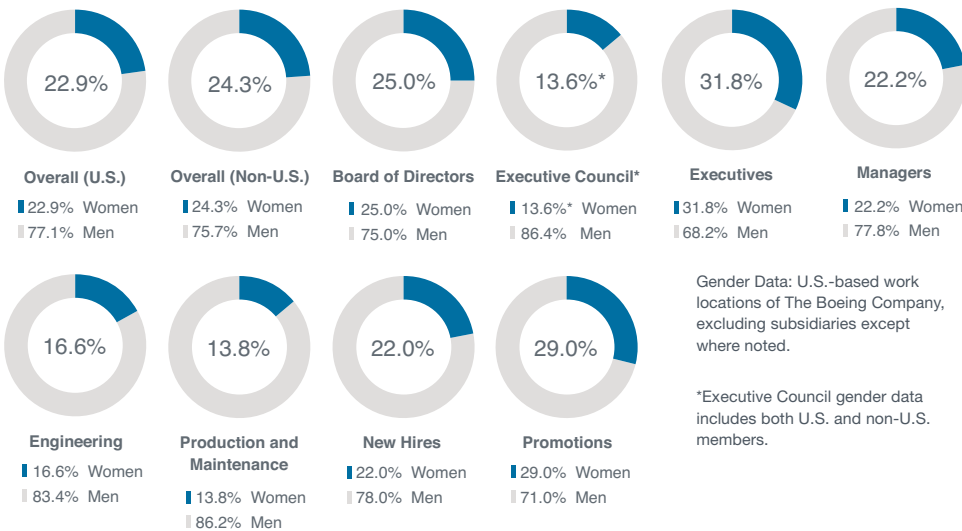


Equity, diversity and inclusion are crucial to all of us: our employees, our stakeholders and our communities. Yet we know that for many, these basic principles remain an ideal, not a reality. Guided by our values, we are pressing forward on the necessary and challenging work ahead of us to create a company where everyone is included, valued, respected and supported in reaching their full potential.

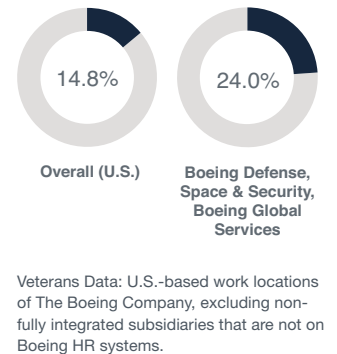
## OUR DATA

As we start our journey, our diversity numbers are on par with the aerospace and defense industry. We know we have work to do to first lead our industry and then become among the leading companies worldwide. We know the metrics provided in this report are incomplete. Everyone brings their own diversity to Boeing. This report provides visibility to the reliable data we have based on teammates' voluntary self-identification, but it doesn't reflect the full diversity of our workforce. We aim to gather sufficient credible data to share additional metrics, such as LGBTQ+, in future reports.

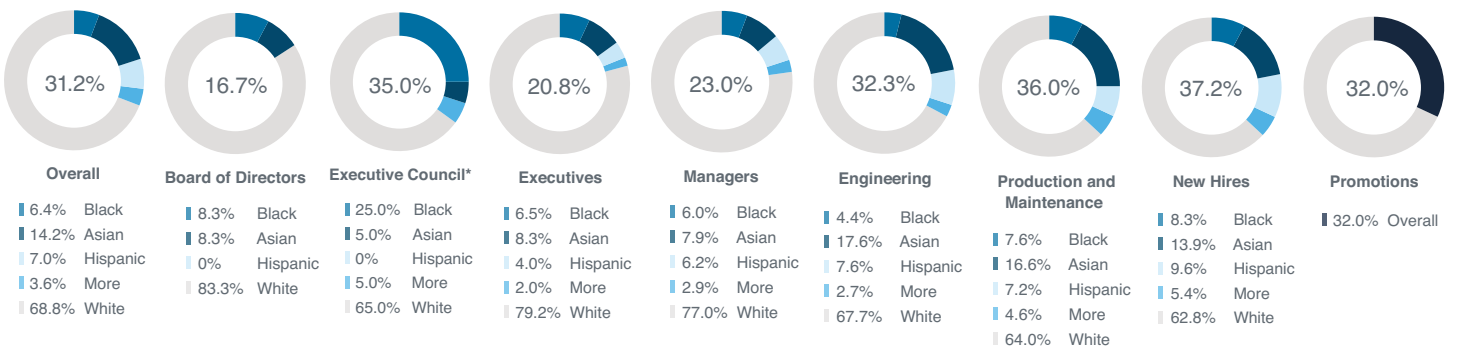
### Gender



### Veterans



### Race and Ethnicity



Race and Ethnicity Data: U.S.-based work locations of The Boeing Company, excluding non-fully integrated subsidiaries that are not on Boeing HR systems.

\*Executive Council Race and Ethnicity data does not include non-U.S. members. However, Susan Doniz, chief information officer and senior vice president of Information Technology & Data Analytics, openly identifies as Hispanic.

\*\*"More" category includes American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.

“ Transparently sharing our progress now and every year going forward will help hold us accountable for achieving the goals that we’ve set to improve in all of these areas. This work is a business imperative because diversity and inclusion are critical drivers of quality, of safety and innovation. And quite frankly, every important thing we do would be better with an inclusive culture.”

**David Calhoun,**  
President and  
Chief Executive Officer,  
The Boeing Company

## OUR ASPIRATIONS

To advance equity and diversity and build a culture of inclusion, we have established a set of aspirations we will strive to achieve by 2025:

- Increase the Black representation rate in the U.S. by 20%.
- Achieve parity in retention rates of all groups.
- Close representation gaps for historically underrepresented groups.
- Eliminate any statistically significant differences between the workplace experiences of underrepresented and at-representation groups.
- Advance common understanding, shared experiences and mutual respect.
- Report diversity metrics and progress annually.

To achieve our aspirations, we are galvanizing our entire workforce to advance equity, build diverse teams and create inclusion wherever our teams are. This includes our teammates who belong to the more than 125 chapters of our employee-led global Business Resource Groups, who strive every day to advance inclusion across our company and communities. It includes our Racial Equity Task Force, which serves as a think tank and amplifies all voices at Boeing to make inclusion a top priority.

[Click here](#) for more specific actions we’re taking to advance our Global Equity, Diversity & Inclusion strategy.

## OUR TEAMMATES DRIVE PROGRESS

Our Boeing teammates around the world bring their energy to equity, diversity and inclusion every day. Take a look at some of the inspiring efforts of our invaluable employee communities.

**\$14.2M**  
Invested in veteran-related nonprofit organizations; 23 chapters of the Boeing Veteran Engagement Team (BVET) Business Resource Group support veterans and their families across the globe

**Publicly denounced anti-Asian hate**  
associated with COVID-19; signed Ascend action agenda along with other global businesses and nonprofits

**42%**  
Significant proportion of our 2020 interns were women

**2020**  
Entered into a \$1.5 million partnership with Allen University to establish the Boeing Institute on Civility

**100**  
Early-career employees hired in 2020 at professional conferences hosted by Hispanic and Latinx professional organizations

**\$1.3M**  
Grants to support Indigenous communities across the U.S.

**5,000+**  
Transparent face masks distributed by Boeing Employees Ability Awareness Association (BEAAA) Business Resource Group to employees who are deaf or hard of hearing and their teammates

**2020**  
Boeing Employees with Transgender Family Members (BETFaM) community group launched, an extension of the Boeing Employees Transgender Association