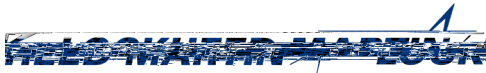


2024

UK *Gender*  
PAY GAP

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## FOREWORD BY PAUL LIVINGSTON

Through the Lockheed Martin's commitment to diversity and inclusion, we have achieved a 24% increase in female representation in the UK workforce since 2017. This progress is a testament to our commitment to creating an inclusive environment where everyone can reach their full potential. As a result, we have seen a reduction in the mean pay gap. Furthermore, positive progression of female employees through the quartiles has also led to a reduction in the median pay gap across our businesses. We are confident that continued progress of female employees through the quartiles will also address the increase we saw in the bonus gap at our Ampt Hill business which affect overall figures for this metric.

Today, we employ or manage approximately **2,200** people in the UK. More than that, our presence here in the UK supports over **21,000** people in our wider UK supply chain, **75%** of which is made up of Small and Medium Enterprises (SMEs).

Aligned with Lockheed Martin's Core Values of **Integrity, Innovation, and Teamwork**, we remain committed to providing an environment where everyone can reach their full potential. Part of our work towards achieving **our purpose** is tackling the gender pay gap, which is the subject of this report. I am proud to report that our overall Gender Pay Gap has closed by 13.9% in LMUK and 8.9% in Ampt Hill **2017**, dropping to 6.5% for LMUK and 5.7% for Ampt Hill **2024**. Our 2024 Gender Pay Gap results illustrates a **24% increase** with a resulting gender pay gap below the national average of **13.1%** across Lockheed Martin UK businesses.

While the consistent reduction of this gap is to be commended, there is further progress to be made. This progression remains at the forefront of our planning. Our female demographic continues to grow through recruitment. **2024, 24%** and we are providing starting salaries higher than

ever before. As a result, we have seen a reduction in the mean pay gap. Furthermore, positive progression of female employees through the quartiles has also led to a reduction in the median pay gap across our businesses. We are confident that continued progress of female employees through the quartiles will also address the increase we saw in the bonus gap at our Ampt Hill business which affect overall figures for this metric.

To anticipate our customer's future needs we consistently strive to attract and retain the best and brightest talent. We provide an environment where all our team members can reach their full potential, regardless of demographic.

As a UK-based company we understand the importance of offering an environment in which everyone is offered the opportunity to flourish and meet their potential, supported by the **Lockheed Martin** and **Ampt Hill**.

It is the collective voices of our people which allows us to continue innovating for a better tomorrow.



WORKFORCE

24%

76%



Mean: 6.5%  
Median: 14.9%



Mean: -22.5%  
Median: 48.4%

1.8% reduction in mean pay gap  
0.7% increase in median pay gap

19.8% decrease in mean bonus gap  
29.9% increase in median bonus gap



90.0%



92.6%

Lower

Lower Middle

Upper Middle

Top





**81%**

**75%**

**77%**

## VOICES OF LOCKHEED MARTIN UK



*As a Veteran, I'm extremely passionate about providing a voice to all personnel who work across the Defence Enterprise.*

*Businesses increasingly recognise that creating workplaces where everyone feels valued and empowered to contribute, leads to the best results. Mentoring programmes and allies play a pivotal role in this effort by providing guidance, advocacy, and support to employees, helping them navigate career growth and access opportunities. By embracing a holistic approach, Lockheed Martin is shaping an environment that drives creativity, enhances decision-making, and reflects the broader communities they serve.*



*Since joining the LMUK Space team as a graduate engineer I've had a really positive experience.*

*Whether it's remote working, four-day weeks, or just the general approach to work-life balance, the flexibility has made a huge difference in feeling supported. There's also a real focus on development, with plenty of opportunities to upskill and get involved in outreach programmes, which have helped me gain experience beyond my day-to-day role.*

*While there's always more to be done, it's encouraging to see real efforts being made to close the gender pay gap and create a workplace where everyone can succeed.*



2024  
UK *Gender*  
PAY GAP

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