GLOBAL FINANCIAL TECHNOLOGY MASTER SERVICES AGREEMENT

This Enterprise Agreement is entered into by and between Accordant Holdings and Workday Cloud Corp.. WHEREAS, Provider facilitates human capital management and global payroll;

SECTION 3. TERM, NOTICE WINDOWS AND AUTO-RENEWAL OBLIGATIONS:
The Initial Term commences Apr 1, 2027 for an active commitment duration of 36 months. This Agreement renews automatically for consecutive one-year terms unless either party furnishes written notice of termination at least 90 days prior to Apr 1, 2027. Failure to opt-out commits Client to minimum monthly interchange commitments of $28,000.00.

SECTION 5. IMPLEMENTATION SCHEDULE, DELIVERABLES & MILESTONE FEES:
The total contract value includes specific development and deployment milestones payable upon formal acceptance:

- Milestone 1 ($90,000.00): Core HR & Benefits Migration — Target Completion: Jun 1, 2027
- Milestone 2 ($115,000.00): Multi-Currency Payroll Setup — Target Completion: Aug 15, 2027
- Milestone 3 ($65,000.00): SOX Approval Workflow Launch — Target Completion: Oct 30, 2027

All milestone invoices are payable Net-30 upon written certification by Client's Chief Information Officer.

SECTION 7. LIMITATION OF LIABILITY & TRAILING CEILINGS:
EXCEPT FOR WILLFUL MISCONDUCT OR BREACH OF DATA PRIVACY STATUTES, PROVIDER'S MAXIMUM AGGREGATE MONETARY LIABILITY ARISING FROM ALL TRANSACTIONS OR SLA DOWNTIME SHALL NOT EXCEED $1,800,000 IN TOTAL VALUE.

SECTION 11. GOVERNING LAW:
Governed exclusively under the Laws of the State of Delaware.