

STOCK OPTION PLAN DOCUMENTATION

POLAR DYNAMICS ROBOTICS, INC.

2024 EQUITY INCENTIVE PLAN

1. PURPOSE AND SCOPE

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1. The purpose of the Polar Dynamics Robotics, Inc. 2024 Equity Incentive Plan is to attract and retain the best available personnel by providing them with an opportunity to own shares of the company.

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2. This Plan was adopted by the Board of Directors on January 15, 2024, and is intended to be administered by the Compensation Committee of the Board of Directors.

2. DEFINITIONS

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1. "Award" means any right granted under the Plan, including an Incentive S

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2. "Board" means the Board of Directors of the Company.

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3. "Committee" means the Compensation Committee of the Board.

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4. "Common Stock" means the common stock of the Company, par value \$0

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5. "Fair Market Value" means, as of any date, the value of Common Stock d

3. ADMINISTRATION

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1. The Plan shall be administered by the Committee, which shall have full po

(a) Select Award recipients

(b) Determine the size and type of Awards

(c) Interpret the Plan

(d) Adopt rules for Plan administration

(e) Modify or amend outstanding Awards

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2. All decisions and interpretations of the Committee shall be binding on all

4. STOCK SUBJECT TO PLAN

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1. Subject to adjustment as provided in Section 4.2, the total number of shares

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2. In the event of any stock split, reverse stock split, stock dividend, recapitalization,

(a) The number and class of shares available for Awards

(b) The number and class of shares subject to outstanding Awards

(c) The exercise price of outstanding Options

5. ELIGIBILITY

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1. Awards may be granted to employees, directors, and consultants of the Company.

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2. Incentive Stock Options may be granted only to employees of the Company.

6. STOCK OPTIONS

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1. Exercise Price

- (a) The exercise price of each Option shall be determined by the Committee
- (b) The exercise price of an Incentive Stock Option shall not be less than 100% of Fair Market Value on the date of grant

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2. Vesting Schedule

- (a) Standard vesting shall be over four years with 25% vesting on the first anniversary of the grant date
- (b) Remaining shares shall vest in equal monthly installments over the following 36 months
- (c) The Committee may approve alternative vesting schedules

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3. Term

(a) Options shall expire no later than 10 years from the date of grant

(b) Options shall terminate earlier upon termination of employment as specified in Section 7

7. TERMINATION OF SERVICE

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1. Upon termination of service:

(a) Vested Options remain exercisable for 90 days following termination

(b) In the case of death or disability, vested Options remain exercisable for 12 months

(c) Upon termination for cause, all Options terminate immediately

8. TRANSFERABILITY

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1. Awards granted under the Plan may not be sold, pledged, assigned, hypoth

9. AMENDMENT AND TERMINATION

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1. The Board may amend, suspend, or terminate the Plan at any time, provide

10. EFFECTIVE DATE AND TERM

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1. The Plan shall become effective upon stockholder approval and shall conti

ADOPTED by the Board of Directors: January 15, 2024

APPROVED by the Stockholders: February 1, 2024

POLAR DYNAMICS ROBOTICS, INC.

By: /s/ Victoria Wells

Name: Victoria Wells

Title: Chief Financial Officer

ATTEST:

By: /s/ Corporate Secretary

Name: [Corporate Secretary Name]

Title: Corporate Secretary

