

February 24, 2025

Re: Offer of Employment

Dear Muhammad Shafique,

At Lucid, our mission is to introduce the most captivating, luxury electric vehicles that elevate the human experience, transcend the perceived limitations of space, performance, and intelligence, and compel the world to adopt smarter and more sustainable energy practices.

On behalf of the Lucid team, we are delighted to offer you the position [REDACTED] with Lucid USA, Inc. (dba Lucid Motors) (the "Company") working out of our corporate office(s) located in Southfield, MI.

As discussed with your recruiter, the details of your offer are as follows:

- Anticipated start date: April 7, 2025 (subject to change)
- Wage: [REDACTED]
- Equity award: [REDACTED]

Annual Incentive Target:

[REDACTED]

Equity:

[REDACTED]