



Annual Compensation Statement

Name Abhishek Kumar Singh

Employee ID 3053684

Date Printed: February 27, 2021

The Value of your pay, incentives, and benefits work together to provide a comprehensive Total Rewards package. Boeing provides salaries and incentives that are competitive to market, reflect value of employee contribution, and are equitable and consistent with the business environment. The Annual Compensation Review decisions shown below were determined by your manager and reviewed and approved by higher-level management.

2020 Overall Performance Rating Exceeded

2021 Salary Changes

Your Primary Compensation Basis (India Gross) as of December 31, 2020 931,392.00 INR

Merit Increase

Merit Adjustment % 0.00 %

Merit Adjustment 0.00 INR

Your Primary Compensation Basis (India Gross) effective April 1, 2021 (A) 931,392.00 INR

Annual Basic 465,696.00 INR

Annual RFB (Reimbursable Flexible Benefits) 465,696.00 INR

Employer Contribution Rates

Provident Fund (PF) 55,883.52 INR

Gratuity 22,399.98 INR

Retirement Benefits (PF + Gratuity) (B) 78,283.50 INR

Total Compensation (A+B) 1,009,675.50 INR

2021 Annual Cash Incentive Award

PBI Payout Amount 45,748.12 INR

Base Work Location	Currency Code	Start Date	End Date	Financial Business Segment	% Time In Plan	Eligible Earnings	Target Percent	Combined Performance Score	PBI Payout Amount
IND	INR	January 1, 2020	December 31, 2020	CORP	100.00%	893,518.00	8%	64.00%	45,748.12

Proration occurs when there has been a change in bonus plan, Financial Business Segment and target incentive %. In addition, eligible earnings may have been reduced due to leave of absence during the performance period.

Additional information regarding incentives can be found via Worklife by using the Browse Menu. Down-select on Compensation and then on Incentives & Employee Recognition. Compensation data on this statement is as of February 25,

Compensation data on this statement is as of February 25, 2021. Amounts displayed are provided for the employee's reference. Actual payout values may be slightly different due to rounding.