



EMPLOYEES TRAINING & DEVELOPMENT BOND AGREEMENT- FORM6

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

And the Employee: ~~Mr.~~/Mrs. Diane IMANISHIMWE

Position & Department: Geotechnical Officer/MRM

Training/Development Course: __ AFRIROCK 2025 INTERNATIONAL ROCK MECHANICS
CONFERENCE(ONLINE) __

Training Dates: _21 -24 JULY 2025_

Training Course Total Costs: \$504.92

The Company is sending ~~Mr.~~/Mrs. Diane IMANISHIMWE
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 of 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 Diane IMANISHIMWE (Employee) fully understand this agreement and confirm that I will honour the contents thereof.




12/06/2025


Signature

Date

HR Office Representative -Witnesses 1:

Gabato Diane


Names and Signature

ERIC NIYOKURI


Head of Department- Witnesses 2:

Names and Signature

CEO/General Manager

John Fourni P. Mkenza



Names and Signature

Date: 18 / 7 / 2025