

## Boeing Policy on Equal Employment Opportunity and Affirmative Action

The Boeing Company is committed to providing a workplace free of discrimination, harassment and retaliation. Boeing is also a federal contractor subject to Executive Order 11246, Section 4212

ch, Boeing is committed to taking affirmative steps to promote the employment and advancement of minorities, women, persons with disabilities, and protected veterans. Boeing has developed and implemented Affirmative Action programs to further support its commitment to the principle of equal employment opportunity. Boeing provides reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue ha

At a minimum, Boeing expects all of its employees to comply with the principles and spirit of our Equal Employment Opportunity (EEO) and Affirmative Action commitments. To ensure these principles are fully understood and applied with consistency throughout our global enterprise, Boeing adopted POL-5, Equal Employment Opportunity. This nondiscrimination policy, which applies to applicants as well as employees, mandates that all terms and conditions of employment (including recruiting, training, hiring, transfers, promotions, terminations, compensation, and benefits in all job titles) be administered without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, genetic factors, or military/veteran status. Discrimination against or intimidation of any person based on any of these factors is strictly prohibited.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

- Filing a complaint.

- Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), or

- (VEVRAA), as amended, or its implementing regulations, or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans.

- Opposing any act or practice made unlawful by Section 503, VEVRAA, their implementing regulations, or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans.

- Exercising any other right protected by Section 503, VEVRAA, or their implementing regulations.

Boeing expects all leaders to comply with the company's EEO and Affirmative Action policies. Leaders are required to understand POL-5 and immediately report any discrimination issues that arise. All complaints will be thoroughly investigated and appropriate corrective action up to and including discharge will be taken where indicated. Retaliation or harassment against any employee (or applicant) involved in the filing, investigation, or resolution of a discrimination complaint will not be tolerated.

Inclusion (GDI) office has oversight of the development and implementation of the company's EEO and Affirmative Action (AA) programs. GDI, which is responsible for ensuring the implementation of affirmative action program activities, continually monitors progress and takes steps to ensure success. Boeing's AA programs