## **UNITED STATES** SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

## **SCHEDULE 14A**

Proxy Statement Pursuant to Section 14(a) of the **Securities Exchange Act of 1934** 

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# THE BOEING COMPANY

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# 2020 Governance Overview



# Boeing at a Glance

Company Overview	Business Segments			
Boeing is the world's largest aerospace company and leading provider of commercial airplanes, defense, space and security systems, and global services	Commercial Airplanes Develops, produces, and markets commercial jet airplanes to the commercial airline industry worldwide Boeing 7-series family of airplanes leads the industry Ongoing research to support the future of aviation	Defense, Space & Security	Global Services Provides services to the company's commercial and defense customers worldwide, including supply chain management, engineering, maintenance, upgrades and conversions, pilot and maintenance training systems and services, technical and maintenance documents, and data analytics	

Long tradition of aerospace leadership and innovation; Focused on strengthening culture, navigating current challenges

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# **Our Path Forward**

## Addressing the COVID-19 pandemic

with the safety of our workforce and support of our supply chain as priorities and the long-term preservation of the aerospace industry as a critical US and global economic driver, Boeing is taking active measures to help address the pandemic.

Safely return the 737 MAX to service following the lead of regulators and working with them to ensure they have the utmost confidence in the airplane and our work, so we can continue to meet our customer commitments.	Rebuild trust among stakeholders by recommitting to transparency, listening and responding to feedback, and meeting and exceeding expectations.	Focus on our values while further strengthening our culture, fostering an inclusive environment that embraces oversight and accountability.
Operate with Excellence to deliver safe products and services to customers, continuously improving quality performance and remaining focused on what is important.	Restore production health by taking steps to preserve the supply chain and workforce expertise, ensuring we are ready to restart 737 MAX production and increase rate safely and with the highest standards of quality.	Invest in our future and keep innovating to succeed, building our global workforce and developing new processes and technologies to improve safety and efficiency.

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# **COVID-19** Response



Protecting our employees, communities, company, and industry

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# **Rebuilding Stakeholder Trust**

Stakeholders	Company Actions		
Families and Communities	<ul> <li>Recommitment to transparency with all stakeholders</li> <li>Extensive personal outreach by senior management to the families of those impacted by the 737 MAX accidents</li> <li>Pledged \$100 million to the families and communities affected by the accidents</li> </ul>		
Regulators	<ul> <li>Working closely with the FAA and other global regulators to safely return the 737 MAX to service</li> <li>Recommitting to transparency and accounting for rigorous scrutiny by regulatory authorities</li> </ul>		
Customers	<ul> <li>Extensive customer engagement regarding impact of the 737 MAX grounding on their operations</li> <li>Recognized liabilities of \$8.3 billion in 2019, net of insurance, related to customer concessions and other considerations</li> <li>Continual learning and focus on safety, first-time quality, and delivering on commitments</li> </ul>		
Pilots	<ul> <li>Met with and continue to engage with hundreds of airline pilots to discuss 737 MAX software updates</li> <li>Recommended robust simulator training for all 737 MAX pilots</li> <li>Conducted hundreds of simulator sessions with pilots</li> </ul>		
Suppliers	<ul> <li>Closely engaging with more than 600 737 suppliers to ensure supply chain stability</li> <li>Working with supply chain to minimize disruption related to the continued grounding</li> </ul>		

Our directors and senior leaders are listening to our internal and external stakeholders and are committed to transparency as we take action to return the 737 MAX to service and rebuild stakeholder trust one step at a time

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# **Board Actions to Sharpen Focus on Safety**

April 2019: Created specially-appointed independent Board Committee on Airplane Policies and Processes to review policies and processes for airplane design and development

August 2019: Committee delivered its recommendations to the Board and management, all of which are being implemented

August 2019: Established the Aerospace Safety Committee as a permanent Board committee

August 2019: Amended Corporate Governance Principles to formally identify safety-related experience as a criteria it will consider in electing directors

October 2019: Separated roles of Chairman and CEO

October 2019: Elected Admiral John M. Richardson as a new independent director

December 2019: Elected David Calhoun CEO and President, and elected Larry Kellner non-executive Chairman

February 2020: Announced Akhil Johri and Steve Mollenkopf were nominated for election as independent directors

## Actions Taken to Strengthen Culture of Safety

- 1 Established a permanent Aerospace Safety Committee
- 2 Strengthened the Engineering function
- 3 Created a product and services safety organization
- 4 Establishing a Design Requirements Program
- 5 Enhancing the Continued Operation Safety Program
- 6 Reexamining flight deck design and operation
- 7 Expanding the Safety Promotion Center
- 8 Strengthening safety systems
- 9 Leading in new capabilities
- 10 Investing in key talent areas

The independent committee conducted an extensive, rigorous, and focused review to ensure the highest levels of safety in Boeing airplanes and aerospace products and services

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# Established Aerospace Safety Committee to Enhance Commitment to Continually Improving Safety

#### **Committee Membership** Committee's Direct Oversight Responsibilities Engineering, design, development, manufacturing, Selected to Chair the Committee due to his experience as Vice Chairman of Adm. Edmund production, operations, maintenance, and delivery of the U.S. Joint Chiefs of Staff, where the safety of troops was his highest Giambastiani, Jr. priority. More recently, Adm. Giambastiani, a trained engineer, has served on numerous U.S. Government advisory boards, with one being the committee aerospace products and services Committee Chair which investigated the Deepwater Horizon Blowout Safety-related policies and processes Selected due to experience as chairman, president and CEO of Duke Energy **Certification activities** Corporation, which under her tenure has maintained industry-leading safety Lynn as one of the nation's largest grid and generation operators, including the Good operation of nuclear power plants. Ms. Good also chairs the Institute of Nuclear Policies and processes for engaging with and supporting regulatory oversight Power Operations. Participation in and support of accident Selected due to experience as the former chairman and CEO of Continental Larry investigations, including responses to material Airlines, where he led a highly regulated global airline that was committed first Kellner findings and conclusions of such investigations and foremost to operating every flight safely every day Pilot training programs and services Selected due to deep expertise in developing and implementing rigorous Adm. John safety policies and procedures in mission-critical environments. During career Cybersecurity with respect to our aerospace in the Navy, was responsible for the full life-cycle safety and regulator Richardson products compliance requirements for land and warship-based nuclear reactors Comprised of independent directors with extensive experience leading in highly-regulated industries and government entities where safety is paramount

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# Leadership Changes to Move Boeing Forward



New leadership to bring renewed commitment to transparency and improved communication with regulators and customers in safely returning the 737 MAX to service

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# Balance of Tenure among Independent Directors, Led By Independent Chairman



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# Board Nominees Possess the Skills and Experience Necessary to Oversee Management Effectively

Background	Number of Nominees	Alignment with Company Strategy	
-Depth Aerospace Expertise	4	Substantial knowledge of aerospace enables enhanced oversight of product development	Balanced Independent Director Tenure
Engineering / Technology Leadership	8	Experience in precision engineering or in leading teams working on outling-edge technologies enables directors to effectively eversee the design, development, and testing of complex aerospace products, services, and systems	0-2 years
Complex Manufacturing Expertise	5	Understanding of multifaceted industrial processes allows directors to critically evaluate manufacturing	Average
Safety	7	Expertise in establishing and overseeing safety processes and procedures provides the Board with the proper perspectives to effectively monitor Boeing's operations	9-13 -5 years 3-8 years years
Highly Regulated Industry Experience	7	Familiarity with highly-regulated industries allows directors to advise on how to most effectively work with regulators, meet their expectations, and achieve mutual goals	4
Current or Former CEO of a Global Public Company	7	Understanding of and experience navigating key challenges of the chief executive role at large, multi-national companies allows directors to effectively advise and oversee the performance of our CEO	Ethnicity/Race and Gender Diversity
ortune 500 Board Expertise	10	Work on other large, public company boards provides directors with similar oversight experience	
International Leadership	6	Experience leading large, global teams and significant experience managing global relationships and/or international stakeholders enables directors to advise management on key risks involving our global customer and supply bases, oversee the Company's processes for managing global compliance systems, and identify strategic copportunities for future international growth	41% Diverse Directors
enior Leadership Experience	12	Awareness of intricacies of effectively running teams enables directors to advise and assess the performance of our management team	
Senior U.S. Government / Military Experience	4	Experience in large-scale operations, strategy development, international relations, defense contracting, and/or risk oversight in sectors where safety is a key priority enables directors to critically examine and shape policies and procedures, as well as advise on strategic considerations involving our global defense and commercial operations	11 of 12 Independent
Former Fortune 500 CFO	4	Expertise in large-scale financial decision making helps guide capital allocation and other financial decisions	11 of 12 independent

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# **Director Recommendations**

The Director retirements and nominations over the last year reflect the Board's continued focus on ongoing refreshment

During this time of unprecedented uncertainty caused by COVID-19, Experienced guidance is critical to Boeing and its shareholders

Directors nominated for election bring crucial skills and expertise, as well as balance of institutional knowledge and fresh perspectives

These complementary attributes cannot be easily duplicated and it would be highly detrimental to Boeing and its shareholders to lose that at this critical time

The Board recommends voting FOR all director nominees

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## Compensation Decisions and 2020 Program Changes to Hold Leaders Accountable

## Holding Leaders Accountable

## Since the grounding of the 737 MAX, the Board determined:

- Former President and CEO Dennis Mullenburg would not be paid any severance or other benefits in connection with his retirement
- There would be no annual incentive payouts for 2019 performance
- There would be no long-term incentive performance award payouts for 2017 – 2019 performance
- It would enhance the clawback policy to cover instances of misconduct that compromise the safety of Boeing products or services
- It would strengthen process for assessing executive performance with respect to safety and Boeing's core values, including formal consultation between the Aerospace Safety Committee and Compensation Committee

## In response to the COVID-19 Crisis:

 CEO Dave Calhoun and Board Chairman Larry Kellner will forgo all pay until the end of the year

### 2020 Changes Enhance Pay-for-Performance Commitment

### Annual Incentive Plan

- Introducing Business unit specific metrics, with focus on free cash flow and operating earnings for the Commercial Airplanes unit and free cash flow, operating earnings, and revenue for other units
- Introducing requirement that threshold performance be attained:
  - Performance below 50% for any metric will result in a 0% score for that metric
  - If the Boeing performance score is below threshold for both metrics, the business unit performance scores will also be reduced to below threshold (resulting in no payout)
- Reducing maximum performance score for all metrics to 150% (from 200%)

### Long-Term Incentive Program

- Introducing requirement that threshold performance be attained performance below 50% for any metric will
  result in a 0% score for that metric
- Reducing maximum performance score for all metrics and for payout overall to 150% (from 200%)

The Board recommends voting FOR the say-on-pay resolution

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# Robust Shareholder Engagement Program Informs Board Discussions

Increased director participation in 2019	Topic	Shareholder Feedback
shareholder outreach, with those discussions informing Board	Response to 737 MAX	<ul> <li>Wanted to understand the Board's role in responding to the 737 MAX tragedies, including the actions it has taken and will take to prevent future accidents</li> </ul>
deliberations on many topics	Incidents	<ul> <li>Focused on level of Board oversight in the wake of the 737 MAX tragedies</li> </ul>
	Risk Oversight	<ul> <li>Sought to understand the Board's role in risk oversight in addition to the Company's reporting lines for potential safety issues</li> </ul>
		<ul> <li>In particular, sought additional information on the creation of the Product and Safety Service organization and the decision to realign the engineering function around a single Chief Engineer roke</li> </ul>
Engaged with	Board Leadership	<ul> <li>Supported the Board's decision to separate the CEO and Chairman roles and sought more detail on the timing and process behind that decision</li> </ul>
Investors Representing	Board Composition	<ul> <li>Interested in understanding key emerging skill areas for Board members, with many shareholders noting the need to ensure the Board has the skills and experiences needed to exercise adequate oversight of Boeing's commitment to safety and its engineering function</li> </ul>
~45% of Shares Outstanding	Company Culture	<ul> <li>Referenced media reports of whistleblower complaints and internal messages, seeking to understand whether these incidents reflected broader company culture</li> </ul>
		· Sought to understand how the Company promotes its values of safety, quality and integrity
	Executive Compensation	<ul> <li>Discussed the executive compensation program's structure and elements, particularly with respect t how the program incentivizes safety</li> </ul>
		· Expressed opinion that the Board should sharpen executive accountability for safety-related matters

The Board strongly believes in regular dialogue with and accountability to our shareholders

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## Shareholder Proposals – The Board Recommends You Vote <u>AGAINST</u> These Proposals

Item 4: Disclosure of Director Skills, Ideological Perspectives, and Experience and Minimum Director Qualifications

Boeing is committed to transparency with all stakeholders on the skills and backgrounds of director nominees as is evidenced by our comprehensive existing public disclosures regarding the skills and gualifications of our director nominees

- Disclosing each nominee's "ideological perspectives" is neither practical nor appropriate
- · Diversity is a core component when evaluating potential director nominees
  - ✓ Robust disclosure on the diversity, skills and qualifications of the Board is provided in our proxy statement and on our website
- The Board conducts regular self-assessments to ensure its effectiveness and proactively identifies areas of potential improvement
  - Director, Committee and Board evaluations
  - Ongoing Board refreshment strategy promotes diverse perspectives, skills and qualifications

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### Item 5: Additional Report on Lobbying Activities

<u>The Board is committed to transparency and strong risk oversight of</u> <u>its political advocacy efforts</u>

- Boeing regularly engages across all levels of government and works with trade, industry and civic groups that provide critical expertise
- Boeing maintains robust policies and procedures to promote the transparency of its lobbying and advocacy activities:
  - Files both quarterly and semi-annual federal Lobbying Disclosure Act reports with Congress and makes public complete information about federal, state and local political expenditures
  - Boeing's Executive Vice President, Government Operations, reports regularly to the Board on Boeing's lobbying and other advocacy activities
  - In 2020, began providing additional information about key trade associations to which we contribute, and continues to prohibit trade associations and other third-party organizations from using Boeing's funds for any election-related political expenditure
  - No contributions from corporate funds to federal, state, or local candidates or political parties or ballot initiatives in the last eight years

# Shareholder Proposals – The Board Recommends Voting <u>AGAINST</u> These Proposals

### Item 6: Policy Requiring Independent Board Chairman

The Board has an independent Chairman and a track record of adjusting its leadership structure in a thoughtful manner

- The Board separated the roles of Chairman and CEO in October 2019 and maintained the structure when David Calhoun was elected President and CEO in December 2019
  - Current policy requires an independent Lead Director with robust oversight responsibilities when a non-independent director serves as Chairman
- · Current policies ensure effective oversight of management by the Board:
  - ✓ Independent directors meet without management in every Board meeting and evaluate the Board's leadership on at least an annual basis
  - Board committees are comprised solely of independent directors
  - ✓ Independent oversight of all executive compensation matters
- Most shareholders with whom we discuss this topic have expressed support for the Board's ability to use its judgement and discretion vs. a singular approach

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#### Item 7: Written Consent

<u>The proposal, if implemented, could prevent shareholders from being</u> <u>consulted on key matters impacting Boeing</u>

- Written consent could allow a small group of shareholders to quietly accumulate large voting positions and take important corporate action without the waiting periods, disclosure rules and other protections inherent in the shareholder meeting and voting process
- Current bylaws already permit the right of shareholders of 25% or more to call a special shareholder meeting
- Additional governance practices already afford shareholders the right to regularly express their views and feedback:
  - Annual director elections by majority voting
  - Proxy access
  - Robust shareholder outreach program provides opportunities for feedback

# Shareholder Proposals – The Board Recommends Voting <u>AGAINST</u> These Proposals

### Item 8: Mandatory Retention of Significant Stock by Executives

Senior executives are already held to significant stock ownership requirements throughout the term of their employment

- Current minimum ownership requirements for executives range from 3x base salary (SVPs) to 6x base salary (CEO)
  - Compensation Committee annually reviews officers' ownership and may adjust the cash/equity mix of compensation
- Executive compensation program already emphasizes long-term equity ownership by executives, incentivizing management to build sustained shareholder value
  - ✓ RSUs generally do not vest until the third anniversary of the grant date
  - ✓ Performance-based RSUs are tied to Boeing's relative total shareholder return over a three-year performance period
  - ✓ Performance awards only pay out if the Company achieves its long-term financial performance goals

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### Item 9: Additional Disclosure of Compensation Adjustments

Any adjustments made to our incentive performance metrics are already disclosed, including whether any adjustment had the effect of increasing or decreasing executives' compensation

- Adjustments to performance metrics have long been prohibited by the Compensation Committee, unless deemed necessary to accurately reflect core operating performance, such as:
  - ✓ Significant external events outside management's control
  - Management decisions intended to drive long-term shareholder value that generate short-term financial impacts
- Significant changes to market conditions that were not foreseeable at the outset of the performance period
- The Compensation Committee made no adjustments to 2019 annual or longterm cash awards, both of which paid out at \$0 for all senior executives
- In 2018, the net effect of Compensation Committee adjustments resulted in lower payments to senior executives in that year than if the Compensation Committee did not act

# **Additional Information**

- For additional information on the following topics, please visit:
  - COVID-19 Response: <u>http://www.boeing.com/covid19/index.page</u>
  - 737 MAX Updates: https://www.boeing.com/737-max-updates/
  - Corporate Governance: https://www.boeing.com/company/general-info/corporate-governance.page
  - Diversity and Inclusion: https://jobs.boeing.com/diversity
  - Ethics and Compliance, including our Ethics and Business Conduct Guidelines: <u>https://www.boeing.com/principles/ethics-and-compliance.page</u>
  - Global Engagement, including our 2019 Global Engagement Portfolio: <u>www.boeing.com/principles/global-engagement-summary.page</u>
  - Sustainability, including our 2019 Environment Report: www.boeing.com/principles/environment

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# **Caution Concerning Forward-Looking Statements**

This document contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as "may," "should," "expects," "intends," "projects," "plans," "believes," "estimates," "targets," "anticipates," and similar expressions generally identify these forward-looking statements. Examples of forwardlooking statements include statements relating to our future financial condition and operating results, as well as any other statement that does not directly relate to any historical or current fact. Forward-looking statements are based on expectations and assumptions that we believe to be reasonable when made, but that may not prove to be accurate. These statements are not guarantees and are subject to risks, uncertainties, and changes in circumstances that are difficult to predict. Many factors could cause actual results to differ materially and adversely from these forward-looking statements. Among these factors are risks related to: (1) the COVID-19 pandemic; (2) the timing and conditions surrounding the return to service of the 737 MAX fleet; (3) general conditions in the economy and our industry, including those due to regulatory changes; (4) our reliance on our commercial airline customers; (5) the overall health of our aircraft production system, planned production changes, our commercial development and derivative aircraft programs, and our aircraft being subject to stringent performance and reliability standards; (6) changes in our ability to obtain debt on commercially reasonable terms and at competitive rates in order to fund our operations and contractual commitments; (7) changing budget and appropriation levels and acquisition priorities of the U.S. government; (8) our dependence on U.S. government contracts; (9) our reliance on fixed-price contracts; (10) our reliance on cost-type contracts; (11) uncertainties concerning contracts that include in-orbit incentive payments; (12) our dependence on our subcontractors and suppliers, as well as the availability of raw materials; (13) changes in accounting estimates; (14) changes in the competitive landscape in our markets; (15) our non-U.S. operations, including sales to non-U.S. customers; (16) threats to the security of our or our customers' information; (17) potential adverse developments in new or pending litigation and/or government investigations; (18) customer and aircraft concentration in our customer financing portfolio; (19) realizing the anticipated benefits of mergers, acquisitions, joint ventures/strategic alliances or divestitures; (20) the adequacy of our insurance coverage to cover significant risk. exposures; (21) potential business disruptions, including those related to physical security threats, and information technology or cyber-attacks or natural disasters; (22) work stoppages or other labor disruptions; (23) substantial pension and other postretirement benefit obligations; (24) potential environmental liabilities.

Additional information concerning these and other factors can be found in our filings with the Securities and Exchange Commission, including our most recent Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. Any forward-looking statement speaks only as of the date on which it is made, and we assume no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law.

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