

January 15, 2026

John Dimas
SPEEA IFPTE Local 2001 President

Rich Plunkett
SPEEA IFPTE Local 2001 Director – Strategic Development

Matt Kempf
SPEEA IFPTE Local 2001 Senior Director – Compensation Retirement

Dear Messrs. Dimas, Plunkett, and Kempf:

The Best and Final Offer Agreement (“BAFO”) submitted by Spirit Aerosystems, Inc., a wholly owned subsidiary of The Boeing Company (“Spirit” or “the Company”), as a proposal to the Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001 Wichita Technical and Professional Unit (“WTPU” or “Union”), to establish a successor Collective Bargaining Agreement between the Company and WTPU.

The proposed BAFO for a new 2026-2030 Collective Bargaining Agreement comprises the following:

1. This Cover Letter
2. BAFO Offer Fact Sheets
3. Redlined 2019-2026 CBA dated December 10, 2019, between Spirit and WTPU

If the BAFO is ratified by 11:59 PM CST on January 31, 2026, the Company agrees to pay all bargaining unit employees on the active payroll as of January 31, 2026, a \$6,000 lump sum ratification bonus payment, less all required taxes, payable as soon as administratively feasible. **If the Company’s Best and Final Offer is not ratified by 11:59 PM CST on January 31, 2026, the above referenced ratification bonus is deemed withdrawn.**

For the ratification bonus, employees may elect to 1) take a lump sum payment, less all required taxes; or 2) contribute up to 100% (in whole percentage amounts) to The Spirit 401(k) Plan in accordance with its terms; or 3) some combination thereof.

All Articles, Appendices, and Attachments of the parties’ 2019-2026 Collective Bargaining Agreement have been reviewed in detail by the Company and Union negotiators. Except as set forth in this BAFO, all Articles, Appendices and Attachments of the 2019-2026 Collective Bargaining Agreement will remain unchanged.

This BAFO constitutes the Company’s entire proposal and is contingent on ratification by the WTPU membership.

All other provisions or proposals not contained in this BAFO are considered withdrawn or cancelled and are no longer being offered.

Regards,

Khalilah Iraheta
Director – Human Resources and Labor Relations

