary action was taken in 37.5% of the investigated EEO matters.

10 160 internal EEO related complaints were investigated in the United States; disciplinary action was taken in 4% of the investigated EEO matters.

11 179 internal EEO related complaints were investigated in the United States; disciplinary action was taken in 37% of the investigated EEO matters.

12 All data excludes casual workers, interns/co-ops and employees of certain subsidiaries and joint ventures; Includes U.S. employees, local country nationals and Expatriates; The generational structure used by Lockheed Martin in 2020, based on U.S. government definitions, is as follows:

- Traditional: Birth year from 1928 to 1945
- Baby Boomer: Birth year from 1946 to 1964 inclusive
- Gen X: Birth year from 1965 to 1980 inclusive
- Millennial and Beyond: Birth year from 1981 to present

13 As of December 31 of each year. Local country nationals, 2016 data includes Sikorsky.

14 As of December 31 of each year. Does not include contract workers, interns, or employees of certain subsidiaries or joint ventures; This includes US Expats who are working overseas; 2016 data includes Sikorsky.

## New Employee Hires and Employee Turnover (GRI 401-1)

Metric	2020	2019	2018	2017	2016
New Hires	11,406	15,941	14,145	8,600	11,359
Percentage of Workforce	10.0%	14.4%	13.6%	8.6%	11.7%
Employee Turnover <sup>[1]</sup>	8,400	9,600	10,000	8,500	10,072
Voluntary Turnover (#)	4,040	4,871	4,784	4,300	3,434
Voluntary Turnover (%)	3.6%	4.4%	4.6%	4.3%	4.1%
Involuntary Turnover (#) <sup>[2]</sup>	4,400	4,800	5,300	4,200	6,638
Involuntary Turnover (%) <sup>[2]</sup>	4.3%	5.2%	4.5%	4.3%	7.9%

1 All terminations; 2016 data excludes Sikorsky and Information Systems & Global Solutions (IS&GS) and uses a Rolling 12-month attrition. As a comparison and benchmark, in our Sustainability Management Plan (SMP), under Employee Wellbeing, we have a goal to decrease voluntary attrition among top performing employees as compared to the total employee population, based on our management/performance appraisal system. We achieved a lower attrition rate among top performing employees compared to lower performing employees. Retirements are not included in voluntary attrition.

2 All terminations other than voluntary; 2016 data excludes Sikorsky and IS&GS and uses a Rolling 12-month attrition.

## Parental Leave (GRI 401-3)

Metric	2020	2019	2018	2017	2016
Employees entitled to Parental Leave (#)	90,282	104,656	81,369	N/A	N/A
Female	22,458	24,124	19,724	N/A	N/A
Male	67,824	80,532	61,645	N/A	N/A
Employees that took Parental Leave (#)	2,842	1,758	1,280	N/A	N/A
Female	629	445	472	N/A	N/A
Male	2,213	1,313	808	N/A	N/A
Employees that returned to work after Parental Leave (#)	2,833	1,747	1,273	N/A	N/A
Female	623	442	465	N/A	N/A
Male	2,210	1,305	808	N/A	N/A
Employees that were still employed 12 months after taking Parental Leave (#) <sup>[1]</sup>	N/A	1,627	1,189	N/A	N/A
Female	N/A	407	430	N/A	N/A
Male	N/A	1,220	759	N/A	N/A
Retention rate of employees who returned to work after Parental Leave (%) <sup>[1]</sup>	N/A	93%	93%	N/A	N/A
Female	N/A	91%	91%	N/A	N/A
Male	N/A	93%	94%	N/A	N/A
Global Minimum Weeks Paid Parental Leave (#) <sup>[2]</sup>	4	4	1		

1 Retention data for employees that were still employed 12 months after their return to work is only available for the year 2018 and 2019. To analyze retention for the year 2020, a full year must pass after the last date of the year. Retention data for 2020 will be available starting 1/1/2022.

2 Lockheed Martin provides up to 4 weeks of Paid Parental Leave (PPL). Mothers 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).

## Talent Development (GRI 404-1, 404-3)

Metric	2020	2019	2018	2017	2016
Average hours of training per employee (#)	25.2	29.3	28.6	26.4	16.44
Employees receiving regular performance reviews (%) <sup>[1]</sup>	100%	100%	100%	100%	100%

1 Data does not include local country nationals, contract workers, interns or employees of certain subsidiaries or joint ventures.

## Employee Health and Safety (SASB RT-IG-320a.1, GRI 403-1)

Metric	2020	2019	2018	2017	2016
Total recordable incident rate (TRIR)	0.9	1.03	1.11	1.08	1.11
Fatality rate	0.00	0.00	0.00	0.00	0.00
Near miss frequency rate (NMFR) <sup>[1]</sup>	N/A	N/A	N/A	N/A	N/A
OHSAS 18001 Certified Facilities (#) <sup>[2]</sup>	1				
ISO 45001 Certified Facilities (#) <sup>[3]</sup>	26				
OHSAS 18001 and ISO 45001 Certified Facilities (%)	7%	N/A	N/A	N/A	N/A

1 Lockheed Martin does not track or have a means to track near miss (close calls) on an enterprise-wide basis.

2 Historical data is not available for this metric.

3 Historical data is not available for this metric.

## Labor Practices<sup>[1]</sup> (SASB TC-ES-310a.1 )

Metric	2020	2019	2018	2017	2016
Number of work stoppages	0	0	0	0	0
Total days idle	0	0	0	0	0

1 Metric updated in June 2021 to reflect SASB guidance on the definition of work stoppage and total days idle.

## Resource Efficiency

### Energy (GRI 302-1, 302-2, 302-3, 302-4, SASB RT-AE-130a.1 )

Metric	2020	2019	2018	2017	2016
Scope 2 Energy Consumption (MWh)	1,521,042	1,577,544	1,592,353	1,561,453	1,597,026
Electricity	1,506,518	1,553,292	1,565,763	1,534,640	1,568,931
Heating	0	0	0	0	0
Cooling (Chilled Water)	14,525	24,252	26,590	26,813	28,095
Steam	0	0	0	0	0
Scope 1 Energy Consumption (MWh)	1,513,976	1,564,190	1,482,031	1,478,426	1,528,637
Natural Gas Use	1,277,368	1,275,001	1,171,937	1,204,015	1,222,614
Distillate Fuel Oil No. 2	1,290	4,461	23,571	2,899	3,678
Propane	39,399	34,780	38,903	31,726	33,696
Jet Fuel	166,120	222,781	219,845	207,835	230,497
Gasoline	16,963	16,080	16,721	18,220	18,518
Diesel	12,837	11,087	11,054	13,731	19,634
Energy Sold (MWh)	0	0	0	0	0
Electricity	0	0	0	0	0
Heating	0	0	0	0	0
Cooling	0	0	0	0	0
Steam	0	0	0	0	0
Energy Intensity Ratio (MMBTU per \$M USD of Revenue)	145.31	151.38	175.10	183.24	203.00
Energy Reduction (% MMBTU reduction vs 2010 baseline) <sup>(1)</sup>	18%	22%	22%	23%	18%
Total Green Power (MWh)	322,000	321,941	307,378	303,746	300,000

<sup>1</sup> Lockheed Martin critical operations remained online throughout 2020, impacts to energy usage included increased HVAC/air handling activity due to COVID-19 operating protocols combined with a minor offset in plug load from fewer employees working onsite. Baselines value for 2010 was adjusted appropriately to reflect certain acquisitions and divestitures.

## GHG Emissions (metric tons of CO<sub>2</sub>e) (GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6; SASB RT-AE-410a.1)

Metric	2020	2019	2018	2017	2016
Gross direct (Scope 1) GHG emissions	292,755	305,362	291,782	291,523	302,679
Gross location-based indirect (Scope 2) GHG emissions (Location-Based)	626,082	662,659	673,108	745,682	806,612
Gross market-based indirect (Scope 2) GHG emissions (Market-Based)	497,780	466,073	527,766	552,851	615,956
Net GHG Emissions (Scope 1 + Scope 2 Market-Based)	790,535	771,435	819,548	844,373	918,635
GHG emissions intensity ratio (Scope 1 and 2, per unit of revenue (\$))	0.000014	0.000016	0.000018	0.00002	0.000021
Total Scope 1 and Scope 2 GHG reductions vs 2010 baseline (%) <sup>[1]</sup>	38%	39%	36%	33%	29%
Gross other indirect (Scope 3) GHG emissions <sup>[2]</sup>	32,158,276	35,177,179	31,443,986	30,650,787	28,332,879
Purchased Goods and Services <sup>[3]</sup>	7,645,417	10,399,332	8,030,631	6,710,000	4,810,000
Capital Goods <sup>[4]</sup>	2,281,459	2,263,347	932,355	1,465,787	1,049,144
Fuel and energy related activities (not included in Scope 1 and 2)	101,000	105,000	90,000	100,000	90,772
Waste generated in operations	3,400	4,500	11,000	5,000	4,115
Business travel	81,000	190,000	170,000	170,000	164,311
Employee commuting	46,000	215,000	210,000	200,000	228,215
Use of sold products	22,000,000	22,000,000	22,000,000	22,000,000	21,986,322
Biogenic CO <sub>2</sub> emissions	23,138	11,861	11,263	14,827	16,029
Science Based Target Contet Based Score <sup>[5]</sup>	0.641	0.617	0.698	0.777	0.928
Revenue from alternative energy related products (USD)		\$181,000,000			

1 Lockheed Martin's GHG reduction target is to reduce absolute Scope 1 and 2 emissions by 35% by 2020 measured from a 2010 baseline. We report emissions data for our largest active 71 facilities in the United States, United Kingdom, Poland, Canada, Australia and Mexico. [Reported] Scope 1 & 2 emissions cover an estimated 96% of our total emissions and include Owned, Leased and Government Owned Contractor Operated (GOCO) facilities within our operational control and greater than 50,000 square feet. The remaining 4% largely consists of the remediation sq ft and similar smaller owned spaces that are outside the scope of the Go Green program. The combined Scope 1 and 2 emissions data reported are estimates and were calculated using The Greenhouse Gas Protocol's market-based methodology for scope 2, which reflects emissions net of unbundled Renewable Energy Credits (RECs), off-site power Purchase Agreements and on-site renewable energy generation. The baseline value for 2010 was adjusted to reflect the Sikorsky acquisition and IS&GS divestiture.

2 Scope 3 emissions are estimates.

3 Applied lifecycle assessment calculation based on emissions intensity by NAICS, NAICS sector, or business type and supplier spend. Purchased Goods and Services categorized by NAICS. Past year data is updated per methodology.

4 Applied lifecycle assessment calculation based on emissions intensity by NAICS, NAICS sector, or business type and supplier spend. Capital Goods categorized by NAICS. Past year data is updated per methodology.

5 The ratio of the actual emissions to allocated emissions, based on a company's contribution (gross profits) to estimated global Gross Domestic Product, to meet a 1.5 degree C pathway. Context based scoring is based on a score of <1 indicating alignment with a 1.5 degree C pathway, and >2 indicating a misalignment with a 1.5 degree C pathway.

## Waste (SASB RT-AE-150a.1 , RT-AE-150a.12)

Metric	2020	2019	2018	2017	2016
Total waste generated (lbs.) <sup>[1]</sup>	57,872,526	61,566,290	60,631,125	59,578,521	49,030,627
Total waste recycled (lbs)	29,153,717	31,566,392	26,561,628	33,402,244	31,726,482
Total waste to landfill (lbs)	16,407,719	17,710,190	15,901,551	15,505,050	10,567,115
Total hazardous waste generated (lbs)	5,000,000	5,322,000	3,014,000	2,548,000	2,404,000
Total hazardous waste recycled (lbs)	412,000	506,000	520,000	562,000	252,000
Reportable spills (#) <sup>[2]</sup>	0	0	0	0	0

1 Total Waste Generated includes Regulated (Hazardous), Non-Hazardous, Universal, and Other waste streams.

2 Number and aggregate quantity of reportable spills determined in accordance with The Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA) requirements. For discussion on long-term remediation activities, refer to disclosures in SEC filings (10-K/10-Q).

## Water

Metric	2020	2019	2018	2017	2016
Water usage (billion gallons)	1.32	1.36	1.23	1.32	1.16

## Business Integrity

### Operations Assessed for Risks Related to Corruption<sup>[1]</sup> (GRI 205-1, SASB RT-AE-510a.2)

Metric	2020	2019	2018	2017	2016
Business units analyzed for risks related to corruption (#) <sup>[2]</sup>	5.0	5.0	5.0	5.0	5.0
Business units analyzed for risks related to corruption (%) <sup>[2]</sup>	100%	100%	100%	100%	100%
Revenue from countries ranked in the "E" or "F" Band of Transparency International's Government Defense Anti-Corruption Inde (Mil. USD)	\$3,489	\$3,321			
Band E	\$2,700	\$2,547			
Band F	\$789	\$773			

1 Our Enterprise Operations and Lockheed Martin International audit teams execute annual audit plans across all business segments and enterprise operations (resulting in five business units analyzed for risks, as stated in table). A portion of the audits include anti-corruption topics. We regularly assesses publicly reported incidents of corruption involving businesses and countries around the world, and adjusts our risks analyses, policies and procedures, and training accordingly. We do not tolerate any corruption, and we aggressively investigate any allegation of such incidents involving the Corporation.

2 All business segments as reflected in the 2020 10-K/Annual Report and enterprise operations (resulting in five business units).

## Communication and Training about Anti-Corruption Policies and Procedures (GRI 205-2)

Metric	2020	2019	2018	2017	2016
<b>Communication on anti-corruption policies and procedures</b>					
Board of Directors (%)	100%	100%	100%	100%	100%
Employees (%) <sup>[1][2]</sup>	100%	100%	100%	100%	100%
Business Partners (%) <sup>[3]</sup>	100%	100%	100%	100%	100%
<b>Training on anti-corruption</b>					
Board of Directors (%) <sup>[4]</sup>	100%	100%	100%	100%	100%
Employees (%) <sup>[5]</sup>	100%	100%	100%	100%	100%
Business Partners (%) <sup>[6]</sup>	100%	100%	100%	100%	100%

1 Code of Conduct training by Business Area employee count.

2 Employees complete annual Code of 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.

3 Lockheed Martin's Code of Conduct is provided to consultants, contract laborers and others representing or acting for our Corporation.

4 The Board of Directors complete annual mandatory Ethics Awareness Training and also reviews on a 3 year basis, the Code of Conduct; both exercises train and communicate on anti-corruption topics.

5 Employees complete annual Code of Conduct training, Ethics Awareness Training, and two Business Conduct Compliance Training modules (Int'l business practices and/or Gifts and Business courtesies), in addition to an annual CEO Anti-corruption Day letter.

6 International business development consultants, agents, representatives, resellers, distributors, and offset brokers are grouped as "consultants". All consultants receive annual ethics and compliance training, with a focus on anti-corruption.

## Confirmed Incidents of Corruption and Actions Taken<sup>[1]</sup> (GRI 205-3)

Metric	2020	2019	2018	2017	2016
Confirmed incidents of corruption	0	0	0	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0	0	0
Confirmed incidents when contracts with business partners were not renewed due to violations related to corruption	0	0	0	0	0

## Human Rights (GRI 404-1, 404-3)

Metric	2020	2019	2018	2017	2016
Hours per employee devoted to training on human rights policies or procedures (#)	0.4	0.4	0.4	0.4	
Percentage of employees trained in human rights policies or procedures (%)	100%	100%	100%	100%	



## Supplier Conduct (GRI 204-1, 414-2)

Metric	2020	2019	2018	2017	2016
Suppliers assessed for social impacts (#) <sup>[1]</sup>	17,200	15,800	15,704		
Number of suppliers identified as having significant actual and potential negative social impacts (#) <sup>[2]</sup>	31	15	18		
Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (%) <sup>[3]</sup>	21.9%	20.0%	20.5%	20.3%	

1 Lockheed Martin also [annually] asks over 300 of its top suppliers that represent over 50% of its total supplier spend to respond to a survey, which includes topics on social impact.

2 The U.S. Department of State, Office to Monitor and Combat Trafficking in Persons (TIP) conducts an annual country analysis on human trafficking and publishes the U.S. Department of State Trafficking in Persons annual report. The reported number represents suppliers based in countries classified in the report as Tier 2 Watch and Tier 3 countries and are not specific concerns regarding the individual suppliers. In 2020, the downgrade of Hong Kong, Ireland, and Pakistan to Tier 2 Watch accounts for the largest increase in suppliers, while Iraq, South Africa, and Vietnam suppliers were upgraded from Tier 2 Watch removing them from our list.

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

## Product Impact

### Product Safety (GRI 416-2, SASB RT-AE-250a.1, SASB RT-AE-250a.2)

Metric	2020	2019	2018	2017	2016
Incidents of non-compliance with health and safety regulations resulting in a fine or penalty <sup>[1]</sup>	3	0	2	3	3
Number of recalls issued, total units recalled <sup>[2]</sup>	Not Disclosed	Not Disclosed	Not Disclosed	Not Disclosed	Not Disclosed
Number of counterfeit parts detected	1 <sup>[3]</sup>	0	2	0	0

1 In 2020, the company recorded three significant environmental, safety, or health Incidents of Non-Compliance (INCs) and no significant environmental releases. Two INCs were safety related. One resulting in a \$51,431 fine, and the second resulting in a \$13,494 fine. The environmental INC resulted in a \$14,000 fine. In 2019, the company had no significant environmental, safety, or health incidents or environmental releases. In 2018, we recorded two significant environmental, safety, or health INCs and no significant environmental releases. The two INCs were environmentally-related. One resulting in a \$7,000 fine and \$13,172 Supplemental Environmental Project. The second resulting in a \$7,000 fine.

2 Lockheed Martin considers this information to be confidential.

3 1 suspect counterfeit delivered to customer. As a result, Government-Industry Data Exchange Program (GIDEP) were issued by the supplier. 40 units containing suspect components were delivered. Customer has agreed to accept fielded material.

### Production by Reportable Segment (SASB RT-AE-000.A)

Metric	2020	2019	2018	2017	2016
Total Aircraft Deliveries <sup>[1]</sup>	237	262			
Fied Wing	142	162			
Rotary-Based	95	100			

1 Aircraft (Fied and Rotary Winged) represent the largest market segment by sales in Lockheed Martin's product portfolio. Publicly the number of annual and quarterly deliveries are provided as part of our Quarterly Earnings Release documentation.