

BEST AND FINAL OFFER AGREEMENT

The attached Best and Final Offer Agreement (“BAFO”) for a new 2026-2030 Collective Bargaining Agreement, that is unanimously endorsed by the Wichita Technical and Professional Unit, Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001 (“WTPU”) bargaining committee, will be effective upon ratification by the WTPU membership. The BAFO comprises the following attachments:

CONTENTS

1. Cover Letter
2. BAFO Offer Fact Sheets
3. Redlined 2019-2026 CBA dated December 10, 2019, between Spirit AeroSystems, Inc. and Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001

Except as tentatively agreed or contained in this comprehensive BAFO, all Articles, Appendices and Attachments of the 2019-2026 CBA will remain unchanged.

PROPOSED ON THIS 15th DAY OF January, 2026.

SPIRIT AEROSYSTEMS, INC.

Khalilah Iraheta
Director - Labor Relations

SPEEA IFPTE LOCAL 2001, WTPU

Rich Plunkett
Director – Strategic Development