



EMPLOYEES TRAINING & DEVELOPMENT BOND AGREEMENT- FORM6

Between TRINITY METALS LTD

And the Employee: Mr. RYUMUGABE Sam

Position & Department: Group Sustainability Manager

Training/Development Course: Master's Degree in Sustainable Development

Training Dates: April 2024 to October 2025

Training Course Total Costs: 7705 Pounds sterling

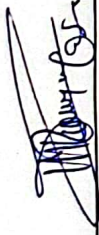
The Company is sending **Mr.: RYUMUGABE Sam** on a training/development program paid for him/her by the Company based on the following agreement:

1. The Employee agrees to attend and complete the training/development program as scheduled above.
2. The Employee agrees to pass all the necessary tests, assessments and complete all related projects which is part of the scheduled training/development course.
3. The Employee agrees to conduct himself in a respectful manner during the training/development course as a representative of the Company.
4. The Employee agrees that should he fail to pass the qualifying criteria for completion of the course, or fail to attend the scheduled course he would be liable to refund the Company in full/ prorated basis for all related costs of the above training/development course that may be incurred on him
5. The Employee acknowledges that, should he leave Company's employment for any reason whatsoever, within Twenty-Four (24) calendar months period from the date on which the training development course terminates, he will be liable to reimburse the Company the costs of the course in Rwandan Francs in full or on a pro-rata basis. It is agreed that such costs shall be partly or in full be deducted from any money owed to the employee the Company.
6. The Employee acknowledges that, the Training & Development Policy relates to external courses well as internal courses delivered by external providers.

7. In reference to Company's Training and Development Policy, the Employee hereby confirm that, he read, understood and is fully committed to abide with the conditions therein, of which his signature is hereto appended.

AGREEMENT

I **RYUMUGABE Sam** (Employee) fully understand this agreement and confirm that I will honour the contents thereof.



Signature

13/06/2024

Date

HR Office Representative -Witnesses 1:

Names and Signature

Head of Department- Witnesses 2:

Names and Signature

CEO

Peter Geleta



Names and Signature

Date.....11/06/2024.....