



2024 Annual Compensation Statement

Name:Abhishek Kumar Singh

Employee ID:3053684

Date Printed:February 20, 2024

Your salary, incentives, and benefits together provide a comprehensive Total Rewards package. Boeing’s Total Rewards are designed to be competitive, equitable, and reflective of your contributions to the company. The Annual Compensation Review decisions shown below were determined by your manager and reviewed and approved by higher-level management.

Salary Changes

Your Primary Compensation Basis (India Gross) prior to ACR as of March 31, 2024	1,880,136.00	INR
Merit Increase		
Merit Adjustment %	12.50	%
Merit Adjustment Amount	235,032.00	INR
<b>Your Primary Compensation Basis (India Gross) effective April 1, 2024 (A)</b>	2,115,168.00	INR
Annual Basic	1,057,584.00	INR
Annual RFB (Reimbursable Flexible Benefits)	1,057,584.00	INR

Employer Contribution Rates

Provident Fund (PF)	126,910.08	INR
Gratuity	50,869.79	INR
Retirement Benefits (PF + Gratuity) (B)	177,779.87	INR
<b>Total Compensation (A+B)</b>	2,292,947.87	INR

PBI Payout Amount156,767.22 INR

Base Work Location	Currency Code	Start Date	End Date	Financial Business Segment	% Time In Plan	Eligible Earnings	PBI Bonus %	Company Performance Score	PBI Payout Amount
IND	INR	January 1, 2023	December 31, 2023	CORP	100.00%	1,741,858.00	10%	90.00%	156,767.22

Salary Merit Adjustment: 2024 adjustments take effect on February 23, 2024 for U.S. locations; February 24, 2024 for US Tapestry; March 1, 2024 for non-U.S. locations (excluding India); and April 1, 2024 for India. Currency used for merit calculations is as of December 31, 2023.

PBI/EIP Payout: Actual payout value may differ slightly from the information shown on this statement due to rounding. Currency used for incentive calculations is as of December 31, 2023. 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 based on system records as of February 22, 2024. Amounts displayed are provided for the employee’s reference.