Portfolio overview

AURA

Portfolio Tracking Report

Portfolio companies: Tesla,X United States,Space Exploration Technologies,Tbc The Boring,Neuralink Report Month: 2025-04

For more information contact reports@auraintel.com

This section provides a quick glance at the companies in the portfolio and the change in their headcount over the previous month. For example, you can find:

• How much has a company in the portfolio grown in headcount over the previous month? • Which companies in the portfolio are expanding the fastest?

396 Neuralink Space Exploration 11451 Technologies Tbc The Boring 297 51260 Tesla X United States 6607

Portfolio Companies Included in Report

Posting Intensity (Job Postings as % of HC)

Dec 2024

Jan 2025

Jan 2025

Month

4.5%

4%

3.5%

3%

1%

0%

Nov 2024

Nov 2024

Dec 2024

higher scores suggest a more satisfied workforce

scores may indicate retention risks

0.5%

reductions are in red

Portfolio aggregate indicators

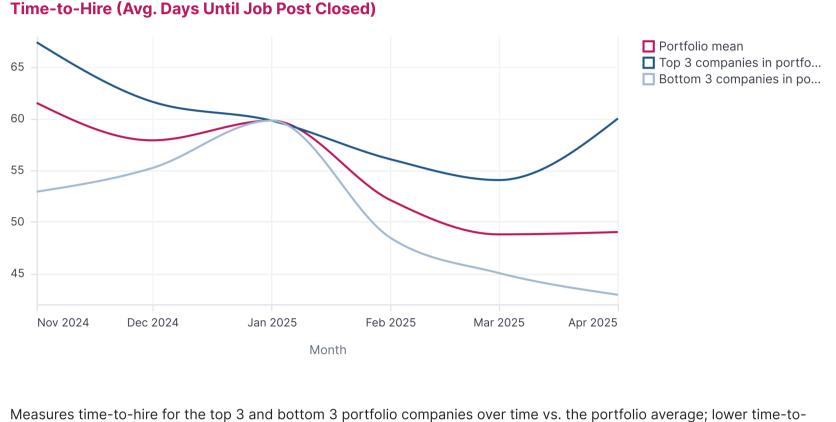
This section compares the overall portfolio performance with that of the top and bottom companies across various metrics. Some of the questions that this section answers:

- How rapid is the hiring in top companies when compared to the rest of the companies in the portfolio (*Time-to-hire*)? • Does the portfolio have enough companies that are growing at a fast enough rate (*Growth index*)? • How does the overall sentiment across compensation, senior management and job satisfaction look like?

Growth Index (% Change in Headcount) Portfolio Mean 0.8% ■ Top 3 companies in portfo... ☐ Bottom 3 companies in po... 0.6% 0.4% 0.2% 0% -0.2% Nov 2024 Dec 2024 Jan 2025 Feb 2025 Mar 2025 Apr 2025 Month

average; positive growth means hiring, while declines suggest downsizing

Measures % change (MoM) in headcount of the top 3 and bottom 3 portfolio companies over time vs. the portfolio



Senior Management Satisfaction (Avg. Score)



-0.35% -0.3% -0.25% -0.2% -0.15% -0.1% -0.05% 0% 0.05% 0.15% 0.2% 0.25% 0.3% 0.1% Change (%) Depicts headcount change across all portfolio companies from previous month; growth is depicted in green, while

2.5% 2% 1.5%

Feb 2025

Mar 2025

Mar 2025

Apr 2025

Apr 2025

Portfolio mean

■ Top 3 companies in portfo...

■ Bottom 3 companies in po...



Compensation Satisfaction (Avg. Score)

Captures employee satisfaction in top 3 and bottom 3 portfolio companies over time, compared to the portfolio average;

Feb 2025



This section compares the top and bottom 3 companies to reveal key trends in hiring and sentiment. Some of the questions that this section answers: • Which companies are thriving and struggling the most in terms of growth, and how does that reflect in their hiring trends?

Neuralink

Space Exploration Technologies

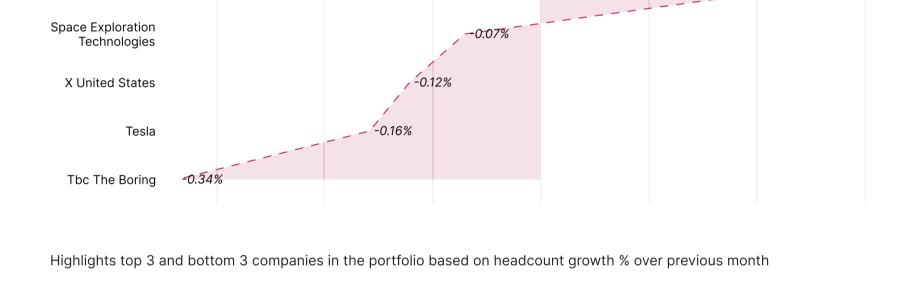
Portfolio deep dive

scores indicate strong management approval

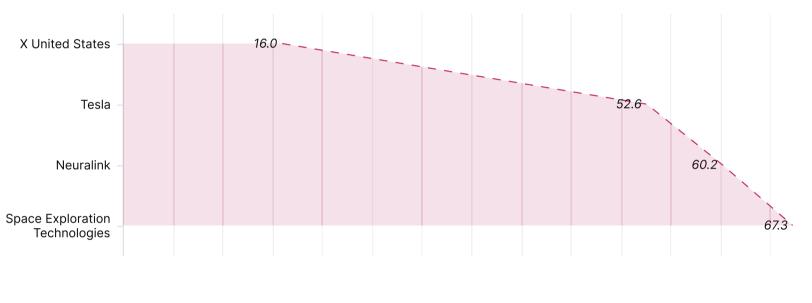
hire indicates faster hiring cycles

• Which companies are leading and lagging across various sentiment scores?

Top 3 High & Low Performers - Growth Index (% Change in Headcount)



Top 3 High & Low Performers - Time-to-Hire (Avg. Days Until Job Post Closed)



Top 3 High & Low Performers - Senior Management Satisfaction (Avg. Score) Tbc The Boring

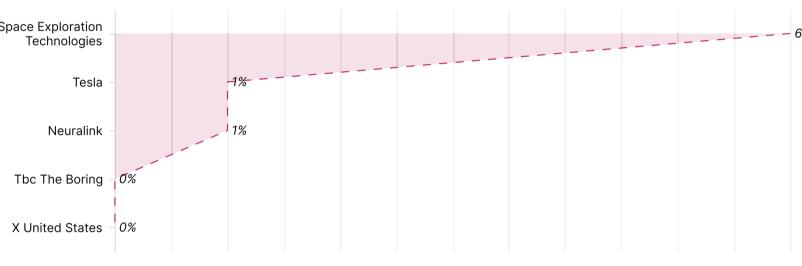
Shows time-to-hire for top 3 and bottom 3 companies in the portfolio, indicating recruitment efficiency



This section provides information on the geographical distribution of the portfolio companies' current workforce and new job postings. Some of the questions that this section answers are: • What are the top countries driving the engineering talent pool in the portfolio companies (Geographic footprint)? • Which locations are the portfolio companies targeting for workforce expansion (Top 10 countries in demand)?

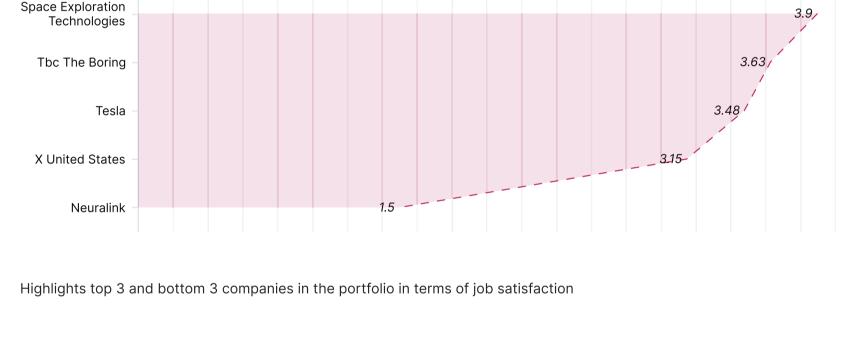
Space Exploration Technologies

Top 3 High & Low Performers - Posting Intensity (Job Postings as % of HC)



Top 3 High & Low Performers - Job Satisfaction (Avg. Sentiment Score)

Compares job posting momentum of top 3 and bottom 3 companies in the portfolio



Space Exploration Technologies Tesla

Tbc The Boring

Top 3 High & Low Performers - Compensation Satisfaction (Avg. Score)



Change (%)

-16.68%

-57.64%

-46.34%

-81.01%

-70.73%

-36.84%

Job Postings ↓

98

61

57

51

46

38

35

0.6

No Results

Change (%)

-38%

-21%

-10%

-59%

-61%

-27%

-54%

Seniority

Junior Unclassified

Mid

1.0

8.0

904

97

22

15

12

12

united states of america

germany

netherlands

united kingdom

canada

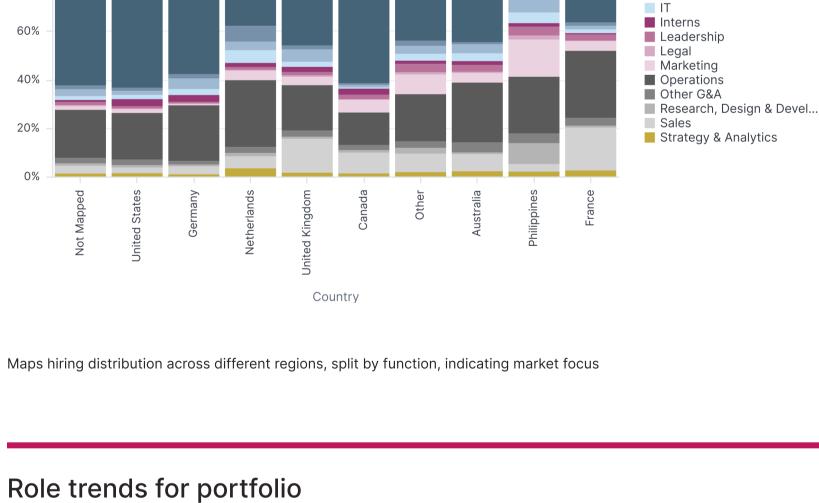
spain

Geographic Footprint Top 10 Countries in Demand Headcount Job Postings ↓ Country

Role Level 1

Finance HR

Engineering



This section analyzes role trends across the portfolio, highlighting growing and declining job roles, and those in demand. Some of the questions that this section answers are: • What role functions are seeing the most hiring momentum across the portfolio? (Top 10 job titles in demand)? • Do the changes in job role demand align with broader industry transformations? (*Top 10 growing job roles*)?

9 -88.75% australia -71.43% denmark 8 100% singapore Highlights the most important hiring locations globally, showing workforce expansion trends

Top 10 Job Titles in Demand

Job Title

Mechanical Engineer

Electrical Engineer

Manufacturing Engineer

Role Functions in Demand Role Level 1 Engineering

Research, Design &...

Strategy & Analytics

Marketing

Finance

Operations Software Developer / Engineer Sales Computer Systems Engineer / Architect Interns **Customer Service Representative** Sales Representative



0.00 0.10 0.20 0.30 0.40 0.50 0.60 0.70 0.80 **Employee Count**

Lists the most common hiring sources, showing where companies attract talent from

Top Seniority Talent Sources by Role No Results

Aerospace Engineer 29 71% Industrial Engineer 29 -52% **Electrical And Electronics Technician** 27 -34% Lists the most sought-after job roles, reflecting hiring priorities **Top 10 Talent Destinations** Atieva Autohaus Louis Dresen Costco Wholesale Keurig Dr Pepper

0.2 0.3 0.5 **Employee Count**

Shows most preferred exit destinations for employees, revealing talent retention challenges

Top Seniority Talent Destinations by Role

Neuralink

Salesforce

Redwood Materials

Singer Vehicle Design

Nurth Sanayi Urunleri...

1.00

0.90

Highlights where	conior amployage are bired from indicati	na kov ovogutivo	rooruitment cha		
Highlights where senior employees are hired from, indicating key executive recruitment channels					
	Top 10 Growing Job Roles				
	Job Title	Job Postings	Change (%) ↓		
	Civil Engineer	26	86%		
	Aerospace Engineer	29	71%		

-8% 22 Computer Systems Engineer / Architect 57 -10%

-10%

-21% -27%

-31%

-34% -38%

26

38 22

27

Tracks where senior talent moves after leaving, helping assess leadership retention

Top 10 Declining Job Roles

Job Title	Job Postings	Change (%) ↑
Repair / Service Technician	22	-67%
Unclassified Occupation	39	-63%
Sales Representative	46	-61%
Customer Service Representative	51	-59%
Manufacturing Engineer	35	-54%
Maintenance / Service Supervisor	23	-53%
Industrial Engineer	29	-52%
Mechanical Engineer	98	-38%
Electrical And Electronics Technician	27	-34%
Scheduler / Operations Coordinator	22	-31%

Shows job roles with decreasing demand, signaling shifts in industry focus or automation impacts

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Quality Inspector / Technician

Software Developer / Engineer

Scheduler / Operations Coordinator **Electrical And Electronics Technician**

Highlights job roles experiencing the fastest hiring growth, indicating emerging industry needs

Engineering Manager

Electrical Engineer

Mechanical Engineer