



EMPLOYEES TRAINING & DEVELOPMENT BOND AGREEMENT- FORM6

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

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

Position & Department: Geotechnical Officer/MRM

Training/Development Course: Chamber of Mines Strata Control Certificate Theory Examination

Training Dates: 11 – 14 May 2026

Training Course Total Costs: USD 700-00


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 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.



Signature


10/03/2026
Date

HR Office Representative -Witnesses 1:

Names and Signature

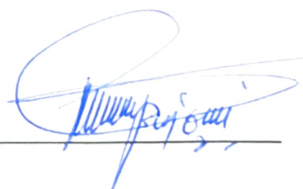
Gabaro Diane  10/03/2026

Head of Department- Witnesses 2:

ERIC NIYOKURI  10/03/2026

Names and Signature

CEO/General Manager

MISSIO NNAIDE  MBANZA

Names and Signature

Date:..... 10 / 03 / 2026