



**LOCKHEED MARTIN** 

# 2022 Global Diversity & Inclusion Year in Review

## OneLM: Realizing Our Collective Power

Recent history has defined our present, calling for rapid transformation in every corner of our organization. Solving uncharted challenges ranging from a talent shortage to a disrupted global supply chain, our OneLM approach to the way we work enables us to meet the urgent needs of our customers.

In 2022 we discovered new ways to engage employees in hybrid events and facilitate togetherness. We empowered our leaders with the knowledge and analytical tools to take action and lead confidently in turbulent times, where inclusion and a vibrant workforce are necessary to propel differentiated innovation.

Upholding our core values – do what’s right, respect others, perform with excellence – will enable employees to support one another and strengthen our aim of achieving an inclusive workplace culture where all employees can thrive and contribute to our mission.

## Building on Our Strong Culture

Equal Employment Opportunity (EEO) and Affirmative Action (AA) each play an important role in establishing an equitable, productive, inclusive and diverse work environment, and at Lockheed Martin we are fully committed to ensuring that our workplace incorporates both.

### Core Values

**Do What’s Right**  
Ethics  
Security & Compliance

**Respect Others**  
Diversity & Inclusion  
Full Spectrum Leadership

**Perform with Excellence**  
Continuous Improvement  
One Lockheed Martin Approach

### Customer Mission

**Innovation**



**Affordability**



**Reliability**



### Our Vision

To be the global leader in supporting our customers’ missions, strengthening security and advancing scientific discovery.



For a global technology company like Lockheed Martin, striving to maintain a diverse workforce and an inclusive work environment is not only the right thing to do – it’s also a business imperative.

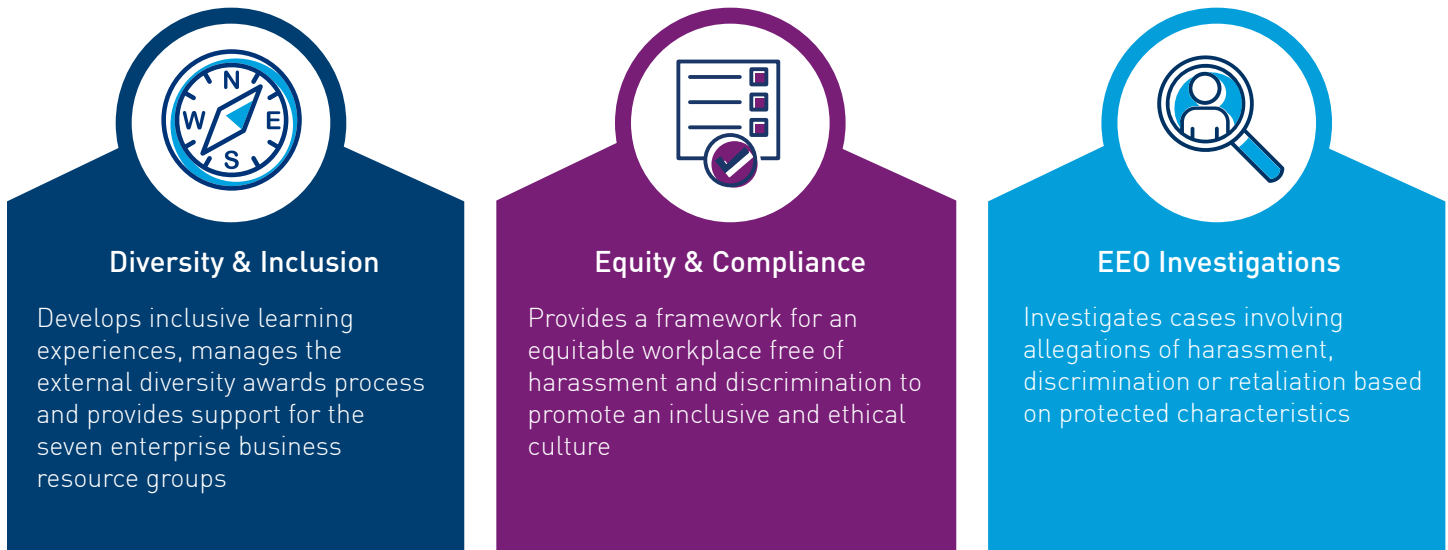
**James D. Taiclet**  
Chairman, President & CEO



## An Infrastructure to Accelerate Change

A commitment from the top of the organization sets the tone for integrating diversity and inclusion (D&I) across the enterprise. Lockheed Martin's Executive Inclusion Council (EIC) is composed of some of our senior most cross-functional leaders and collaborates with stakeholders to advance D&I across all business areas as well as internationally.

We leverage a robust and unique structural organization to support our global diversity and inclusion efforts. At the enterprise level, our efforts are comprised of three key teams:



Additionally, each business area has its own diversity and inclusion team, led by its own executive and staffed with team members proficient in each of these key areas.



At Lockheed Martin, our ability to innovate relies on a diverse and inclusive workforce to bring forward the best ideas and solutions. Through execution of our diversity and inclusion strategy, we are building diverse talent representation and career pipelines, enhancing the employee experience, investing in our workforce and providing a safe and inclusive environment where our employees can bring their whole selves to work. Our D&I strategy was designed around our core values “*Do What’s Right, Respect Others, Perform with Excellence*” and our purpose is to ensure those we serve always stay *Ahead of Ready*. We are proud to offer a snapshot of our sustained efforts in 2022.



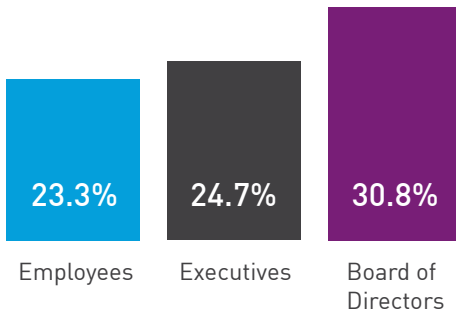
### Rhom Erskine

Chief Diversity Officer and Vice President, Global Diversity & Inclusion

# Workforce Demographics<sup>1,2</sup>

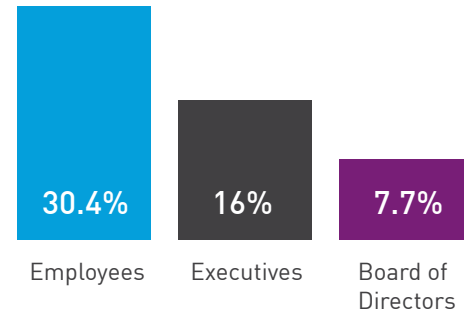
**116K**  
Total Employees<sup>3</sup>

## Women<sup>4</sup>

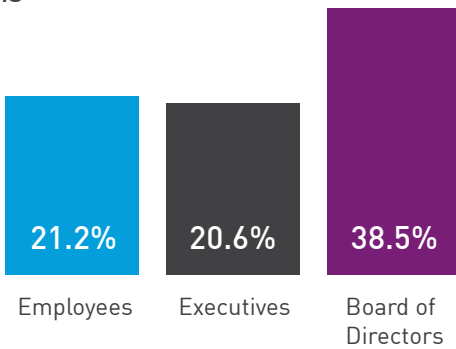


**61K**  
Total engineers, scientists and technologists<sup>3</sup>

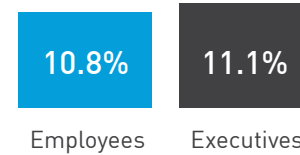
## People of Color<sup>5</sup>



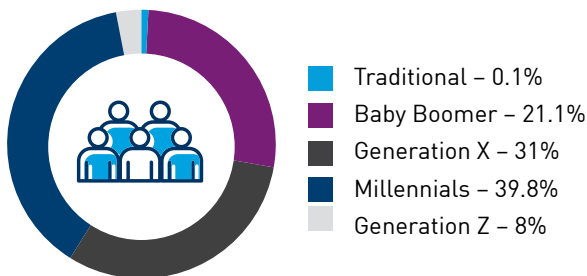
## Veterans<sup>6</sup>



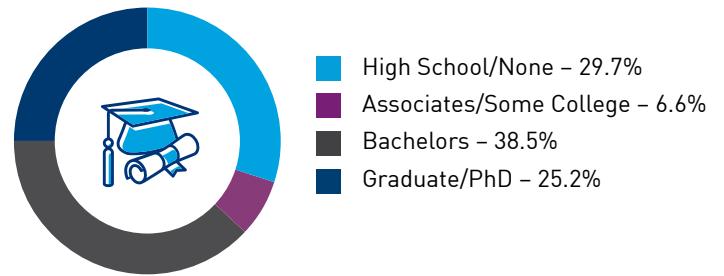
## People with Disabilities<sup>5</sup>



## Generation<sup>7</sup>



## Education



- All data as of December 31, 2022, except for Board of Directors metrics which are as of January 1, 2023.
- Executive is defined as director-level (one level below vice president) or higher.
- Excludes casual workers and employees of certain subsidiaries and joint ventures. Data is rounded to nearest thousand.
- Based on employees who self-identify. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures.
- Based on employees who self-identify. Includes only U.S. employees and expatriates. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures.
- Based on employees who self-identify. Includes only U.S. employees and expatriates. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures.
- Includes U.S. employees, local country nationals and expatriates. Excludes casual workers, interns, co-ops and employees of certain subsidiaries and joint ventures.

# Workforce Demographics

## Self-Identification

Lockheed Martin understands the unique contributions each employee makes to our company's success. This understanding is key to enhancing the employee experience by appreciating diversity, promoting inclusion, encouraging authenticity, and fostering a sense of belonging for all. As a result, we endeavor to better understand the demographics of our workforce by encouraging voluntary self-identification (self-ID) in our human resources information system (HRIS). While we are annually required to submit demographic data of our workforce to the U.S. Government, including race/ethnicity, sex, disability, and veteran status, we have expanded upon these categories to gain a deeper understanding of the diversity of our workforce. While not exhaustive, the list includes military service, sexual-orientation, and gender identity, which are not part of our annual government submission. In partnership with the PRIDE Business Resource Group (BRG), in 2022 we expanded the sexual orientation and gender identity questions in the U.S. HRIS to be even more inclusive of our LGBTQIA+ colleagues, so that more employees see themselves represented within the questions and feel comfortable choosing to self-identify.



Being part of Lockheed Martin means being embraced by a mission-driven team. We are united by a shared understanding of doing what is right. We invest in the right outreach efforts to hire the best talent to reflect our community. We make the right data-based decisions to improve our practices to achieve a higher level of inclusion. We create the right learning experiences to unite and develop contemporary leadership. By respecting each other's unique experiences, we create the social fabric that propels innovation, realizing the power of OneLM which transcends the sum of our individual contributions.

**Mariana Monteiro**

Director, Global Diversity & Inclusion



# Business Resource Groups

## BRGs are Building Community and Leaders

In 2022, BRGs continued to play a pivotal role in creating spaces where employees feel safe and can share authentic experiences. BRGs saw increased participation with the advent of hybrid events allowing for both in-person and virtual engagement. Throughout the year, BRGs fostered an inclusive workplace, strengthened employee connections, and served as foundational communities to foster and enable continued change and inclusion to enhance our culture and the overall employee experience.



# 36K

Employees involved in BRGs

In 2022, these groups actively promoted inclusion in many ways. Here are a few examples.



### Hispanic Organization for Leadership & Awareness

HOLA was instrumental in driving strong participation among its members at both the Society for Hispanic Professional Engineers and Great Minds in STEM national conferences.



### Able & Allies

A&A initiated an open dialogue on neurodiversity by inviting two vice-presidents to share their experiences with dyslexia and two engineers to talk about living with autism and ADHD.



### Black Excellence Council

BEC hosted transformational dialogues on mental/physical health and well-being, financial literacy, Black History Month and Juneteenth.



### Military Veterans

Military Veterans sponsored several volunteer activities with external partners to help rebuild, restore and repair veterans' homes, as well as conducted various events on psychological safety and suicide prevention.



### Professional Asian American Network

PAAN organized strategic professional development opportunities for its members on topics such as interview preparation, leadership advancement, and enhancing workplace visibility.



### PRIDE

PRIDE launched international chapters in Canada and Poland and supported HR's self-ID campaign to foster greater inclusivity for LGBTQIA+ colleagues.

## Did You Know?



In 2022, we saw tremendous growth in our international Employee Resource Groups (ERGs). Eleven new ERGs were created in countries such as Colombia, Poland and Canada.

In Poland, the Women's Impact Network facilitated its first-ever event titled, "Fireside Chat on the Impacts of the War in Ukraine."



WIN

Women's Impact Network

### Women Impact Network

WIN offered a virtual participation option at its 2022 Leadership Forum, boosting attendance by more than 70% and spurring record engagement from international women colleagues.

# Leadership Forums

## Networking, Mentoring and Leadership Development

The annual Leadership Forums are among the Business Resources Groups' most popular and highly anticipated events. These corporate-sponsored events offer professional development, networking opportunities, engagement with top leadership, and exposure to Lockheed Martin's strategic focus areas.

The content of each leadership forum is curated in alignment with the company's approach to leadership development and customized to the interest and needs of the community represented. Each of the seven leadership forums is chaired by one or more Lockheed Martin senior executives. Participants from across the United States and internationally learn and engage with colleagues and external guest speakers during these multi-day events, both in-person and virtually.



In 2022, over 3200 employees based in the US and 16 other countries participated. They learned from both internal and external speakers, benefited from important career coaching advice, and experienced valuable networking opportunities.



*I felt that the forum was excellent. It nourished my soul. I made many new contacts - friends. I learned a great deal and I am inspired to do what I can in my professional and personal life to be the best ally I can be.*

- 2022 Leadership Forum participant



*Just wanted to express how deeply thankful I am to participate in this event. It was one of the most connected, supportive, open, and loving environments I've had the pleasure of being a part of in years. My experience and learning not only serves LM, but most certainly helps me in my life outside of work and generally to the growth of becoming a better person every day. Thank you so much for all of the work put into this - this note doesn't do it justice, but thank you.*

- 2022 Leadership Forum participant

## Building Diverse Talent Pipelines

Our global diversity and inclusion strategy, which includes building a diverse and inclusive workforce, is woven into the fabric of our core values and is imperative to our success. In 2022, we continued to do our part to attract and create pathways for diverse talent, strengthening STEM pipelines and providing our recruiters with tools to recruit inclusively and equitably.

In 2022, Lockheed Martin Social Impact provided charitable contributions to organizations that support high school STEM career readiness and access for students. These include [Girls Inc.](#), which develops programming to strengthen girls' interest and confidence in pursuing STEM education and careers; [Project Lead The Way](#), which empowers students to develop and apply in-demand, transportable skills by exploring real-world challenges in engineering, computer science, and cybersecurity; and [Million Girls Moonshot](#), which seeks to engage one million more girls in STEM learning opportunities through afterschool and summer programs.

Our company also provided support to organizations focused on STEM career readiness and access for postsecondary and adult learners. These include [CodePath](#), which provides college students with no-cost computer coding courses, mentorship, and career support; [Hacking for Defense](#), which teaches students to work with the defense and intelligence communities to rapidly address the nation's emerging threats and security challenges; and [NPower](#), which launches digital careers for veterans and young adults from underserved communities.

girls  
inc.®

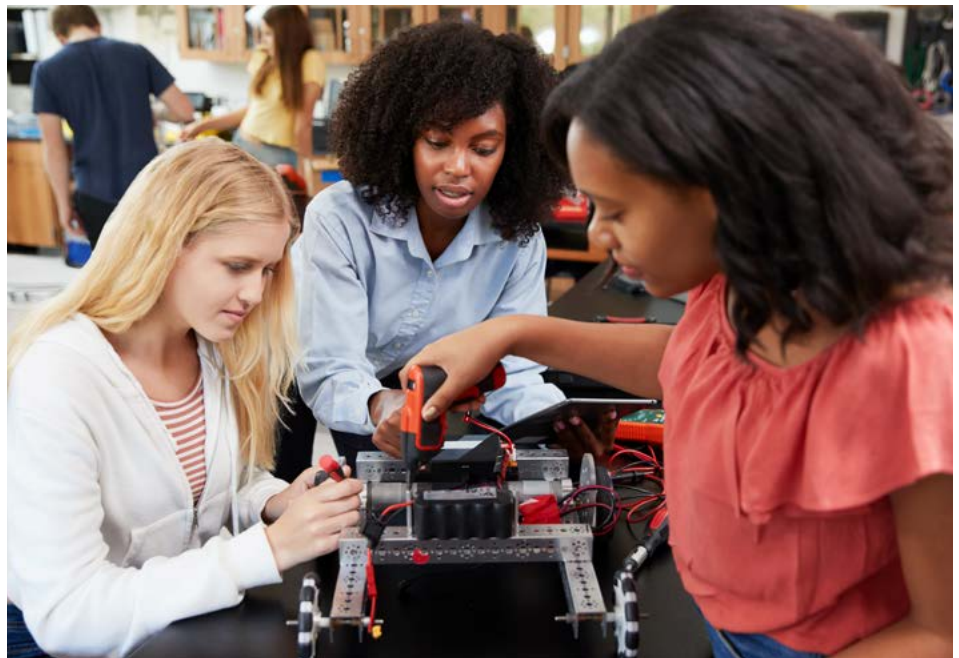


MILLION GIRLS MOONSHOT

CODEPATH\*ORG



npower





## Investing in our Current and Future Workforce

Our culture and values are grounded in a shared sense of purpose: *ensuring those who serve always stay ahead of ready*. We are proud to have some of the most advanced and innovative minds in the industry, and we prioritize investing in our current and future workforce. We recognize the value of training, career development and leadership opportunities, and we are dedicated to helping our people gain the right exposure to propel their careers forward.

In addition to BRGs, Employee Networks (ENs) are volunteer-led groups within each business area which create support systems for those with a common interest. Members share ideas and best practices, provide research and peer education, address strategic business challenges, and participate in activities that promote common interests. For example, Native Nations Alliance unites the American Indian, Alaska Native and Native Hawaiian communities at Lockheed Martin. Another example is Recovery Network, whose focus is to build a judgment-free space where individuals in recovery, recovery allies, and struggling families can find support, resources and community as well as request assistance.



### Did You Know?

In October 2022, Lockheed Martin co-sponsored the **Society of Women Engineers (SWE)** collegiate networking luncheon for over 1,200 college students as part of the annual SWE Conference. The luncheon showcased the innovation of the aerospace and defense industry and career pathways in support of advancing the next generation of women engineers.

Lockheed Martin is proud to partner with **Minority Serving Institutions** as well as national organizations who have a primary goal of serving and supporting diverse communities. Relationships with organizations such as **BEYA, Disability:IN, Society of Asian Scientists and Engineers, Great Minds in STEM, and Society of Women Engineers** provide opportunities for Lockheed Martin to not only recruit talent, but also to provide professional development for our team members.

In addition, we partner with national diversity organizations for talent development and allyship learning such as **Out & Equal** for LGBTQIA+ workplace equality. Our company is committed to developing and hiring diverse talent through professional development sessions, mentoring and on-site interviewing at events.



Lockheed Martin was awarded **top supporter** for **Historically Black Colleges and Universities (HBCUs)** from US Black Engineer and Information Technology (USBET) magazine - a position we've held for the last **nine years**.

# Investing in our Current and Future Workforce

In 2022, Lockheed Martin’s Military Relations team attended over **100 virtual and in-person military job fairs** and networking events across the country, connecting with **more than 5,900 job seekers**.

The Military Relations team continued to expand our veteran recruiting partnerships by investing in groups that help veterans with job placement, including **Hiring Our Heroes, Student Veterans of America, Service Academy Career Conferences, Corporate Gray** and **Recruit Military**.

Lockheed Martin donated \$250,000 to the U.S. Chamber of Commerce Foundation’s **Hiring Our Heroes** for its Corporate Fellowship and Military Spouse Fellowship programs.



## Awards & Recognitions

Our corporate culture and commitment to diversity and inclusion continues to be recognized externally. The awards below reflect our organization’s commitment to championing diversity, inclusion, equity and access for all.



## Enhancing the Employee Experience

Our people are our greatest asset, and we strive to build a dynamic, engaging, safe and welcoming workplace that drives innovation, embraces diverse perspectives and encourages collaboration. We invest in our employees and cultivate an environment of belonging where people can bring their authentic selves to work every day and have an opportunity to thrive in their roles and beyond.

### Our Commitment to a Harassment-Free Workplace

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

We encourage all employees to become an [Upstander](#) if they see behavior that is inconsistent with our values or policies. Employees who believe they have experienced or witnessed harassment or unfair treatment may report their concerns to Corporate EEO Investigations, any leader, human resources, or Ethics. Our [Upstander](#) training provides employees with the tools, skills and resources needed to intervene when witnessing harassment and is an important part of our company's harassment prevention initiative which goes beyond compliance to create a culture of inclusion. In 2022, we launched [Upstander 2.0](#) which integrated the Upstander Campaign into our digital training platform, where it can be accessed by all employees.



# 3,600

Employees who voluntarily completed bystander intervention training in 2022

### Functional Affirmative Action Plans

Lockheed Martin creates, implements, and monitors [Functional Affirmative Action Plans \(FAAPs\)](#) within the U.S. to build a legally compliant foundation for our talent and retention strategies, and identify actions we will take to improve recruiting and outreach to underrepresented groups. Our leaders' recruitment, hiring, development and retention efforts impact the outcomes of our equal opportunity programs. To better educate and support U.S. leaders in these efforts, we conduct briefings on leader obligations related to hiring goals, support of action-oriented programs, and how to prevent unlawful discrimination in employment processes.



# 100%

of U.S. leaders completed FAAP training in 2022

## Enhancing the Employee Experience

### Workplace Reasonable Accommodation Process Tool

In 2022, Lockheed Martin launched the [Workplace Reasonable Accommodations Process \(WRAP\)](#) tool to track and streamline accommodation requests from the initial inquiry to disposition and employee notification. WRAP automates the processes for submitting and reviewing medical and religious accommodation requests and standardizes the accommodation management process. It also helps ensure compliance with Lockheed Martin's accommodation policies, processes and applicable laws. The WRAP tool helps facilitate the accommodation process consistently across the enterprise and improves the user experience for employees.



### Inclusive Leadership Program

As part of our approach to build diversity and inclusion capabilities in individuals, teams, leaders and executives, we rolled out a new flagship training for U.S.-based people leaders in 2022. This new offering complements our existing inclusive learning portfolio and offers applied [neuroscience concepts](#) as the foundation to [develop and promote inclusive behaviors](#). While some existing trainings, such as [Leading Diverse Teams](#), provide real-world case studies for practicing inclusive behaviors when managing teams, this latest addition to the portfolio offers the scientific theoretical frame for understanding and activating a culture where everybody belongs. This new training has been integrated into our core enterprise-wide initiatives, which foster a growth mindset and flexibility to manage hybrid teams and enable Lockheed Martin to become more resilient, innovative and agile. In 2022, the commitment to build inclusive leadership behaviors was demonstrated by the 2225 U.S. leaders who completed the new training. In 2023, the training will be rolled out to international leaders.



## Enhancing the Employee Experience: Business Area Highlights

**Aeronautics** hosted its annual **Connect & Engage Week** under the theme, "Bringing it Together." Keynote sessions led by national experts explored topics such as "Uncovering Talent: A New Model of Inclusion" and "Overcoming Stress and Trauma During These Challenging Times."

**Enterprise Operations (EO)** expanded its Inclusion Learning Portfolio with new interactive modules on **Psychological Safety and Trust, Implicit Bias, and Human Centered Leadership**. To meet increased demand, EO implemented a new automated approach allowing users to view the training content and directly request a desired class.

In recognition of **Mental Health Awareness Month, Missiles and Fire Control (MFC)** updated and distributed a Conversation Guide focused on mental health to all MFC leaders, as a resource to support employees during seasons of peak external stressors.

**Rotary and Mission Systems' Candidate Connections** program provided an opportunity for external candidates to connect with BRG members from various dimensions of diversity to share insights into our company's culture and workplace experience as they consider joining Lockheed Martin.

**Space** Community Relations and Human Resources partnered to bring a celebration of inclusion to **Space Impact Week** activities. With support from BRGs, Employee Networks and employees across the country, more than two dozen Space Impact Week activities took place at 14 Space sites. Through this and other efforts, we saw an approximately **10% increase** in BRG and Employee Network membership and event engagement in 2022.

**Missiles and Fire Control UK** welcomed Simon Weston CBE on November 11th 2022. This date commemorates the signing of the Armistice which brought an end to the First World War and remembers all who gave their lives in service to their country since 1914. The event was held in an ongoing effort to recognize and **support all veterans** across Lockheed Martin UK.





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