The Boeing Company
Seattle, WA

July 30, 2026

Rich Plunkett
SPEEA IFPTE Local 2001 Director – Strategic Development

Matt Kempf
SPEEA IFPTE Local 2001 Senior Director – Compensation Retirement

Dear Mr. Plunkett and Mr. Kempf:

The attached Endorsed Final Offer is submitted by The Boeing Company ("the Company"), as a proposal to the Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001 Professional Unit ("the Union" or "SPEEA"), to establish a successor Collective Bargaining Agreement between the Company and the Union.

The proposed Endorsed Final Offer for the new 2026-2030 Collective Bargaining Agreement comprises the following:

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1. This Cover Letter
2. Redlined Professional Unit Contract dated March 10, 2020 between The Boeing Company and the Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001
3. Memorandum of Understanding: Special One-Time Awards of Restricted Stock Units (RSUs) or Cash
4. Side Letter: Non-Boeing Labor
5. Side Letter: Technical Skill Development
6. Side Letter: NC Programming
7. Side Letter: Part-Time Benefits
8. Side Letter: Generalist SMC
9. Side Letter: Indemnification
10. Side Letter: Voluntary Layoff Benefits
11. Side Letter: Article 16 Utah Employees
12. Side Letter: Employment-Related Use of Artificial Intelligence and Automated Decision-Making Technologies
13. Memorandum of Understanding: Consecutive Retention Ratings

If the Endorsed Final Offer is ratified by 11:59 PM PST on August 21, 2026, the Company agrees to provide the following **early negotiation incentives** to all bargaining unit employees employed as of ratification:

- **3% GWI adjustment** retroactive to February 20, 2026, to be paid in a lump sum payment, less all required taxes, as soon as administratively feasible

- **Increase 2026 incentive target from 5% to 7%** (change would otherwise not take effect until 2027)

- **Additional 2% incentive payout** for 2025 performance year, to be paid in a lump sum payment, less all required taxes, as soon as administratively feasible

These early negotiation incentives provide the SPEEA Professional Unit an average value of approximately **$32,600** per person.

For the early negotiation incentive lump sum payments, employees may elect to 1) take a lump sum payment, less all required taxes; or 2) contribute up to 100% (in whole percentage amounts) to The Boeing Company 401(k) Plan in accordance with its terms; or 3) some combination thereof for each lump sum payment.

If the Company's Endorsed Final Offer is not ratified by 11:59 PM PST on August 21, 2026, the above-mentioned early negotiation incentives are deemed withdrawn and will not be offered again.

All Articles, Appendices, and Attachments of the parties' 2020-2026 Collective Bargaining Agreement have been reviewed in detail by the Company and Union negotiators. Except as set forth in this Endorsed Final Offer, all Articles, Appendices and Attachments of the 2020-2026 Collective Bargaining Agreement will remain unchanged.

This Endorsed Final Offer constitutes the Company's entire proposal and is contingent on ratification by the SPEEA Professional Unit membership.

All other provisions or proposals not contained in this Endorsed Final Offer are considered withdrawn or cancelled and are no longer being offered.

Regards,

Robert Joga
Vice President – Labor Relations