Hybrid Robotics Inc.

Corporate Social Responsibility Policy

# CSR Brief and Purpose

The Hybrid Robotics Team understands that we operate within many communities and society as a whole, and we prioritize giving back to those that support us. This document states the specific actions—both through compliance-based policies and proactive policies—that will be strictly upheld by all entities associated with Hybrid Robotics Inc.

# CSR Scope

This policy applies to all Hybrid Robotics Inc. employees and subsidiaries.

# Compliance

## Legality

Our company will abide by all federal, state, and local laws and regulations. Hybrid Robotics will not engage in any illegal activity.

## Business Ethics

Creating a positive impact in society from our business decisions and actions is of the utmost importance to Hybrid Robotics. To do this, all business transactions will be handled properly and ethically. Hybrid Robotics Inc. values transparency and honesty above all else.

## Civil Rights

Hybrid Robotics will not engage in a discriminatory activity on the bases of race, color, religion, national origin, sex, physical or mental disability. We pride ourselves on being an equal opportunity employer.

# Proactiveness

## Protecting the Environment

Hybrid Robotics Inc. instituted a recycling program in the Spring of 2021. Office spaces and the manufacturing floor are equipped with household recycling cans and regularly emptied into community recycling collection bins. Non-household recycling is properly disposed of according to all relevant regulations.

## Volunteering

Our company is devoted to volunteering with organizations local to Traverse City, MI. Currently we participate in the local technology and start-up communities through the Marine Center based out of Northwestern Michigan College. We are excited to build relationships with other local organizations in the marine and aerospace fields.

## Learning and Improvement

Continuous growth and improvement is a major priority of Hybrid Robotics; therefore, we will continue to hold ourselves to high standards of education and never stop learning.

# Measurement

We will ensure that this policy is followed by performing an Annual CSR Review. This would include an evaluation of the consistency and effectiveness of published, branded content relating to CSR activities. An evaluation of this sorts would provide a measurement of the ability of this policy to engage with our target audience. Additionally, a survey will be sent out to employees as part of the Annual CSR Review to provide a measurement of the ability of this policy to empower employees. Moreover, management will reevaluate the budget of CSR programs and produce a written document of management’s evaluation of the CSR Policy as part of the Annual CSR Review.

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Matt Goddard- President of Hybrid Robotics Inc. Date

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Ryan Mater- Director of Operations at Hybrid Robotics Inc. Date

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Aaron Bottke- Director of R&D ay Hybrid Robotics Inc. Date