****This message is being sent to SPEEA-represented employees from Ben Nimmergut, vice president and functional chief engineer for Production Engineering.****

Team,

As you know, we worked closely with SPEEA for several weeks to reach a final contract offer that has been endorsed by the union's bargaining team. We're pleased to share the full details with you.

This was the first full negotiation with SPEEA in 14 years, and we wanted to do things differently than in the past. That's why we went all in with our strongest offer that respects you and the work you do with immediate financial improvements.

We heard loud and clear that you've lost ground on wages due to inflation. Under our 4-year contract offer, SPEEA members would see the **largest wage pools in 40 years. Total wage funds would increase by 28.5%,** with the opportunity for 31.9% compounded wage growth.

The offer is also designed to help us continue the progress we've worked so hard to maintain over the past two years. We're taking the money we'd have to spend on executing a strike contingency plan and put those dollars into this offer as an investment in you.

That means the offer would give you more money today than you would have otherwise received, and it allows us all to focus on ensuring our company's continued recovery.

These are the early "yes" vote incentives that will not be available later:

- **An immediate 3% guaranteed wage increase for everyone** retroactive to February that would be paid out as a lump sum as soon as possible
- **40% increase in incentive target** (increases to 7%, from 5%)
    - **Retroactive 2% increase** to 2025 incentive payout (paid out as a lump sum as soon as possible)
    - **2% increase** to 2026 incentive target

In addition, you would receive **40 Boeing Restricted Stock Units** that will vest in one-third increments over three years (valued at $9,600 as of market close on Aug. 5).

- Interns would receive a **$2,000 lump sum payment** instead of the RSU grant

PROF CONTRACT FACT SHEETS | **TECH CONTRACT FACT SHEETS**

CLICK HERE FOR WAGE MODELER

WAGE MODELER: You can see exactly how all these incentives could add up for you over the life of the contract offer by using our Wage Modeler. Log on for a personalized view to see how your take-home dollars could grow. You don't have to take our word for it. **SPEEA validated that our Wage Modeler is accurate and we encourage you to try it using a WSSO sign-on.**

Our contract offer also addresses many other priorities the union said were important to you including more paid time off, flexible work, and improvements to healthcare and retirement. By working collaboratively with SPEEA's bargaining teams to identify problems and find solutions, this offer has something for every employee regardless of where you are in your Boeing career. If it is ratified early, we can continue our momentum and keep our workforce and company strong for years to come.

ASK A QUESTION: If you have questions about the contract, send them to SPEEANegotiations@boeing.com and someone will get back to you as soon as possible.

HR OFFICE HOURS: There will be HR Office Hours across our major sites where our SPEEA-represented employees' work. The HR team will be able to answer your questions about the contract offer, the Wage Modeler and information on voting.

I encourage you to learn more on our negotiations website, try out the Wage Modeler, and most importantly, take the time to vote.

Ben