

**North American Headquarters**  
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To Whom It May Concern:

Effective January 1, 2026, standard business hours and service rates for Swisslog Healthcare are as follows:

### STANDARD BUSINESS HOURS

Standard business hours are 8:00 AM to 5:00 PM (MT) Monday through Friday, excluding holidays.

### HOURLY SERVICE RATES

— Labor Standard business hours	\$240.00*
— Overtime After standard hours, weekdays & Saturdays	\$350.00*
— Double-time Sundays & holidays	\$412.00*
— Software Support (Tier 2)	\$290.00
— Software Engineer (Tier 3)	\$398.00

*\*Rates are subject to change.*

### ADDITIONAL FEES & EXPENSES

— Mileage	\$ 1.25/mile US
	\$ 1.76/mile Canada
— Travel and Other Expenses	Actual Cost

All service visits will be invoiced for a minimum of four (4) hours (portal-to-portal) plus fees and expenses.