

2025 Sustainability Report GRI & SASB Index



**NORTHROP
GRUMMAN**

Overview



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About Northrop Grumman

Northrop Grumman Corporation (herein referred to as “Northrop Grumman,” the “company,” “we,” “us” or “our”) is a leading global aerospace and defense technology company. Our pioneering solutions equip our customers with the capabilities they need to connect and protect the world, and push the boundaries of human exploration across the universe. Driven by a shared purpose to solve our customers’ toughest problems, our employees define possible every day.

About Our Reporting Frameworks

Northrop Grumman’s Reporting Framework Summary provides cross-references between our most current reporting materials to our relevant Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. Northrop Grumman reports with reference to the GRI Standards and in accordance with the SASB Aerospace & Defense Standard (version 2018-10) for the period January 1, 2025 – December 31, 2025, unless otherwise indicated. We report on environmental data on a government fiscal year basis (October – September). We also report climate-related information in our separate Task Force on Climate-related Disclosures (TCFD) Report.

Forward Looking Statements

Statements in this report contain or may contain statements that constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “will,” “expect,” “anticipate,” “commit,” “intend,” “may,” “could,” “should,” “plan,” “strategy”, “project,” “forecast,” “believe,” “achieve”, “estimate,” “outlook,” “trends,” “on track” and similar expressions generally identify these forward looking statements. These forward-looking statements speak only as of the date when made, and the company undertakes no obligation to publicly update or revise any forward-looking statements after the date of this report, except as required by applicable law. Forward-looking statements are not guarantees of future performance and inherently involve a wide range of risks and uncertainties that are difficult to predict. A discussion of these risks and uncertainties is contained in the company’s filings with the SEC.

GRI Standards Content Index

The GRI content index indicates the location of each disclosure within the 2025 Sustainability Report, externally on our website or other reports or provides the information directly in a statement.

INDEX	PR: 2025 Proxy Statement
	PCG: Principles of Corporate Governance
	AR: 2025 Annual Report
	SR: 2025 Sustainability Report

General Disclosures

STATEMENT OF USE	Northrop Grumman has reported with <i>reference</i> to the GRI Standards for the period January 1, 2025-December 31, 2025, unless otherwise noted.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	Not applicable

DISCLOSURE	LOCATION (OR DIRECT INFORMATION)
2-1 Organization details	<ol style="list-style-type: none"> 1 Northrop Grumman Corporation (NYSE: NOC) 2 Organization details can be found in the Organization section and ownership information in the AR, p. 1 3 Location of Headquarters: Falls Church, Virginia, U.S.A. 4 For location of operations, see the Northrop Grumman website, Contact Us
2-2 Entities included in the organization's sustainability reporting	Northrop Grumman Corporation
2-3 Reporting period, frequency and contact point	<ol style="list-style-type: none"> 1 Reporting period for sustainability reporting: January 1, 2025 to December 31, 2025, unless otherwise noted. For more information, see the SR: Environmental Data Accountability Methodology 2 Reporting period for financial reporting: January 1, 2025 to December 31, 2025 3 See the Northrop Grumman website, Contact Us
2-4 Restatements of information	SR: Environmental Data Accountability Methodology
2-5 External assurance	<ol style="list-style-type: none"> 1 SR: Governance Structure – Sustainability Oversight 2 We externally assure our Emissions data using an independent assurance provider, LRQA (see our website)
2-6 Activities, value chain and other business relationships	AR; SR: Global Supply Chain

DISCLOSURE	LOCATION (OR DIRECT INFORMATION)
2-7 Employees	SR: People, Sustainability Performance Data Matrix Employee data is as of 12/31/25
2-8 Workers who are not employees	SR: People, Sustainability Performance Data Matrix
2-9 Governance structure and composition	SR: Governance Structure – Sustainability Oversight, Board of Directors; PR: Proposal 1: Election of Directors
2-10 Nominating and selecting the highest governance body	SR: Board of Directors; PR: Proposal 1: Election of Directors
2-11 Chair of the highest governance body	SR: Board of Directors; PR: Proposal 1: Election of Directors
2-12 Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report: Stakeholder Engagement; SR: Governance Structure – Sustainability Oversight; PCG: Sections I, II, IV.G; PR: Board Membership and External Relationships
2-13 Delegation of responsibility for managing impacts	SR: Governance Structure; PCG: Section 11.B
2-14 Highest governance body’s role in sustainability reporting	SR: Governance Structure – Sustainability Oversight; PCG: Section 11.B
2-15 Conflicts of interest	SR: Ethics; PCG: Section III.E; VII; PR: Board Memberships and External Relations
2-17 Collective knowledge of the highest governance body	PR: Director Qualifications and Experience
2-18 Evaluation of the performance of the highest governance body	1 SR: Governance Structure; PCG: Section VI.D 2 PCG: Section VI.D 3 PR: Annual Self-Assessment Process
2-19 Remuneration policies	1 PR: Executive Compensation 2 PR: Compensation Philosophy and Objectives
2-20 Process to determine remuneration	PCG: Section V.A, B; PR: Executive Compensation
2-21 Annual total compensation ratio	PR: CEO Pay Ratio
2-22 Statement on sustainable development strategy	SR: Leadership Message

DISCLOSURE

LOCATION (OR DIRECT INFORMATION)

<p>2-23 Policy commitments</p>	<p>SR: Ethics, Responsible Business Practices and Compliance, Global Supply Chain; Standards of Business Conduct; Standards of Business Conduct for Suppliers and Other Trading Partners; Human Rights Policy; Anti-Human Trafficking and Slavery Statement</p>
<p>2-24 Embedding policy commitments</p>	<p>SR: Our Values, Ethics, Responsible Business Practices and Compliance; PR: Policy Committee</p>
<p>2-25 Processes to remediate negative impacts</p>	<p>SR: Ethics, Our “Speak-Up” Culture</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>SR: Ethics, Our “Speak-Up” Culture, Sustainability Performance Data Matrix</p>
<p>2-27 Compliance with laws and regulations</p>	<p>SR: Sustainability Performance Data Matrix</p>
<p>2-28 Membership associations</p>	<p>Our list of trade association memberships is available on our trade associations webpage</p>
<p>2-29 Approach to stakeholder engagement</p>	<p>2024 Sustainability Report: Stakeholder Engagement</p>
<p>2-30 Collective bargaining agreements</p>	<p>AR: Human Capital; SR: Sustainability Performance Data Matrix</p>
<p>3-1 Defining report content and topic boundaries</p>	<p>2024 Sustainability Report: Materiality</p>
<p>3-2 List of material topics</p>	<p>2024 Sustainability Report: Materiality</p>
<p>3-3 Management of material topics</p>	<p>Responsible Business Practices and Compliance</p> <hr/> <p>Governance Structure</p> <hr/> <p>Cybersecurity; Data Privacy</p> <hr/> <p>Business Continuity & Operational Resilience</p> <hr/> <p>Ethics</p> <hr/> <p>Global Supply Chain</p> <hr/> <p>Research & Development</p> <hr/> <p>Product Portfolio Considerations</p> <hr/> <p>Product Quality, Our Quality Culture</p> <hr/> <p>Environmental Operations and Management</p> <hr/> <p>Strength Through Our People</p> <hr/> <p>Employee Culture, Safety and Experience</p> <hr/> <p>Employee Health and Safety</p> <hr/> <p>Social Impact</p>

Topic-Specific Disclosures

DISCLOSURE	LOCATION (OR DIRECT INFORMATION)
ECONOMIC	
Economic Performance	
201-1 Direct economic value generated and distributed	AR; SR: Sustainability Performance Data Matrix
Procurement Practices	
204-1 Proportion of spending on local suppliers	SR: Global Supply Chain
Anti-Corruption	
205-1 Operations assessed for risks related to corruption	SR: Ethics, Responsible Business Practices and Compliance; Standards of Business Conduct ; AR: Business and Operational Risks
205-2 Communication and training about anti-corruption policies and procedures	Over 99% of our full- and part-time employees completed ethics training in 2025. SR: Governance Structure, Ethics, Responsible Business Practices and Compliance
205-3 Confirmed incidents of corruption and actions taken	SR: Ethics, Our “Speak-Up” Culture
ENVIRONMENTAL	
Energy	
302-1 Energy consumption within the organization	SR: Sustainability Performance Data Matrix; 2025 CDP Response
302-3 Energy intensity	SR: Sustainability Performance Data Matrix
302-4 Reduction of energy consumption	SR: Energy Conservation, Renewable Energy
Water and Effluents	
303-1 Interactions with water as a shared resource	SR: Water
303-2 Management of water discharge-related impacts	SR: Water
303-3 Water withdrawal	SR: Water, Sustainability Performance Data Matrix

DISCLOSURE

LOCATION (OR DIRECT INFORMATION)

Emissions	
305-1	Direct (Scope 1) GHG emissions SR: Environmental Operations and Management, Sustainability Performance Data Matrix; 2025 CDP Response
305-2	Energy indirect (Scope 2) GHG emissions SR: Environmental Operations and Management; Sustainability Performance Data Matrix; 2025 CDP Response
305-3	Other indirect (Scope 3) GHG emissions 2025 CDP Response
305-4	GHG emissions intensity SR: Sustainability Performance Data Matrix
305-5	Reduction of GHG emissions SR: Sustainability Performance Data Matrix; 2025 CDP Response
Waste	
306-3	Waste generated SR: Waste, Sustainability Performance Data Matrix
306-4	Waste diverted from disposal SR: Waste, Sustainability Performance Data Matrix
306-5	Waste directed to disposal SR: Waste, Sustainability Performance Data Matrix
Supplier Environmental Assessment	
308-1	New suppliers that were screened using environmental criteria SR: Global Supply Chain - Supplier Responsibility and Performance
308-2	Negative environmental impacts in the supply chain and actions taken SR: Global Supply Chain - Supplier Responsibility and Performance
Biodiversity	
101-4	Identification of biodiversity impacts Northrop Grumman has evaluated our operational land footprint using the Integrated Biodiversity Assessment Tool (IBAT) and confirmed that we do not operate in any key biodiversity areas. While we continue to evaluate our other biodiversity impacts, we believe the most important role we can play in protecting ecosystems is through our technological contributions that support conservation efforts for critical habitats around the world.
SOCIAL	
Employment	
401-1	New employee hires and employee turnover SR: Sustainability Performance Data Matrix
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees SR: Well-Being; Northrop Grumman Total Rewards
401-3	Parental leave SR: Well-Being; Northrop Grumman Total Rewards

DISCLOSURE

LOCATION (OR DIRECT INFORMATION)

Occupational Health and Safety		
403-1	Occupational health and safety management system	SR: Employee Health & Safety
403-2	Hazard identification, risk assessment and incident investigation	SR: Employee Health & Safety
403-3	Occupational health services	SR: Employee Health & Safety; Northrop Grumman Total Rewards
403-4	Worker participation, consultation and communication on occupational health and safety	SR: Employee Health & Safety
403-5	Worker training on occupational health and safety	SR: Employee Health & Safety
403-6	Promotion of worker health	SR: Employee Health & Safety, Well-Being
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: Employee Health & Safety, Global Supply Chain - Supplier Responsibility and Performance; Standards of Business Conduct for Suppliers and Other Trading Partners
403-8	Workers covered by an occupational health and safety management system	SR: Employee Health & Safety
403-9	Types of injury and rates of injury, occupational diseases, lost days and absenteeism and number of work-related injuries	SR: Sustainability Performance Data Matrix
Training and Education		
404-1	Average hours of training per year per employee	SR: Talent Strategy, Sustainability Performance Data Matrix
404-2	Programs for upgrading employee skills and transition assistance programs	SR: Talent Strategy
404-3	Percentage of employees receiving regular performance and career development reviews	SR: Talent Strategy

DISCLOSURE

LOCATION (OR DIRECT INFORMATION)

Non-Discrimination

406-1 Incidents of discrimination and corrective actions taken SR: Ethics, Our “Speak-Up” Culture

Freedom of Association and Collective Bargaining

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk AR: Human Capital; **Human Rights Policy**; SR: Responsible Business Practices and Compliance, Sustainability Performance Data Matrix

Child Labor

408-1 Operations and suppliers at significant risk for incidents of child labor **Human Rights Policy**; SR: Responsible Business Practices and Compliance; **Standards of Business Conduct for Suppliers and Other Trading Partners**

Forced or Compulsory Labor

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor **Anti-Human Trafficking Compliance; Human Rights Policy**; SR: Responsible Business Practices and Compliance; **Standards of Business Conduct for Suppliers and Other Trading Partners**

Supplier Social Assessment

414-1 New suppliers that were screened using social criteria SR: Global Supply Chain - Supplier Responsibility and Performance

414-2 Negative social impacts in the supply chain and actions taken SR: Global Supply Chain - Supplier Responsibility and Performance

Public Policy

415-1 Political contributions **Northrop Grumman Political Contributions**

SASB Index

The table below identifies the SASB indicators for which we have publicly available information, relevant to the Aerospace & Defense Standard (Version 2018-10).

METRIC CODE	ACCOUNTING METRIC	LOCATION OR DIRECT INFORMATION
ENERGY MANAGEMENT		
RT-AE-130a.1	(1) Total energy consumed (in gigajoules (GJ)) (2) Percentage of grid electricity (3) Percentage renewable	(1) 11,076,100 GJ (2) 52% (3) 7%
HAZARDOUS WASTE MANAGEMENT		
RT-AE-150a.1	Amount of hazardous waste generated, percentage recycled	3,350 tons 17% recycled
RT-AE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	0 reportable spills
DATA SECURITY		
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in company operations and products	SR: Cybersecurity
PRODUCT SAFETY		
RT-AE-250a.2	Number of counterfeit parts detected—while this quantitative metric is not reported, we provide a qualitative description of our management approach to protecting the integrity of our supply chain	SR: Global Supply Chain SR: Material Authenticity and Counterfeit Parts
RT-AE-250a.3	Number of Airworthiness Directives received; total units affected	0 Airworthiness Directive received 0 units affected
FUEL ECONOMY & EMISSIONS IN USE-PHASE		
RT-AE-410a.1	Revenue from alternative energy-related products	Not collected
RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and GHG emissions of products	We promote principles like material efficiency, product design and lifecycle assessments to advance sustainability
MATERIALS SOURCING		
RT-AE-440a.1	Description of the management of risks associated with the use of critical materials	SR: Responsible Business Practices and Compliance SR: Global Supply Chain
BUSINESS ETHICS		
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	SR: Responsible Business Practices and Compliance SR: Global Supply Chain
ACTIVITY METRIC		
RT-AE-000.B	Number of employees	95,000

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