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At Lockheed Martin, we foster a culture in which the diverse talents and perspectives of our people power innovative solutions for our customers and drive business success.

INNOVATION DRIVES our success — and our future — at Lockheed Martin.

Since our company's earliest days, we have encouraged original ideas, valued diverse thinking and worked to harness the unique perspectives and experiences of every employee. This belief in the potential of every individual flows directly from our core values — to do what's right, respect others and perform with excellence.

We have learned that our company and our society are at their best when we bring together talented people with a wide range of backgrounds and capabilities. That is why we are committed to investing time and resources to build an environment of inclusion throughout our corporation.

To achieve this goal of welcoming and lifting up every employee, we have set three strategic focus areas. They are:

Employee Engagement — We begin by embracing differences and creating a workplace in which employees feel safe, respected and encouraged to be themselves.

- **Employee Resource Groups (ERG)**

We have seven employee-based communities, representing various dimensions of diversity — including race, ability/disability, ethnicity, gender, gender identity, military/veteran status and sexual orientation.

- **Leadership Forums**

We hold a range of two-day conferences for ERGs that are sponsored by our executive management. The forums address workforce matters, enable networking and encourage professional development and mentoring.

- **Executive Inclusion Council and Business Area Inclusion Councils**

We established these councils to tap insights from diversity and inclusion thought leaders and to ensure that leaders across the company have the tools, skills and techniques to strengthen our culture.

- **Allies for Inclusion**

We have members of majority groups as allies who support and engage in advocacy for minority individuals by providing inclusion, safety and equity. This network allows employees to ask questions openly, learn from each other and support

different aspects of diversity to create a more inclusive workplace.

Inclusive Leadership

Our corporate definition of leadership means valuing every team member, finding ways to draw out their skills and ensuring employees are on an upward path to realize their full potential.

- **Effective Leadership of Inclusive Teams (ELOIT)**

Through our ELOIT training, we provide leaders a chance to engage in open and candid discussions regarding diversity and inclusion, while gaining exposure to concepts of implicit bias and privilege among different groups and cultures.

- **Inclusion Dialogues and Leading Diverse Teams Videos**

Each quarter, we send leaders a video, a set of workplace scenarios, and additional tools and techniques to host interactive team discussions about a diversity and inclusion topic.

- **Unconscious Bias Training**

We require leaders and human resources employees to complete annual training focused on managing unconscious bias.

Diversity Outreach

Our efforts to strengthen diversity and inclusion extend beyond our company. We partner with external agencies, organizations and professional groups to inspire the next generation.

- **Science, Technology, Engineering and Math (STEM)**

We join with all levels of educational institutions, policymakers and non-profit groups to improve educational attainment in STEM. We help to build the STEM pipeline and grow diverse technical and manufacturing talent.

- **Talent**

We collaborate with more than 25 national organizations and minority-serving institutions that represent a broad cross section of talent with respect to women, minorities, veterans and people with disabilities.

- **Suppliers**

We make every effort to ensure the Lockheed Martin supply chain remains diverse and inclusive. We are proud to work with small business suppliers and partners — especially those categorized by the U.S. government as owned by disadvantaged individuals, women, veterans or service-disabled veterans or that operate in historically underutilized business zones.

Our inclusive work environment is consistent throughout our global operations and helps us to maximize our performance and innovation. We will remain committed to diversity and inclusion in all its forms and continue to strengthen our corporate culture for all employees to succeed.

➔ www.lockheedmartin.com/us/who-we-are/diversity.html