

RETIREMENT BENEFITS PLAN SUMMARY

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Polar Dynamics Robotics, Inc.

Effective Date: January 1, 2024

1. INTRODUCTION

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1 This Retirement Benefits Plan Summary ("Summary") describes the retirement

2. ELIGIBILITY

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1 Regular full-time employees who are at least 21 years of age and have com

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2 Part-time employees who work at least 1,000 hours in a calendar year beco

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3 Independent contractors, temporary employees, and leased employees are n

3. ENROLLMENT AND CONTRIBUTIONS

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1 ****Automatic Enrollment****

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New hires are automatically enrolled at 5% contribution rate

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Employees may opt-out or modify contribution percentage within 30 days

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Annual automatic escalation of 1% up to 10% unless employee elects otherwise

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2 **Employee Contributions**

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Traditional pre-tax contributions up to IRS annual limits

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Roth after-tax contributions available

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Catch-up contributions permitted for employees age 50 and older

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Combined contribution limits follow IRS guidelines

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3 **Employer Matching**

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100% match on first 3% of compensation contributed

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50% match on next 2% of compensation contributed

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Maximum annual employer match: 4% of eligible compensation

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Immediate vesting of employee contributions

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Employer matching contributions vest according to schedule in Section 4

4. VESTING SCHEDULE

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1 ****Employer Matching Contributions****

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Year 1: 0% vested

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Year 2: 25% vested

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Year 3: 50% vested

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Year 4: 75% vested

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Year 5: 100% vested

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2 Years of service are calculated from date of hire. Employees terminated for

5. INVESTMENT OPTIONS

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1 ****Core Investment Menu****

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Diverse selection of mutual funds across asset classes

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Target date retirement funds

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Stable value fund

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Company stock fund (limited to 20% of account balance)

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2 ****Self-Directed Brokerage****

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Available for qualified participants

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Additional fees may apply

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Subject to Plan restrictions and limitations

6. DISTRIBUTIONS AND WITHDRAWALS

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1 ****Qualifying Events****

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Retirement (age 59½ or older)

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Termination of employment

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Death

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Permanent disability

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Plan termination

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2 **In-Service Withdrawals**

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Hardship withdrawals per IRS guidelines

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Age 59½ withdrawals

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Rollover account withdrawals

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Required Minimum Distributions (RMDs)

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3 ****Loans****

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Maximum of two outstanding loans

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Minimum loan amount: \$1,000

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

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Repayment period: Up to 5 years (15 years for primary residence)

7. PLAN ADMINISTRATION

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1 ****Record Keeper****: Fidelity Investments

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Online account access: www.401k.com

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Customer service: 1-800-XXX-XXXX

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2 ****Plan Trustee****: State Street Bank and Trust Company

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3 ****Plan Year****: January 1 - December 31

8. AMENDMENTS AND TERMINATION

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

9. ADDITIONAL INFORMATION

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1 This Summary does not constitute an employment contract or guarantee of employment.

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2 The Plan is intended to qualify under Section 401(k) of the Internal Revenue Code.

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3 Complete details are available in the Plan Document and Summary Plan Document.

10. CONTACT INFORMATION

Benefits Department

Polar Dynamics Robotics, Inc.

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This Summary is not intended to provide tax or legal advice. Employees should consult with their tax and legal advisors.

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