BOEING

FINAL CONTRACT OFFER

34% IN TOTAL WAGE FUNDS

26% FULLY GUARANTEED FOR EVERYONE

Effective 10/2/26		March 2027		March 2028		March 2029		March 2030
10% Guaranteed Wage Increase	+	**4%** Guaranteed Wage Increase	+	**6%** Wage Pool (**4%** guaranteed)	+	**6%** Wage Pool (**4%** guaranteed)	+	**6%** Wage Pool (**4%** guaranteed)

Plus, 0.5% promotion and out-of-sequence funds each year (total 2%)

We are contractually required to spend all wage funds every year

This offer addresses your feedback and top priorities:

- Immediate guaranteed wage increase
- Wage pools with guarantees that protect against inflation
- Plus, you'd keep the same enhanced healthcare and retirement benefits from our first offer

From 2028–2030, the 6% annual wage pools include a 4% minimum guarantee. What determines the additional 2%?

During the Annual Compensation Review (ACR) process for those specific years, managers will receive a 6% wage pool to distribute to their team. Every employee is guaranteed at least a 4% wage increase each year. Managers will continue to consider an employee's performance and salary position to market, which is consistent with the enterprise ACR process. Actual salary increases from 2028-2030 may be higher than 6% based on individual performance, compa ratios, and several other factors. The company is required to spend the full wage fund on each bargaining unit each year.

GET YOUR CUSTOMIZED STATEMENT

WAGE MODELER *WSSO required*

Have a question? Send an email to **SPEEANegotiations@boeing.com**

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SPEEA CONTRACT COMPARISON

	Early Contract Offer	Final Contract Offer
Wage funds	3% wage increase retroactive to Feb. 2026 Annual wage pools: 7%, 5.5%, 5.5%, 5.5% with an inflationary guarantee of up to 3% each year (2027-2030) Promotion & out-of-sequence funds (POOS): 2% over four years (0.5% each year)	**10% guaranteed wage increase for everyone** effective Oct. 2, 2026 Annual wage pools: **4%, 6%, 6%, 6%** with a **guaranteed minimum increase of 4%** each year (2027-2030) Same as early contract offer
Employee Incentive Plan target	7% target effective 2026 plan year, with 2% retroactive payout for 2025 plan	7% target effective 2027 plan year
Boeing stock	40 Restricted Stock Units	Value moved to contribute to more wages up front
Retention rating categories	R1 / R2 (80%, 20%)	Maintain the current R1, R2 and R3 retention rating system
Flexible work	Requires VP approval for hybrid/virtual long-term schedule Manager authority to approve situational flexible work	Requires director approval for hybrid/virtual long-term schedule Same as early contract offer
Overtime	Required overtime capped at 112 hours quarterly (reduced from 144 hours quarterly)	Same as early contract offer

All other elements of the first offer remain the same, including enhanced healthcare and retirement benefits.

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FINAL CONTRACT OFFER SUMMARY

COMPENSATION

- **NEW: 34% in total wage funds**, which includes 26% fully guaranteed for everyone
    - 0.5% funding each year for promotion and out of sequence (2% total)
    - We are contractually required to spend all wage funds on the Tech unit every year
- Incentive target increases to 7%, up from 5%, effective in 2027 with payout in 2028

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

PERFORMANCE & CAREER DEVELOPMENT

- Revised performance management process, with no forced distribution
- 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

WORK-LIFE BALANCE

- 3 additional paid days off (2 additional vacation days, plus 1 new floating holiday)
    - The floating holiday is also available to use before the end of this year.
- Bereavement leave aligned to Enterprise plan (3 days annually)
- **NEW:** Director approval for hybrid/virtual long-term schedule (instead of VP approval)
    - Manager authority to approve situational flexible work
- Limits on required overtime capped at 112 hours quarterly (reduced from 144 hours quarterly)

OTHER HIGHLIGHTS

- **NEW:** Maintain the current R1, R2 and R3 retention rating system
- 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)

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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%,** you will have the following total employer company contribution:

	Current total company contribution	New total company contribution, effective in Jan. 2027**
UNDER 40	9%	10%
40 – 49	10%	10%
50+	11%	11%

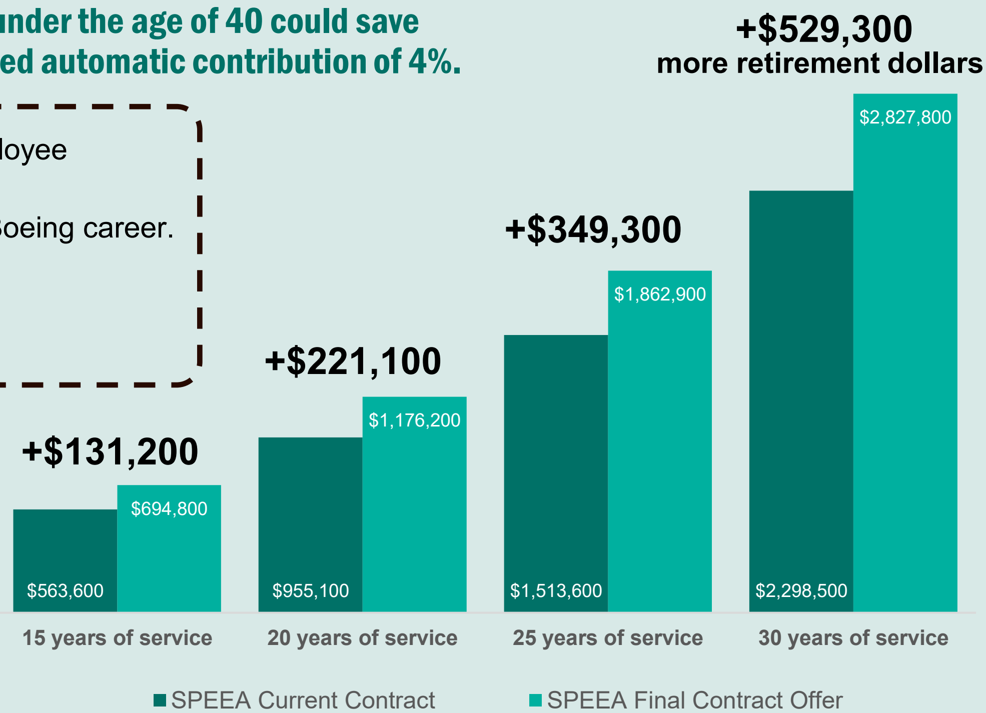
Other highlights include:

- ✓ 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 free 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 35-year-old employee making $108,000 a year could save an **additional $529,300** over a full Boeing career.

TOTAL RETIREMENT SAVINGS:
$2,827,800



Assumptions:

- Total wage funds 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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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 and 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 employees 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:

- ✓ The company will provide a company-funded account under a Retiree-Only Health Reimbursement Account (HRA), effective January 1, 2028, that an eligible retiree can access for reimbursement of qualified medical expenses incurred during retirement.
- ✓ 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 and 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	**Crossover Health** 808 134th St. SW Everett, WA 98204	**Coming Soon! Crossover Health** 1111 Lake Washington Blvd, Bldg. 3 Renton, WA 98056

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 qualified medical expenses.

✓ This includes premiums, co-pays and deductibles that are qualified medical expenses under the Internal Revenue Code.

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 or upon death, whichever occurs first.

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 Retiree-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. Any dependents covered by the participant under their Retiree-Only HRA at the time the participant dies would have a COBRA continuation right to access the remaining balance for qualified medical expenses during the COBRA period.

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.