

SECONDMENT AGREEMENT

THIS SECONDMENT AGREEMENT is made by and between:

ÚSTAV PRO SOUDOBE DĚJINY AV ČR, v. v. i., hereinafter indicated as “USD” or “Seconding Entity” with its address Vlašská 355/9, 118 00 Praha 1, Czech Republic – here represented by its Director Dr Adéla Gjuričová

and

INSTITUT ZA NOVEJSO ZGODOVINO, hereinafter indicated as “INZ” or “Hosting Entity” with its address Privoz 11, 1000 Ljubljana, Slovenia – here represented by its Director Dr. Andrej Pančur

concerning

The secondment to INZ of AUNG KYAW MING, employee of the Seconding Entity, hereinafter indicated as “Secondee”

together, the “Parties”, separately, a “Party”.

ARTICLE 1 – RECITALS

- (1) The Secondee is employed by USD as research and development specialist under the terms of a contract of employment dated 22 April 2026 (the “Contract”).
- (2) The USD has agreed that the Secondee shall be seconded to the Hosting Entity for the period and the purpose set out in this Agreement, subject to the terms and conditions of this Agreement.

ARTICLE 2 – THE PROJECT

- (1) The Seconding Entity and the Hosting Entity are carrying out a European Research Council (ERC) Starting Grant project entitled *Brokers of Non-Alignment: Biographical and Network Approaches to the Making of the Third World* (the “Project”), pursuant to the EC Grant Agreement dated 11 September 2025, Grant agreement ID: 101220974 (the “Main Agreement”).

ARTICLE 3 – THE SECONDMENT

- (1) The Secondee shall be seconded for the purposes of the Project to the Hosting Entity for the period between 1 May 2026 and 31 October 2030 or such earlier termination date as may arise by operation of this Agreement, or such later date as is agreed in writing by all the Parties (the “Secondment”). If this Agreement is entered into after the start date of the Secondment specified above, it shall apply retrospectively to work carried out during the Secondment from such start date.

(2) The Seconding Entity will ensure availability of the Secondee to Hosting Entity during this period up to an average of 0,75 FTE: a total of 9 full-time person months, corresponding to a total of 1290 hours annually.

(3) Unless agreed otherwise in writing between parties the working hours per month will be evenly distributed over the whole period.

(4) Further details regarding the expected programme of work that the Secondee shall perform in relation to the Project is set out in Main Agreement.

(5) During the secondment, the secondee will report to Dr Agustín Cosovschi, Principal Investigator of the Project (“Hosting Entity PI”).

(5) During the Secondment the Secondee shall:

- carry out any tasks that are reasonably requested by the Hosting Entity in conjunction with the Project (and shall not carry on any work at the Hosting Entity that is not connected to the Project);
- carry out such tasks with all due care and skill;
- report on day-to-day matters to the Hosting Entity PI;
- continue to report to and be managed by Doc. Jan Koura, PhD. (the “Seconding Entity Supervisors”) and inform the Seconding Entity Supervisors as soon as reasonably practicable if they have any issues or concerns about the Secondment or the work that they are doing.

(6) It is acknowledged that the Secondee may be required to carry out duties or attend meetings or calls for the Seconding Entity from time to time during the Secondment, but time spent on these matters should not be such that they adversely affect the Secondee’s work for the Project.

(7) Throughout the period of secondment, the legal and employment relationship between Seconding Entity and Secondee will not be affected by this agreement.

ARTICLE 4 – LOCATION

(1) During the Secondment, the Secondee shall be at teleworking from home. The Secondee may also be required to undertake travel on business for the Project.

ARTICLE 5 – EQUIPMENT

(1) The Seconding Entity will not provide the Secondee with any technical equipment. The Secondee is entitled to use the library and other information resources of the Seconding Entity.

ARTICLE 6 – FINANCIAL ARRANGEMENTS

(1) The Hosting Entity undertakes to pay remuneration to the Seconding Entity for the work performed by the Secondee under this Agreement.

(2) The remuneration is based on working time and the real direct salary costs of the Seconded (including taxes and other obligatory employers' social security contributions), as identifiable and verifiable in the accounts of Seconding Entity, and is calculated on the basis of the rate per productive hour, where the standard annual number of productive hours for the Seconding Entity is 1720, and where the real direct annual salary cost for the Seconded on an 1,0 FTE basis is estimated at € 24 747 (€ 2 062 per month for 0,75 FTE under a four-year employment contract).

(3) The Seconding Entity will be reimbursed for the hours worked by the Seconded, up to the total maximum number of hours indicated in Article 3.2, and within the limits of the agreed upon distribution over the secondment period in Article 3.3 or amendments to this article agreed upon in writing. The total annual reimbursed costs by Hosting Entity to the Seconding Entity cannot be higher than the total actual remuneration of the person (in proportion to their part-time percentage).

(4) The hours worked must be recorded monthly in the time recording system of the Hosting Entity and Project, which will be provided by INZ.

(5) Costs for business travel by Seconded, necessary for carrying out the Project, will be reimbursed directly to the Seconded by the Host Entity and follow the INZ/Slovenian travel reimbursement rules.

(6) Other direct costs necessary for the execution of the tasks will be reimbursed directly to the Seconded by Hosting Entity.

ARTICLE 8 – INVOICING

(1) The Seconding Entity will send invoices to Hosting Entity for the amount payable on a quarterly basis. Payment of invoices to Seconding Entity will take place within 4 weeks of receipt of the invoice.

(2) For Hosting Entity to report the costs of the Seconded in line with any Project requirements as in article 6.2.A.2 (A3) of EU Grants: AGA – Annotated Grant Agreement: V2.0- 01.04.2025 (AGA), the Seconding Entity will provide the required information (for instance the daily rates and maximum day-equivalents) to Hosting Entity upon request.

(3) Personnel costs are to be calculated according to EU regulations in article 6.2.A.2 (A3) of AGA.

(4) Seconding Entity is exempt from VAT.

ARTICLE 8 – ILLNES AND LEAVE

(1) The Seconded and/or Seconding Entity will notify the Hosting Entity in the event of inability to work due to illness, holidays, or other conditions/circumstances if this could impact the timely execution of the Project obligations.

(2) In the event of longer-term inability to work due to illness or other circumstances, the Parties will enter into consultation about the continuation of the secondment, taking into account the obligations following from the Descriptions of Action included in the Grant Agreements of the Project(s).

(3) Only actual costs (hours worked) connected to the Action in the Project(s) as described in Annex 1 of the Grant Agreements are eligible (AGAs Art 6.1). Salary costs paid during long-term illness cannot be charged on the Project(s) and these have to be covered by the Seconding Entity from other sources.

ARTICLE 7 – MANAGEMENT DURING THE SECONDMENT

(1) At all times during the Secondment, the Secondee shall be and remain an employee of the Seconding Entity. Except as expressly set out in this Agreement, the Secondee shall remain subject to the Contract in accordance with its terms and shall continue to comply with any policies and procedures issued by Seconding Entity.

(2) Whilst the Hosting Entity shall have day-to-day oversight of the Secondee's activities in respect of the Project, the Seconding Entity shall continue to deal with any Management Issues concerning the Secondee. For the purposes of this Agreement, "Management Issues" shall be all those matters regarding the management of the employment relationship between the Seconding Entity and the Secondee including (without limitation) appraisals and performance issues; approvals for periods of annual, sick or other leave; grievances raised by the Secondee and disciplinary matters.

(3) Where a Management Issue may affect the work the Secondee is doing in relation to the Project, the Seconding Entity shall consult with the Hosting Entity before taking any formal action or approving any leave (or when it is not reasonably practicable to consult before taking the action, notify the Hosting Entity as soon as possible that the action has been taken).

(4) The Hosting Entity shall notify the Seconding Entity of any issues that may be relevant to a Management Issue. The Hosting Entity shall provide the Seconding Entity with such further information and assistance as the Seconding Entity may reasonably require to deal with any Management Issues or to carry out its obligations as the Secondee's employer.

(5) The Hosting Entity shall not, and shall not require the Secondee to do anything that shall, breach the Contract or the Main Agreement. The Hosting Entity shall have no authority to vary the terms of the Contract or make any representations to the Secondee in relation to the terms of the Contract.

(6) The Parties shall each notify each other if they identify any potential conflicts between the Secondment and the Secondee's obligations as an employee of the Seconding Entity.

ARTICLE 9 – INTELLECTUAL PROPERTY

(1) The right of ownership to any already existing intellectual property and/or data brought into the Project by the individual Party shall be remain with the Party that brought it in.

(2) The ownership rights to Project results shall accrue to the Party that has generated them.

(3) If two or more Parties have generated the Project results collaboratively, and the results cannot be separated, they shall have joint ownership of these. The Parties' undivided share shall correspond to the respective Party's proportionate intellectual contribution to the results in question.

(4) All data that the Secondee gets access to or/and analyses during his stay at the Hosting Entity will remain the property of the data provider.

(5) In the case that Hosting Entity wishes to protect the confidentiality of any data, documents or other material made available to the Secondee within the context of this Agreement, the Hosting Entity will enter into separate Non-Disclosure Agreement with the Secondee.

(6) The Secondee shall inform the Seconding Entity and the Hosting Entity as soon as possible of circumstances likely to have effect on Intellectual property provisions of this agreement.

ARTICLE 10 – ADDITIONAL REMARKS

(1) Nothing in this Agreement shall be construed in any way as to diminish or alter the rights of the European Commission as set out in the Main Agreement.

(2) Nothing in this Agreement shall be construed in any way as to alter any other agreements or the associated terms and conditions of the appointment held by the Secondee at the Seconding Entity.

ARTICLE 11 – TERMINATION

(1) The secondment will terminate by operation of law upon expiry of the term for which this Agreement is entered into.

(2) Premature termination by one Party is possible if a serious reason exists and only after prior consultation with the other Parties and if other strategies have been shown to be not feasible and after the Secondee has been heard. A period of notice of at least three months will apply.

ARTICLE 11 – COMPLIANCE WITH EC RULES FOR SECONDMENT

(1) Parties confirm that they are familiar with the EC rules applicable, in particular the rules for eligibility of the costs of secondment as described in article 6.2.A.2 (A3) of AGA, and that they commit themselves to fully complying with these rules.

ARTICLE 12 – FINAL PROVISIONS

(1) This Agreement shall be governed by Czech Law. The Seconding Entity and the Host Entity will endeavour to amicably settle disputes arising out of or in connection with this Agreement. If, and to the extent that, any such dispute, controversy or claim has not been settled amicably within 90 days, the courts of Prague shall have exclusive jurisdiction.

(2) The Agreement is concluded and stored in electronic form and signed by all Parties with a valid qualified digital signature. Each Party receives an identical copy of the signed contract.

(3) The Agreement shall be concluded on the date of signature by all Parties and shall apply from 1. 5. 2026 onwards.

On behalf of the Secoding
Entity:

On behalf of the Hosting
Entity:

Secondee: