

**Extension Proposal
For the Collective Bargaining Agreement
Between
Spirit Aerosystems, Inc. – Tulsa
and
The International Union
United Automobile, Aerospace and Agricultural Workers of America (UAW), Local 952**

This Agreement is entered into by and between Spirit AeroSystems, Inc. (“Company”) and the International Union, United Automobile, Aerospace and Agricultural Workers of America (UAW) and its Local 952 (“Union”).

1. Purpose

The parties agree that maintaining continuity during ongoing negotiations is in the best interest of employees and operations. This Extension Agreement extends the current Collective Bargaining Agreement (“CBA”) on a temporary basis with limited modifications.

2. Extension of Current CBA

The current CBA, set to expire on December 7, 2025, is hereby extended in its entirety through 11:59 pm on January 31, 2026 (“Extension Period”) or thirty (30) days after the close of the Boeing acquisition, whichever is later, except as modified by this Agreement.

3. Preservation of Non-Economic Tentative Agreements

The parties acknowledge that, as of the date of this Extension Agreement, they have reached certain non-economic tentative agreements (“TAs”) during negotiations for a successor CBA.

The parties agree that:

1. All non-economic TAs reached on or before the date of this Extension Agreement shall remain in effect and shall be incorporated into the successor Collective Bargaining Agreement, unless modified or withdrawn by mutual written agreement of the parties.
2. These non-economic TAs will remain binding only to the extent that they are not reopened, revised, or replaced by subsequent bargaining, and nothing in this provision prevents either party from raising or addressing issues necessary to reach a final agreement.
3. No economic proposal, economic TA, or economic concept is preserved, continued or incorporated as a result of this provision.

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4. The preservation of non-economic TAs shall not obligate either party to accept any additional proposal or limit either party's bargaining rights under the National Labor Relations Act.

4. Preservation of Selected Economic Items

For the duration of this Extension Agreement, all terms of the CBA shall remain in effect except as provided below:

A. Holiday Pay

Holiday Pay will continue unchanged in accordance with Article 14 – Holidays, and Exhibit H of the existing CBA. The following Holiday Calendar shall take effect for the duration of this Extension Agreement:

Holidays	Day of Week	Date of Observance
Christmas Break	Wednesday	December 24, 2025
Christmas Break	Thursday	December 25, 2025
Christmas Break	Friday	December 26, 2025
Christmas Break	Monday	December 29, 2025
Christmas Break	Tuesday	December 30, 2025
Christmas Break	Wednesday	December 31, 2025
New Years Day	Thursday	January 1, 2026

B. Cost-of-Living Adjustment (COLA)

COLA will continue under this extension as stated under Section 6.9 and Exhibit H of the current CBA. The annual multiplier for 2025 will be capped and paid at .973.

C. Performance Bonus and Gainshare Plan

Performance bonus and Gainshare Plan eligibility and administration will continue as provided in Section 6.5 and Exhibit H of the current CBA and does not limit the parties from discussing further adjustments in successor bargaining.

5. Pension Changes Provision

The Company agrees that no changes to the National Pension Benefit Plan shall be implemented prior to July 1, 2026. This neither restricts bargaining over pension items, nor limits Company

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implementation of terms on or after July 1, 2026, that are consistent with/required by law and/or negotiated agreements.

6. One-Time Market Equity Adjustment

Effective December 5, 2025, subject to ratification of the Extension Agreement, all active bargaining unit employees shall receive a one-time market equity adjustment wage increase of \$4.00 per hour.

This market adjustment shall be added to all employees' base hourly rates.

Nothing in this provision limits any party from proposing further wage adjustments in successor bargaining. It's the Parties' intent that any negotiated wage increases for the first year of the contract that are agreed upon during the successor bargaining shall be retroactive to December 19, 2025.

7. Mandatory Union Ratification Vote

The Union agrees to:

1. Present this Extension Agreement to the membership for a ratification vote no later than December 6, 2025, and
2. Notify the Company immediately, but no later than two (2) hours after vote results.

8. Voting Logistics and Employee Access

The Company agrees to work cooperatively with the Union to provide reasonable flexibility to employees wishing to participate in the Union's ratification vote on this Extension Agreement.

This cooperation may include:

1. Coordinating appropriate times and locations for Union voting access on Company premises consistent with security, operational, and safety requirements;
2. Reasonable schedule flexibility, to allow employees an opportunity to attend the meeting and vote; and
3. Providing a suitable space (Bldg. 003) for the Union to conduct on-site voting in accordance with Company policies.

The parties acknowledge that voting arrangements must comply with Company policies, safety requirements, operational needs, and applicable law.

9. Post-January 2, 2026 Bargaining Commitment

The parties agree Bargaining will recommence on January 5th, 2026, and to meet as frequently as necessary to make meaningful progress and work toward concluding negotiations for a successor CBA.


10. Reservation of Rights

Nothing in this Agreement shall be construed as a waiver of either party's statutory rights, a commitment to accept any proposal, a limitation on the Company's management rights, or precedent for future bargaining.

11. Entire Agreement

This Agreement, including the above-referenced CBA, represents the complete understanding of the parties.

For the Company:

 12/8/25

Khalilah Iraheta Date:
Director, Labor and Employee Relations

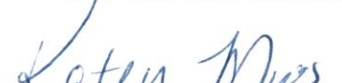


Justin Robinson
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Tim Hickson
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Katey Mies
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For the Union:

 12/6/25

David Barker Date:
International Regional Representative



Jason Cribb
International Aerospace Representative

 12/6/25
Jon Pokorny
President, Local 952

 12.6.2025
Phillip Hunter
Bargaining Committee Chair


Todd Stidham
Wage and Seniority Coordinator