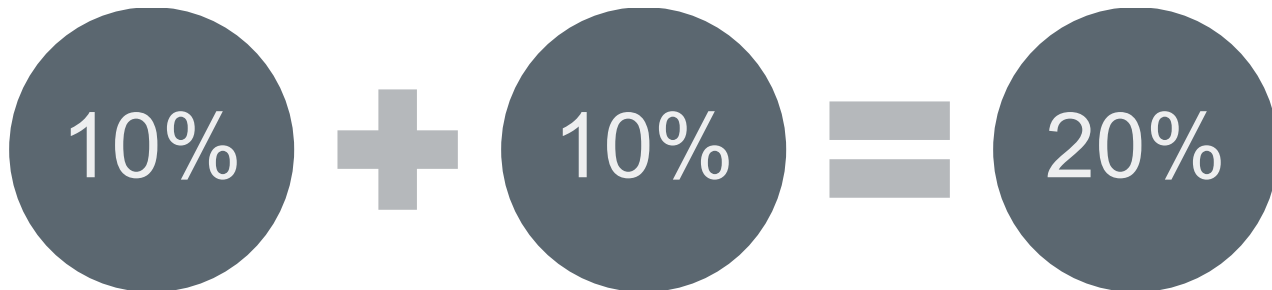


## Introducing The Boeing Company 401(k) Retirement Plan (Nonunion Employees\*)

Effective Jan. 1, 2022, Boeing is changing its retirement savings plan design to make it easier to understand and align the savings opportunities for eligible nonunion employees. As part of the changes, the plan will be renamed The Boeing Company 401(k) Retirement Plan or Boeing 401(k) for short.

### Maximizing the New Company Match



Whatever percentage of your **base pay plus incentive** – that you contribute

Boeing will **match your contributions dollar-for-dollar**, up to a maximum of 10%

If you maximize the match, you have the opportunity to save at least 20% of your eligible base and incentive pay each year

**Plus, for 2022 and 2023, Boeing will make an additional special contribution equal to 2% of base and incentive pay to the accounts of all eligible 401(k) participants who are employed at Boeing through Dec. 31 of each year.\*\***

### Additional details

- The dollar-for-dollar 10% match replaces the old company match and the age-based VIP+ contribution.
- If your total contributions for the year are at least 10% of your eligible compensation, you can receive the full match through a year-end true up contribution from Boeing. An example of when you might benefit from a true-up contribution is if you contribute more than 10% in some months and less in others; another example is if you contribute different percentages of base pay and incentive pay.
- You'll have access to the same diverse investment fund line-up, advice opportunities from Edelman Financial Engines, and the same investment management fees.
- If you are currently enrolled in auto escalation, we will automatically increase your contribution election by 1% each year so you eventually receive the full 10% match.

*\* Includes fully integrated subsidiaries. Excludes non-fully integrated subsidiaries and BAO.*

*\*\*Employees who join Boeing, transfer in or out of an eligible role, or leave Boeing for a qualifying reason during either year will receive the special 2% contribution. Note for those transferring in and out of eligible positions, the contribution will be pro rata.*

## Eligibility

These changes apply to most U.S. nonunion employees

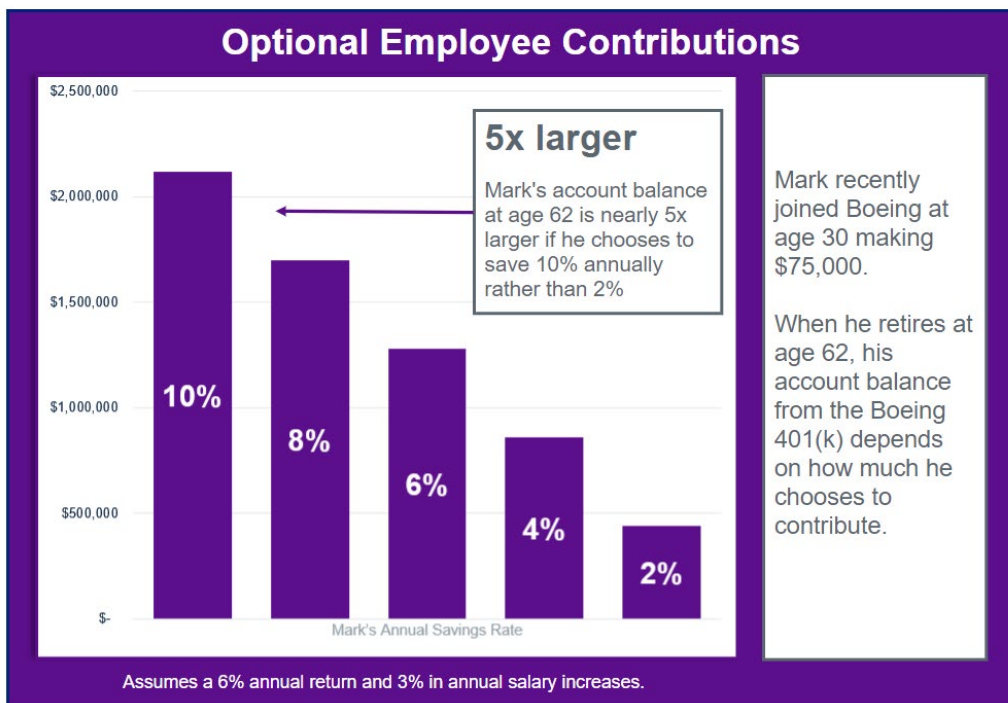
## Key terms to know

**Eligible compensation:** Your base salary and any incentive compensation you receive. If your base salary is \$100,000 and you receive a \$10,000 bonus, the maximum annual match you can receive from Boeing is \$11,000 (a 10% match on \$110,000 eligible compensation).

**Contributions:** For the first time, employees can receive their Boeing match on incentive award deferrals and catch-up contributions (for age 50 and older) in addition to regular paycheck contributions as part of the 10% company match. For example, if you're contributing 10% of your \$75,000 salary through paycheck contributions (and getting a \$7,500 match) and then you put in \$1,000 of your \$5,000 incentive award, you'll get another \$500 match from Boeing for a total match of \$8,000.

## How your account balance can grow

See how Mark's account could grow if he maximizes the Company match:



## Did you know...

### Under the Boeing 401(k) you will be able to:

- Receive the dollar-for-dollar match from Boeing even if you take a hardship withdrawal from your 401(k)
- Automatically make catch-up contributions if you are eligible (age 50 and over) so you are maximizing your tax savings
- Automatically convert aftertax contributions to a Roth account
- Withdraw funds to support a new birth or adoption without penalty

## More Information

For more information about the changes from the VIP to Boeing 401(k) and the transition to Fidelity as the plan service provider, visit

[BoeingRetirementChanges.com](https://BoeingRetirementChanges.com).

Every effort has been made to provide accurate information in this Update. The Update is for informational purposes only; it does not constitute a contract or contractual obligation. In the event of a conflict between the Update and The Boeing Company 401(k) Retirement Plan document, the terms of The Boeing Company Voluntary Investment Plan document will control. Copies of plan-related documents are available by written request to the Plan Administrator at the address provided in the plan SPD booklet. The Boeing Company reserves the right to change, modify, amend, or terminate any or all of the provisions of the plan at any time and for any reason for employees, former employees, retirees, and their dependents and/or beneficiaries.

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