

2025 STRIKE SETTLEMENT AGREEMENT

The Boeing Company (the "Company") and the International Association of Machinists and Aerospace Workers, AFL-CIO, on behalf of its District Lodge 837 (hereinafter collectively referred to as the "Union") agree as follows:

1. Upon ratification of the parties' 2025-2030 collective bargaining agreement, the union will terminate its strike and picketing against the Company.
2. All bargaining unit employees shall be returned to the same shift and job classification they held prior to the strike. No IAM 837 member will be displaced by employees hired during the strike.
3. All bargaining unit employees will return to work beginning with 3rd shift on November 2nd. Employees who are unable to return to work because of medical reasons will be reviewed for medical leave of absence on a case-by-case basis. Further, employees who are unable to return to work because of unavoidable and compelling reasons will also be reviewed on a case-by-case basis. The parties will work collaboratively and in good faith to address these cases with the aim of retaining employees and reaching mutual agreement. Other employment will not be considered as an unavoidable and compelling reason to delay reporting to work.
4. Sick leave anniversary ("SLA") dates will remain unchanged. Employees whose SLA occurred during the strike or will occur in the time period between the end of the strike and December 31, 2025, can elect to be paid for excess sick or vacation time that cannot be carried over into the succeeding vacation year. Sick or vacation time paid for SLAs occurring during the strike will be paid according to the employee's pure base rate prior to the commencement of the strike.
5. The Company shall be under no obligation to reinstate employees who do not return to work in accordance with paragraph 3, above, and such employees will be considered to have voluntarily resigned their employment. Such employees will be placed on a Preferential Hiring list if they notify the Company by November 21, 2025, in writing (by sending an email to: STLLaborRelations@boeing.com), of their desire to be reconsidered for employment. Individuals on the Preferential Hiring list will be hired by their job, labor grade, and seniority as of contract ratification, before new employees are hired. Individuals will be removed from the Preferential Hiring list if they refuse a job offer from the Company. The Preferential Hiring list shall automatically terminate on January 31, 2026.
6. Employees who were on Domestic Travel Assignment (DTA) prior to the strike and whose DTA assignment has not ended will continue to receive lease-related lodging allowance.
7. Employee group benefits shall be reinstated effective the date on which the employee returns to work as scheduled. Contributions for any applicable coverage in October and November will be taken from their first and/or second November paycheck(s), along with any contributions still owing from active coverage during previous months. Please also note that if an employee has paid for COBRA coverage for the month of October, they will receive a prorated refund for the days following reinstatement of active coverage. If an employee has enrolled in COBRA coverage but has not yet paid, their COBRA coverage is subject to retroactive cancellation unless and until they pay the premium due by the payment deadline. If COBRA payments are not made on time, COBRA coverage will end as of their last paid-up coverage period and employees may be liable for the full amount of any health services they received

after the end of that coverage period and before the reinstatement of active coverage, even if some or all of those services have already been processed.

8. Employees who resigned their union membership during the strike will be required to comply with the Union Security provisions of the collective bargaining agreement. The Company will not collect funds owed the Union during the strike for any Union dues or programs such as political action committees, etc. missed during the strike.

9. The Company and the Union mutually pledge their best efforts to return all operations back to normal at the earliest possible time.

10. Each party agrees to withdraw all legal actions, including charges before the NLRB filed by either party against the other, its officers, agents, and/or members, or may hereafter be filed, based on activity related to the negotiations, the strike, or connected therewith.

11. Any disputes concerning the application of the provisions of this Strike Settlement Agreement will be subject to the grievance and arbitration provisions of the collective bargaining agreement.

DATED this 23rd day of October 2025.

IAM&AW 837

The Boeing Company
