HRD/FINALSEMTRG/2022/1003586056 Screenshot 2022-02-01 202715.png

January 31, 2022 Arshdeep Singh Chudhey.

Dear Arshdeep Singh,

This is in reference to the Internship Program (‘**Program**’ hereinafter) offered to you by Infosys Limited (**‘Infosys’** hereinafter), a corporation incorporated and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India, in accordance with the terms of the Internship Agreement executed between you and Infosys on [*date*]. The details of the Program are as follows:

1. Program Date : **February 7, 2022**
2. Duration of the program : **13 Weeks**
3. Mode of Internship : **Online or at the Company’s premises at Mysore**

Infosys at its sole discretion permits you to work remotely during the Program, till further notice. The Company does not expect you to work from office for the foreseeable future. You may continue to work remotely unless there are business requirements, including changes in the applicable law, in which case, you will be provided 30 (Thirty) calendar days’ notice to return to office. As such, should you be asked to return to work, you agree that it will not be considered a modification to your working conditions.

You will be entitled to get a **Stipend of Rs. 10,000/- (Rupees Ten Thousand Only) per month** during the Program. You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Intern’s obligations as per the Internship Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys’s confidential and proprietary information. Infosys disclaims all liability and responsibility for acts and/or omissions by you that are in violation of any of the applicable laws, governmental orders, guidelines, rules, ordinances, or regulations that are in force at the applicable time

Please note that the Internship Agreement may be terminated by Infosys in accordance with Clause 6 of the Internship Agreement.

Please sign this letter, the Internship Agreement and the undertakings, attached herewith and send across a scanned copy of the same to [Infosys\_LPCampus@infosys.com](mailto:Infosys_LPCampus@infosys.com) before 07th February2022. You are also required to send the signed hard copy of this letter, the Internship Agreement, and the attached undertakings to Infosys’s office at Electronics City, Hosur Road, Bangalore 560 100, India before 14th February 2022

You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you, Yours sincerely,

## RICHARD LOBO

**EVP and Head Human Resources – Infosys Limited**

Dear Arshdeep Singh,

We would like to ensure that you are updated on a few things in order to ensure that your Internship Program with Infosys is productive and enjoyable.

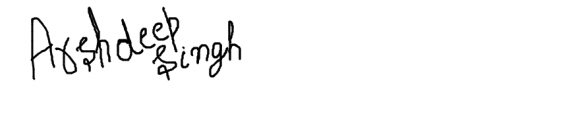
You will be required to login to WebEx on the day of your joining. The details of WebEx meeting will be shared with you shortly over e-mail.

You are required to work from Monday through Friday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on an assigned project topic and submit a copy of your project report to your Project Mentor.

**UNDERTAKING**

I, ARSHDEEP SINGH , do hereby agree to abide by the policies, rules and regulations governing employees of Infosys in their conduct as has been specified to me in the Internship Agreement. I acknowledge and agree that Infosys has no liability and responsibility for all acts and/or omissions by me that are in violation of any of the applicable laws, governmental orders, guidelines, rules, ordinances, or regulations that are in force during the period of the Program.

Signature : 

Name : ARSHDEEP SINGH

Date : 1 FEBRUARY, 2021

**INTERNSHIP AGREEMENT**

This Agreement is made as of ( “**Effective Date**” hereinafter) between Infosys Limited, a corporation incorporated and existing under the laws of India and having its primary place of business at 44 Electronics City, Hosur Road, Bangalore 560 100, India and its Affiliates (“**Infosys**”/**Company** hereinafter) represented by [*name of person, designation*]

AND

ARSHDEEP SINGH (“**Intern**” hereinafter), Son/Daughter of JASWANT SINGH **,** and a permanent resident of INDIA

**WHEREAS** Infosys is a reputed Indian company operating globally and engaged in the business of development of solutions for Information Technologies & the Information Technologies Enabled Services sector; and

**WHEREAS** the Intern is desirous of interning with Infosys and receiving formal, effective, technical and practical training from Infosys enabling him/her to independently function as a competent professional of the Information Technology sector (“**Program**” hereinafter) after completing his/her graduation course and thereby becoming commercially viable to any organisation that he/she wishes to join by meeting the business needs, parameters, standards and efficiency levels required by the organization.

**WHEREAS** the Intern is aware that the Program would comprise of courses, modules, prescribed programs by Infosys which involves the expenditure of substantial sums of money by Infosys in the form of substantial costs, expenses, man hours spent in imparting the training (“**Fees**” hereinafter); and

**NOW THEREFORE,** for and in consideration of the mutual agreements and covenants hereafter set forth, the parties hereto agree as follows:

# DEFINITIONS:

* 1. “Affiliate” of Infosys shall mean a person or entity directly or indirectly controlling, controlled by, or under common control with Infosys. “Control” for the purposes of this clause shall mean with respect to any person or entity, the right to exercise or cause the exercise of at least fifty per cent (50%) or more of the voting rights in such person or entity.
  2. “Agreement” shall mean this Internship Agreement which has been executed by and between Infosys and the Intern.
  3. “College Authorities” shall mean and include the Principal and/or Registrar and/or any other designated personnel of

(“**College**” hereinafter) who are authorized to issue permission(s) to the Intern to participate in the Program.

* 1. “Confidential Information” shall include, but is not limited to (i) all forms of information provided to the Intern as per the prescribed module or otherwise, during the Program; and (ii) includes trade secrets or other information relating to the affairs, finances, business practices, clients, connections or business plans of the Infosys to which the Intern gains access in the duration of the Program, but does not include information or knowledge which has come into the public domain.
  2. “Employee Handbook” shall mean the Employee Handbook, which is applicable to all the employees of Infosys.
  3. “Fees” shall include the meaning ascribed to it in Clause 3.1.
  4. “Misconduct” shall, for the purpose of this Agreement, would have the same meaning ascribed to it in the Employee Handbook of Infosys.
  5. “Project” shall mean the mandatory final semester College project work as part of his/her curriculum in his/her College.
  6. “Program” shall include the meaning ascribed to it in Clause 2.

# PROGRAM:

* 1. The Program would commence from **February 7, 2022**
  2. The Program would be conducted online or at the Infosys premises at Mysore and such information shall be provided to you separately by authorized Infosys personnel.
  3. The Program would comprise of a technical project(s) where the Intern would be allocated to a team mentored by project managers and programmer analysts of Infosys.
  4. The Program may require the Intern to work with the latest tools, technologies and frameworks used in and by Infosys and/or used in the Information Technology sector globally.
  5. The Program may require the Intern to undergo the entry level training program.
  6. The Program will require the Intern to be assessed on his soft skills by relevant personnel designated by Infosys.

# FEES

* 1. The Fees for the Program imparted to the Intern would be an amount of INR 25,000/- (Rupees Twenty-Five Thousand only).
  2. The Intern agrees that he/she shall be liable to pay Infosys the Fees and all costs and expenses incurred in or connected with training as stipulated in clause 3.1 of this Agreement, in the event of
     1. Not joining Infosys as an employee after an Offer of employment has been extended by Infosys to the Intern, if so extended by Infosys; or
     2. The Intern has become ineligible for employment by Infosys due to non-fulfillment of the terms and conditions of the Offer Letter.

# INFOSYS’ OBLIGATIONS

* 1. Infosys shall ensure that the Intern is given every possible opportunity to complete his/her Project during the course of the Program.
  2. For the above-mentioned completion of the Intern’s Project, Infosys shall allow the Intern extensive use of the facilities which were ordinarily available to the Intern during the Program.

# INTERN’S OBLIGATIONS

* 1. The Intern, during the course of the Program needs to be present in the territory of India.
  2. The Intern, during the course of the Program, would have to follow certain rules and regulations and certain company policies of Infosys that would normally be applicable to any other employee of Infosys, including but not limited to the Code of Conduct and Ethics and any other policies and agreements pertaining to confidentiality and intellectual property rights protection.
  3. The Intern shall attend the full duration of the Program and shall be granted leave of absence at the sole discretion of Infosys.
  4. The Intern shall faithfully and diligently undergo and imbibe the Program strictly in a manner prescribed by Infosys.
  5. The Intern shall not commit any act(s) of Misconduct, indiscipline, refusal to obey orders or any other act(s) which impedes the process of the Program.
  6. The Intern shall not disclose any Confidential Information to any party without the prior written approval of Infosys. Notwithstanding the above, the obligations of this Clause will remain inoperative as against you if the Confidential Information is (i) known to the public, through no act or failure to act on your part; (ii) authorized for dissemination to others by the Company without restrictions on disclosure; (iii) legitimately received from a third party without restrictions on disclosure in favor of the Company; (iv) generally made available to third parties by the Company without restrictions on disclosure, or (v) required to be disclosed by law or court order, provided that you will take reasonable steps to give the Company sufficient prior written notice and opportunity to contest such request, requirement or orders. If you have any questions as to what comprises such confidential information, please consult your designated project manager.
  7. The Intern accepts that Infosys shall be the sole owner of any and all intellectual property rights, including copyright, trademark, etc. and any equivalent and all attendant rights in relation to any report, research, article, publication, work product, software, technical project, techniques, formulas, data, etc. that you would have made and created as part of and during the course of the Program.
  8. The Intern shall undertake utmost care in maintaining and protecting the assets and intellectual property of the Company, including but not limited to the laptop, software, hardware, files (stored in whatever medium) etc., that the Intern may have access to by virtue of his engagement with Infosys or that may be provided to the Intern by Infosys from time to time, for his/her use.
  9. Notwithstanding any other provision of this Agreement, the Intern shall be required to follow a 5 (five) day working week as part of the Program.

# TERMINATION BY INFOSYS

* 1. Infosys has the right to terminate this Agreement at any point of time if the Intern is found to commit an act of Misconduct in accordance with the Company’s rules and policies is found to have been engaging in any exam malpractices or unfair means to clear any comprehensive examinations or complete their education during the course of the program.
  2. Infosys has the right to terminate this Agreement with immediate effect at its own discretion without assigning any cause or reason thereof.
  3. Infosys has the right to terminate this Agreement with immediate effect if the Intern is found to disclose any Confidential Information to any party without its prior written approval to the same.
  4. Infosys has the right to terminate this Agreement with immediate effect if the Intern is not present in the territory of India at any point during the duration of the Program.
  5. Any intimation of termination of this Agreement by Infosys shall be in writing and shall be signed by a manager/officer of Infosys generally or specifically authorized in that behalf and shall be issued to the Intern concerned
  6. Termination of this Agreement under the aforementioned clauses by Infosys would be without prejudice to the Company’s right to claim damages suffered on account of such breach or any other relief to which the Company may be entitled to under the contract, law or equity.

# CONSEQUENCES OF TERMINATION

Upon termination of this Agreement, the Intern shall be obliged to:

* 1. Return all tangible forms of Confidential Information to Infosys.
  2. Return any of the tangible equipment and/or assets in the same condition as provided to the Intern during the course of the Program.

# REPRESENTATIONS, WARRANTIES AND INDEMNITIES:

* 1. The Intern fully understands the implications and obligations contained in this Agreement and have no objection(s) thereto. The Intern represents that he/she has acquired all relevant/requisite permission(s) from College Authorities in order to participate in this Program and that the College Authorities fully understand the implication(s) of this Agreement and have no objection(s) thereto:
  2. The Intern shall use his/her best endeavors to complete his/her Project and in the event of him/her not completing the Project, shall not hold Infosys liable thereto.
  3. Indemnity: The Intern shall always hold harmless Infosys, its officers, employers, employees, agents, representatives and contractors from and against any and all lawful consequences of any loss, damage, costs, penalties, fines, claims, expenses or liabilities arising out of or resulting from negligence, Misconduct, misfeasance or any improper/illegal action of the Intern or any breach of the aforementioned representations and warranties.

## INTERN STATUS

* 1. Notwithstanding anything contained herein, this Agreement is not intended and shall not be construed as an offer of employment from Infosys.
  2. During the Program, you will remain a student of your College. This offer of Internship is not to be construed as, and does not constitute, an offer of employment in the Company. Please note that your participation in the Program with Infosys is not guarantee of an offer of employment with Infosys.

# GENERAL PROVISIONS

* 1. Non-Waiver and Amendment: No amendment, alteration, or modification, of this Agreement shall be binding unless made in writing and signed by both Infosys and Intern. The failure of either Infosys or Intern at any time or times to require performance of any provision hereof shall in no manner affect the right at a later time to enforce such provision.
  2. Force Majeure: Neither party shall be liable to the other for any delay or failure to perform its obligations under this Agreement as a result of natural disasters, pandemics, epidemics, actions or decrees of governmental bodies, communication line failures not the fault of the affected party, or any other delay or failure which arises from causes beyond a party’s reasonable control (“Force Majeure Event” hereinafter). If a Force Majeure Event arises, the party whose performance has been so affected shall immediately give notice to the other party and shall do everything reasonably possible to resume performance. Upon receipt of such notice, this Agreement shall be immediately suspended. If the period of nonperformance exceeds fifteen (15) days from the receipt of notice of the Force Majeure Event, the party whose ability to perform has not been so affected may by giving written notice, terminate this Agreement.
  3. Assignment: The Intern shall not assign any of its rights or obligations under this Agreement. Any assignment in contravention of these terms and conditions shall be null and void.
  4. Severability: If a court or an arbitrator of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provision, or portions of them, will not be affected.
  5. Governing Law: This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by laws of India.
  6. Any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in interpreting this Agreement.
  7. For the avoidance of doubt, this Agreement shall be effective only when signed by both parties.
  8. Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument.
  9. This Agreement, including any annexure attached hereto, sets forth the entire agreement and understanding of Infosys and the Intern with respect to the subject matter hereof, and supersedes all prior oral and written agreements, understandings, representations, conditions and all other communications relating thereto.
  10. Headings: The section headings used in this Agreement are intended for convenience only and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.

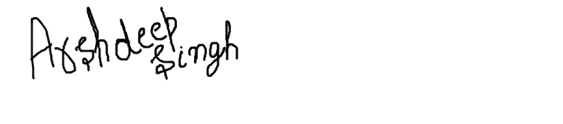
Yours truly,



## RICHARD LOBO

**EVP and Head Human Resources – Infosys Limited**

Accepted:



**[** Arshdeep Singh Chudhey**]**

Date: 1 FEBRUARY,2021