RETIREMENT BENEFITS PLAN SUMMARY

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Polar Dynamics Robotics, Inc.

Effective Date: January 1, 2024

1. INTRODUCTION

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

2. ELIGIBILITY

1-
1 Regular full-time employees who are at least 21 years of age and have con
2 Part-time employees who work at least 1,000 hours in a calendar year become
-
3 Independent contractors, temporary employees, and leased employees are
3. ENROLLMENT AND CONTRIBUTIONS
-
1 **Automatic Enrollment**
-
New hires are automatically enrolled at 5% contribution rate
-

Employees may opt-out or modify contribution percentage within 30 days
-
Annual automatic escalation of 1% up to 10% unless employee elects otherw
-
2 **Employee Contributions**
-
Traditional pre-tax contributions up to IRS annual limits
_
Roth after-tax contributions available
Catch-up contributions permitted for employees age 50 and older
Catch-up contributions permitted for employees age 30 and older
-
Combined contribution limits follow IRS guidelines

- 3 -
3 **Employer Matching**
-
100% match on first 3% of compensation contributed
-
50% match on next 2% of compensation contributed
-
Maximum annual employer match: 4% of eligible compensation
-
Immediate vesting of employee contributions
-
Employer matching contributions yest according to schedule in Se

4. VESTING SCHEDULE

- - 4
1 **Employer Matching Contributions**

- Year 1: 0% vested

- Year 2: 25% vested

- Year 3: 50% vested

- Year 4: 75% vested

- Year 5: 100% vested

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

5. INVESTMENT OPTIONS

-
1 **Core Investment Menu**
-
Diverse selection of mutual funds across asset classes
-
Target date retirement funds
-
Stable value fund
-
Company stock fund (limited to 20% of account balance
-
2 **Self-Directed Brokerage**

6-
Available for qualified participants
-
Additional fees may apply
-
Subject to Plan restrictions and limitations
6. DISTRIBUTIONS AND WITHDRAWALS
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6. DISTRIBUTIONS AND WITHDRAWALS - 1 **Qualifying Events**
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- 1 **Qualifying Events**
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- - 7 Death

Permanent disability

Plan termination

- 2 **In-Service Withdrawals**

- Hardship withdrawals per IRS guidelines

- Age 59½ withdrawals

Rollover account withdrawals

8 -
Required Minimum Distributions (RMDs)
-
3 **Loans**
-
Maximum of two outstanding loans
-
Minimum loan amount: \$1,000
-
Maximum loan amount: Lesser of 50% of vested balance or \$50,000
-
Repayment period: Up to 5 years (15 years for primary residence)

7. PLAN ADMINISTRATION

- - 9
1 **Record Keeper**: Fidelity Investments

- Online account access: www.401k.com

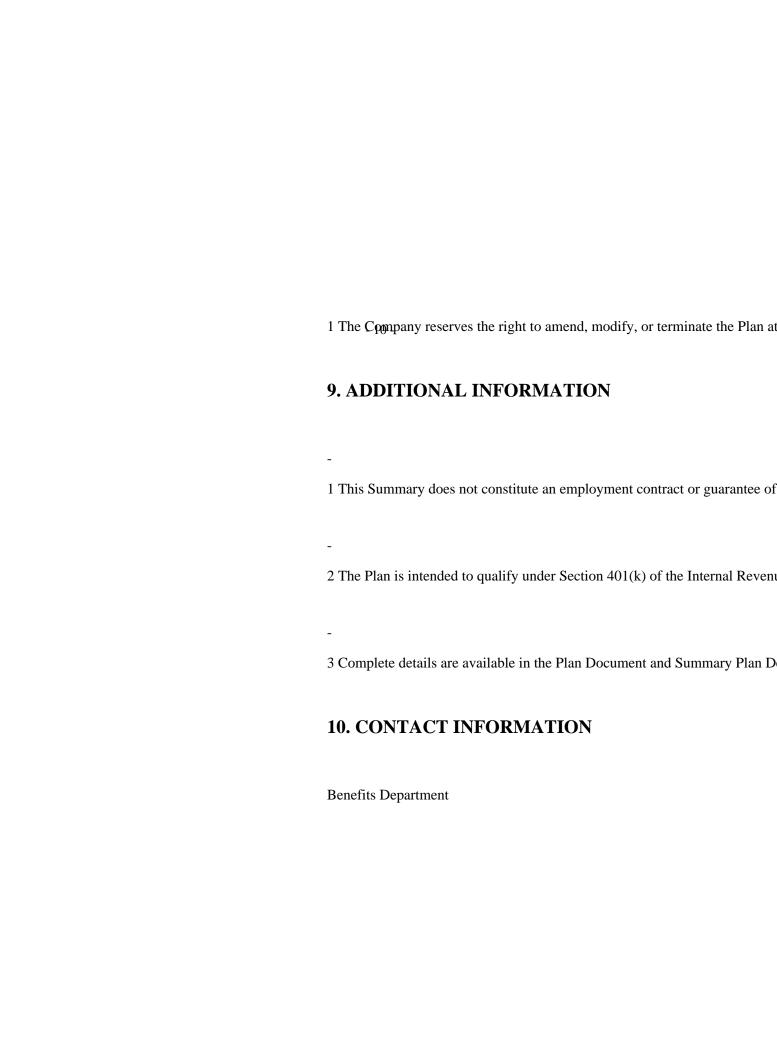
- Customer service: 1-800-XXX-XXXX

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

8. AMENDMENTS AND TERMINATION

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

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This Summary is not intended to provide tax or legal advice. Employees show

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