

June 30 Employee Message

Subject: Starting SPEEA negotiations

**** This message is being sent to SPEEA-represented employees from Ben Nimmergut, Vice President and Functional Chief Engineer for Production Engineering. ****

Team,

As you may know, Boeing and SPEEA mutually agreed to start contract negotiations earlier in the year. Today, we're announcing that bargaining will officially get underway tomorrow, July 1. During our early conversations with SPEEA, we've already found several areas of common interest and look forward to learning more about what's most important to you at the bargaining table.

We're approaching this negotiation as another opportunity to improve our culture by showing the respect we have for you and the important work you do.

We've made good progress as a company over the last two years and it's important we do everything we can to continue that momentum. Anything that jeopardizes our progress would hurt our customers and throw our recovery off course. That's why we wanted to start earlier to reach an agreement and allow everyone to focus on the important work ahead. And the dollars we'd spend executing a contingency plan could instead be invested in all of you as we work toward a strong contract offer.

You've probably seen the [contract priorities](#) that SPEEA's bargaining team released a few weeks ago. We wanted to provide our thoughts on those priorities and share our own goals that we look forward to exploring with SPEEA at the bargaining table.

On market-leading compensation

We know this is top of mind, especially in an expensive region like the Pacific Northwest. Our goal is to be among the market leaders when it comes to compensation, and this topic will be a key part of our discussions. While some companies currently offer higher base salaries, we're committed to investing in a total pay and benefits package that is highly competitive to keep our people and attract new talent.

On benefits that matter

The investments we make in you and your family are an important part of that total package. We spend more than other companies on high-quality healthcare and our top-ranked retirement plan.

- On average, Boeing pays 87% of the total cost of medical and dental coverage for our SPEEA-represented employees. And some of you have access to plans with \$0 paycheck contributions, which is rare for any industry. We also provide access to physical, mental and financial well-being programs.
- Boeing's 401(k) plan offers the most company dollars of any Puget Sound aerospace or tech company and is ranked as one of the best in the nation.

We're always looking for new ways to enhance our benefits and look forward to this discussion.

On time to work and time to live

We're committed to providing a quality work/life balance and we want to hear SPEEA's ideas on flexible work. As we focus on meeting our customer commitments, there's no substitute for face-to-face collaboration on site. But when our teammates need flexibility, we want our managers to work with you to do what's right for you and the team.

On fairness and accountability

The important work you do each day helps drive our company's recovery. Rewarding performance is important to us, and we know you want a better way to differentiate high performers. We'll explore this topic at the bargaining table.

On develop and maintain the workforce

We're building a strong future by investing in our team so you can grow your Boeing career.

- Since 2020, Boeing has paid \$91 million in tuition and flight incentive benefits for SPEEA-represented employees through our Learning Together Program, with more than 1,000 degrees earned.
- 73% of SPEEA-represented employees have taken a course through the Ed Wells Partnership over the past three years.

We know SPEEA will also be interested in talking about Artificial Intelligence, and we welcome that discussion. We see AI as a force multiplier that supports our team and the work you do.

Fertility benefits

During recent discussions, SPEEA told us that fertility benefits were important to you. We wanted to make sure you could take advantage of that benefit as early as possible. As a result, we've already committed to providing fertility benefits for all of you effective January 1, 2027, a full year earlier than if we had waited to bargain this at the table. Look for details during Annual Enrollment this fall.

Closing thoughts

I look forward to sitting down with SPEEA's bargaining team and keeping you informed throughout this process. We'll share resources tomorrow to help you and your family to stay up to date.

Ben