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Environmental Data

	2022	2021	2020
Waste	Metric tons	Metric tons	Metric tons
Universal waste incinerated without energy recovery	15	2	1
Universal waste incinerated for energy recovery	—	2	1
Universal waste sent to landfill	13	11	10
Universal waste otherwise disposed	880	123	153
Percentage of universal waste recycled	2%	10%	9%
Total universal waste generated ³	930	155	180
Solid waste incinerated for energy recovery	2,094	2,291	2,633
Solid waste sent to landfill	9,509	7,801	8,888
Percentage of solid waste recycled, reused and composted	82%	78%	72%
Total solid waste generated (includes all recycled, reused and composted materials)	64,119	44,959	41,137
Total waste incinerated for energy recovery	2,910	3,171	3,527
Total waste incinerated without energy recovery	797	1,210	1,095
Total waste sent to landfill	12,146	9,938	11,384
Total waste otherwise disposed	11,654	13,912	8,191
Percentage of total waste recycled	66%	55%	55%
Total waste generated ³	80,090	63,217	53,934
Waste — Spills			
Number of aggregate spills (all operations) ⁴	1	1	0
Quantity spilled (all operations)	40,418 kg	203 kg	0
Quantity of spilled material recovered (all operations)	—	—	—
Waste — Penalties			
Incidents incurring a penalty over \$10,000 (all operations) ⁵	1	1	1
Total of penalties over \$10,000 (all operations)	\$22,000	\$16,450	\$17,410

3. Total waste generated includes all recycled, reused and composted material.
4. Data represents number of federally reportable aggregate spills.
5. [See Page 61](#) of this report for further details about this incident and penalty.

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People

	2022	2021	2020
Health and Well-Being			
Fatalities as a result of work-related injuries ¹	0	0	0
Lost workday case rate, includes COVID-19 cases ²	1.2	0.53	0.43
Near-miss/hazard ratio to recordable injuries ³	44:1	39:1	24:1
Found/fixed metric ³	98%	98%	98%
Health and Safety training courses available	1,096	1,026	950
Global Equity, Diversity and Inclusion ¹			
Employee Representation			
Total Boeing employees	156,000	142,000	141,000
Non-U.S. employees	13%	11%	11%
Total Boeing employees covered by collective bargaining agreements	33%	33%	33%
U.S. employees who are veterans ⁴	14.6%	14.6%	14.8%
Female Representation ^{5,6}			
Overall (Companywide)	24.10%	23.60%	23.20%
Overall (U.S.)	23.80%	23.20%	22.90%
Overall (Non-U.S.) ⁷	24.70%	24.60%	24.30%
Board of Directors	25.00%	25.00%	25.00%
Executive Council ⁸	19.00%	19.00%	13.60%
Executives	33.20%	33.50%	31.80%
Managers	23.70%	22.80%	22.20%
New hires	25.40%	23.90%	22.00%
Racial and Ethnic Minority Representation ⁹			
Overall	35.30%	32.70%	31.20%
Board of Directors	25.00%	25.00%	16.70%
Executive Council ⁸	21.10%	33.30%	35.00%
Executives	21.80%	22.50%	20.80%
Managers	27.10%	24.30%	23.00%
New hires	47.50%	42.50%	37.20%
Employee Training ^{10,11}			
Total hours employee training	5,800,000	3,600,000	
Average employee training hours per learner	33.1	23.6	
Total mandatory employee training hours	1,800,000.00	1,000,000.00	

Employee Health and Well-Being footnotes

1. Represents U.S. data.
2. Represents U.S., Canada, Australia and UK data.
3. Represents global data.

For all Global Equity, Diversity and Inclusion data:

Unless otherwise indicated, data presented are snapshots taken in December of the year referenced.

4. Veteran data reflects the U.S. workforce only based on voluntary, confidential self-identification. A veteran is defined as a person who served in the active military, naval, or air service and who was discharged or released therefrom under conditions other than dishonorable.
5. All data on gender is collected globally.
6. Numbers for gender may not total 100% due to team members who identify as nonbinary or who choose not to disclose.
7. Non-U.S. indicates team members outside the U.S.
8. Executive Council gender data includes both U.S. and non-U.S. leaders.
9. Race and ethnicity data reflects the U.S. workforce only. Numbers may not total 100% due to inclusion of people who choose not to disclose or due to rounding. Racial and ethnic minority representation includes Asian, Black, Hispanic/Latino/a/x, Native American, Pacific Islander and Two or More Races as defined by the U.S. Equal Employment Opportunity Commission.
10. Mandatory and voluntary employee training hours represent different types of learning that are stored in separate data sources. Training data residing in Boeing's Learning Management System (LMS) includes mandatory and compliance training. Voluntary training is not considered mandatory and represents hours spent participating in learning tracked outside of our LMS.
11. Data was first reported in 2021.

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Employee Training			
Average mandatory employee training hours per learner	10.6	6.8	
Average voluntary employee training hours	25.6	17	

Communities

	2022	2021	2020
Community Engagement			
Community giving ¹	\$185,700,000	\$187,100,000	\$234,000,000
Total volunteer hours	366,000	290,000	250,000
Number of community partners	13,371	13,957	13,400
Contributions supporting STEM education and workforce development programs	\$61,300,000	\$56,300,000	\$50,000,000
Total number of organizations receiving contributions supporting STEM education and workforce development programs	682	648	415
Contributions to veterans organizations	\$14,100,000	\$ 18,700,000	\$14,200,000
Total organizations receiving contributions supporting veterans programs	354	416	97
Contributions to organizations supporting racial equity and social justice	\$17,557,697	\$15,300,000	\$15,600,000
Total number of countries where contributions were made	64	70	51
Total international partners receiving contributions	473	459	590
Approximate students reached through Boeing’s hands-on STEM learning program FUTURE U	518,229	645,963	5,000,000
Total number of contributions supporting environmental programs	489	482	31

Governance²

	2022	2021	2020
Ethics Metrics			
Inquiries ³	2,405	2,167	3,181
Conflict of interest determinations	2,120	1,730	1,864
Investigative requests	3,132	3,503	4,786
Total contacts to Ethics & Business Conduct	7,657	7,400	9,831
Investigative requests with enough information to investigate	2,507	2,896	3,561
Percentage of investigated requests that were substantiated ^{4,5}	47%	51%	47%

Community Engagement footnotes

1. Community giving is inclusive of Boeing and employee giving.

Ethics Metrics footnotes

2. Data reflects the reporting period of November 2021 through October 2022.
3. Inquiries comprise Requests for Guidance and Information Requests. Requests for Guidance are situations where employees are seeking guidance when facing ethical dilemmas or when they need assistance in understanding company policies or expected behaviors. Information Requests are situations where employees are seeking general information. Both demonstrate awareness of Boeing’s Compliance and Ethics program, but Requests for Guidance are viewed as the most positive types of contact.
4. Investigated matters are considered unsubstantiated when investigation findings demonstrate that no misconduct occurred or where there is a lack of evidence to support a finding of misconduct.
5. Ongoing evaluations demonstrate that Boeing’s substantiation rate is slightly higher than other published benchmarks, indicating an effective investigation process and informed reporting by company employees.

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Boeing has reported in alignment with the GRI Standards for the period of 1/1/2022-12/31/2022.

AR = 2022 Annual Report
PS = 2023 Proxy Statement

Disclosure	Disclosure Title	Sustainability Report Section(s)	Additional Reference(s)/Link(s)
GRI 2: General Disclosures			
2-1	Organizational details	Company Profile, Page 10	The Boeing Company is a publicly traded corporation. Our headquarters are located at 929 Long Bridge Drive, Arlington, VA 22202 Boeing Global PS , Page 36
2-2	Entities included in the organization's sustainability reporting		This report includes the operations of The Boeing Company and its subsidiaries. This is consistent with the financial reporting contained in Boeing's 2022 Form 10-K. AR , Exhibit 21 to 10K
2-3	Reporting period, frequency and contact point		Boeing's sustainability report is published annually, with a reporting period from 1/1/2022-12/31/2022 (unless otherwise noted). The reporting period for Boeing's financial reporting aligns with the period for its sustainability reporting. This report was published on 6/14/2023 Boeing Communications Email: media@boeing.com Mailing Address: 929 Long Bridge Drive, Arlington, VA 22202
2-4	Restatements of information		None.
2-5	External assurance		Select environmental data have been externally verified by DNV GL. See statement
2-6	Activities, value chain and other business relationships	Company Profile, Page 10 ; Responsible Supply Chain, Pages 62-65	GRI Sector: Aerospace and Defense AR , Pages 1, 5, 16, 20, 136-144 PS , Pages 30-32 Boeing Overview Boeing Weapons Statement Boeing Commercial Orders & Deliveries Commercial Services In 2022, Boeing's headquarters relocated from Chicago to Arlington, Virginia
2-7	Employees	Global Equity, Diversity and Inclusion, Pages 24-25 ; Key ESG Data, Pages 77-78	Boeing 2023 Global Equity, Diversity & Inclusion Report Boeing EEO-1 report Boeing Overview Boeing uses headcount reporting for its global equity, diversity and inclusion data. December data is used for any headcount or representation numbers, and full-year data is used for any promotions, hiring and exits numbers. For our Executive Council and Board of Directors, 2023 data is utilized.
2-8	Workers who are not employees		Information unavailable/incomplete.
2-9	Governance structure and composition	Approach & Governance, Pages 9-17 ; Governance and Risk Management, Pages 13-14 ; Global Aerospace Safety, Pages 28-30	Boeing Corporate Governance PS , Pages 6-7, 15-17

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Disclosure	Disclosure Title	Sustainability Report Section(s)	Additional Reference(s)/Link(s)
2-10	Nomination and selection of the highest governance body	Governance and Risk Management, Pages 13-14	Board Governance Director Independence Standards Corporate Governance Principles PS, Pages 5-7
2-11	Chair of the highest governance body		The Board chair is not an executive officer of the company. PS , Page 15 Board Chair Profile
2-12	Role of the highest governance body in overseeing the management of impacts	Governance and Risk Management, Pages 13-14 ; Innovation and Clean Technology, Pages 33-48 ; Advancing Our Sustainability Journey, Page 11	PS , Pages 16-17; 19-20; 27 Governance & Public Policy Committee Charter CDP1 Climate Change Submission, C1 series CDP Water Security Submissions, W6 series
2-13	Delegation of responsibility for managing impacts	Governance and Risk Management, Pages 13-14	PS , Pages 16-17; 19-20; 27 Governance & Public Policy Committee Charter Audit Committee Charter CDP1 Climate Change Submission, C1 series CDP Water Security Submissions, W6 series
2-14	Role of the highest governance body in sustainability reporting	Governance and Risk Management, Pages 13-14	PS , Page 27 Boeing's sustainability report is reviewed by Boeing's Executive Council, Board of Directors, and the Global Sustainability Council, which comprises leaders across business units within Boeing.
2-15	Conflicts of interest	Ethical and Compliant Business, Pages 16-17	PS , Pages 22; 24-25 Code of Ethical Business Conduct for Members of the Board of Directors
2-16	Communication of critical concerns	Ethical and Compliant Business, Pages 16-17 ; Key ESG Data, Page 78	PS , Pages 24-25 Ethical Business Conduct Guidelines Audit Committee Charter Contacting Ethics Critical concerns submitted through external and internal reporting portals are reported by the Chief Compliance Officer to the Chief Executive Officer, Chief Legal Officer, Audit Committee and Board of Directors. For critical concerns, the issue details, findings and response are disclosed. In addition, the data identifies case trends, including reporting channels, case categories, organizations, locations and types of corrective actions taken.
2-17	Collective knowledge of the highest governance body	Governance and Risk Management, Pages 13-14	PS , Pages 5-7; 19; 27 Governance & Public Policy Committee Charter
2-18	Evaluation of the performance of the highest governance body		PS , Pages 21-22 Corporate Governance Principles
2-19	Remuneration policies	Advancing Our Sustainability Journey, Page 11	PS , Pages 36-55 Corporate Governance Principles
2-20	Process to determine remuneration	Enhancing a Sustainability Culture, Page 15	PS , Pages 39-42

1. Boeing participates annually in the CDP Climate Report. Our most recent response is available on our website here in accordance with the CDP reporting schedule.