

VOLUNTARY TRAINEESHIP AGREEMENT

Between: Arendt & Medernach S.A.
Established and having its registered office at 41A, J.F. Kennedy;
L-2082 Luxembourg

Represented by, Eidine Bossy, Human Resources Director

(Hereinafter the "Company")

And: Igor Fras
Residing at Wickerhauserova 30, 10000 Zagreb, Croatia

(Hereinafter "the Trainee")

This training agreement is concluded for a definite period:

1. The Company shall provide to the Trainee a practical legal internship. The Trainee will perform legal researches, drafting of legal documents and participate to the files.
2. The internship agreement is concluded for a fixed period from October 1, 2022 to March 31, 2023 and will expire on that date automatically and without notice.
3. The purpose of the internship agreement is to provide the Trainee with a training within the Investment Management practice. The Trainee will have Ms Isabelle Lebbe as a tutor.
4. The internship hours are 40 hours per week from Monday to Friday from 9.00 am to 6.00 pm with a lunch break of one hour.
5. The gross monthly internship allowance shall amount to 2 300.-€. The allowance shall be paid at the end of the month after deduction of social security and tax charges provided for by law.
6. The Trainee's leave entitlement is determined in accordance with the legal provisions. Paid leave shall be agreed on with the Company according to the needs of the service.
7. The Trainee shall undertake to dress appropriately throughout the duration of her/his internship with the Company.
8. The Trainee may at no time during the duration of this agreement and during the 25 years following the termination of the agreement, irrespective of the reasons for its termination, disclose to any other person or otherwise make use of confidential information belonging to or relative to the Company, its services or clients, which has been disclosed to her/him or which she/he has obtained during the performance of her/his internship, irrespective of whether or not this information is protected by professional secrecy.

The Trainee shall expressly acknowledge that she/he is bound by professional secrecy. She/he shall undertake to comply strictly with professional secrecy and not to disclose to any persons any information relating directly or indirectly to the activity or the affairs of the

Company, the clients of the Company and the employees of the Company. Similarly, she/he shall undertake not to disclose to any person the purpose or the contents of projects, studies, tasks or consultations performed at the Company either on behalf of clients or on behalf of the Company. This obligation to comply with the strictest professional secrecy shall also apply to information, results, data, documents, etc. to which the Company may have had access within the context of her/his work for the Company's undertaking, its subsidiaries or branches or for clients of the Company.

The Trainee shall also undertake to take all measures necessary to ensure that no unauthorised third party has access to documents containing confidential information.

Any breach of the above-mentioned obligations may lead to disciplinary sanctions which may bring about the termination of the voluntary training agreement with immediate effect without prejudice to the Company's right to institute criminal or civil proceedings.

9. Without prejudice to the provisions contained in the above clauses, the Trainee is informed of the existence of certain legal and regulatory obligations with respect to the prevention of market abuse and of sanctions applicable in the event of any breach of these same legal and regulatory obligations. The Trainee is also informed of the fact that the Company may be required, for the purposes of managing its affairs, to communicate the contact details of the Trainee to its client in order to register the Trainee on a list of insiders which must be kept and maintained by this client in accordance with the legal and regulatory provisions applicable in this area. The Trainee is informed of the fact that the Company reserves the right to take any measures which it may deem necessary against the Trainee in the event of a breach by the Trainee of the legal and regulatory provisions applicable with respect to the prevention of market abuse.
10. The Trainee shall acknowledge that any documents entrusted to her/him within the framework of the performance of this agreement as well as all documents drawn up by her/him are the exclusive property of the Company and must be returned to the Company at the end of this agreement.

The Trainee shall accept that any intellectual or industrial property rights, irrespective of their nature, which relate directly or indirectly to the activity of the Company and which are generated by the Trainee during or on the occasion of the performance of her/his agreement with the Company, under its instructions or otherwise, shall remain or become the exclusive property of the Company without any indemnity other than the internship allowance provided for in this agreement being due to the Trainee to this end, notwithstanding any legal or contractual provision to the contrary. In this regard, the Trainee shall undertake to cede all intellectual property rights from the day of their creation for the entire world and for the entire duration of legal protection. The Trainee shall allocate in particular to the Company all copyright, including all economic and moral rights to the maximum extent permitted by the law, in particular, but not limited to, rights of reproduction, use, exploitation, adaptation, modification and notification to the public, irrespective of the number, manner or form.

The Trainee is not authorised to remove or communicate, in any manner whatsoever (copy, photograph, email, etc.), any document issued from the Company, except in the event of transmission to the authorities or clients involved in the processing of a matter, under the authority of the person in charge of this matter.

Any breach of this confidentiality clause may result in the initiation of proceedings in accordance with the criminal provisions applicable in this regard.

The Trainee shall undertake to inspect and comply with the rules in force provided for in the internal policies and procedures which can be accessed on the Arendt intranet. Such rules include, but are not limited to, the Information Technology Charter, the "Clean Desk", "Bribery and Corruption", "Information Security" and "Arendt Privacy" policies. The Trainee shall furthermore undertake to consult them regularly and to keep up to date with any changes.

11. In the event of work incapacity and in accordance with Article L. 121-6 of the Labour Code, the Trainee shall inform the Company of this incapacity on the day of the impediment. The Trainee must submit to the Company a medical certificate stating her/his work incapacity and its likely duration at the latest on the third day of her/his absence. The Company reserves the right to require a certificate testifying to any absence, irrespective of its duration.
12. Throughout the duration of his/her internship, the Trainee must request prior authorisation from his/her tutor for any duly justified absence (e.g. school exams, professional interview). Any absence must, once validated, be immediately communicated by the Trainee to the Human Resources department.
13. In the event that one of the two parties wishes to end the internship, it must immediately inform the other party. The reasons given will be examined in close consultation between the Company and the Trainee. The final decision to terminate the internship will be taken only at the end of this consultation phase. In the event of unilateral or mutually agreed termination of the agreement before the end of the internship, an amendment to the agreement will be signed by both parties, neither party being able unreasonably to refuse to sign such an amendment.
14. The Company undertakes to comply with the legal provisions in force with regard to the social protection of the Trainee and in particular with regard to accident insurance.
15. Personal data of the Trainee will be processed as set out in the Arendt Privacy Policy attached hereto (Annex 1).

Done in duplicate in Luxembourg on September 22, 2022

The Trainee 


The Company

Annex: Arendt Privacy Policy