

EMPLOYEES TRAINING & DEVELOPMENT BOND AGREEMENT- FORM6

Between ETI/RUTONGO/PIRAN –RWANDA Ltd

And the Employee: Mr. Remy NINSIIMA

Position & Department: Environment and Community Superintendent/EC

Training/Development Course: IMPLEMENTATION TRAINING ON THE ENVIRONMENTAL MANAGEMENT SYSTEM BASED ON RS ISO 14001:2015

Training Dates: 16th to 20th February 2026

Training Course Costs: 174,250 RWFs

The Company is sending Mr. Remy NINSIIMA
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 Remy NINSIIMA (Employee) fully understand this agreement and confirm that I will honour the contents thereof.



05/02/2026

Signature

Date

HR Office Representative -Witnesses 1:

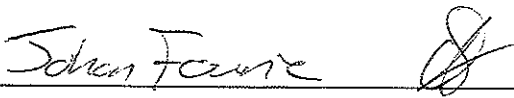


Names and Signature

Head of Department-r Witnesses 2:

Names and Signature

General Managers



Names and Signature

Date: 9 February 2026