2023 Global Equity, Diversity & Inclusion Report

Data Explanation and Glossary

The Boeing Global Equity, Diversity & Inclusion (GEDI) Annual Report provides visibility to the reliable data we have based on teammates' voluntary self-identification, but does not reflect the full diversity of our workforce. Expanded self-identification outside the U.S. is important and we are working towards that.

The following explanation and key terms describe the data in our report.

Data Explanation:

Data collection outside the U.S. is complex due to local privacy laws and legal requirements. In addition, concepts of race, ethnicity, gender identity and sexual orientation vary widely from country to country. In some locations, collecting such data may be deemed unlawful or put teammates in danger. We are working to navigate local privacy laws in order to invite more self-identified data from our workforce, while respecting local laws and keeping our teammates safe.

Boeing data includes The Boeing Company and its subsidiaries, which are organized by segment: Boeing Commercial Airplanes; Boeing Defense, Space & Security; Boeing Global Services; Boeing Capital Corporation and our functions. Overall Boeing Commercial Airplanes; Boeing Defense, Space & Security; and Boeing Global Services data does not include Engineering data. Engineering data is called out in its own category.

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Representation includes all full-time, part-time and employees on leaves of absence 180 days or less.

Overall refers to the combined number of employees in the referenced category.

Hires include employees who have not previously been employed by The Boeing Company or have returned to the company after previous employment, while **promotion** refers to an increase in an employee's pay grade or level. **Exit rates** are the rate at which team members have parted ways with the company.

LGBTQIA+ is a term that includes people of all genders and sexualities, such as lesbian, gay, bisexual, transgender, questioning, queer, intersex, asexual, pansexual and all others.

Percentages are calculated to the 1/100th but rounded and published in the 1/10th. Totals may not equal 100% due to rounding or because denominators include people who choose not to disclose.

Previous numbers or **reporting categories** may differ slightly due to rounding and refinements in methodology or data capture year over year. In our 2021 GEDI Annual Report, we aggregated Native American, Pacific Islander and Two or More Races as "Additional Races." Based on team member feedback, we are now reporting Native American, Pacific Islander and Two or More Races individually to more accurately reflect our diversity.

Data Categories:

Gender data are collected globally. Numbers for gender may not total 100% due to team members who identify as non-binary or who choose not to disclose.

Disability data reflects the U.S. workforce only based on voluntary, confidential self-identification. A disability is defined as a physical or mental impairment or medical condition that substantially limits a major life activity, or a history or record of such an impairment or medical condition.

Veteran data reflects the U.S. workforce only based on voluntary, confidential self-identification. A **veteran** is defined as a person who served in the active military, naval or air service, and who was discharged or released therefrom under conditions other than dishonorable.

Race and ethnicity data reflects the U.S. workforce only. Numbers may not total 100% due to inclusion of people who choose not to disclose or due to rounding. Racial and ethnic minority representation includes Asian, Black, Hispanic/Latino/a/x, Native American, Pacific Islander and Two or More Races as defined by the U.S. Equal Employment Opportunity Commission. While "people of color" or "BIPOC" may be preferred terms in the United States, the term "racial and ethnic minorities" resonates more consistently around the world. For that reason, we typically use "racial and ethnic minorities" except when specifically referring to the population of racial and ethnic minority women in the United States, which we call "women of color." We landed on these terms in response to team member input.

Gender identity and **sexual orientation data** reflect the U.S. workforce only based on voluntary, confidential self-identification. Data related to gender identity and sexual orientation are not shared with the government, unlike gender and race/ethnicity data which Boeing is required to submit to the Equal Employment Opportunity Commission for U.S. employees. The gender identity options include female, male, non-binary, not listed, prefer not to answer, transgender female and transgender male. Gender identity and sexual orientation participation rates are reported as of March 6, 2023. We will continue our efforts to educate and encourage all team members to self-identify and expand self-ID options outside the U.S. where it is safe and lawful to do so.

Unless otherwise indicated, data presented are snapshots taken in December of the year referenced.

Level and Role Definitions:

The following definitions are used to clarify the levels and roles used in the report.

Board of Directors information is available **here**.

Executive Council information is available **here**. Executive Council gender data includes both U.S. and international leaders. Race and ethnicity data reflects U.S. leaders only; however, Susan Doniz, Chief Information Officer and Senior Vice President of Information Technology & Data Analytics, based in Canada, identifies as Hispanic. Data from the Executive Council was pulled in April 2023.