



June 15, 2023

An Open Letter from Spirit's CEO & President, Tom Gentile - Labor Negotiations

On Thursday, June 15, Spirit offered our colleagues who are represented by the International Association of Machinists and Aerospace Workers (IAMAW), Local Lodge 839, a new four-year contract. The IAMAW bargaining committee has endorsed the offer and will recommend a "yes" vote to their membership.

Negotiations were conducted in May and June and both parties negotiated in good faith. **Our best and final offer** is a fair and competitive contract that rewards our employees and allows Spirit to meet increasing customer demands. It paves the way for a bright future.

A vote will be held on Wednesday, June 21. The current contract expires at 11:59 p.m. on Friday, June 23, 2023. Additional information and materials can be found on the negotiations website at spiritaero.com/negotiations.

Your vote is a matter of personal choice. Please take the time to consider your vote carefully and make the choice that's best for you and your family.

I look forward to the approval of this contract. Together, we can continue building what's best in aerospace.

A handwritten signature in black ink that reads "Tom". The signature is fluid and cursive, with a large initial "T" and a long, sweeping underline.

Tom Gentile
President & CEO, Spirit AeroSystems