

TRADE SECRET PROTECTION AND NON-DISCLOSURE AGREEMENT

TRADE SECRET PROTECTION AND NON-DIS

LOW-TEMPERATURE LUBRICANT FORMULATION

Polar Dynamics Robotics, Inc.

Effective Date: January 11, 2024

1. IDENTIFICATION OF TRADE SECRET

- 1. This document establishes and memorializes the trade secret statu
- 2. The Protected Formulation consists of a precise combination of syn

2. NATURE AND VALUE OF TRADE SECRET

1. The Protected Formulation represents substantial economic value of

a) Eight years of research and development investment exceeding \$3

b) Proprietary testing methodologies developed specifically for extreme
applications

c) Competitive advantage in the cold-chain robotics market

d) Enhanced robot performance metrics in sub-zero environments

2. The Protected Formulation enables:

a) 47% reduction in mechanical wear at -30 C compared to standard i
lubricants

b) Extended maintenance intervals in cold storage facilities

c) Improved power efficiency in low-temperature operations

- d) Superior cold-start performance for autonomous mobile robots

3. SECURITY MEASURES AND PROTECTIONS

1. Physical Security Controls:

- a) Formula documentation maintained in secured laboratory facilities
- b) Access restricted to designated R&D personnel
- c) Biometric access controls to development areas
- d) Security cameras monitoring production areas
- e) Segregated mixing and testing facilities

2. Information Security Controls:

- a) Encrypted digital storage of formulation details
- b) Segmented access rights on need-to-know basis

- c) Automated activity logging for all formula access
- d) Prohibition of external electronic devices in formula areas

3. Personnel Security Measures:

- a) Background checks for all personnel with formula access
- b) Confidentiality agreements with liquidated damages provisions
- c) Regular security training and compliance verification
- d) Exit interviews and ongoing obligations documentation

4. FORMULA PROTECTION PROTOCOLS

1. The Protected Formulation shall be divided into multiple components
2. Production shall occur in separate stages by different teams, each

3. Quality control testing shall be conducted using coded references v

4. All documentation shall use internal reference codes rather than ac

5. ACCESS AUTHORIZATION

1. The following positions are authorized for partial formula access:

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Chief Technology Officer

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Chief Robotics Officer

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Senior Robotics Engineers (Level 4+)

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Designated Quality Control Personnel

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Authorized Production Supervisors

2. Complete formula access is restricted to:

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CEO

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Head of R&D

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Corporate Counsel (sealed documentation only)

6. LEGAL PROTECTION AND ENFORCEMENT

1. The Company maintains the right to pursue all available legal remedies

2. Violations will trigger immediate legal action, including but not limited to

- a) Injunctive relief
- b) Monetary damages
- c) Criminal prosecution where applicable
- d) Recovery of attorney's fees and costs

7. DOCUMENTATION AND MAINTENANCE

1. Annual review and updating of security protocols
2. Quarterly audits of access logs and security measures
3. Regular testing of security systems and procedures
4. Maintenance of chain of custody documentation

8. CERTIFICATION

The undersigned hereby certify that appropriate measures have been taken to protect the identified trade secret, and that such measures are reasonable under the circumstances to maintain its secrecy.

EXECUTED this 11th day of January, 2024

By:

Dr. Elena Frost

Chief Executive Officer

Polar Dynamics Robotics, Inc.

By:

Marcus Chen

Chief Technology Officer

Polar Dynamics Robotics, Inc.

WITNESSED AND RECORDED:

By:

Corporate Counsel

Polar Dynamics Robotics, Inc.

[CORPORATE SEAL]

