

401(K) PLAN SUMMARY DESCRIPTION

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NaviFloor Robotics, Inc. 401(k) Retirement Savings Plan

Effective Date: January 1, 2024

1. INTRODUCTION

This Summary Plan Description ("SPD") provides an overview of the NaviFloor Robotics, Inc. 401(k) Retirement Savings Plan (the "Plan"). The Plan is intended to qualify under Section 401(k) of the Internal Revenue Code of 1986, as amended. This SPD summarizes the key features of the Plan as of January 1,

2. ELIGIBILITY

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1. You are eligible to participate in the Plan if you:

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Are at least 21 years of age

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Have completed 3 months of continuous service with NaviFloor Robotics, Inc.

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Are not covered by a collective bargaining agreement

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Are not a leased employee or independent contractor

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2. Entry Dates: Eligible employees may begin participating on the first day of

3. CONTRIBUTIONS

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1. Employee Contributions

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You may contribute between 1% and 75% of your eligible compensation

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Pre-tax contributions are subject to annual IRS limits (\$23,000 for 2024)

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Participants age 50 or older may make catch-up contributions up to \$7,500 (2

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2. Employer Matching Contributions

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NaviFloor Robotics matches 100% of the first 4% of compensation you contribute

- - 3 -

Matching contributions are made each payroll period

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Annual true-up contributions ensure maximum match eligibility

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3. Profit Sharing Contributions

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The company may make discretionary profit-sharing contributions

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Allocation based on eligible compensation

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Must be employed on last day of Plan year to receive profit sharing

4. VESTING

- - 4 -

1. Vesting Schedule

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Employee contributions: 100% immediate vesting

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Employer matching contributions: Graded vesting schedule

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Year 1: 0%

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Year 2: 25%

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Year 3: 50%

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Year 4: 75%

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Year 5: 100%

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Profit sharing contributions: Same schedule as matching

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2. Service Counting

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1,000 hours of service required for vesting year

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All service with NaviFloor Robotics counted

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Break in service rules apply per Plan document

5. INVESTMENT OPTIONS

- - 6 -

1. Available Funds

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Diverse selection of investment options

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Target date retirement funds

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Stock and bond mutual funds

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Money market and stable value funds

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NaviFloor Robotics stock fund (limited to 20% of account)

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2. Investment Changes

- - 7 -

Daily valuation of accounts

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Changes permitted any business day

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Online or phone transaction processing

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Investment advice available through Plan provider

6. DISTRIBUTIONS

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1. Qualifying Events

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Retirement (age 59½ or older)

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Disability

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Termination of employment

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Death

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Plan termination

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2. Distribution Options

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Lump sum payment

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Installment payments

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Direct rollover to IRA or eligible plan

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Combination of above options

7. LOANS AND WITHDRAWALS

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1. Loans

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Maximum 2 outstanding loans

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Minimum loan amount: \$1,000

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Maximum: Lesser of 50% of vested balance or \$50,000

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5-year repayment (15 years for primary residence)

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Interest rate: Prime + 1%

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2. Hardship Withdrawals

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Available for immediate and heavy financial need

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Must exhaust other distribution options

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Subject to documentation requirements

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6-month suspension of contributions

8. ADMINISTRATIVE INFORMATION

Plan Sponsor:

NaviFloor Robotics, Inc.

2500 Innovation Drive

Wilmington, DE 19801

Plan Administrator:

NaviFloor Robotics 401(k) Committee

Phone: (888) 555-0401

Email: benefits@navifloor.com

Plan Trustee:

Fidelity Management Trust Company

Plan Year: January 1 - December 31

Plan Number: 001

EIN: 82-XXXXXXX

9. DISCLAIMER

This Summary Plan Description is intended to provide a brief overview of the Plan's features. The Plan Document governs in all cases. NaviFloor Robotics reserves the right to amend, modify, or terminate the Plan at any time. Please consult the Plan Administrator for complete details or to request a copy of the Plan Document.

Last Updated: January 1, 2024

