

Memorandum of Agreement
One-time Company Contribution to 401(k) Plan

The Company agrees to make a One-time Company Contribution to The Boeing Company 401(k) Retirement Plan (the “401(k) Plan”) on behalf of each employee who is (a) covered by the Agreement, and (b) on the active payroll upon ratification of the Agreement (including on a leave of absence of ninety (90) days or less) or 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, and (c) returned to work by no later than October 31, 2024, subject to the following:

- (a) Payment Amount: \$5,000 per eligible employee
- (b) Timing of Payment: This One-time Company Contribution will be contributed on behalf of each eligible employee no later than 30 days following ratification of the Agreement.
- (c) One-Time Company Contribution: Once contributed to the 401(k) Plan on behalf of an Eligible Union Employee, the One-time Company Contribution will be subject to the same terms of the 401(k) Plan applicable to Special Company Retirement Contributions (including without limitation with respect to in-service withdrawal, loan, and/or distributions).

Disputes concerning this Memorandum of Agreement, or the benefits provided for hereunder will not be subject to the grievance and arbitration procedures outlined in Article 19 of the Agreement.

Dated: October 18, 2024

THE BOEING COMPANY

IAM 751/W24

Mike Fitzsimmons
Vice President, Labor Relations

Jon Holden
IAM District 751 President