

SEVERANCE PACKAGE TEMPLATE

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Polar Dynamics Robotics, Inc.

Effective Date: January 1, 2024

1. PURPOSE AND SCOPE

1. This Severance Package Template ("Template") establishes the sta
2. This Template applies to full-time employees who have completed

2. DEFINITIONS

1. "Cause" means: (i) willful misconduct; (ii) breach of fiduciary duty; (
2. "Good Reason" means: (i) material reduction in base salary; (ii) ma

3. SEVERANCE BENEFITS

1. Base Severance Pay

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Director level and above: Six (6) months base salary

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Manager level: Four (4) months base salary

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Individual contributors: Two (2) months base salary

2. Healthcare Continuation

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COBRA premium coverage for the duration of the severance period

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Maximum coverage period not to exceed twelve (12) months

3. Equity Treatment

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Accelerated vesting of 25% of unvested equity awards for termination

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No accelerated vesting for termination with Cause

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Pro-rata vesting for the year of termination for performance-based awards

4. ELIGIBILITY REQUIREMENTS

1. Qualifying Termination Events:

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Involuntary termination without Cause

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Voluntary resignation for Good Reason

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Reduction in force or position elimination

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Other circumstances as approved by CEO and Board of Directors

2. Exclusions:

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Voluntary resignation without Good Reason

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Termination for Cause

- - 4 -

Death or disability (covered under separate policies)

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Temporary or contract employees

5. CONDITIONS AND REQUIREMENTS

1. Release Agreement

Employee must execute and not revoke a general release of claims against the Company within forty-five (45) days of termination.

2. Confidentiality Obligations

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Continued compliance with existing confidentiality agreements

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Non-disclosure of proprietary BlueCore(TM) technology information

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Return of all Company property and materials

3. Non-Competition and Non-Solicitation

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Twelve (12) month non-compete within industrial robotics industry

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Twelve (12) month non-solicitation of employees and customers

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Geographic scope limited to North America

6. PAYMENT TERMS

1. Timing of Payments

- - 6 -

Severance pay distributed in accordance with normal payroll schedule

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First payment made within 30 days of release agreement effectiveness

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Equity acceleration processed within 60 days of termination

2. Tax Treatment

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All payments subject to applicable withholding

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409A compliance requirements apply

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1099 issued for applicable payments

7. ADMINISTRATION

1. Authority

The Human Resources Department, in consultation with Legal, shall administer this Template.

2. Modifications

Company reserves the right to modify or terminate this Template at any time, provided that no modification shall affect benefits already granted.

8. MISCELLANEOUS

1. Governing Law

This Template shall be governed by Delaware law without regard to conflict of law principles.

2. Integration

This Template represents the complete agreement regarding severan
supersedes all prior agreements.

3. Severability

If any provision is held invalid, the remaining provisions shall continue
full force.

9. APPROVAL AND EXECUTION

APPROVED AND ADOPTED by the Board of Directors of Polar Dyna

Date: January 1, 2024

By:

Dr. Elena Frost

Chief Executive Officer

By:

Victoria Wells

Chief Financial Officer

ATTEST:

Corporate Secretary

