

2024 SALES QUOTA AND COMMISSION PLAN

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NaviFloor Robotics, Inc.

Effective Date: January 1, 2024

1. INTRODUCTION

This 2024 Sales Quota and Commission Plan (the "Plan") sets forth the terms and conditions under which NaviFloor Robotics, Inc. (the "Company") will compensate its sales personnel for the sale of the Company's autonomous mobile robots, fleet management platforms, and related services during the 2024 fiscal year.

2. DEFINITIONS

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1. "Eligible Sales Personnel" means full-time employees of the Company who

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2. "Qualified Sale" means a completed sale of Company products or services

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3. "Annual Quota" means the individual revenue target assigned to each sales

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4. "Commission Period" means each calendar month during which commissi

3. QUOTA ASSIGNMENTS

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1. ****Territory-Based Quotas****

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North America Region: \$12,000,000

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EMEA Region: \$8,000,000

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APAC Region: \$6,000,000

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2. ****Product Line Quotas****

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AMR Hardware Systems: 60% of territory quota

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Fleet Management Software: 30% of territory quota

- - 3 -

Professional Services: 10% of territory quota

4. COMMISSION STRUCTURE

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1. **Base Commission Rates**

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0-80% of quota achievement: 4% of revenue

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81-100% of quota achievement: 6% of revenue

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101-120% of quota achievement: 8% of revenue

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121%+ of quota achievement: 10% of revenue

- - 4 -

2. ****Product-Specific Multipliers****

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New AMR Platform Sales: 1.2x base rate

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Fleet Management Software: 1.5x base rate

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Multi-Year Service Contracts: 1.3x base rate

5. PAYMENT TERMS

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1. Commission payments shall be made monthly, on the last business day of

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2. Commissions are earned upon receipt of customer payment and completion of service

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3. Draw Against Commission

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Maximum monthly draw: \$8,000

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Reconciliation period: Quarterly

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Recovery terms: 25% of excess commissions until fully recovered

6. SPECIAL INCENTIVES

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1. ****Strategic Account Bonus****

Additional 2% commission for sales to Fortune 500 companies or strategic accounts as designated by executive management.

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2. ****New Market Penetration****

One-time bonus of \$10,000 for first successful deployment in a new vertical market as defined in the Company's strategic plan.

7. ADMINISTRATIVE PROVISIONS

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1. The Company reserves the right to modify or terminate this Plan at any time.

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2. All disputes regarding commission calculations must be submitted in writing.

- - 7 -

3. This Plan supersedes all previous commission plans and agreements.

8. CLAWBACK PROVISIONS

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1. The Company reserves the right to recover paid commissions in the event

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Customer payment default

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Contract cancellation within 90 days

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Discovery of sales misconduct

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Material breach of Company policies

9. COMPLIANCE AND ETHICS

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1. All sales activities must comply with the Company's Code of Ethics, Anti-

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2. Violation of compliance requirements may result in commission forfeiture

10. ACKNOWLEDGMENT

I acknowledge that I have received, read, and understand the terms of this 20
Sales Quota and Commission Plan.

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Sales Representative:

Signature: _

Print Name: _

Date: _

For NaviFloor Robotics, Inc.:

Signature: _

Name: James Wilson

Title: Chief Financial Officer

Date: _

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11. LEGAL NOTICE

This document contains confidential and proprietary information of NaviFloor

Robotic\$0Inc. and may not be disclosed or distributed without prior written authorization. This Plan shall be governed by and construed in accordance with the laws of the State of Delaware.

