

USA RARE EARTH, INC.
TERMS AND CONDITIONS OF EMPLOYMENT

Effective Date: April 1, 2026

These Terms and Conditions of Employment (“Terms”) are made publicly available on the USAR Rippling job board for the benefit of all prospective and current employees. They do not constitute an offer of employment or a binding employment contract.

1. Introduction

USA Rare Earth, Inc. (“USAR” or the “Company”) is committed to building a talented, diverse, and mission-driven workforce to support its operations in the critical minerals and rare earth sector.

2. About the Role

Please refer to the specific job posting for information about the role.

3. Job Responsibilities

Please refer to the specific job posting for information about the responsibilities.

4. Qualifications

Please refer to the specific job posting for information about the qualifications.

5. Equal Opportunity and Anti-Discrimination

USAR is an Equal Opportunity Employer. USAR does not discriminate against any employee or applicant for employment on the basis of:

- Race, color, religion, sex (including pregnancy, gender identity, and sexual orientation)
- National origin or ancestry
- Age (40 or older, as protected under the Age Discrimination in Employment Act (ADEA))
- Disability (as protected under the Americans with Disabilities Act (ADA))
- Genetic information (as protected under the Genetic Information Nondiscrimination Act (GINA))
- Veteran or military status (as protected under USERRA and applicable law)
- Any other characteristic protected by applicable federal, state, or local law

This policy applies to all aspects of employment, including recruitment, hiring, placement, promotion, compensation, benefits, discipline, termination, and all other terms and conditions of employment.

This document is publicly available on the USAR Rippling job board for transparency purposes. It is subject to change. For questions, contact HR at hr@usare.com.

Disclaimer: These Terms and Conditions of Employment are provided for general informational purposes. They do not constitute legal advice.