



# Fixed Term Employment Agreement

## Internship

### Parties

This employment agreement (the "Agreement") has on this day been entered into between;

**Company**

*Below referred to as the "Company"*

**Registration Number****Name**

*Below referred to as the "Intern"*

**PIN/Birth Date****Home Address**

### 1. The Purpose of the Internship

1.1 The purpose of this educational internship (the "Internship") is for the Intern to learn about the Company's business and to gain valuable insight and experience within the:

**Field/Team**

1.2 As a result of the educational dimension of the internship, the scope of the tasks assigned to the Intern differs from those assigned to a permanent employee.

1.3 A contact person/supervisor is appointed by the Company to inform the Intern about the work assignments and regulations.

### 2. The Employment

2.1 The Internship is a fixed term employment (*Sw. allmän visstidsanställning*) for a maximum period of

**Internship period**

*weeks*

**Start date****End date**

2.2 The employment may be terminated in advance by either party with one month's notice period, however, ends automatically and without notice on the end date stated above.

#### The employment refers to

Full-time assignment

*Work may be required outside the normal working hours as required by the Company.*

#### Work hours per week

40

*Full-time assignment refers to 40 hours per week*

#### Assignment percentage (%)

100%

*Full-time assignment refers to 100%*

2.3 The Company is bound by Teknikavtalet between Teknikarbetsgivarna and Unionen, Sveriges Ingenjörer and Ledarna. Further, the Company is bound by certain local collective bargaining agreements with Unionen, Sveriges Ingenjörer and Ledarna. The reference to the “applicable collective bargaining agreement” or “CBA” in this Agreement means one of the collective bargaining agreements referred to in this section 2.3.

2.4 In accordance with CBA, § 7 subsection 1.1, the parties agree that special compensation for overtime work shall not be paid to the Intern and that overtime work will instead be compensated by the Intern receiving five (5) vacation days in addition to statutory vacation (25 days), and that the Intern is not entitled to compensation for travelling time in accordance with § 8 subsections 2–3 of the applicable CBA. The parties further agree that the Intern shall be exempt from §§ 2–5 of the agreement on working hours for salaried employees of the CBA. The provisions of these sections 2.4 shall apply until further notice.

#### 2.2 The location of the Internship is

Stockholm

2.3 The Intern undertakes to perform the tasks decided with the supervisor. In addition, the Intern undertakes to comply with the Code of Conduct and the Company policies, guidelines and processes.

2.4 The employment relationship is based on mutual loyalty and trust. The Intern shall, in all matters, protect the Company’s interests and endeavour to create confidence in, and goodwill for, the Company’s business. The Intern undertakes to comply with the Code of Conduct and the Company policies, guidelines and processes. The Intern shall devote all working hours to the Company.

2.5 The Internship and this Agreement is conditional upon the Intern receiving the required work permit from the Swedish Migration Agency (including but not limited to the Intern fulfilling the requirements for the insurances needed for such work permit). If this condition is not fulfilled no later than on the commencement date, this Agreement shall cease, and the Internship shall not enter into force.

2.6 The Internship does not automatically result in a long-term employment ( *Sw. tillsvidareanställning*).

### 3. Salary

#### The Intern’s monthly gross salary is

19000

*SEK*

3.1 The Intern’s monthly gross salary is to be paid out on a monthly basis on the 25<sup>th</sup> in arrears.

3.2 The monthly gross salary will be reviewed annually in accordance with the applicable CBA, with the next review taking place in 2022.

### 4. Annual Leave

4.1 The Intern is entitled to 30 vacation days per year, including the five (5) additional vacation days referred to in 2.4, when fully accrued (April 1 to March 31) in accordance with the applicable collective bargaining agreement. The vacation shall be decided in consultation with the Intern’s direct manager.

4.2 When calculating vacation pay, vacation supplement, vacation pay in lieu and so forth, the provisions of the applicable CBA shall apply.

## 5. Representation and Expenses

5.1 All costs related to travel, insurance, accommodation and living expenses must be borne by the Intern unless otherwise stated.

5.2 Costs for representation and expenses shall be approved in advance in accordance with the Company's attestation instruction.

5.3 The Intern shall receive compensation for reasonable expenses (travel, hotel, representation etc.) that arise from work. The Intern shall specify and verify such expenses.

## 6. Work Equipment

6.1 The Intern is in their work for the Company entitled to a computer but is required to bring a Mobile Phone.

## 7. Termination of Employment

7.1 The employment may be terminated by either party subject to one months' notice. However, the Company shall always comply with any longer notice period prescribed by the applicable CBA.

7.2 During the notice period, the Intern shall remain at the Company's disposal to perform any job responsibilities the Intern previously performed or could be required to perform in the capacity of the designated role.

7.3 Not later than in conjunction with termination of the employment or in conjunction with the Intern being released from work, the Intern shall return all property belonging to the Company, which is in the Intern's possession.

## 8. Confidentiality

8.1 The Intern undertakes, both during the employment and after termination of the employment, to observe confidentiality regarding the Company's business and other circumstances of which the Intern has become aware in the course of the employment and which due to the nature of the matter, should not be disclosed to third parties. Consequently, the Intern shall observe confidentiality regarding, for example, operational conduct, production methods, products and development ideas, business methods, business relationships, marketing, material, employment terms and conditions, customer contacts, and so forth.

8.2 Further, the Intern agrees that the Intern will not, during the employment and after termination of the employment, improperly use, disclose, transfer or assign trade secrets belonging to the Company to a third party, without the prior written consent of the Company.

## 9. Intellectual Property Rights

9.1 The Company shall, without remuneration other than as is provided in the course of the employment or required pursuant to law and/or the applicable collective bargaining agreement, vest all rights and the ownership to all such intellectual property rights as the Intern makes, writes, designs and produces, alone or in cooperation with others, within the scope of the employment and which may be used in, or in conjunction with, the Company's business. The Company's ownership shall also include the right to develop, modify, license or assign the intellectual property rights. The Intern shall have no right, either during the employment or thereafter, to modify or assign the intellectual property rights to any third party. The above-mentioned right of the Company includes any patent applications for inventions that have been created through the participation of the Intern and which have been filed within six months after the termination of the employment, provided that the invention falls within the Company's field of activity and that the Intern is unable to reasonably prove that the invention was made after the employment was terminated.

9.2 The Intern agrees and undertakes without any additional compensation to execute all such deeds and documents that, in the Company's sole discretion, are necessary or desirable in order for the Company to be able to protect, register, maintain and in any other way fully enjoy the Company's rights referred to under this Section 7.

9.3 The Intern undertakes to refrain from copying or otherwise exercising control, for personal use, over copyright-protected work or designs belonging to the Company, unless the Company consents in each individual case.

## 10 Company Rules & Policies

The Intern is aware that the Company has access to all material and e-mail correspondence and monitors the use of the Internet which takes place in the Company's computer system. More information about the Company's processing and use of yours and other employees' personal data can be found in the Company's privacy policy.

## 11. Other

11.1 Swedish law shall be applied in respect of the origin, interpretation or application of this Agreement.

# Participants

**NORTHVOLT AB** 559015-8894 Sweden

## Influencer

Chiara Saconney  
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Delivery channel: Email

## *Signed with E-sign*

Martin Anderlind  
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**2020-12-29 12:30:52 UTC**

Date

Delivery channel: Email

**THIBAUT ROMAIN** 980426 Sweden

## *Signed with E-sign*

Thibault Romain  
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980426

**2020-12-29 12:23:15 UTC**

Date

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