



## Annual Compensation Statement

Name	Abhishek Kumar Singh
Employee ID	3053684
Date Printed:	February 23, 2022

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.

2021 Overall Performance Rating	Exceeded
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### 2022 Salary Changes

Your Primary Compensation Basis (India Gross) as of December 31, 2021	1,208,976.00	INR
Merit Increase		
Merit Adjustment %	19.00	%
Merit Adjustment Amount	229,728.00	INR
<b>Your Primary Compensation Basis (India Gross) effective April 1, 2022 (A)</b>	1,438,704.00	INR
Annual Basic	719,352.00	INR
Annual RFB (Reimbursable Flexible Benefits)	719,352.00	INR

### Employer Contribution Rates

Provident Fund (PF)	86,322.24	INR
Gratuity	34,600.83	INR
Retirement Benefits (PF + Gratuity) (B)	120,923.07	INR

<b>Total Compensation (A+B)</b>	1,559,627.07	INR
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### 2022 Annual Cash Incentive Award

<b>PBI Payout Amount</b>	99,091.23	INR
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Base Work Location	Currency Code	Start Date	End Date	Financial Business Segment	% Time In Plan	Eligible Earnings	Target Percent	Combined Performance Score + Operational Performance Score	PBI Payout Amount
IND	INR	January 1, 2021	April 30, 2021	CORP	32.88%	333,790.36	8%	122.00%	32,577.94
IND	INR	May 1, 2021	December 31, 2021	CORP	67.12%	681,488.65	8%	122.00%	66,513.29

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 31,2021

Compensation data on this statement is as of February 24, 2022. Amounts displayed are provided for the employee's reference. Actual payout values may be slightly different due to rounding.



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