

INTERNSHIP AGREEMENT (UNPAID)

This Internship Agreement (the “Agreement”) is made effective as of 27th October, 2025 (the “Effective Date”) by and between:

- Polarions, having its address at Gothenburg, Sweden (the “Company”); and
- VenkataSaiKumar Erla, residing at 270 sherman ave, newhaven, CT (the “Intern”). The Company and the Intern are each a “Party” and together the “Parties”.

Recitals

The Intern wishes to gain practical experience through an internship with the Company. The Company agrees to provide an unpaid educational internship involving live projects, mentorship, and professional development, subject to the terms below.

1. Role, Duration, and Schedule

- 1.1 Position and Supervisor. The Intern will serve as AI\ML Engineer. The Company will assign a supervisor by or before the Effective Date.
- 1.2 Term. The internship will run from 27-10-2025 to 27-12-2025, for a period between two (2) and six (6) months. The Parties may extend or shorten the term by mutual written consent.
- 1.3 Time Commitment and Flexibility.

- The internship is flexible and non-shift based. The Intern may work at times of their choosing.

- A minimum commitment of at least two (2) hours per day is required on days when tasks are assigned.

- If no tasks are pending and no new tasks are assigned, the Intern may take the day off without penalty, provided they notify their supervisor.

1.4 Location. The internship will be Remote.

1.5 Leave and Attendance. Reasonable absences for sickness or personal reasons are permitted with prompt notice to the supervisor. For absences exceeding 6 consecutive days, a doctor’s note may be requested.

2. Unpaid Status, Learning, and Expenses

2.1 Unpaid Internship. This is an unpaid internship. The Intern will not receive wages, salary, or employee benefits of any kind, and no employment relationship is created by this Agreement. 2.2 Educational Benefit. The Company will provide:

- Live project exposure and hands-on tasks aligned with learning goals.
 - Mentorship, feedback, and guidance.
 - Personal development opportunities, including leadership skill-building.
- 2.3 Documents Provided. Upon successful completion and return of Company property, the Company will provide an internship completion certificate and an experience letter. Letters of recommendation may be provided at the Company's discretion.
- 2.4 Expenses. The Company may reimburse reasonable, pre-approved out-of-pocket expenses incurred solely for internship tasks, subject to Company policy and submission of receipts. Any reimbursement requires prior written approval.

3. Duties and Conduct

3.1 Responsibilities. The Intern will:

- Complete assigned tasks and deliverables diligently and on time.
- Follow Company policies, act professionally, and maintain respectful conduct.
- Keep the Company informed of progress and raise issues proactively.
- Not infringe third-party rights and comply with all applicable laws.

3.2 Changes to Duties. The Company may reasonably modify duties to meet business needs and educational objectives.

4. Equipment and Property

4.1 The Company may provide equipment, tools, or access credentials as needed. Such items remain Company property.

4.2 The Intern will use Company property responsibly for internship purposes only and will promptly report loss, damage, or malfunction.

4.3 On request or upon termination, the Intern will return all Company property in good condition, reasonable wear and tear excepted, and may be liable for loss or damage beyond normal use.

5. Confidentiality and Intellectual Property

5.1 Confidential Information. "Confidential Information" includes all non-public business, technical, financial, client, or strategic information disclosed to the Intern, including third-party confidential information the Company must protect.

5.2 Use and Protection. The Intern will keep Confidential Information strictly confidential, use it only for internship tasks, and not disclose it to any third party.

5.3 Return/Destruction. Upon request or termination, the Intern will return or securely destroy all Confidential Information and certify such destruction in writing if requested.

5.4 Intellectual Property. All work product, inventions, code, data, designs, documents, and other materials created or contributed to by the Intern in the course of the internship (collectively, "IP") are the sole property of the Company. To the extent any rights vest in the Intern, the Intern hereby assigns such rights to the Company and agrees to execute documents necessary to perfect such rights. Moral rights are waived to the extent permitted by law. 5.5 Survival. This Section survives termination indefinitely.

6. Data Protection

6.1 The Parties will comply with the EU/EEA General Data Protection Regulation (GDPR) and applicable local data protection laws. The Intern consents to the processing of personal data necessary for the internship's administration.

6.2 The Company will process Intern personal data lawfully, fairly, and securely, and only as needed for internship purposes or as required by law.

7. Relationship of the Parties

7.1 The Intern is not an employee, worker, agent, or representative of the Company. Nothing herein creates an employment, agency, or partnership relationship.

7.2 The Intern is responsible for any personal tax consequences related to the internship, if any.

8. Termination

8.1 Termination for Convenience. Either Party may terminate this Agreement at any time upon 10 days' written notice.

8.2 Termination for Business Needs/Lack of Work. The Company may terminate immediately or on short notice if suitable work is unavailable, projects end, or business needs change.

8.3 Termination for Cause. The Company may terminate immediately

for:

- Misconduct, unprofessional behavior, or policy violations.
- Breach of confidentiality or IP obligations.
- Failure to meet the minimum time commitment, repeated missed deadlines, or unsatisfactory performance after warning. 8.4 Effects of Termination. The Intern will promptly return all Company property and Confidential Information. The Company will reimburse any pre-approved expenses properly submitted up to the termination date. No other amounts are due.

9. Notices

9.1 Notices must be in writing and sent by email as mentioned below or as updated in writing by a Party.

- Company: Polarions, contact@polarions.com
- Intern: VenkataSaiKumar Erla, venkatasaikümarerla@gmail.com
(name, email)

10. Governing Law and Dispute Resolution

10.1 Governing Law. This Agreement is governed by the laws of EU/Sweden.

10.2 Dispute Resolution. Any dispute arising out of or in connection with this Agreement will be resolved by Courts of Sweden. Venue will be Gothenburg, Sweden.

11. Miscellaneous

11.1 Assignment. The Intern may not assign rights or obligations under this Agreement without the Company's prior written consent.

11.2 Amendments. Any amendment must be in writing and signed by both Parties.

11.3 Severability. If any provision is held unenforceable, the remaining provisions remain in effect.

11.4 Waiver. A waiver of a breach is not a waiver of any other or subsequent breach.

11.5 Entire Agreement. This Agreement is the Parties' entire agreement regarding the internship and supersedes prior discussions.

11.6 Counterparts and E-Signatures. This Agreement may be executed in counterparts and via electronic signatures, each deemed an original.

Signatures

Company: Polarions



Signature:

Name: Kikani Bansari

Title: CEO

Date: 27th October, 2025

Intern

Name: VenkataSaiKumarErla

Signature: E.venkatasaiKumar

Date: 27-10-2025