



Miner NASCAR Vehicle Wrap Design Submission Policy

Purpose

This Policy establishes the terms and procedures by which employees of Miner, Ltd. (the "Company") may submit original designs for consideration as vehicle wraps on Company-sponsored NASCAR vehicles. The Company encourages employee creativity and participation in its marketing and branding initiatives, while also ensuring the protection of third-party intellectual property rights and clarifying ownership of any intellectual property generated through this program.

Scope

This Policy applies to all employees of the Company, including full-time, part-time, and temporary employees, who wish to submit designs for NASCAR vehicle wraps.

Design Submission Requirements

Employees who wish to submit a design for consideration must comply with the following requirements: All submissions must be made through the official submission process designated by the Company's Marketing Department. Each submission must include a completed Design Submission Form, located at <https://www.minercorp.com/spire-motorsports-employee-contest/>, which will include the employee's attestation of compliance with this Policy. Employees may submit multiple designs, but each design must be accompanied by a separate Design Submission Form.

Intellectual Property Representations and Warranties

By submitting a design under this Policy, the submitting employee represents and warrants that: The design is the employee's own original work and does not copy, imitate, or derive from the creative work of any third party. The design does not incorporate any trademarks, service marks, logos, trade dress, copyrighted material, or other intellectual property owned by any third party, unless the employee has obtained express written permission from the rights holder and has provided documentation of such permission with the submission. The design does not infringe, misappropriate, or otherwise violate the intellectual property rights, privacy rights, publicity rights, or any other rights of any third party. The employee has not previously assigned, licensed, or otherwise encumbered any rights in the design to any third party in a manner that would conflict with the Company's ownership rights as set forth in this Policy.

Employees are prohibited from incorporating into any submitted design any third-party logos, brand names, celebrity likenesses, copyrighted images, or other protected materials without prior written authorization from the applicable rights holder.

Company Ownership of Intellectual Property

All designs submitted under this Policy, whether or not selected for use on a NASCAR vehicle, shall be the sole and exclusive property of the Company. By submitting a design, the employee agrees to the following:

The employee hereby assigns to the Company all right, title, and interest in and to the submitted design, including all copyrights, trademark rights, patent rights, trade secret rights, and all other intellectual property rights therein, throughout the world and in perpetuity. This assignment includes all rights to reproduce, modify, distribute, publicly display, publicly perform, create derivative works from, and otherwise exploit the design in any medium or format, whether now known or hereafter developed. The

employee agrees to execute any additional documents and take any further actions reasonably requested by the Company to evidence, perfect, or enforce the Company's ownership of the design and the intellectual property rights therein. The employee waives any moral rights or similar rights in the design to the extent permitted by applicable law. The employee acknowledges that no additional compensation beyond the employee's regular salary or wages shall be due for any design submitted under this Policy, regardless of whether the design is selected for use.

Review and Selection Process

All submitted designs will be reviewed by the Company's Marketing Department in consultation with the Legal Department. The Company reserves the sole and absolute discretion to select, reject, or modify any submitted design for any reason or no reason. Selection of a design does not guarantee that the design will be used on a NASCAR vehicle, as final decisions regarding vehicle wraps are subject to NASCAR regulations, sponsor requirements, and other business considerations.

Indemnification

The submitting employee agrees to indemnify, defend, and hold harmless the Company, its affiliates, officers, directors, employees, and agents from and against any and all claims, damages, losses, costs, and expenses, including reasonable attorneys' fees, arising out of or related to any breach of the representations, warranties, or obligations set forth in this Policy.

Questions and Contact Information

Employees with questions regarding this Policy or the design submission process should contact the Legal Department or the Marketing Department.

Policy Acknowledgment

All employees who submit a design under this Policy must acknowledge that they have read, understood, and agree to comply with the terms of this Policy by signing the Design Submission Form.

Miscellaneous Conditions

Company may work with Spire Motorsports or third-party designers to refine, alter, or modify submitted designs for final use.

Company may cancel the contest or modify this Policy in its sole discretion.