

DIVERSITY AND INCLUSION INITIATIVE FRAMEWORK

Polar Dynamics Robotics, Inc.

Effective Date: January 15, 2024

Document Version: 1.0

1. PURPOSE AND SCOPE

1. This Diversity and Inclusion Initiative Framework (the "Framework") establishes the formal structure and governance for diversity, equity, and inclusion ("DEI") initiatives at Polar Dynamics Robotics, Inc. (the "Company").

2. This Framework applies to all Company operations, subsidiaries, employees, contractors, and representatives operating within the United States and international locations where the Company maintains operations.

2. DEFINITIONS

1. "Underrepresented Groups" means populations that have been historically underrepresented in the robotics and automation industry, including but not limited to women, racial and ethnic minorities, LGBTQ+ individuals, veterans, and persons with disabilities.

2. "DEI Metrics" means quantifiable measurements used to assess and track progress toward diversity, equity, and inclusion objectives.

3. "ERG" means Employee Resource Group, a Company-sponsored organizational group formed around shared characteristics or life experiences.

3. GOVERNANCE STRUCTURE

1. DEI Executive Committee

- Chaired by the Chief Executive Officer
- Includes Chief Human Resources Officer, Chief Operating Officer, and DEI Director
- Meets quarterly to review progress and establish strategic direction
- Reports directly to the Board of Directors bi-annually

2. DEI Working Group

- Cross-functional team of department representatives
- Implements initiatives and programs
- Reports monthly to DEI Executive Committee
- Maintains documentation of all DEI activities and outcomes

4. STRATEGIC OBJECTIVES

1. Workforce Representation

- Achieve 40% representation of women in technical roles by 2026
- Increase underrepresented minorities in leadership positions to 30% by 2026
- Maintain pay equity across all demographic groups
- Establish baseline metrics for LGBTQ+ and disability representation

2. Inclusive Culture

- Implement mandatory unconscious bias training for all employees
- Establish mentorship programs for underrepresented groups
- Create and support minimum of four ERGs
- Develop supplier diversity program targeting 20% diverse suppliers by 2025

5. IMPLEMENTATION REQUIREMENTS

1. Recruitment and Hiring

- Diverse candidate slate requirement for all positions level L3 and above
- Structured interview processes with diverse interview panels
- Partnerships with organizations supporting underrepresented groups in STEM
- Regular audit of job descriptions for inclusive language

2. Development and Retention

- Targeted leadership development programs
- Quarterly review of promotion and retention metrics by demographic
- Formal sponsorship program for high-potential employees from underrepresented groups
- Regular pay equity analyses and adjustments

6. MEASUREMENT AND ACCOUNTABILITY

1. Required Metrics

- Quarterly workforce demographic reports
- Annual pay equity analysis
- Promotion rate comparisons across demographic groups
- Retention rates by demographic category
- Supplier diversity spending
- Training completion rates

2. Reporting Requirements

- Monthly updates to Executive Committee
- Quarterly Board presentations
- Annual public disclosure of aggregate diversity metrics
- Semi-annual progress reports to all employees

7. COMPLIANCE AND ENFORCEMENT

1. All employees must complete required DEI training within 60 days of hire and annually thereafter.
2. Managers' annual performance evaluations shall include DEI objectives and metrics.
3. Violation of this Framework may result in disciplinary action up to and including termination of employment.

8. AMENDMENT AND REVIEW

1. This Framework shall be reviewed annually by the DEI Executive Committee.
2. Amendments require approval from both the DEI Executive Committee and the Board of Directors.

9. LEGAL COMPLIANCE

1. This Framework shall be implemented in accordance with all applicable federal, state, and local laws and regulations.
2. Nothing in this Framework shall be construed to violate any applicable anti-discrimination laws or create quotas.

EXECUTION

IN WITNESS WHEREOF, this Framework has been approved and adopted by the Board of Directors of Polar Dynamics Robotics, Inc. on January 15, 2024.

By:

Dr. Elena Frost

Chief Executive Officer

By:

Katherine Wells

Chief Financial Officer

By:

Sarah Nordstrom

Chief Operating Officer

ATTEST:

Corporate Secretary