

**Exhibit A**  
**Kitware's 2026 Time and Material Labor Rates**

Kitware's Professional Service Fees are as follows:

| Labor Category                      | All Other Locations | DC Metro |
|-------------------------------------|---------------------|----------|
| Junior Technical Staff 1 / JTS1     | 115                 | 144      |
| Junior Technical Staff 2 / JTS2     | 145                 | 181      |
| Annotation Specialist 1 / AS1       | 70                  | 88       |
| Annotation Specialist 2 / AS2       | 85                  | 106      |
| Software Developer 1 / SD1          | 130                 | 163      |
| Software Developer 2 / SD2          | 160                 | 200      |
| Software Developer 3 / SD3          | 190                 | 238      |
| Software Developer 4 / SD4          | 220                 | 275      |
| Administrative Support / AD1        | 125                 | 156      |
| Administrative Support 2 / AD2      | 145                 | 181      |
| Graphics Designer 1 / GD1           | 105                 | 131      |
| Graphics Designer 2 / GD2           | 155                 | 194      |
| System Administrator 1 / SA1        | 155                 | 194      |
| System Administrator 2 / SA2        | 200                 | 250      |
| Information Security 1 / IS1        | 225                 | 281      |
| Program Manager 1 / PM1             | 150                 | 188      |
| Program Manager 2 / PM2             | 165                 | 206      |
| R&D Engineer 1 / RDE1               | 185                 | 231      |
| R&D Engineer 2 / RDE2               | 220                 | 275      |
| Subject Matter Expert 1 / SME1      | 235                 | 294      |
| Subject Matter Expert 2 / SME2      | 260                 | 325      |
| Subject Matter Expert 3 / SME3      | 295                 | 369      |
| Computer Vision Researcher 1 / CVR1 | 245                 | 306      |
| Computer Vision Researcher 2 / CVR2 | 275                 | 344      |
| Computer Vision Researcher 3 / CVR3 | 290                 | 363      |
| R&D Leader 1 / RDL1                 | 285                 | 356      |
| R&D Leader 2 / RDL2                 | 335                 | 419      |
| R&D Leader 3 / RDL3                 | 475                 | 594      |