



2023 Annual Compensation Statement

Name: Abhishek Kumar Singh  
Employee ID: 3053684  
Date Printed: February 21, 2023

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.

Salary Changes

Your Primary Compensation Basis (India Gross) prior to ACR as of March 31, 2023	1,582,584.00	INR
Merit Increase		
Merit Adjustment %	10.00	%
Merit Adjustment Amount	158,280.00	INR
<b>Your Primary Compensation Basis (India Gross) effective April 1, 2023 (A)</b>	1,740,864.00	INR
Annual Basic	870,432.00	INR
Annual RFB (Reimbursable Flexible Benefits)	870,432.00	INR

Employer Contribution Rates

Provident Fund (PF)	104,451.84	INR
Gratuity	41,867.78	INR
Retirement Benefits (PF + Gratuity) (B)	146,319.62	INR
<b>Total Compensation (A+B)</b>	1,887,183.62	INR

Annual Cash Incentive Award

PBI Payout Amount 136,866.70 INR

Base Work Location	Currency Code	Start Date	End Date	Financial Business Segment	% Time In Plan	Eligible Earnings	Target Percent	Company Performance Score	PBI Payout Amount
IND	INR	January 1, 2022	December 31, 2022	CORP	100.00%	1,370,037.00	9%	111.00%	136,866.70

2023 Annual Compensation Review Merit effective dates are: February 24, 2023 for U.S. location; February 25, 2023 for U.S. Tapestry; March 1, 2023 for non-US locations (excluding India); April 1, 2023 for India.

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.

Currency used in calculation is as of December 31, 2022.

Compensation data on this statement is as of February 23, 2023. Amounts displayed are provided for the employee's reference. Actual payout values may be slightly different due to rounding.