



SPACE EXPLORATION TECHNOLOGIES CORP.

SUPPLEMENTAL COMPANY POLICIES AND PRACTICES

October 9, 2026

This document summarizes certain information about efforts by Space Exploration Technologies Corp. (“SpaceX” or “the Company”) related to investing in human capital, achieving results the right way, protecting privacy, enhancing data security, product quality and safety matters, and making a positive impact in the communities where we operate. Please see Additional Information below for important details to be considered when evaluating this summary.

Investing in Human Capital

At SpaceX, we develop technologies with the potential to change the course of life on Earth and beyond. Whether building our interplanetary transport system, advancing truth-seeking Super Intelligence, or deploying Starlink connectivity systems, SpaceX employees directly contribute to making humanity multiplanetary. Attracting and retaining the talent required for this mission depends on meaningful investment in our people. We believe our strong culture of collaboration and innovation distinguishes us and serves as an important driver of our business performance.

Compensation and Benefits

Equity ownership isn’t reserved for executives – it’s available across the organization. We foster commitment by aligning employee interests with organizational success: our broad-based employee equity ownership program is designed to enable those who help us build the future own a piece of it. From the factory floor to the launch pad to the data center, employees share in what they create. An employee’s total compensation consists of a base salary or hourly wage and may also include stock ownership, typically structured to vest over time, benefits programs, performance and annual bonuses, and recognition awards for exceptional contributions. Around 90% of regular SpaceX employees receive restricted stock unit grants at no cost to the employee, with additional equity grants based on performance.

In addition, SpaceX employees can purchase company shares through a company-sponsored Employee Stock Purchase Plan (ESPP). This is an elective program that offers eligible employees the opportunity to purchase SpaceX’s Class A common stock at a discounted price. As

of September 30, 2026, 98% of regular SpaceX employees were eligible to participate in the program.

SpaceX is committed to providing employees with a comprehensive and competitive benefits program that offers health coverage and financial security to employees and their families. Regular employees who are normally scheduled to work at least 20 hours per week may participate in SpaceX's full benefit program. Benefits include up to five medical plan options (including an option at no cost for employees), dental and vision benefits, 401(k) retirement savings plans, voluntary benefits, an Employee Assistance Program, workers' compensation coverage, commuter benefits, and other wellness benefits, including a fitness plan. Temporary employees, interns, and graduate engineers who are normally scheduled to work at least 20 hours per week may participate in our medical plans, 401(k) retirement savings plans, and commuter benefits.

Talent Development Pipeline

Investing in employee growth and advancement is central to our human capital strategy. Our Learning and Development team delivers live, in-person training at SpaceX sites to support employee growth across the organization. Courses are offered for individual contributors, hourly leads, and people leaders, covering leadership and management skills, workplace communication, and process improvement. Workshops are delivered on an experiential basis, combining instruction with individual and group exercises. Beyond training, SpaceX maintains a formal talent pipeline development strategy comprising company-wide succession planning, structured training for employees seeking to become people leaders or to progress as individual contributors, and job matrices that define position progression levels and the performance expectations required for promotion.

Regular feedback and assessment support both individual growth and organizational performance: SpaceX conducts formal semi-annual performance evaluations for all employees with at least 90 days of active status during the review period. Evaluations include a combined performance score, managerial feedback on strengths and development areas and are used annually to determine eligibility for merit-based salary increases and equity awards.

Planning for the next generation of leaders is critical to sustained performance. Succession planning for senior leadership positions is reviewed at least annually, and changes to key leadership positions are assessed to determine potential impact. These processes apply across the organization and support internal development and advancement.

Understanding the employee experience is fundamental to maintaining a strong workplace. SpaceX operates a structured survey program that includes a company-wide engagement survey that is currently conducted every other year and an annual manager survey, designed to gather actionable employee feedback and support organizational improvement. Follow-up surveys track the impact of actions taken following these core surveys, and onboarding and exit surveys are used to understand the employee experience at key points in the employment lifecycle.

No Harassment Policy

SpaceX does not tolerate harassment in the workplace. All employees are required to complete harassment awareness training. Multiple reporting channels are available for Human Resource (HR) related grievances, including harassment, discrimination, and abusive conduct: employees may report to their supervisor or manager, to any HR Business Partner, through SpaceX's HR reporting tool, or anonymously through the Compliance and Ethics Help Line or the Compliance Suggestion Box. People leaders who receive a complaint are required to escalate it to HR immediately.

SpaceX policy requires that reports be investigated impartially, thoroughly and in a timely manner by qualified HR or Legal personnel, with an effort to maintain confidentiality. It further requires that, to the extent permitted by law, outcomes are communicated to the reporting employee, and investigations are tracked to closure. Retaliation against any person who makes a good-faith report or cooperates in an investigation is prohibited and subject to discipline up to and including termination of employment.

Achieving Results the Right Way

Our Guiding Policies

The SpaceX Code of Business Ethics and Conduct (the "Code") requires that we never compromise our integrity or our reputation in order to achieve a business goal. The Code also strictly prohibits any retaliation, unfavorable or adverse employment consequences, and any form of harassment against any person who has submitted a good-faith report of potential misconduct to the Company or who cooperates in a Company investigation. The Code also states that any person who, directly, indirectly or through a third party, retaliates against any person who has made a report or cooperated in a Company investigation, or discourages any person from making a report, shall be subject to disciplinary action, which may include termination of employment. In addition, any person who believes he or she has been subject to retaliation or reprisal as a result of reporting a concern or making a complaint must immediately report such action via any of the reporting channels described in the Code so that, as appropriate, the report can be investigated and follow-up action taken.

SpaceX has also adopted additional policies that provide detail on the topics covered in the Code. These include separate, detailed guidelines providing ethical rules regarding gifts, meals, entertainment, travel support, event sponsorship, and hospitality events involving government officials, each of which set defined expenditure limits, impose recordkeeping requirements, and establish approval and escalation requirements.

In addition, as a major U.S. government contractor, SpaceX maintains comprehensive anti-corruption and anti-bribery compliance policies. The Code's prohibition on corruption and bribery is discussed in more detail in our Anti-Corruption Policy and Anti-Corruption Policy for Third Parties, which apply to all SpaceX employees and third-party representatives. The Anti-

Corruption Policy requires compliance with applicable anti-corruption laws, including the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010 (UKBA), and strictly prohibits corruptly offering anything of value to obtain or retain an unfair business advantage or accepting anything of value and providing an unfair business advantage in return. It also prohibits facilitation payments and requires due diligence on third parties acting on SpaceX's behalf. Violations of our Anti-Corruption Policy may result in disciplinary action, including termination of employment. The Anti-Corruption Policy for Third Parties outlines similar requirements and expectations for suppliers, vendors, consultants, and other third parties that act on SpaceX's behalf or in connection with SpaceX business.

Oversight of business ethics issues is assigned to the Audit Committee of our Board of Directors, as described in its charter. SpaceX conducts periodic risk assessments to assess whether internal policies and procedures are appropriately scoped to address and mitigate evolving risk profiles.

Raising Awareness

Given our role as a government contractor, anti-corruption training is both a priority and a requirement. SpaceX policies require that all employees receive anti-corruption training annually as part of SpaceX's mandatory Global Trade Compliance training requirement. Employees whose roles include interactions with government officials or foreign governments also receive annual training on the FCPA and applicable anti-corruption requirements. In addition, employees with significant government touchpoints receive annual in-person training tailored to their organization.

Protecting Privacy and Enhancing Data Security

We are subject to complex and evolving global legal and regulatory frameworks relating to privacy, cybersecurity, AI, data protection, lawful access, content moderation, and digital platform regulation, as well as contractual and other commitments we make in the course of doing business and our internal and external policies, procedures and controls.

SpaceX maintains dedicated compliance programs to meet these requirements, including internal policies, procedures, and controls that govern data protection, cybersecurity practices, and platform operations. The SpaceX Security program has a number of measures in place to protect SpaceX personnel, infrastructure, information, brand, and operations, as well as to promote Company compliance with applicable law and contractual obligations related to the type of sensitive work it performs. Oversight of privacy and data security matters is assigned to the Audit Committee of our Board of Directors, as described in its charter.

Data Protection Programs

SpaceX maintains data protection programs that cover suppliers and business partners. For example, SpaceX has developed an Information Security Policies & Standards Handbook and an Information Security Program Policy, which apply to all information systems owned or

operated by SpaceX, all SpaceX employees and contractors, and others granted access to or use of SpaceX information and technology resources.

SpaceX also integrates data protection safeguards into product and service development, and privacy is treated as part of how systems are designed. For example, Starlink only collects information necessary to provide service, and it encrypts user traffic as it travels from user terminals to satellite infrastructure. Furthermore, all customer account data is encrypted at rest, and employees receive privacy and data protection training, with role-based modules, before they are granted access to customer data, operational data, or otherwise controlled data.

Security and Privacy Awareness Training

In addition, SpaceX provides security and privacy awareness training to all users of SpaceX information and technology resources, including contractors. Training is provided at onboarding and through an annual refresh, and covers users' security responsibilities, the risks associated with handling protected information, acceptable use of systems containing protected information, and how to recognize and report suspicious activity and security incidents. Role-based security and privacy training also are provided to personnel with assigned security responsibilities before they are granted access to SpaceX information systems.

Supplier Controls

Supply chain security is important to protecting the sensitive operational and customer data we handle. Suppliers must comply with all applicable privacy, data protection, and information security laws and associated regulatory requirements, as well as with SpaceX's related standards. Suppliers are required to protect SpaceX information and must implement physical, technical and administrative safeguards to do so. The SpaceX Supplier Cybersecurity Manual sets out the information security standards suppliers must implement, including multi-factor authentication for all accounts, systems or applications with access to SpaceX information or systems, and suppliers must report any actual or suspected cybersecurity incident to SpaceX within 72 hours of discovery. Suppliers with access to SpaceX information systems are monitored for compliance with information security requirements, and SpaceX conducts periodic cybersecurity assessments of selected suppliers to confirm that the agreed level of security is maintained. SpaceX representatives have the right to visit supplier facilities.

Compliance Audits

The effectiveness of SpaceX's information security program is regularly evaluated by qualified personnel, including annual internal audits and assessments. In addition to internal assessments, independent external assessors conduct required audits and validate internal assessments across the organization. Security certifications are issued at least annually and are scoped across globally recognized security standards such as NIST SP 800-171, NIST SP 800-53, ISO 27001:2022 and others.

Product Safety and Quality Matters

SpaceX is committed to providing the safest, most reliable and most economical access to space.

- **Safety:** SpaceX strives to provide and maintain safe products, services, and work environments.
- **Reliability:** SpaceX products and services must be of high-quality to help ensure reliable performance and results.
- **Economical:** SpaceX processes must be efficient and practical to reduce the costs of development and manufacturing
- **Commitment:** SpaceX must strive to meet all customer, regulatory, and statutory requirements
- **Continual Improvement:** In order to maintain a position as an industry leader SpaceX's goal is to continue to improve its products, services, and internal processes.
- **Awareness:** SpaceX employees must be aware of how they contribute to product conformity, product safety and the importance of ethical behavior.

All suppliers who contract manufacture parts in support of SpaceX's mission are expected to undergo SpaceX-mandated training and meet all quality capabilities and requirements necessary for the scope of work they have been subcontracted to perform.

SpaceX's supplier manuals and purchase order quality clauses require suppliers to perform requisite training and material handling awareness for all of their employees relevant to the scope of work in question. Further, suppliers are required to maintain training records for all personnel handling SpaceX products, and a counterfeit part prevention program that includes training for identifying, reporting and preventing counterfeit parts.

Focus on Impact

Overview

SpaceX is focused on the environmental and community impact that advances our mission to make life multiplanetary and supports the development of our operations and technology. Achieving this mission requires responsible practices and strong community partnerships that enable our long-term operations.

Our operations and facilities, as well as existing and planned infrastructure, are subject to an extensive regulatory framework of federal, state, local, and foreign environmental, health, and safety laws, and regulations and permits that govern, among other things, employee health and safety, discharges of pollutants into the air and water, the generation, handling, storage, and disposal of hazardous materials and wastes and the investigation and remediation of certain materials, substances, and wastes. These include various regulations promulgated by federal, state, and local regulatory agencies and legislative bodies.

GHG Emissions

SpaceX is committed to complying with applicable federal, state and local environmental requirements, monitors its environmental impacts, and provides GHG disclosures as required by law.

SpaceX plans to disclose company-wide Scope 1 and Scope 2 greenhouse gas emissions consistent with California's Climate Corporate Data Accountability Act (SB 253). We then expect to expand these disclosures to Scope 3 emissions in line with the bill's requirements.

Reducing the Environmental Intensity of Spaceflight through Reusability

Reusability is one of the most important ways SpaceX is changing the environmental profile of spaceflight. In 2015, SpaceX achieved the first landing of a Falcon 9 orbital-class rocket booster. Since then, more than 90% of all Falcon 9 launches have flown a reused booster, reducing GHG emissions related to building and demising a new first stage for each launch. By pioneering reusability, SpaceX opened a new way to think about the economics and environmental impact of spaceflight.

Previous industry and academic analyses have primarily emphasized launch-specific impacts, rather than considering the full lifecycle of a launch system. We are at an inflection point: reusability creates an opportunity to fundamentally change the environmental equation for access to space.

With Starship, which is designed as a fully reusable, two-stage system with aircraft-like operations and near-zero-touch refurbishment, the emissions profile for each reusable launch will be increasingly related to propellant use rather than the manufacture of a new vehicle for each launch. A third-party life-cycle assessment of Starship reusability found that Starship reuse has approximately three times lower GHG emissions per ton-to-LEO than a single-use Starship, and approximately nine times lower GHG emissions than publicly available estimates.

SpaceX is also transitioning away from RP-1 kerosene fuel (Falcon 9) to liquid methane (CH₄) fuel (Starship). Methane burns cleaner, producing primarily carbon dioxide and water with minimal soot/black carbon.

Reusability is the mechanism that makes high-volume access to space compatible with a lower emissions intensity per useful ton on orbit.

Reducing the Environmental Footprint of Compute

SpaceX is committed to designing and operating our terrestrial data centers for energy efficiency and water conservation. At our Colossus I and II sites in Memphis and Southaven, we are addressing the main environmental impacts of terrestrial data centers as detailed [here](#).

By deploying [Starmind](#), SpaceX also intends to offer a durable solution to address the resource constraints associated with the rapidly growing demand for compute. We believe orbital

AI data centers are the more environmentally responsible way to meet AI compute demand because they shift energy and cooling off Earth's grids, land, and water systems.

By harnessing continuous solar power and radiative cooling, SpaceX's Starmind architecture is designed to offer a dramatically more cost-effective, energy-efficient, and ecologically sustainable way to build large computing infrastructure. It also requires no competing terrestrial land use, minimizing land disruption and localized pollution, and avoiding the cooling-water draw associated with conventional terrestrial data centers — potentially changing the emissions math of a GW-year of compute. The benefits are compounded by the efficiency of reusable launch. At high Starship launch rates, on-orbit capacity could scale faster than terrestrial buildouts with a smaller environmental impact.

SpaceX is also committed to operating its Starmind and Starlink satellite constellations safely using industry-leading space safety standards as detailed [here](#).

Supporting the Communities We Work In

SpaceX is focused on investing in and protecting the local communities that host its operations. The company employs tens of thousands of people across the United States and works to deliver economic benefits and direct improvements to those communities. SpaceX works closely with federal and state agencies, regional organizations, and community leaders to help ensure public safety, protect the environment, and enhance the natural surroundings.

How we define good stewardship:

- **Shared prosperity:** SpaceX sites are designed to contribute jobs, supplier spend, and tax revenue that remain in the host city.
- **Environmental stewardship.** SpaceX is committed to protecting and preserving the local environment in which we operate.
- **Civic and educational investment:** Our Community Relations teams develop strategic plans in coordination with local communities to invest in schools, STEM pathways, scholarships, public-safety facilities, and affordable connectivity so that the next generation in these communities can participate in the work being built next door.

More information on how SpaceX supports the communities in which we work can be found [here](#).

Additional Information

This document includes highlights of SpaceX's impact efforts as of October 9, 2026. The information provided in this document is subject to change without notice. This document is intended to highlight some of SpaceX's impact efforts as of that date; it is not a comprehensive description or representation of all of SpaceX's impact activities. We do not undertake to update any of such information in this document.

Numbers and percentages used in this document are estimates or approximations and may be based on assumptions, standards, methodologies, third-party information, internal control frameworks, and currently available data, which continue to develop and evolve. Goals and commitments discussed in this document are aspirational and not guarantees or promises that they will be met and are not intended to create legal rights or obligations.

Forward Looking Statements

This document contains certain “forward-looking” statements within the meaning of Section 27A of the Securities Act and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements involve risks, contingencies and uncertainties, which are difficult to predict and many of which are beyond our control. These risks, contingencies, and uncertainties and other important factors are described in our public filings with the U.S. Securities and Exchange Commission, including in the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of those filings. The forward-looking statements in this document speak only as of the date of this document. We undertake no obligation to update these statements unless required by law, and we caution you not to place undue reliance on them.