

### TRAINING AND DEVELOPMENT COSTS REQUISITION –FORM 3

Employee's Names & Signature: FREDDY CHIKWIRI

Employee's Position: GROUP GEOTECHNICAL ENGINEER

Section/Department: Geotechnical Engineering /Mineral Resource Management ....

Date: 12 June 2025

#### Program's Details

<b>Program Title:</b>	Afrirock 2025 International Rock Mechanics Conference
<b>Institute/Firm:</b>	Southern African Institute of Mining and Metallurgy
<b>Postal Address:</b>	PostNet Suite #212 Private Bag X31 Saxonwold, 2132 South Africa
<b>Contact Name:</b>	Kayla Oliver
<b>Contact No:</b>	+27 (011) 538 0231   Kayla: +27 11 538 0246
<b>Where/Province or Country:</b>	Conference Location: Sun City, North West Province, South Africa
<b>Start Date:</b>	21 July 2025
<b>End Date:</b>	24 July 2025
<b>Training Cost: (Fees Travel/ Accommodation, other related...)</b>	<b>Training fees: \$658.15</b>
	<b>Travel: \$713.00</b>
	<b>Accommodation: \$909.26</b>
	<b>Feeding: \$220.59</b>
	<b>Other Costs: \$211.76 (Sun City – OR Tambo Shuttle)</b>
<b>Total Cost ( RWF/USD): USD \$2712.76</b>	

**Objectives (i.e. what do you wish to learn or accomplish from this program) Please make a summary of the specific and measurable objectives to achieve:**

1. **Explore Innovations:** Gain exposure to the latest technologies in geotechnical engineering that we can apply to improve operational efficiency and safety. (Evaluate software for use in geotechnical mine design at Rutongo, Nyakabingo and Musha)
2. **Gain Practical Insights:** refine inhouse geotechnical processes by learning from the technical visit to a deep South African mine
3. **Improve Risk Management:** Learn from technical experts (presentations and networking) on critical topics allowing me to add more value in geotechnical risk management at our diverse sites.
4. **Develop Professionally:** The conference is a validated CPD activity (SAIMM) and it offers a chance to network with peers and researchers which will benefit our entire team.

<b>Head of Section/Department's Names, Signature &amp; date</b>  <b>For Support/If Applicable</b>	<b>Names:</b> <i>Stobhan Jaubert</i>
	<b>Signature:</b> <i>Jaubert</i>
	<b>Date:</b> <i>11 JULY 2025</i>
<b>2<sup>nd</sup> Line Manager's Names, Signature &amp; date</b>  <b>For Confirmation</b>	<b>Names:</b> <i>S.T. Ryan</i>
	<b>Signature:</b> <i>S.T. Ryan</i>
	<b>Date:</b> <i>11/07/25</i>
<b>HR Representative's Names, Signature &amp; Date</b>  <b>For Verification</b>	<b>Names:</b> <i>Mary Ashimwo</i>
	<b>Signature:</b> <i>[Signature]</i>
	<b>Date:</b> <i>14/07/2025</i>
<b>CEO/General Manager's Names, Signature &amp; Date</b>  <b>For Approval</b>	<b>Names:</b> <i>PETER GELETA</i>
	<b>Signature:</b> <i>[Signature]</i>
	<b>Date:</b> <i>15/07/2025</i>





**EMPLOYEES TRAINING & DEVELOPMENT BOND AGREEMENT- FORM6**

Between TRINITY METALS/ETI/RUTONGO/PIRAN-RWANDA Ltd

And the Employee: Mr/Ms. \_\_\_\_\_ FREDDY CHIKWIRI \_\_\_\_\_

Position & Department: \_\_\_\_\_ GROUP GEOTECHNICAL ENGINNER (MRM DEPARTMENT) \_\_\_\_\_

Training/Development Course: \_\_ AFRIROCK 2025 INTERNATIONAL ROCK MECHANICS CONFERENCE \_\_

Training Dates: \_\_\_\_\_ 21 -24 JULY 2025 \_\_\_\_\_

Training Course Total Costs: \_\_\_\_\_ USD \$2712.76 \_\_\_\_\_

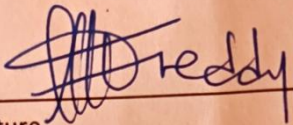
The Company is sending Mr/Mrs.....**FREDDY CHIKWIRI**.....  
on a training/development program paid for him/her by the Company based on the following agreement:

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/herself in a respectful manner during the training/development course as a representative of the Company;
4. The Employee agrees that should he/she fail to pass the qualifying criteria for completion of the course, or fail to attend the scheduled course he/she 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/her;
5. The Employee acknowledges that, should he/she 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/she 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 as well as internal courses delivered by external providers.
7. In reference to Company's Training and Development Policy, the Employee hereby confirm that, he/she read, understood and is fully committed to abide with the conditions therein, of which his/her signature is hereto appended.

**AGREEMENT**

I FREDDY CHIKWIRI (Employee) fully understand this agreement and confirm that I will honour the contents thereof.

  
Signature

11/07/2025  
Date


**HR Office Representative -Witnesses 1:**

Mary Ashimwe   
Names and Signature

**Head of Department- Witnesses 2:**

Jaubert STAMAN JAUBERT  
Names and Signature

**CEO/General Manager**

Peter Geleta   
Names and Signature



Date: 15 / 07 / 2025