

**ANNUAL BONUS STRUCTURE - TECHNICAL ROLES**

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**NaviFloor Robotics, Inc.**

*Effective Date: January 1, 2024*

**1. PURPOSE AND SCOPE**

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1. This Annual Bonus Structure ("Bonus Structure") document establishes th

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2. This structure applies to all full-time employees in Technical Roles, includ

## **2. DEFINITIONS**

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1. "Performance Year" means the fiscal year running from January 1 to December 31.

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2. "Target Bonus" means the percentage of base salary eligible for bonus payment.

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3. "Technical Role" means any position primarily focused on the development of new products or services.

## **3. BONUS TARGET LEVELS**

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1. Technical Role bonus targets are structured as follows:

Level	Title	Target Bonus (% of Base)
T1	Junior Engineer/Scientist	10%
T2	Engineer/Scientist	15%
T3	Senior Engineer/Scientist	20%
T4	Staff Engineer/Principal Scientist	25%
T5	Distinguished Engineer/Senior Principal	30%

#### 4. PERFORMANCE METRICS

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- 1. Individual Performance (40% of Total Bonus)
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- Technical skill development and application

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Project delivery and quality metrics

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Innovation and intellectual property contributions

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Code quality and documentation standards

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Cross-functional collaboration

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2. Team Performance (30% of Total Bonus)

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Sprint completion rates

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System reliability metrics

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Product release milestones

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Technical debt reduction

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Innovation objectives

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3. Company Performance (30% of Total Bonus)

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Annual revenue targets

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Product deployment success rates

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Customer satisfaction metrics

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Market share objectives

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Strategic initiative completion

## 5. CALCULATION AND PAYMENT

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1. The actual bonus payment shall be calculated using the following formula

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Bonus Payment = Base Salary × Target Bonus % × (

(Individual Performance Score × 0.4) +

(Team Performance Score × 0.3) +

(Company Performance Score × 0.3)

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2. Performance scores are measured on a scale of 0-150%, with 100% repres

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3. Maximum bonus payout shall not exceed 150% of target bonus amount.

## **6. ELIGIBILITY REQUIREMENTS**

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1. Employees must be employed in a Technical Role for at least six (6) mont

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2. Employees must be actively employed on the bonus payment date.

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3. Employees must maintain satisfactory performance ratings throughout the

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4. Pro-ration shall apply for:

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Mid-year hires

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Approved leaves of absence

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Internal transfers between bonus-eligible positions

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Part-time status changes

## **7. TIMING AND DISTRIBUTION**



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1. Performance evaluation occurs annually in January following the Perform

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2. Bonus payments shall be made no later than March 15 following the Perfo

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3. All payments are subject to applicable tax withholdings and deductions.

## **8. ADMINISTRATION**

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1. The Chief Technology Officer and Human Resources department shall joi

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2. The Compensation Committee retains discretion to modify or terminate th

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3. Any disputes regarding bonus calculations shall be resolved through the C

## **9. CONFIDENTIALITY**

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1. The terms of this Bonus Structure are confidential and proprietary to the C

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2. Employees shall not disclose bonus targets or payments to unauthorized p

## **10. DISCLAIMERS**

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1. This document does not constitute an employment contract or guarantee o

- - 10 -

2. The Company reserves the right to modify, suspend, or terminate this program.

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3. Any bonus payments are subject to the Company's Clawback Policy in case of termination.

## **APPROVAL AND EXECUTION**

APPROVED AND ADOPTED by the Board of Directors of NaviFloor Robotics, Inc.

Date: December 15, 2023

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Dr. Sarah Chen

Chief Executive Officer

— - 11 -

James Wilson

Chief Financial Officer

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Marcus Depth

Chief Technology Officer

