

## **BOARD RESOLUTION OF**

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## **POLAR DYNAMICS ROBOTICS, INC.**

### **REMOTE WORK POLICY**

WHEREAS, the Board of Directors (the "Board") of Polar Dynamics Robotics, Inc. (a Delaware corporation (the "Company")), has determined that it is in the best interests of the Company and its stockholders to establish a comprehensive remote work policy that addresses the evolving nature of workplace operations while maintaining the Company's commitment to innovation in autonomous systems;

technology;

WHEREAS, the Board recognizes the unique requirements of the Company's research and development, and engineering teams working on temperature-hardened autonomous mobile robots and the BlueCore(TM) technology platform;

WHEREAS, the Board has reviewed management's recommendation regarding remote work arrangements and their potential impact on the Company's operations, data security protocols, and intellectual property protection;

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby adopts the following Remote Work Policy:

**\*\*ELIGIBILITY AND CLASSIFICATION\*\***

1. The Company shall classify all positions into the following categories:
  - (a) Full Remote Eligible

(b) Hybrid Eligible

(c) On-Site Required

2. On-site required positions shall include, but not be limited to:

(a) Hardware engineering teams

(b) Robotics testing personnel

(c) Cold environment testing specialists

(d) Manufacturing floor supervisors

(e) Laboratory researchers

**\*\*REMOTE WORK REQUIREMENTS\*\***

1. Employees approved for remote work must maintain:

(a) Dedicated workspace meeting Company security standards

(b) High-speed internet connection (minimum 100 Mbps)

(c) Company-approved secure VPN connection

(d) Compliance with all confidentiality protocols

2. Remote employees must be available during core business hours (

(a) 30 minutes for urgent communications

(b) 2 hours for standard communications

**\*\*SECURITY AND CONFIDENTIALITY\*\***

1. Remote employees shall:

(a) Use only Company-issued devices for work purposes

(b) Maintain current security software and protocols

(c) Store all proprietary information on approved secure servers

(d) Comply with enhanced data protection measures for BlueCore(TM)

## **\*\*HYBRID WORK SCHEDULE\*\***

1. Hybrid-eligible employees shall:

- (a) Maintain minimum 2 days per week on-site presence
- (b) Coordinate schedules with team leads
- (c) Attend designated in-person meetings and events

## **\*\*PERFORMANCE STANDARDS\*\***

1. Remote work arrangements shall be subject to:

- (a) Quarterly performance reviews
- (b) Productivity metrics assessment
- (c) Team collaboration effectiveness evaluation

## **\*\*POLICY IMPLEMENTATION\*\***

1. The Chief Operating Officer is hereby authorized to:

- (a) Implement this Remote Work Policy
- (b) Develop supporting procedures and guidelines
- (c) Make necessary adjustments to ensure operational efficiency

**\*\*MODIFICATION AND TERMINATION\*\***

1. The Company reserves the right to:

- (a) Modify this policy as business needs require
- (b) Terminate remote work arrangements with 30 days' notice
- (c) Require immediate return to on-site work for critical business needs

BE IT FURTHER RESOLVED, that the officers of the Company are hereby authorized and directed to take such actions and execute such documents as may be necessary or appropriate to implement the foregoing resolution.

IN WITNESS WHEREOF, the undersigned, being all the directors of t  
have executed this Resolution effective as of January 11, 2024.

DIRECTORS:

Dr. Elena Frost, Chairperson

Marcus Chen, Director

Sarah Nordstrom, Director

Dr. James Barrett, Director

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Victoria Wells, Director

#### CERTIFICATION

I, [Name of Corporate Secretary], hereby certify that I am the duly elected and qualified Secretary of Polar Dynamics Robotics, Inc., and that the foregoing is a true and correct copy of the Resolution duly adopted by the Board of Directors.

[Corporate Secretary Name]

Corporate Secretary

[CORPORATE SEAL]



