

LETTER OF UNDERSTANDING 34

SUBJECT: ~~LUMP SUM PAYMENTS AND RATIFICATION~~
BONUS

If this Collective Bargaining Agreement is ratified on or before September 12, 2024, the Company agrees to pay a ratification bonus to employees who on September 12, 2024 were covered by the Agreement and on (a) the active payroll on September 12, 2024 (including a leave of absence of ninety (90) days or less) or (b) approved military leave of absence on September 12, 2024 pursuant to Section 6.6(b), even if such military leave of absence is longer than ninety (90) days. The ratification bonus will be \$3,000, less applicable withholding and will be paid within thirty (30) days of ratification or as soon as administratively feasible. The employee may elect to contribute up to 100% (in whole percentage increments) of the ratification bonus on a pre-tax, Roth or after-tax basis into The Boeing Company 401(k) Retirement Plan ("401(k) Plan"), which contribution will not be eligible for company matching contributions nor eligible pay for Special Company Retirement Contribution purposes. Such contribution election will be subject to IRS and 401(k) Plan contribution limits and pursuant to procedures established by the Plan Administrator or it's delegate or agent established for administering such elections.

The Company agrees to pay a lump sum payment to employees who on September 3, 2008 were covered by this Agreement and on (a) the active payroll on September 3, 2008 (including a leave of absence of ninety (90) days or less) or (b) approved military leave of absence on September 3, 2008 pursuant to Section 6.6(b), even if such military leave of absence is longer than ninety (90) days. The lump sum payment will be the greater of (a) ten (10) percent of their bargaining unit gross earnings during the period August 31, 2007, through September 4, 2008, less applicable withholding, or (b) \$5000, less applicable withholding. The lump sum payment will be paid within thirty (30) days of ratification of the Agreement. Bargaining unit gross earnings are defined as that portion of an eligible employee's total earnings while in the bargaining unit which is computed at the employee's base rate plus cost of living adjustment rate, military pay differential, shift differential rate, team leader premium and non regular workweek premium rate, as applicable, on regular and overtime hours worked, overtime bonus hours, third shift bonus hours, sick leave hours, vacation hours, holiday hours, report time hours and leave with pay hours. All other payments to an employee, imputed or otherwise, including this payment, are excluded from

~~bargaining unit gross earnings for purposes of computing the lump sum payment.~~

~~For employees covered by this Agreement and on (a) the active payroll on September 4, 2009 (including a leave of absence of ninety (90) days or less) or (b) approved military leave of absence on September 4, 2009 pursuant to Section 6.6(b), even if such military leave of absence is longer than ninety (90) days, the Company agrees to pay a lump sum payment of \$1500, less applicable withholding by December 1, 2009 (the "2009 Lump Sum Payment").~~

~~For employees covered by this Agreement and on (a) the active payroll on September 3, 2010 (including a leave of absence of ninety (90) days or less) or (b) approved military leave of absence on September 3, 2010 pursuant to Section 6.6(b), even if such military leave of absence is longer than ninety (90) days, the Company agrees to pay a lump sum payment of \$1500, less applicable withholding by December 1, 2010 (the "2010 Lump Sum Payment").~~

~~The 2009 Lump Sum Payment and the 2010 Lump Sum Payment may be diverted into the Voluntary Investment Plan without any employer matching contribution, at the employee's election and pursuant to procedures established by the Plan Administrator or its Delegate or Agent established for making such election. Any diversion of these lump sum payments shall be subject to all limitations on employee contributions set forth in the Voluntary Investment Plan, the Code and applicable Regulations.~~

~~The Company agrees to pay a lump sum payment of \$5,000, less applicable withholding, to employees who are covered by the Collective Bargaining Agreement and on (a) the active payroll on December 7, 2011, (including a leave of absence of ninety (90) days or less); or (b) approved military leave of absence pursuant to Section 6.6(b) of the Collective Bargaining Agreement on December 7, 2011, even if such military leave of absence is longer than ninety (90) days. The lump sum payment will be paid within thirty (30) days of December 7, 2011.~~

~~The Company agrees to pay a lump sum payment of \$10,000, less applicable withholding, to employees who are covered by the Collective Bargaining Agreement and on (a) the active payroll on January 3, 2014, (including a leave of absence of ninety (90) days or less); or (b) approved military leave of absence pursuant to Section 6.6(b) of the Collective Bargaining Agreement on January 3, 2014, even if such military leave of absence is~~

1 ~~longer than ninety (90) days, however, employees in the Wichita Unit as~~
2 ~~described in Section 1.1(b) are not eligible for this lump sum payment. The~~
3 ~~lump sum payment will be paid within thirty (30) days of January 3, 2014.~~

4 ~~The Company agrees to pay a lump sum payment of \$5,000, less applicable~~
5 ~~withholding, to employees who are covered by the Collective Bargaining~~
6 ~~Agreement and on (a) the active payroll on January 3, 2020, (including a~~
7 ~~leave of absence of ninety (90) days or less); or (b) approved military leave~~
8 ~~of absence pursuant to Section 6.6(b) of the Collective Bargaining~~
9 ~~Agreement on January 3, 2020, even if such military leave of absence is~~
10 ~~longer than ninety (90) days, however, employees in the Wichita Unit as~~
11 ~~described in Section 1.1(b) are not eligible for this lump sum payment. The~~
12 ~~lump sum payment will be paid within thirty (30) days of January 3, 2020.~~

13 ~~Dated: November 2, 2008, December 7, 2011 and January 3, 2014~~
14 ~~September 13, 2024~~