

SENIOR ROBOTICS ENGINEER COMPENSATION FRAMEWORK

Polar Dynamics Robotics, Inc.

Effective Date: January 1, 2023

1. PURPOSE AND SCOPE

1. This Senior Robotics Engineer Compensation Framework ("Framework") establishes the comprehensive compensation structure for Senior Robotics Engineer positions at Polar Dynamics Robotics, Inc. ("Company"), including base salary, equity compensation, bonuses, and additional benefits.

2. This Framework applies to all employees classified as Senior Robotics Engineers (Job Code: SRE-3000) who have demonstrated expertise in cold-environment robotics systems, autonomous navigation, or related specialized fields.

2. BASE SALARY STRUCTURE

1. **Salary Bands**

- Level SRE-1: \$140,000 - \$165,000
- Level SRE-2: \$165,001 - \$190,000
- Level SRE-3: \$190,001 - \$220,000
- Level SRE-4 (Principal): \$220,001 - \$250,000

2. **Geographic Differentials**

Base salary adjustments for primary office locations:

- Boston, MA: +15%
- San Francisco, CA: +20%
- Austin, TX: +5%
- Remote (US): Base rate

3. EQUITY COMPENSATION

1. **Initial Grant**

- SRE-1: 10,000 RSUs
- SRE-2: 15,000 RSUs

- SRE-3: 20,000 RSUs
- SRE-4: 30,000 RSUs

2. ****Vesting Schedule****

- Four-year vesting period
- One-year cliff (25% vesting at first anniversary)
- Quarterly vesting thereafter (6.25% per quarter)

3. ****Refresh Grants****

Annual refresh grants based on performance and market conditions, typically 25-50% of initial grant value.

4. **PERFORMANCE BONUS STRUCTURE**

1. ****Annual Target Bonus****

- SRE-1: 10% of base salary
- SRE-2: 15% of base salary
- SRE-3: 20% of base salary
- SRE-4: 25% of base salary

2. ****Bonus Metrics****

- Individual Performance (40%)
- Team Objectives (30%)
- Company Performance (30%)

3. ****Special Project Bonuses****

Additional discretionary bonuses for significant contributions to:

- IceNav(TM) platform improvements
- Patent filings
- Critical customer deployments
- Research breakthroughs

5. **ADDITIONAL BENEFITS**

1. ****Professional Development****

- Annual conference attendance allowance: \$5,000
- Professional certification reimbursement: Up to \$7,500
- Technical training budget: \$3,000 annually

2. ****Research and Innovation****

- Dedicated research time: 10% of working hours
- Innovation bonus pool eligibility
- Patent filing bonus: \$5,000 per approved patent

3. ****Standard Benefits Package****

- Health, dental, and vision insurance (90% employer-paid)
- 401(k) with 4% company match
- Life insurance (2x annual salary)
- Long-term disability coverage

6. REVIEW AND ADJUSTMENT

1. ****Performance Reviews****

- Semi-annual performance evaluations
- Annual compensation review
- Peer and supervisor feedback incorporation

2. ****Market Adjustments****

The Company reserves the right to adjust compensation bands based on:

- Market conditions
- Industry compensation trends
- Company performance
- Geographic factors

7. ADMINISTRATION

1. This Framework shall be administered by the Human Resources department in consultation with the Chief Technology Officer and Chief Robotics Officer.

2. Any exceptions to this Framework must be approved by:

- Department VP
- Human Resources Director
- Chief Financial Officer

8. CONFIDENTIALITY

1. This Framework is confidential and proprietary to Polar Dynamics Robotics, Inc. Unauthorized disclosure is prohibited.

9. MODIFICATION AND TERMINATION

1. The Company reserves the right to modify or terminate this Framework at any time, with or without notice, subject to applicable laws and regulations.

APPROVAL AND EXECUTION

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

Date: December 15, 2022

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Katherine Wells
Chief Financial Officer

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Dr. James Barrett
Chief Robotics Officer

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Sarah Nordstrom
Chief Operating Officer