## **401(K) PLAN SUMMARY DESCRIPTION**

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

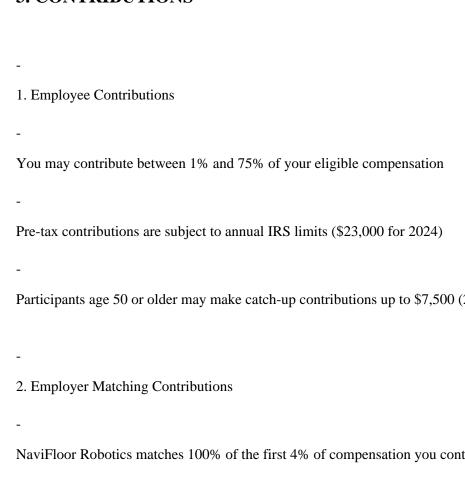
Effective Date: January 1, 2024

#### 1. INTRODUCTION

This Summary Plan Description ("SPD") provides an overview of the NaviF Robotics, Inc. 401(k) Retirement Savings Plan (the "Plan"). The Plan is interto 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
-
1. You are eligible to participate in the Plan if you:
-
Are at least 21 years of age
-
Have completed 3 months of continuous service with NaviFloor Robotics, Ir
-
Are not covered by a collective bargaining agreement
-
Are not a leased employee or independent contractor
-
2. Entry Dates: Eligible employees may begin participating on the first day of

### 3. CONTRIBUTIONS



3 -
Matching contributions are made each payroll period
<u>-</u>
Annual true-up contributions ensure maximum match eligibility
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3. Profit Sharing Contributions
-
The company may make discretionary profit-sharing contributions
-
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%

Profit sharing contributions: Same schedule as matching

2. Service Counting

1,000 hours of service required for vesting year

All service with NaviFloor Robotics counted

Break in service rules apply per Plan document

### 5. INVESTMENT OPTIONS

6 -
1. Available Funds
-
Diverse selection of investment options
-
Target date retirement funds
-
Stock and bond mutual funds
-
Money market and stable value funds
-
NaviFloor Robotics stock fund (limited to 20% of account)
-

2. Investment Changes

- 7 Daily valuation of accounts
 Changes permitted any business day
 Online or phone transaction processing
 Investment advice available through Plan provider

### 6. DISTRIBUTIONS

1. Qualifying Events

Retirement (age 59½ or older)

- -8Disability

Termination of employment

Death

Plan termination

2. Distribution Options

Lump sum payment

Installment payments

- -9-

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

-

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

- 10 -
5-year repayment (15 years for primary residence)
-
Interest rate: Prime + 1%
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2. Hardship Withdrawals
-
Available for immediate and heavy financial need
-
Must exhaust other distribution options
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Subject to documentation requirements
and jobs to documentation requirements
-
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 th

Plan Document.

Last Updated: January 1, 2024

