

2025 Sustainability Management Plan

2023 Scorecard

Sustainability Priority	Core Issue	Goal	2023 Progress	Status
Advancing Resource Stewardship	Counterfeit Parts	Achieve 100% completion rate of applicable training on the identification and reporting of counterfeit parts by 2025.	99%	
	Energy ⁽¹⁾	By 2030, reduce Scope 1 and 2 GHG absolute emissions by 36% from a 2020 baseline.	14%	
		By 2030, match 40% of electricity used across Lockheed Martin global operations with electricity produced from renewable sources.	24%	
		Increase square footage of Leadership in Energy and Environmental Design (LEED)- or Building Research Establishment's Environmental Assessment Method (BREEAM)- certified/rated facilities by 2025.	Added over 70,000 square feet.	
		Annually increase carbon removal technology installation, investment and support through 2025.	Contributed \$495k to relevant organizations.	
		Implement by 2025 a third-party validated supplier sustainability assessment program to include outreach to suppliers representing 60% of our spend. ⁽²⁾		
	Hazardous Chemicals	Annually reduce the amount of Lockheed Martin Priority Chemicals (LMPCs) used per unit sold of Lockheed Martin's top five (by sales) programs through 2025.	Three out of five top programs reduced usage.	
		Annually reduce the amount of Lockheed Martin Priority Chemicals used per dollar of sales revenue across business areas through 2025.	All four business areas reduced usage.	
	Supply Vulnerability	Increase traceability of critical mineral resources and substances used in the supply chain through data analysis and mitigation for signature programs by 2025.	Continued alignment with Supply Chain transformation strategy and Enterprise Risk Management action plan.	
	Total Cost of Ownership	All business areas meet or exceed annual customer savings goals as defined in business area executive vice president scorecards through 2025.	Exceeded our interim target.	

ACHIEVED
ON TRACK
NEEDS ATTENTION

(1) Previous energy goal was retired in 2023 as we shifted our focus to impactful Scope 3 categories.

(2) This value chain Scope 3 engagement goal was introduced in 2024.

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Elevating Digital Responsibility	Artificial Intelligence	By 2025, 100% of artificial intelligence developers will have been trained in system engineering approaches to artificial intelligence ethical principles.	Released beta testing across 10% of our targeting population.	
	Data Privacy	By 2025, 50% of Lockheed Martin employees will have been trained in data literacy and data-centric practices.		
		100% of data objects identified for common definition in the Lockheed Martin data strategy (Tier 1 Data) and 100% of certified data sources have data stewards assigned by 2022.	This goal was successfully achieved.	
	Intellectual Property	By 2022, an intellectual property protection hierarchy has been deployed with tiered protection of intellectual property data assets based on their classification within that hierarchy.	This goal was successfully achieved.	
Fostering Workforce Resiliency	Anti-Harassment	All Lockheed Martin employees participate in at least one bystander intervention training workshop by 2025.	Integrating into mandatory compliance training.	
	Talent ⁽³⁾	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. ⁽⁴⁾	Exceeded annual U.S. Department of Labor targets in 2023.	
	Safety	Reduce the number of days away from work due to occupational injury or illness through 2025.	Outperformed our three year severity rate in 2023.	
		Establish a risk-based approach to serious incident and fatality prevention programs by 2025.	This goal was successfully achieved.	
Modeling Business Integrity	Ethics	Score at or below 35% of the total percentage of employees who observe misconduct within the past 12 months, but neither report it nor take action to address it, by 2025.	Scored 28% in the 2023 Employee Insights Survey.	
	Anti-Corruption	Achieve 100% completion of required employee training on gifts and business courtesies and international business practices annually through 2025.		

ACHIEVED **ON TRACK** **NEEDS ATTENTION**

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

(4) Goals are not hiring quotas.