

INTERNSHIP AGREEMENT

BETWEEN THE UNDERSIGNED :

Institut Pasteur,

Foundation with registered office located at 28, rue du Docteur Roux, 75015, Paris,
Registered under APE code 7219Z, SIRET No. 775.684.897.000.17,
Contributing to Paris URSSAF under No. 757.71.0317932.002.011,
Represented by Mrs Odile HERMABESSIERE as Vice President, Human Resources,

Hereinafter called « **Institut Pasteur** »,

On the one hand,

AND :

Università degli Studi di Messina

Located at Piazza Pugliatti, 1
98122 Messina (Italy)

Duly authorized by Professor Salvatore CUZZOCREA, in his capacity as Rector

Hereinafter called « **University** »,

On the other hand,

AND :

Mr Francesco COPPOLINO,

PhD student at Università degli Studi di Messina,

Hereinafter called « **Student** »,

On the other hand.

Institut Pasteur, the University and the Student may be referred bellow, individually as “Party” or collectively as “Parties”.

Considering the Parties accepts the Student’s internship within the framework of this Internship Agreement, as mandated by French Act No. 2014-788 of July 10th, 2014 and French Order No. 2014-1420 of November 27th, 2014.

Therefore, the Parties agree as follows:

Article 1. Purpose of the Agreement

The present Internship Agreement, hereinafter called “Agreement”, governs the relationship between the University, Institut Pasteur and the Student, and sets forth the terms and conditions on which the Student, enrolled at the University, will be hosted at Institut Pasteur.

The Student will spend this internship on the basis of full-time, from February 7th, 2022 to July 8th, 2022, in the Unit : “Biologie Bactéries pathog.à Gram-positif” headed by Mr Patrick TRIEU-CUOT. The subject of the internship is “Characterization of GBS adhesins”.

The required presence from students during their internship at Institut Pasteur is thirty-five (35) hours per week, from Monday to Friday, on the basis of full-time. This presence cannot exceed thirty-five (35) hours per week.

Article 2. Purpose of the internship

The purpose of the internship is to enable the Student to put into practice the theoretical knowledge and methods acquired during his/her academic program, to identify his/her skills and confirm his/her career objectives.

The internship lies within the framework of both the Student's studies and of his/her personal and professional ambitions and aims at preparing the Student for entry into his/her professional life.

The internship is an integral part of the Student's program and is established by mutual agreement between the University and Institut Pasteur.

Allocated activities / Skills to develop or acquire

- Scientific project on GBS virulence
- Bacterial genetics

Article 3. Reception and supervision of the Student

3.1. During the internship, the Student remains enrolled at the University and is thereby protected by all rights established by the University. The Student shall not be considered an employee of Institut Pasteur.

3.2. The Student is supervised by Concetta BENINATI, hereinafter called "Academic Supervisor", who is appointed by the University and shall ensure the best conditions for execution of the present internship. The Student is also supervised by Arnaud FIRON, hereinafter called "Internship Supervisor", appointed by Institut Pasteur. The Internship Supervisor shall ensure the provisions under Article 2 of the present Agreement are complied with.

3.3. In case the presence of the Student is needed on a Saturday or Bank Holiday, and for exceptional reasons relating to the specificities of his/her activities, the Student must obtain the Internship Supervisor's prior written consent and inform Institut Pasteur Human Resources Department thereof. This presence must be supervised by the Internship Supervisor or the person designated by the latter.

3.4. During the internship, the Student can return to the University in order to attend classes, if specifically required by his/her academic program, and/or to participate in meetings. In this respect, the University shall inform in advance to Institut Pasteur about the dates of these classes and/or meetings, upon ten (10) days' notice and by any written means, particularly by email.

3.5. Any assignment carried out outside Institut Pasteur by the Student within the framework of the internship requires prior written consent of the University.

3.6. Should any difficulty arises in the course of the internship, the Academic Supervisor and the Internship Supervisor shall be informed in order to reach an appropriate solution as soon as possible.

Article 4. Discipline

4.1. The Student remains under the academic responsibility of the University during this internship. The University alone has responsibility for any disciplinary measures to be taken. In such cases, Institut Pasteur informs the University and the Academic Supervisor of the misconduct in question, providing any available evidence.

If the misconduct of the Student is particularly serious, Institut Pasteur reserves the right to terminate this Agreement in accordance with procedure set forth under Article 11.3 of the Agreement.

4.2. The Student must comply with all Institut Pasteur's internal regulations, in particular regarding working hours and hygiene and safety rules.

The Student undertakes to :

- perform his/her allocated tasks,
- observe Institut Pasteur's specific rules, codes and values.
- return to the Internship Supervisor all materials and equipment owned by Institut Pasteur and loaned to him during this internship.

4.3. Upon arrival, the Student will receive an access badge, allowing him/her to access to Institut Pasteur's campus and staff restaurant, and which must be returned at the end of the internship. Institut Pasteur reserves the right to deactivate this badge at any time.

4.4. The Student declares to be aware of current French regulations regarding bioethics, particularly including biomedical research, experiments on genetically modified organisms, manipulation of biological agents and animal testing, and provisions under French Order of June 11th, 2013 amending French Order of January 23rd, 2013 concerning rules of good practices designed to ensure biological safety and security mentioned under Article R.5139-18 of the code de la santé publique (French Public Health Code) and to respect them during this internship.

Article 5. Gratuities

5.1. The Student cannot claim any salary from Institut Pasteur. However, the Student must receive a gratuity when the duration of the internship exceeds two (2) months, whether consecutive or not, during the same academic year, in accordance with current French legislation.

5.2. The hourly amount of the gratuity is equal to 15% of the Social Security hourly cap as defined under Article L.241-3 of the code de la sécurité sociale (French Social Security Code). For information purposes, for each hour actually worked at Institut Pasteur, the Student must be entitled to receive three euros and ninety cents (3,90 €) per hour.

5.3. The gratuity is paid monthly on the bank account indicated by the Student to Institut Pasteur Human Resources Department.

5.4. In the event of suspension or termination of the present Agreement, the amount of the gratuity due to the Student is prorated in respect to the duration of the internship performed by the Student which is assessed in particular with regard to his/her actual presence hours at Institut Pasteur.

Article 6. Provided benefits

The Student can benefit from protections and rights provided by Articles L.1121-1, L.1152 and L.1153-1 of the code du travail (French Labour Code) and can have access to Institut Pasteur's staff restaurant and social and cultural activities mentioned under Article L.2323-83 of the code du travail under the same conditions as Institut Pasteur's employees.

Up to maximum fifty percent (50%) of public transportation expenses are refunded by Institut Pasteur to the Student under the conditions laid down by Article L.3261-2 of the code du travail.

Article 7. Social Protection

7.1. During this internship, the Student continues to benefit from student health insurance provided by his/her student status. The Student shall present proof of health insurance coverage to Institut Pasteur Human Resources Department.

7.2. If the gratuity is less or equal to 15% of the Social Security hourly cap, the gratuity is exempt from social contributions. The Student continues to benefit from legislation on occupational diseases and injuries as laid out in Article L.412-8-2 of the code de la sécurité sociale (student status). In the event of occupational injury

incurred by the Student, either when carrying out his/her tasks at Institut Pasteur, or on the way to or from his/her workplace, Institut Pasteur shall notify the University within 48 hours of the event.

7.3. If the gratuity is above 15% of the Social Security hourly cap, social contributions are calculated on the difference between the amount of the gratuity and 15% of the Social Security hourly cap. The Student benefits from social coverage as laid out in Article L.411-1 and following of the code de la sécurité sociale (French Social Security Code).

7.4. In the event of occupational injury incurred by the Student, either when carrying out his/her tasks at Institut Pasteur, or on the way to or from his/her workplace, or when the Student benefits from a gratuity above 15% of the Social Security hourly cap, Institut Pasteur must send without delay a copy of the declaration sent to the Caisse Primaire d'Assurance Maladie of the place of residence of the Student during this internship.

Article 8. Civil Liability - Insurance

8.1. Institut Pasteur and the Student both declare to have acquired civil liability insurance.

8.2. The University or the Student undertake to provide certificate of such insurance covering the Student's personal civil liability for any kind of damage the Student might cause during the internship.

8.3. Institut Pasteur has subscribed an insurance contract governed by the code des assurances (French Insurance Code) and covering the Student when traveling in France or from France to abroad, within the framework of the internship.

Article 9. Confidentiality

9.1. The Student and the University undertake to never use, under any circumstances, the information gathered, generated or obtained under this Agreement with a view to publication or communication to other parties, without prior written consent of Institut Pasteur.

This undertaking shall be applicable during the internship but also after its expiry for a period of ten (10) years, regardless of any suspension and/or termination under Article 11 of the present Agreement.

9.2. The Student undertakes not to keep, remove or copy any document, material, or software, of any kind whatsoever, belonging to Institut Pasteur without the latter's prior written consent.

9.3. Institut Pasteur can demand to limit the internship report's circulation and/or to remove any element deemed highly confidential. Anyone getting to know of the internship report is bound by secrecy and undertakes not to use nor disclose any information contained therein.

Article 10. Intellectual Property

10.1. Prior Rights

Each Party shall retain the sole ownership of all intellectual property rights they developed prior to the execution and/or outside the scope of the Agreement.

10.2. Ownership of Results

This internship should not involve any inventive step by the Student. Should it be otherwise, the Parties expressly agree that any intellectual property rights on results generated by the Student in connection with the Agreement shall be transferred to Institut Pasteur, in a transfer agreement to be executed at the filing date of any declaration of Invention in which the Student is acknowledged as inventor. Institut Pasteur shall ensure, if applicable, that the name of the Student is mentioned as an author or inventor in any related publication or patent.

Article 11. Leave – Internship Interruption

11.1. Leave and absences

Leave and absences are possible during internships for which the duration exceeds two (2) months and within the limit of a maximum period of six (6) months. Leave and absences shall be approved in advance by the Internship Supervisor then reported to Institut Pasteur Human Resources Department.

11.2. Temporary interruption

Any temporary interruption of the internship taken at the initiative of Institut Pasteur or the Student (illness, accident, maternity, paternity, adoption, etc.) is reported to the other Parties to the Agreement as soon as possible. Working time arrangements or postponement of the internship end date is possible in order to enable the completion of the originally planned duration of the internship and shall be the subject of an amendment.

In case of maternity, paternity or adoption, the Student benefits from periods of leave and absences equivalent to those provided for employees in private companies by Articles L.1225-16 to L.1225-28, L.1225-35 and L.1225-46 of the code du travail (French Labour Code).

11.3. Termination

Any termination of the Agreement by the Student, the University or Institut Pasteur shall immediately be reported in writing to the other Parties to the Agreement. The reasons put forward shall be closely examined by all Parties and the Academic and Internship Supervisors. The final decision shall be taken only upon completion of the consultation procedure.

11.4. Extension of Internship

An amendment to the Agreement shall be established in case of extension of the internship at the joint request of Institut Pasteur and the Student, and in compliance with the maximum legal length of the internship, namely six (6) months per academic year.

Article 12. Internship certificate

On completion of the internship, Institut Pasteur issues an internship certificate indicating at least the actual duration of the internship and, if applicable, the amount of the gratuity received by the Student.

The Student shall produce this certificate in support of any possible application for access to rights under the general pension plan provided under Article L.351-17 of the code de la sécurité sociale (French Social Security Code).

Article 13. Applicable law – Settlement of disputes

This Agreement shall be governed by and construed in accordance with the laws of France.

Any dispute, controversy or claim arising out or relating to this Agreement shall be settled by the Parties' respective representatives. In case of persisting disagreement between the Parties, the dispute shall be subject to the jurisdiction of the French courts.

The Parties agree that copies of signatures (e.g. PDF by emails) have the same effect as original signatures.

Paris, on January 10th, 2022

Institut Pasteur
Mrs Odile HERMABESSIERE



(*) **The University**
Mr Salvatore CUZZOCREA

A large, stylized handwritten signature in black ink, corresponding to Mr Salvatore CUZZOCREA.

The Student
Mr Francesco COPPOLINO

A handwritten signature in black ink, corresponding to Mr Francesco COPPOLINO.

For visa,

The Academic Supervisor
Mrs Concetta BENINATI

A handwritten signature in black ink, corresponding to Mrs Concetta BENINATI.

The Internship Supervisor
Mr Arnaud FIRON

A handwritten signature in black ink, corresponding to Mr Arnaud FIRON.

(*) Stamp and signature must be preceded by handwritten names and the following confirmation: "*read and approved; good for agreement*".