CONTRACT OFFER SUMMARY

COMPENSATION

- **28.5% increase in total wage funds,** with the opportunity for 31.9% compounded wage growth
- **Immediate 3% guaranteed wage increase for everyone retroactive to February***
- **40% increase in incentive target** (increases to 7%, from 5%)
    - Includes retroactive 2% increase to 2025 incentive payout* and 2% increase to 2026 incentive target

EARLY "YES" VOTE INCENTIVES

- **40 Boeing Restricted Stock Units** that vest in one-third increments over 3 years
    - Interns would receive a $2,000 lump sum payment instead of RSU grant
- **Increased overtime additive:** Base rate plus **$8.50 per hour**, up from $6.50 (following the 3% GWI, the average Prof base rate would be $75 per hour + $8.50 for overtime)

BENEFITS

- No change to medical plan design or pay bands
    - Boeing continues to pay on average 87% of medical and dental costs
    - New primary care benefit, fertility coverage, enhanced dental and Retiree-Only HRA
- Boeing's automatic contribution to the 401(k) will increase for more than 7,000 employees (current age-based contribution for employees under age 40 increases to 4%, up from 3%)
- For employees with a BCERP pension benefit, the Basic Benefit will increase to $110, up from $100

WORK-LIFE BALANCE

- 3 additional paid days off (2 additional vacation days, 1 new floating holiday)
- Bereavement leave aligned to Enterprise plan (3 days annually)
- Review process defined for flexible/virtual work requests
- Limits on mandatory overtime now capped at 112 hours quarterly (reduced from 144 hours quarterly)

PERFORMANCE & CAREER DEVELOPMENT

- Revised performance management process, with no forced distribution and a stronger link between performance rating and salary increases
- Increased funding for Ed Wells Partnership, plus new Ed Wells functional advisors who will support talent development
- Professional certifications covered under the Learning Together Program

OTHER HIGHLIGHTS

- Simplified retention process from three ratings (40/40/20) to two ratings (80/20)
- Increased involuntary and voluntary minimum layoff benefits
- Commitment between BCA leadership and SPEEA to meet at least twice a year to discuss workplace and market issues
- Partnering on new AI special interest group to discuss leveraging AI as a force multiplier for engineering
- $150 per year for safety shoes, which can now also be used for other PPE (up from $75 a year)

Paid out as a lump sum as soon as administratively possible

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WAGES, INCENTIVES & RSU GRANT

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28.5% IN TOTAL WAGE FUNDS, WITH THE OPPORTUNITY FOR 31.9% COMPOUNDED WAGE GROWTH

including promotional and/or out of sequence adjustments

3% retro to Feb 2026	7.5% 2027	6% 2028	6% 2029	6% 2030
EARLY "YES" VOTE INCENTIVE Guaranteed wage increase for everyone on Day 1 of the new contract (paid in lump sum)	7% Salary Adj. + Performance Funds	5.5% Salary Adj. + Performance Funds	5.5% Salary Adj. + Performance Funds	5.5% Salary Adj. + Performance Funds
	0.5% Promotional Fund	0.5% Promotional Fund	0.5% Promotional Fund	0.5% Promotional Fund

SALARY ADJUSTMENT, PERFORMANCE AND PROMOTIONAL FUNDS

- **3%** guaranteed wage increase for everyone on Day 1 retroactive to February 2026
  (This is an early "yes" vote incentive; lump sum paid out as soon as possible)
- **23.5%** salary adjustment and performance funds over 4 years, available during Annual Compensation Review process and based on individual performance
- **NEW:** All employees are guaranteed a wage increase up to 3% each year based on inflation
- **2%** promotional funds over 4 years

ADDITIONAL EARLY "YES" VOTE INCENTIVES

- **2%** additional payout for 2025 incentives
  (Lump sum paid out as soon as possible)
- **7%** incentive target starting 2026, up from 5%

OWNERSHIP IN OUR COMPANY

- **40** Restricted Stock Units (RSUs) that vest in one-third increments over 3 years
  (Interns are not eligible for this RSU grant and would instead receive a $2,000 lump sum following ratification)

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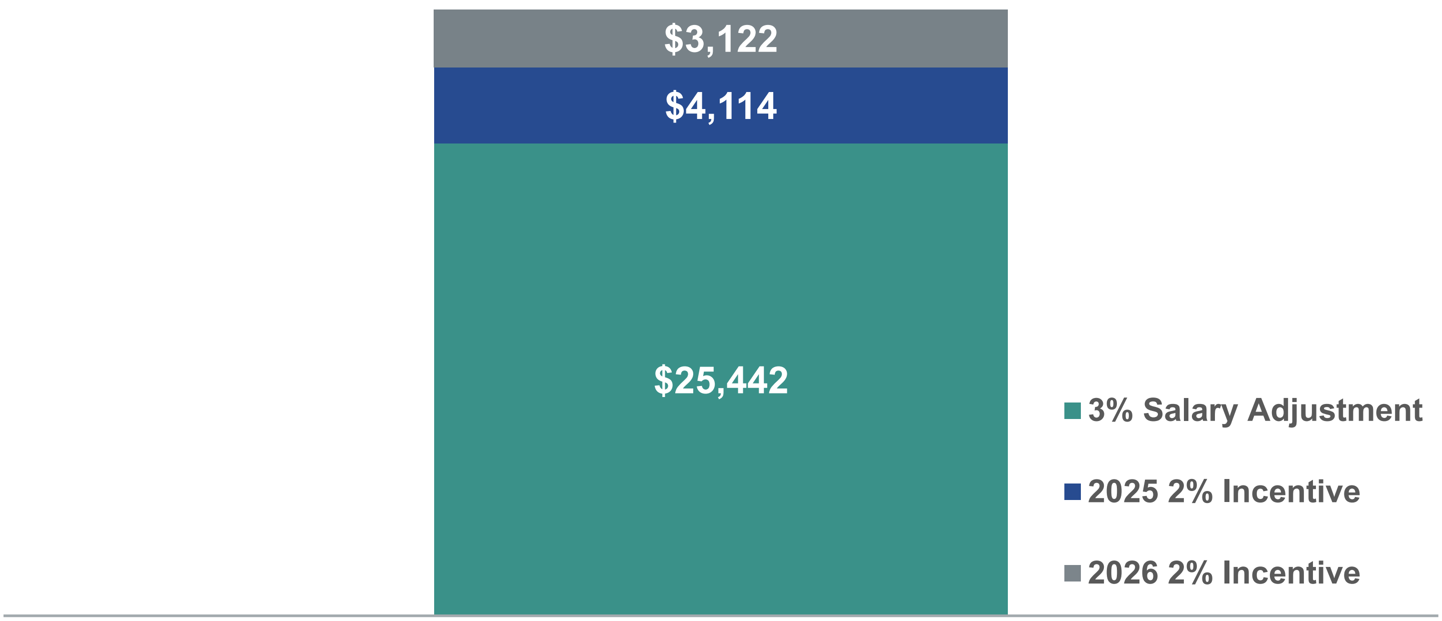
THE AVERAGE VALUE OF AN EARLY "YES" VOTE

We're making a stronger contract offer right now by investing money in you instead of using the dollars to implement our contingency plan. These early incentives will not be available later.

$32,678



SPEEA Prof	Estimated Average (Per Person)
3% guaranteed wage increase compounded value over the life of the contract *(retroactive to February 2026)*	**$25,442**
2% additional incentive for 2025 @ 131% One Company Score	**$4,114**
2% additional incentive for 2026 @ projected 100% One Company Score *(7% incentive target up from current 5%)*	**$3,122**

TOTAL ESTIMATED AVERAGE VALUE $32,678

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401(K): HOW IT ADDS UP

Boeing will continue to provide one of the **top-ranked and most generous 401(k) plans** in America.*

When including the company match of **75% of the first 8% – 6%,** you will have the following total employer company contribution:

	Current total company contribution	New total company contribution, effective 1/1/27**
UNDER 40	9%	**10%**
40 – 49	10%	
50+	11%	**11%**

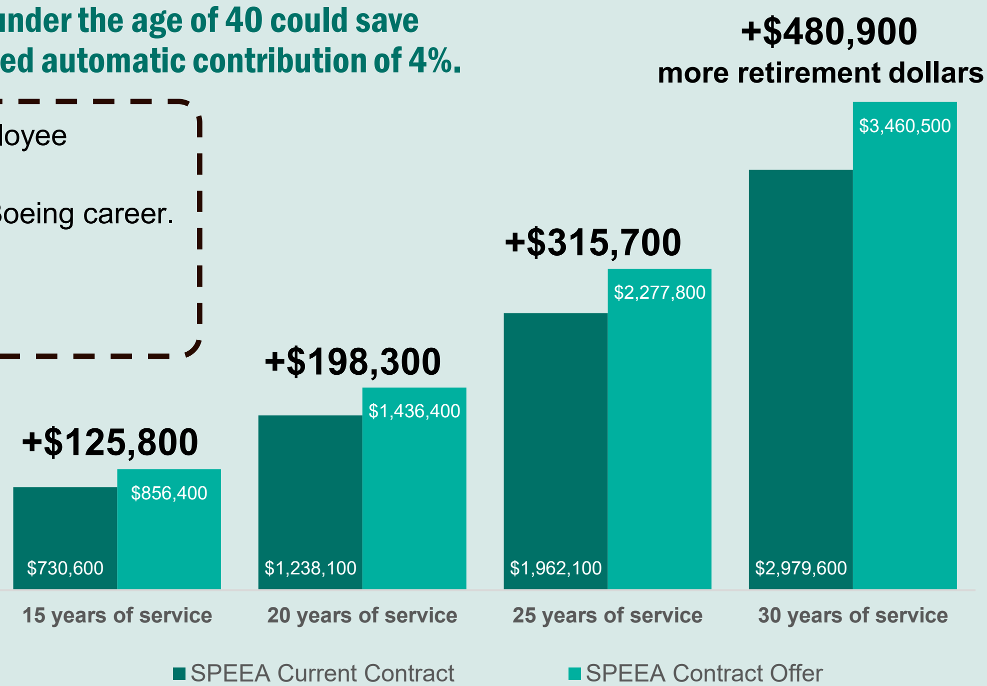
Other highlights include:

- ✓ All employees continue to receive a 75% company match on the first 8% of eligible pay you contribute.
- ✓ For current employees, Boeing automatically contributes 4% under age 50 and 5% for age 50 or older, with current employees automatically transitioning to the 5% rate when turning 50.
- ✓ Qualifying student loan payments can count toward determining the company's matching contributions to your Boeing 401(k).
- ✓ Access to no-cost retirement consultations with a financial planner.

Here's how much more an employee under the age of 40 could save over a Boeing career with the increased automatic contribution of 4%.

EXAMPLE: A current 34-year-old employee making $140,000 a year could save an **additional $480,900** over a full Boeing career.

TOTAL RETIREMENT SAVINGS:
$3,460,500



Assumptions:

- Salary adjustments as outlined in contract offer; followed by annual wage growth of 3%
- 7% target incentive every year
- 4-5% age-based automatic company contribution
- Employee contributes 8% of pay to maximize Boeing match
- 6% annual return on investment

* *Inside America's Most Generous 401(k) Plans: Wall Street Journal, July 2026; 5 Companies With the Best Retirement Plans: Investopedia, November 2025*
** *For current employees only; for new hires starting in 2027, the automatic company contribution will be 4% for all ages*
*** *Investment returns are not guaranteed*

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BOEING STOCK UNITS

40 Boeing Restricted Stock Units (RSUs) that vest in one-third increments over 3 years*

What is an RSU?

Each RSU represents a promise to deliver a share of Boeing stock once the vesting condition has been met. In this case, the vesting condition is continued employment through a specified vesting date (subject to limited exceptions).

How does my grant vest?

RSUs will vest in installments on the anniversary of the grant date over the course of three years, subject to continuous employment through the applicable vesting date.

2026	2027	2028	2029
40 RSUs granted	1st Vest (33% of the grant)	2nd Vest (33% of the grant)	Final Vest (34% of the grant)

What if I'm close to retirement? Will I lose these RSUs if I retire before vesting?
If you retire from the company at age 55 or older with at least 10 years of service, or you retire at age 62 or older with at least 1 year of service, all unvested RSUs will immediately vest and you will receive your shares of stock, less applicable tax withholdings – as long as you give the company adequate notice (generally, six months) of your retirement to support work transition.

- ✓ **Company ownership:** Provides an opportunity to have an ownership stake in the company.
- ✓ **More choices:** An employee has the flexibility to hold the shares as an investment or sell the shares for cash, once they have been earned after the vesting period.
- ✓ **Opportunity for investment growth:** Potential to deliver value significantly beyond a traditional cash bonus if the stock appreciates in value.

For more information on RSUs: NetBenefits.com/Boeing

* *Interns are not eligible for this RSU grant and will instead receive a $2,000 cash payment following ratification*
** *Investment returns are not guaranteed*

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RSU ADDITIONAL FAQS

How do RSUs work?
Each RSU is a promise to give you a share of Boeing stock, if and when it vests. You do not pay income tax when the RSU is granted. Instead, you pay ordinary income tax when it vests, based on the value of a share at that time. Any taxes that are due upon vesting are collected through the automatic sale of some of your vested shares – you will not be required to pay out of pocket or from other cash pay. Shares remaining after this tax sale will be available in your Fidelity account. Payroll taxes (FICA) are also usually collected upon vesting. However, if you are or become eligible to vest upon retirement during the vesting period, FICA taxes may be withheld by reducing the number of unvested RSUs in your account, as required by IRS rules.

When will I receive the RSUs and what do I need to do?
If the contract is ratified, you will receive 40 RSUs that vest in one-third increments over three years, subject to approval of Boeing's Compensation Committee of the Board of Directors. You must be an employee represented by SPEEA under this contract on the Company's active payroll on the grant date to receive the RSUs on that date. You will get a Notice of Terms and other plan documents through Fidelity NetBenefits, and you must accept the Notice of Terms on time to get the award.

If you are an eligible represented employee but not on the company's active payroll as of the grant date described above because you were on a leave of absence greater than 90 days, you will be eligible to receive your RSUs within 60 days after you return to work. You must notify HR through Worklife of your return and request the RSU grant within 30 days of returning to work.

Represented interns are not eligible to receive this RSU grant, and will instead receive a $2,000 cash payment following ratification.

What happens if I leave the company before vesting?
Generally, if you leave the company before vesting, you will automatically lose the unvested RSUs. There are a few exceptions where your unvested RSUs immediately vest, such as:

- Termination due to death or long-term disability.
- Termination due to layoff: Provided you sign a release of claims.
- Qualifying retirement: Provided you give the company sufficient advance notice of your retirement (generally 6 months).

"Qualifying retirement" means retiring at or after age 55 with at least 10 years of service, or at or after age 62 with at least 1 year of service.

When can I sell my shares once my RSU award has vested?
Once the RSUs vest and the shares are delivered to your account, you own the shares and can sell them, subject to insider trading rules and Boeing's PRO-12 compliance requirements.

What happens to my RSUs if I change jobs within Boeing (including moving outside this bargaining unit), or if I leave Boeing and am then rehired later?
Once your RSUs have been granted, internal transfers within Boeing or a subsidiary do not break continuous service, so your RSUs will continue to vest if you remain employed. If you forfeit RSUs due to terminating before a vesting date and you are later rehired, your previously forfeited RSUs will not be restored to you.

How do these RSUs affect my other compensation?
RSUs are a one-time equity award and do not change your base salary, eligibility for annual incentive pay, layoff benefit calculations, retirement contribution calculations, or retirement deferral options.

** Investment returns are not guaranteed*

HEALTHCARE: NEW BENEFITS

No change to medical plan design or pay bands. Boeing continues to pay on average 87% of medical and dental costs.

Keep your high-quality, low to no cost healthcare plans, plus:

Primary Care+:

- ✓ Beginning no later than January 1, 2027, Boeing will offer SPEEA-represented employees covered by this contract and covered family members access to Primary Care+ (goboeing.co/pcplus) clinics.
- ✓ This includes free or low-cost clinic visits or virtual appointments.

Preferred Dental Plan:

- ✓ The annual plan maximum benefit improves from $2,500 to **$3,000**.
- ✓ Orthodontia coverage improves from $2,000 to **$4,000** per individual, per lifetime.

Family Building:

- ✓ Beginning in 2027, Boeing will offer SPEEA-represented members access to fertility coverage, including artificial insemination (AI) and In Vitro Fertilization (IVF).
- ✓ Doula coverage will also be included in medical plan options administered by Blue Cross Blue Shield of Illinois (BCBSIL).

Retiree medical – access-only post-2007 hires or rehires:

- ✓ The company will provide access-only (100% retiree paid) coverage under the pre-65 retiree medical plan and the Medicare Plan to employees who:
  - ✓ Were hired or rehired on or after January 1, 2007; and
  - ✓ Terminate employment on or after attaining age 55 with at least 10 years of service and on or after December 31, 2027.

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PRIMARY CARE+

Beginning no later than January 1, 2027, Boeing will offer SPEEA-represented employees covered by this contract and covered family members' access to Primary Care+ clinics in Washington state.

- ✓ Free or low-cost clinic visits or virtual appointments
- ✓ Spend more time with a provider, less time in the waiting room
- ✓ Physical therapy, chiropractic care, mental health available
- ✓ In-clinic labs available

There are other "pluses" too:

- + Health coaching and care advocate support
- + Get referrals to care with top specialists
- + Keep current BCBSIL health plan; Primary Care+ complements care

7 Puget Sound clinic locations with more coming

Crossover Health 1101 Dexter Ave N, #105 Seattle, WA 98109	**Crossover Health** 188 106th Ave NE, Ste 402 Bellevue, WA 98004	**Vera Whole Health** 6700 Fort Dent Way, Ste 100 Tukwila, WA 98188
Vera Whole Health 4540 Sand Point Way NE Seattle, WA 98105	**Vera Whole Health** 13123 121st Way NE, Ste D Kirkland, WA 98034	**Vera Whole Health** 3815 S Steele St, Ste A Tacoma, WA 98409
Vera Whole Health 4933 Evergreen Way Everett, WA 98203	Coming Soon! **Crossover Health** 1111 Lake Washington Blvd, Bldg. 3 Renton, WA 98056	Coming Soon! **Crossover Health** 808 134th St. SW Everett, WA 98204

Learn more: https://goboeing.co/pcplus

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PRIMARY CARE+ FAQS

What is Primary Care+?

Primary Care+ are clinics that offer Boeing employees and their covered family members convenient access to high-quality comprehensive health care. Participating clinics must meet a demonstrated high standard of care, with a commitment to delivering an exceptional patient experience.

Who is eligible for Primary Care+?

SPEEA-represented employees, early retirees and their covered spouses/domestic partners and dependents are eligible if they are enrolled in a Boeing-sponsored health care plan administered by Blue Cross Blue Shield of Illinois (BCBSIL) and reside in Washington (including Embright Preferred Partnership Plan options).

If you are eligible, your covered spouse or domestic partner and covered dependents (ages 18+) are also eligible.

What kind of pediatric care is available at Primary Care+ clinics?

Select Vera Whole Health clinic locations offer limited pediatric urgent care (sick/injury only) for ages 3+. For children ages 3 and older, you can call the clinic to schedule an appointment and coordinate care; however, online patient account registration is not available.

Note: Crossover does not currently offer pediatric care.

What health care services are available at the Primary Care+ clinics?

Services include traditional primary care, physical therapy, chiropractic care, mental health support, health coaching, lab tests and vaccines.

Will Primary Care+ clinics replace my Boeing-sponsored health care coverage?

No, you keep your current BCBSIL medical plan option. Primary Care+ complements your care.

Where should I go if I have more questions?

Visit goboeing.co/pcplus to learn more and view extended FAQs.

BOEING

HEALTHCARE: RETIREE-ONLY HRA

Double the value of your sick leave payout through a new Retiree-Only HRA

What is a Retiree-Only Health Reimbursement Arrangement (HRA)?

- ✓ An HRA is a tax free, company-funded account that allows retirees to be reimbursed for eligible medical expenses.
- ✓ This includes premiums, co-pays and deductibles that are qualified medical expenses.

What determines my balance?

- ✓ The balance of your account will match the amount of unused sick leave payable upon retirement.
- ✓ Your account will be available up to 20 years following termination of employment.

What determines eligibility?

- ✓ The Retiree-Only HRA will be effective January 1, 2028, and eligibility will align with the current unused sick leave payout which includes reaching age 55 with 10 years of company service at the time of termination, after the effective date.

How this works:

Every year, half of your unused sick leave is added to your Unused Sick Leave (USL) bank and continues to accrue until retirement. At retirement, Boeing will now match your sick leave payout through a new Retiree-Only HRA.

Employee example:

- Currently has 250 hours in their USL bank
- Plans to retire in 10 years
- Assumes they have 50 hours of Unused Sick Leave each year leading up to their planned retirement (this means 25 hours are added to their USL bank each year)

At retirement, this employee will have a total of 500 hours of Unused Sick Leave.

500 hours
X **$40** per hour
X **50%**

= **$10,000** in cash (unused sick leave payout)
\+ **$10,000** **NEW** company contribution to an HRA

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HEALTHCARE: HRA VS. HSA

Boeing offers multiple tax-advantaged ways to save for future medical expenses. Here's how an HRA differs from an HSA:

Health Reimbursement Arrangement (HRA)

- Effective January 1, 2028, available to employees who meet the retirement eligibility requirements (including age 55 with at least 10 years of service) at termination with an unused sick leave balance
- Only employer contributions allowed
- Use of contributions is tax-free as long as used for qualified medical expenses and medical plan premiums

HRA eligibility is automatic if eligibility requirements are met at termination of employment.

Health Savings Account (HSA)

- Available to employees enrolled in the Advantage+ health plan (HDHP)
- Account is owned by the employee and funds can be used to pay for qualified medical expenses while active or retired
- Employer and employee contributions are allowed
- Use of contributions is tax-free as long as used for qualified medical expenses
- Employee can choose to invest HSA funds

Average HSA balance of SPEEA-represented employees is $14,500.

HSA eligibility depends the Boeing-sponsored medical plan option an employee elects.

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RETIREE-ONLY HRA FAQS

What is a Retire-Only HRA?
A Retiree-Only HRA is an employer-funded reimbursement benefit for eligible retirees only for use in paying qualified medical expenses during retirement.

Who funds an HRA?
HRA contributions are provided by the employer only. Employees cannot contribute their own money to an HRA.

How do I become eligible for the Boeing Retiree-Only HRA Plan?
The plan will be effective January 1, 2028, and eligibility will align with the current unused sick leave payout which includes reaching age 55 with 10 years of company service at the time of termination.

Is a specific health plan required to have an HRA?
No. An HRA does not require a specific associated health plan design.

What expenses are generally eligible?
Eligible expenses generally include medical, dental and vision costs including deductibles, copayments and certain health insurance premiums that are qualified medical expenses under Internal Revenue Code Section 213(d).

What expenses are typically not eligible?
Cosmetic and other non-medical expenses are generally not eligible. Common ineligible examples include skin or teeth whitening, health-club dues, hair transplants, cosmetic surgery, and similar elective procedures.

How do retirees request reimbursement?
Eligible retirees will receive instructions on how to submit claims for reimbursement.

What happens to unused HRA funds?
Unused HRA funds will carry over each year, for a period of 20 years (post-retirement) or until death, whichever occurs first.

Are HRA reimbursements taxable?
HRA reimbursements are tax-free for eligible medical expenses. Since the employer funds the HRA, there is nothing to report on employee/retiree tax forms.

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