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July 31st, 2023

Kira Group Ltd
0788355340
kirabusinessgroup@gmail.com
KG 549 St, 36

I accept your offer of an internship position at Kira Group Ltd based in Kigali City, Rwanda, with an office at the above address. I understand and agree that this agreement is the sole agreement between Kira Group Ltd and me and overwrites all prior communications.

I agree with the parties I am the primary benefit of this internship relationship. This internship complies with the [labor law of Rwanda](#), and this paid internship (50, 000 Rwf per month) will help me expand my knowledge and skills.

Based on the information and my situation, I understand and agree that according to the Labor Law of Rwanda.

- ❖ This internship is paid.
- ❖ Either party may terminate the internship at any time in my or its sole discretion with at least **10 business days' notice**. Possible causes for terminations include, but are not limited to, my poor work performance or poor scores in training.
- ❖ I will obey the policies, rules, and regulations of Kira Group Ltd and comply with Kira Group Ltd's business practices and procedures.
- ❖ The education/experience I received from the internship is for my express benefit.
- ❖ This internship's duration is limited to the period in which the internship provides me with beneficial learning.
- ❖ My work shall complement, rather than displace, the work of paid employees, and this internship provides significant educational benefits to me.
- ❖ Kira Group Ltd is not liable for injury sustained or health conditions that may arise during the internship.
- ❖ Both parties understand that this internship is conducted without expectation or



entitlement to employment after the training.

I will commit 40 hours per week, my anticipated starting date is 01/08/2023, my anticipated completion date is 01/11/2023. My completion date may be extended according to the employer's willingness and my need to continue this internship.

After I successfully complete my internship, I will receive: One Certificate of Internship, and one recommendation on my LinkedIn profile. For clarification purposes, I shall not receive any of the above certificates or recommendations if my internship is terminated earlier by Kira Group Ltd or me for any reason or if I fail to pass the evaluation or tests by Kira Group Ltd.

I agree that either party has the right to terminate this internship at any time and for any reason. Such termination shall be my sole remedy if I am not interested in this internship, I cannot fulfill my commitments, or Kira Group Ltd breaches is perceived to breach or threatens to breach the above terms and conditions, including compliance with the Labor law of Rwanda.

Terms and conditions in this section shall survive termination for any reason. The following in this entire paragraph applies during my internship as well as in the case I continue to work for Kira Group Ltd, I agree that all intellectual properties, including but not limited to copyrights, trade secrets, trademarks, and patents, developed by me or together with others during working at Kira Group Ltd and/or its affiliates shall belong exclusively to Kira Group Ltd and/or its affiliates, and I at this moment assign such intellectual properties exclusively to Kira Group Ltd and/or its affiliates. Immediately upon termination, for whatever reason, of my working relationship with Kira Group Ltd and/or its affiliates, I shall handover my work to my superiors and dedicated personnel at Kira Group Ltd and/or its affiliates in such a professional and responsible way that the responsible personnel have taken over my work. I shall delete any documents and information from or developed for Kira Group Ltd and/or its affiliates in my electronic devices, online accounts, and printouts. I now guarantee and warrant that I shall never use such documents and/or information to benefit anyone other than Kira Group Ltd and/or its affiliates. I shall maintain the confidentiality of Kira Group Ltd's confidential information, including this agreement's contents. I represent and warrant that I am permitted by relevant laws, such as immigration and employment laws, to perform the work of this internship. I understand during my work with Kira Group Ltd, I may work with personnel of Kira Group Ltd's affiliated companies, and subject to the terms and conditions of this agreement, I have rights to make a claim against Kira Group Ltd in case of a dispute. However, I shall not make any claim against its affiliates in any event, and I shall indemnify its affiliates related to any of my claims.

I agree to and acknowledge that I assume all the risks of participating in the internship program. In



consideration of the opportunity afforded to me to participate in the internship program, I at this moment agree that my assignees, heirs, guardians, and legal representatives will not claim Kira Group Ltd or any of its affiliated organizations, or either their officers or directors collectively or individually, or any of its employees, for the injury to me or damage to my property, however, caused, arising from my participation in the internship program.

I agree that this agreement's governing law shall be Rwanda's labor laws without regard to conflict of law principles. The jurisdiction shall be chosen by Kira Group Ltd at its sole discretion in case of a dispute.

I acknowledge that I have consented to participate in this internship by signing

A handwritten signature in black ink, appearing to be "Telesphore Uwabera", is written over a horizontal line.

below.

My Name: **Telesphore Uwabera** Signing Date: **31/07/2023** Home Address: **Kigali,**

Rwanda Email: Telephone: **+250785043355**

Official Personal ID (Driver's License, Passport, Citizenship, etc.): **1200280067198176**