



Dear Teammate,

We are writing to remind you that the deadline for electing COBRA continuation coverage for your Boeing-sponsored health plans (including medical, dental, pharmacy, and vision benefits) is approaching, and that **you must take action** if you would like to enroll in this coverage.

If you went on strike in August (and therefore lost eligibility for active coverage as of August 31, 2025), you should already have received COBRA coverage enrollment paperwork, including your coverage options and instructions as to how to enroll. As a reminder, your enrollment in this coverage **must be received by November 4, 2025**. If you cannot locate your COBRA coverage enrollment paperwork instructions, or want to enroll, please call the Boeing Service Center for Health and Insurance at **1-866-473-2016** or visit the Total Rewards portal. The Total Rewards portal is available 24 hours a day, 7 days a week. Boeing Service Center representatives are available Monday through Friday between 9 a.m. and 8 p.m. Eastern time (8 a.m. and 7 p.m. Central time; 7 a.m. and 6 p.m. Mountain time; and 6 a.m. and 5 p.m. Pacific time). If you enroll, your coverage will be effective **September 1, 2025**.

If you went on strike on or after September 1, 2025 (because, for example, you returned from an approved leave of absence that started before the strike began), your COBRA enrollment and effective dates will be different; please consult your enrollment paperwork or call 1-866-473-2016 for details.

Once you have enrolled in COBRA continuation coverage, you will receive an invoice for coverage that must be paid within 45 days of the coverage election date. Coverage that is not paid for by the applicable deadline will be retroactively cancelled back to August 31, 2025 (or, if different, the last day of eligibility for active coverage). If that happens, any benefits that may have been paid by your insurance for claims incurred during that COBRA coverage period will be reprocessed and you may be liable for the cost of those benefits.

If you have not yet enrolled in COBRA coverage and do not have other health coverage, we encourage you to evaluate your health coverage options and make an informed decision **before November 4, 2025** (or, if otherwise, the deadline noted in your COBRA enrollment paperwork). If you do not enroll in COBRA continuation coverage by that date, you will not have another opportunity to do so.

Sincerely,

The Boeing Total Rewards Team