

ANNUAL COMPLIANCE TRAINING RECORDS

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Polar Dynamics Robotics, Inc.

Fiscal Year 2023

Document Reference: COMP-TR-2023-001

1. TRAINING PROGRAM OVERVIEW

1. This document certifies the completion of mandatory annual compliance training for all employees.
2. Training modules were administered through the Company's Learning Management System (LMS).

2. REQUIRED TRAINING MODULES

1. Core Compliance Curriculum

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Anti-Corruption and FCPA Compliance

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Code of Business Conduct and Ethics

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Cybersecurity and Data Protection

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Environmental Health and Safety (EHS)

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Export Control Compliance

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Insider Trading Prevention

-

Intellectual Property Protection

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Workplace Harassment Prevention

2. Industry-Specific Modules

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Robotics Safety Standards (ANSI/RIA R15.06)

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Cold Environment Operations Safety

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Autonomous Systems Risk Management

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Industrial Automation Compliance

3. COMPLETION STATISTICS

1. Overall Compliance Rate

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Total Eligible Employees: 142

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Completed All Required Modules: 139

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Completion Rate: 97.8%

2. Department-Specific Completion

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Executive Leadership: 100% (7/7)

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Engineering & R&D: 98.2% (56/57)

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Operations: 96.8% (30/31)

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Sales & Marketing: 97.4% (19/20)

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Administrative & Support: 100% (27/27)

4. CERTIFICATION DETAILS

1. Training Period

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Start Date: January 15, 2023

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Completion Deadline: November 30, 2023

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Final Completion Date: December 15, 2023

2. Training Verification

All completed modules include:

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Electronic acknowledgment of understanding

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Minimum passing score of 80% on assessment

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Time-stamped completion records

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Digital certificate generation

5. OUTSTANDING ITEMS

1. Non-Compliant Personnel

Three (3) employees have incomplete training requirements:

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Two (2) employees on approved medical leave

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One (1) new hire (completion deadline: January 31, 2024)

2. Remediation Plan

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Automated reminders scheduled

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Manager escalation implemented

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Completion deadline extensions documented

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Return-to-work completion requirements established

6. SPECIAL TRAINING INITIATIVES

1. BlueCore(TM) Technology Compliance

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Proprietary technology handling procedures

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Cold-environment safety protocols

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Autonomous system ethical guidelines

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Data security requirements

2. Regulatory Updates

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FDA 21 CFR Part 11 compliance (pharmaceutical facilities)

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OSHA cold storage workplace safety

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EU Machinery Directive 2006/42/EC updates

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ISO 10218-1:2011 robotics safety standards

7. RECORD RETENTION

1. Documentation Maintenance

All training records are maintained in accordance with:

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Corporate Record Retention Policy (POL-REC-2023-001)

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SEC requirements

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ISO 9001:2015 certification requirements

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Industry-specific regulatory requirements

2. Accessibility

Records are securely stored and accessible for:

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Internal audit purposes

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Regulatory compliance verification

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Customer due diligence requirements

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Legal proceedings if required

8. CERTIFICATION

The undersigned hereby certifies that this record is true and accurate
date below:

/s/ Amanda Richardson

Amanda Richardson

Director of Compliance

Polar Dynamics Robotics, Inc.

Date: December 31, 2023

Reviewed and Approved:

/s/ Victoria Wells

Victoria Wells

Chief Financial Officer

Polar Dynamics Robotics, Inc.

Date: December 31, 2023

9. LEGAL DISCLAIMER

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