



June 12, 2025

Dear]

On behalf of Space Exploration Technologies Corp. (the “Company”), I am pleased to offer you the position of PCB Designer, reporting directly to [redacted]

This offer is contingent upon the following:

- The completion of an investigation of your background with results that are satisfactory to the Company;
- Your signing and returning all documents specified in the attached offer packet prior to starting employment;
- Upon your first day of employment your providing proof of the legal right to work in the United States and documents that establish both identity and employment eligibility. Failure to provide this on day one will delay your start. Please refer to the I-9 form’s “Lists of Acceptable Documents” page in the attached offer packet for a list of acceptable documents. All documents submitted must be original documents except in the case of birth certificates for which certified copies will be acceptable; and
- For compliance with the International Traffic in Arms Regulations (“ITAR”), verification of your status as a United States citizen, lawful permanent resident of the United States as defined by 8 U.S.C. § 1101(a)(20), or protected individual as defined by 8 U.S.C. § 1324b(a)(3), or your eligibility to obtain the required authorizations from the U.S. Department of State, and if necessary, approval of an ITAR license that is satisfactory to the Company.

You will be paid an annual salary of \$100,000.00. Your salary will be payable on a bi-weekly basis pursuant to the Company’s regular payroll policy. You will be entitled to accrue three weeks of paid vacation per annum, in accordance with the Company’s standard vacation policy.

The Company will provide you with the opportunity to participate in the standard benefits plans currently available to other similarly situated employees, subject to any eligibility requirements and other terms and conditions imposed by such plans. Please note that your title, duties, work location, reporting structure, compensation, and benefits are subject to change in the Company’s discretion from time to time.

In connection with the commencement of your employment, and subject to approval by SpaceX’s Board of Directors, you will receive a Stock Award of SpaceX’s Common Stock with an approximate value of \$150,000.00, to be vested and released in accordance with SpaceX’s standard Stock Award schedule set forth in the SpaceX Stock Awards Summary in your offer packet. The amount of the award is determined based on our standard equity granting policies and practices. The actual number of shares you receive will depend on the value of our common stock, as determined by SpaceX’s Board of Directors, as of your actual start date following the date of this letter. The grant generally occurs at the Board meeting following your hire date (or the subsequent, regularly scheduled Board meeting). The Stock Award will vest and be released at the rate of 20% of the total



shares on the first vesting release date and 10% of the total shares at the conclusion of each six-month vesting and release period thereafter, until fully-vested and awarded. Vesting of your Stock Award will, of course, depend on your continued employment (in accordance with SpaceX policies).

Please be aware that SpaceX makes no representation about the future value of the equity award granted herein, and you should be aware that the value of this award will fluctuate in the future. The Stock Award will be subject to required withholding taxes and will be subject to SpaceX's current Equity Incentive Plan and the Stock Award Grant Agreement between you and SpaceX.

By executing this letter, you acknowledge that SpaceX has advised you that, shortly after the commencement of your employment, you will receive an invitation to activate a Shareworks account (where your Stock Award(s) will reside), and that invitation will include a link or other access to a copy of the Equity Incentive Plan(s) governing your Stock Award(s), a plan summary, important risk factors regarding Stock Awards and SpaceX, and recent financial statements of SpaceX. If you wish to review those documents before your Shareworks account has been activated, you may contact your local Human Resources representative who can arrange to share this information with you on a confidential basis.

To help you with your transition, subject to meeting the distance eligibility criteria, SpaceX will provide you with relocation assistance as outlined in the separately attached relocation policy document: Domestic-RPD0419-T02A. If your employment with SpaceX ends as a result of resignation for any reason or termination for misconduct or other cause prior to the second anniversary of your Start Date, you will be responsible for reimbursing SpaceX on a pro-rata basis as described in the relocation policy document.

In accordance with Internal Revenue Service guidelines, certain portions of relocation assistance provided by SpaceX may be subject to income and employment taxes. You will be responsible for any taxes resulting from relocation assistance provided by SpaceX. SpaceX will report and withhold appropriate taxes in accordance with applicable tax laws. The attached relocation policy provides additional information regarding our relocation policy, including a general explanation of taxable and nontaxable relocation expenses. Please consult your personal tax advisor regarding any specific tax implications of your relocation assistance.

Capitalized terms not defined in this letter will have meanings as defined in SpaceX's current Equity Incentive Plan and your Stock Award Agreement. We encourage you to consult a tax professional for information regarding all current tax reporting requirements related to the compensation and benefits discussed above.

Your employment with the Company will be on an "at will" basis, meaning that either you or the Company may terminate your employment at any time for any reason or no reason, with or without cause or advance notice, without further obligation or liability.

I am delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me. Your employment will also be subject to you entering into the Company's



standard Confidential Information and Invention Agreement. This letter sets forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.



Yours faithfully,

Space Exploration Technologies Corp.

A handwritten signature consisting of two stylized, cursive loops.

Anticipated Start Date: 07/21/2025