



Rocket Lab USA, Inc.
3881 McGowen Street
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rocketlabusa.com

Statement on Equal Employment Opportunity

Executive Order 11246 Protected Veterans [41 C.F.R. § 60-300.44(a)] Individuals with Disabilities [41 C.F.R. § 60-741.44(a)]

As the Chief Executive Officer of Rocket Lab USA, Inc. (Rocket Lab), I am committed to the principles of affirmative action and equal employment opportunity for individuals with disabilities and protected veterans. It is our policy not to discriminate on the basis of race, color, religion, age, sex, sexual orientation, gender identity or expression, national origin, genetics, disability or protected veteran status, or any other status protected by federal, state, or local laws, and to take affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans, as well as females and minorities, at all levels of the company.

Rocket Lab will ensure that all employment actions, including but not limited to recruiting, hiring, selection for training, promotion, transfer, demotion, layoff, recall, termination, and rates of pay or other forms of compensation, will be administered without regard to disability status or status as a protected veteran, as well as membership in any other category protected by federal, state, or local laws. Rocket Lab will also provide qualified applicants and employees with disabilities and disabled veterans with needed reasonable accommodation, as required by law, and will ensure that all employment decisions are based only on valid job requirements.

Rocket Lab prohibits harassment of employees and applicants on the basis of disability or because they are protected veterans, as well as members of any other classes protected by federal, state, or local laws, and will conduct training to try to prevent harassment and discrimination. Rocket Lab also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any federal, state, or local EEO law requiring equal employment opportunity for protected veterans or individuals with disabilities. Prohibited retaliation includes, but is not limited to: harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

To support Rocket Lab's policy regarding affirmative action and equal employment opportunity, we have developed a written Affirmative Action Program (AAP) that sets forth the policies, practices and procedures that we are committed to in order to ensure that our policy of non-discrimination and affirmative action for qualified individuals with disabilities and protected veterans, as well as for other classes protected by federal, state, or local laws, is accomplished. The narrative AAP for individuals with disabilities and for protected veterans is available for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact People & Culture for assistance. To ensure employment opportunity and affirmative action throughout all levels of Rocket Lab., our Chief People Officer has been designated as Equal Employment Opportunity (EEO) Officer for the Company. The EEO Officer will establish and maintain an internal audit and reporting system to track and measure the effectiveness of the AAP and show where additional action may be needed.



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A handwritten signature in blue ink, appearing to be 'Peter Beck', written over a horizontal line.

Peter Beck
Founder and CEO
Rocket Lab USA, Inc.

Date: 25th September 2023