

# Enhancing a Sustainability Culture

## Annual Incentive Plans Reinforce Sustainability Goals

Starting in 2022 and continuing into 2023, Boeing enhanced its enterprise annual incentive design to incorporate climate and equity, diversity and inclusion metrics into the Company Performance Score formula, which determines payouts under the company's largest employee incentive plans. These include the Performance-Based Incentive Plan, the Employee Incentive Plan, the Management Incentive Plan, and the Executive Annual Incentive Plan.

The climate metric is designed to incentivize and reward employee behavior that reduces our energy consumption across the enterprise, and along with equity, diversity and inclusion and our other operational goals, accounts for 25% of the overall Company Performance Score driving payouts under our incentive plans. Individual performance is also taken into account in determining individual employee payouts under most of our incentive plans.

Learn more about Boeing's 2022 company performance in our [Proxy Statement](#).

## Good Habits: Seek, Speak & Listen

Teammates across the company continue to build Seek, Speak & Listen habits, which are fundamental to how we work together. These habits are foundational to our culture of integrity and inclusion, and they enable us to improve — in safety, quality, production, performance and inclusion. Individual performance is also assessed using our Seek, Speak & Listen habit framework.

By embracing these simple habits, we make better decisions, drive innovation and build connection. We seek out the places where things aren't going well and where potential issues could arise, so we can learn and address issues before they become problems. We get all perspectives on the table and ensure every team member feels safe to speak up. We listen to each other with humility and grace. This is a key part of our commitment to collective progress, lasting cultural change and enhancing trust from within.

The habits are simple acts of caring so our people can be their best at work and in life. We will continue to embed the habits into our daily work, processes, systems and communications to hold ourselves accountable.

## Our Habits



### Seek

Because awareness  
can teach us and help  
us improve



### Speak

Because it's the right  
thing to do and every  
voice matters



### Listen

Because listening  
builds trust and leads  
to better decisions



The Olathe Pollinator Prairie, near Kansas City, is an ecological habitat supported by Boeing. (Boeing photo)