

POLAR DYNAMICS ROBOTICS, INC.

Robotics Division Organizational Chart

Q4 2023 (October 1 - December 31, 2023)

Document Reference: PDR-ORG-2023Q4-001

Last Updated: December 15, 2023

1. EXECUTIVE LEADERSHIP

1.1 Division Executive Office

- Chief Robotics Officer: Dr. James Barrett, Ph.D.
- Direct Reports: 4
- Department Size: 187
- Location: Cambridge, MA HQ

1.2 Senior Leadership Team

- VP, Robotics Engineering: Dr. Maria Santos, Ph.D.
- VP, Software Systems: Robert Chang
- VP, Product Management: Diana Foster
- VP, Operations: Michael O'Brien

2. ENGINEERING DEPARTMENTS

2.1 Mechanical Systems (42 FTE)

- Director: Dr. Thomas Wu, Ph.D.
- Cold Environment Actuator Team (15)
- Chassis Design Group (12)
- Thermal Management Systems (8)
- Mechanical Testing Lab (7)

2.2 Software & Controls (38 FTE)

- Director: Sarah Chen

- IceNav(TM) Platform Development (16)
- Embedded Systems (12)
- Navigation Algorithm Team (10)

2.3 Electrical Systems (28 FTE)

- Director: Dr. Pavel Kowalski
- Power Systems Design (12)
- Sensor Integration (8)
- Electronics Testing (8)

3. PRODUCT & OPERATIONS

3.1 Product Management (22 FTE)

- Director: Jennifer Hayes
- Product Strategy (8)
- Technical Product Management (10)
- Market Research (4)

3.2 Manufacturing Operations (45 FTE)

- Director: Frank Martinez
- Production Line A - Arctic Series (18)
- Production Line B - Polar Series (15)
- Quality Control (12)

3.3 Testing & Validation (12 FTE)

- Manager: Dr. Lisa Thompson
- Environmental Testing (6)
- Performance Validation (6)

4. REPORTING RELATIONSHIPS

4.1 Direct Reporting Lines

- All Department Directors report to their respective VP
- VPs report to Chief Robotics Officer
- Dotted line reporting to COO for operational matters

4.2 Matrix Structure

- Project teams draw cross-functional resources
- Technical leads maintain departmental reporting while serving on project teams

5. ORGANIZATIONAL NOTES

5.1 Current Staffing Status

- Total Division Headcount: 187
- Open Requisitions: 15
- Contractor Positions: 8

5.2 Recent Changes

- Thermal Management Systems group expanded Q4 2023
- New IceNav(TM) Platform Development team established
- Manufacturing Operations restructured into two product lines

6. CONFIDENTIALITY AND USAGE

6.1 Document Classification

CONFIDENTIAL - For Internal Use Only

Distribution Limited to Authorized Personnel

6.2 Legal Notice

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6.3 Version Control

- Version: 4.2

- Supersedes: Q3 2023 Chart (PDR-ORG-2023Q3-001)
- Next Review: January 15, 2024

7. APPROVAL AND VALIDATION

APPROVED AND AUTHORIZED:

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Dr. James Barrett, Ph.D.

Chief Robotics Officer

Date: December 15, 2023

—

Sarah Nordstrom

Chief Operating Officer

Date: December 15, 2023

8. DOCUMENT CONTROL

8.1 Maintained By:

Human Resources Department

Polar Dynamics Robotics, Inc.

Reference: PDR-ORG-2023Q4-001

8.2 Distribution:

- Executive Leadership Team
- Department Directors
- HR Information System
- Virtual Data Room
- Corporate Legal Department

END OF DOCUMENT