

Joining Report

1. Date of Joining

This is to state that I have joined Mindtree Ltd on 12/28/2020 (MM-DD-YYYY) on my own volition. Prior to joining Mindtree Ltd, I was working with Fresher and have completed all relieving formalities with my previous employer. To that extent, I am not in dual employment on the day of joining Mindtree Ltd and Mindtree Ltd is not responsible for any unfinished formalities viz., legal, financial, personal or professional which I have with my previous employer, if any.

2. BGC Disclaimer:

At Mindtree, background verification is a joining prerequisite. If it is found that a candidate has falsified their credentials, it would mean summary termination of employment and subsequent reporting of the breach of integrity to a national skill registry formed under the auspices of the Indian IT industry body – NASSCOM. Once a candidate is reported for breach of integrity, the breach is permanently recorded in his/her employment record and the data is visible at the national level for all future employers. I agree to this prerequisite and declare that the given information is correct and to the best of my knowledge.

3. Bank

I hereby agree that my salary and other benefits expressed in cash applicable to me may be credited to my account with ICICI/HDFC/AXIS/CITI/SBI Banks. I also agree that I will not raise any dispute over this in future even if the bank is changed.

4. Conduct Procedures

I further declare that I have completely understood the Conduct Procedures and I will follow the same without violating any.

5. Date of Birth

My date of birth is 4/18/1998 (MM-DD-YYYY) and I shall not raise any dispute before any forum now or in future over this date of birth as declared by me. Proof of date of birth is enclosed.



6. Current Residential Address:

Following is my current residential address:

Nutan Nagar Yellapur 581 359 Uttara Kannada Karnataka

Nutan Nagar Yellapur 581 359 Uttara Kannada Karnataka

Yellapur

581359

KARNATAKA

INDIA

I confirm that the address is given above is the latest and I understand that should there be any change of my address I shall intimate the same to the People Function immediately. I also undertake that if any communication is returned undelivered for the reason that the address being wrong or that I am not traceable at the above furnished address it shall be deemed that I have been informed of the contents of the communication and no further communication will be necessary.

7. Proprietary Information:

I understand that my service relationship with Mindtree limited creates a relationship of confidence and trust with respect to any information of a confidential or secret nature that may be disclosed to me by Mindtree that relates to the business of Mindtree or to the business of any parent, subsidiary, affiliate, customer or supplier of Mindtree or any other party with whom Mindtree agrees to hold information of such party in confidence (the “**Proprietary Information**”). Such Proprietary Information includes but is not limited to Assigned Inventions, marketing plans, product plans, business strategies, financial information, forecasts, personnel information, customer lists and data and domain names.

8. Confidentiality:

At all times, both during my engagement and after its termination, I will keep and hold all such Proprietary Information in strict confidence and trust. I will not use or disclose any Proprietary Information without the prior written consent of Mindtree, except as may be necessary to perform my duties as an employee for Mindtree for the benefit of Mindtree. Upon termination or expiration of my engagement to provide Services for Mindtree, I will promptly deliver to Mindtree all documents and



materials of any nature pertaining to my work with Mindtree and upon request by Mindtree, will execute a document confirming my agreement to honor my responsibilities contained in this invention Assignment Agreement. I will not take with me or retain any documents or materials or copies thereof containing any Proprietary Information.

9. Third party information:

I understand that Mindtree has received and will in future receive from third parties confidential or Proprietary Information (the “**Third Party Information**”) subject to a duty on Mindtree’s part to maintain the confidentiality of such information and use it only for certain limited purposes. I agree to hold Third Party Information in confidence and not to disclose to anyone (other than personnel who need to know such information in connection with their work for Mindtree) or to use, except in connection with my work for Mindtree. Third Party Information unless expressly authorized in writing by an officer of Mindtree.

10. No Conflict of Interest:

I agree not to disclose to Mindtree, or to bring onto Mindtree’s premises, or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or me. Unless I first obtain the express, prior written consent of Mindtree, I agree not to make use of any confidential or Proprietary Information of any third party in the course of performing the services, nor include or incorporate any such information with or into any product or work that I create, design, or develop for or on behalf of Mindtree in the course of performing the Services.

11. Emergency Contact Person

Please indicate whom to contact in case of emergency. Indicate name, relationship with you and telephone number with STD code, E-mail address and telegraphic address.

Mahabaleshwar	Bhat
FATHER	9449626402
Nutan Nagar Yellapur 581 359 Uttara Kannada Karnataka	
Yellapur	581359
KARNATAKA	INDIA



12. Medical History

Please give details of any major ailments that you had in their past/currently suffering

13. Have you been ever prosecuted in any criminal court?

(Yes/ No) if yes, give details.

No

14. Declaration

I hereby certify that the answers given by me for the foregoing questions are true and correct without any consequential omissions whatsoever. I agree that Mindtree Ltd. shall not be liable in any respect, if my application is rejected or my employment terminated because of the falsity of answers or omissions made by me in this application form. I agree to submit to physical examination. I also authorize Mindtree Ltd. to secure any information regarding myself and I hereby release any person, firm or institutions from all liabilities for any damage whatsoever for issuing such information. It is understood that if engaged my employment will be subject to service conditions as may be stipulated in the appointment letter. I am willing to travel if necessary or serve anywhere in India or abroad.

Ashwini

Bhat

First Name

Middle Name

Last Name

12/28/2020

Digitally signed by: Ashwini Bhat Ms. on 12/18/2020



Joining Date

Signature





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Maternity Benefits Policy at Mindtree

Maternity leave policy is to support women during pregnancy, childbirth or related medical conditions and is as per statutory regulations

1. Maternity leave will be given for 26 weeks (182 calendar days) of which not more than 8 weeks (56 calendar days) shall precede the date of delivery. This includes weekly offs (Saturdays and Sundays) and all public holidays during that period. This benefit will also be applicable for adoptive mothers and commissioning mothers (Refer Definition). In the case of adoption, the age of the child should be less than 5 years
2. A surrogate mother can avail maternity leave for a maximum of 12 weeks of which not more than 6 weeks shall precede the date of delivery. This includes weekly offs (Saturdays and Sundays) and all public holidays during that period. (Refer Definition).
3. In case of miscarriage or premature termination of pregnancy, Mindtree Mind is entitled to 45 days fully paid maternity leave (including weekly offs and all public holidays).
4. In case of Tubectomy, Mindtree Mind is entitled to 15 days leave (including weekly offs and all public holidays) once in Mindtree tenure.
5. Post Completion of Maternity leave if they required additional support, Mindtree minds can avail Work from Home if it is possible to do so.
6. All rules and regulations as per the Maternity Benefit Act, 1961 would apply.
7. In addition to the above benefits the lady minds (& spouse of Mindtree minds) are eligible to claim Insurance benefits towards Maternity and related medical conditions.

Please refer to People Hub for the more details on the process and specific limits.

Declaration

I Ashwini Bhat hereby acknowledge that I have read and understood the Maternity Benefits at Mindtree Ltd.

Signature Digitally signed by: Ashwini Bhat Ms. on 12/18/2020

Name - Ashwini Bhat

Date: - 12/18/2020

Mindtree Ltd., Global Village
RVCE Post, Mysore Road
Bangalore 560 059, India

T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

Digitally signed by: Ashwini Bhat Ms. on 12/18/2020



Mindtree
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EMPLOYMENT AGREEMENT AND NON-COMPETITION AGREEMENT

EMPLOYMENT AND NON-COMPETITION AGREEMENT

THIS EMPLOYMENT AND NON-COMPETITION AGREEMENT, is between Mindtree Limited, incorporated under the Indian Companies Act 1956 with its registered office at Mindtree Ltd, West Campus: Global Village, RVCE Post, Mysore Road, Bangalore-560 059, hereafter referred to as "COMPANY and the undersigned who has accepted the Offer from the COMPANY and has joined the COMPANY and referred to as the "EMPLOYEE." The relation of the Company and the EMPLOYEE is deemed to be of that of the employer and EMPLOYEE and till such time the EMPLOYEE continues to be on rolls of the COMPANY ("Employment")

REFERENCE

Reference is to the Offer Letter, which has been issued to the EMPLOYEE at the initiation and induction of the EMPLOYEE and contains details about

- Title/ Designation
- Competency level
- Compensation & Benefits

The EMPLOYEE's employment with the COMPANY commences on the date of joining the COMPANY as declared by the EMPLOYEE and as accepted by the payroll for the payment of EMPLOYEE's salary.

RECITALS

EMPLOYEE understands that, in its business, COMPANY has developed and uses commercially valuable including but not limited to technical non-technical and other information in the various existing and projected fields of COMPANY's business and, to guard the legitimate interest of COMPANY, it is necessary for COMPANY to protect certain information (1) as confidential and a trade secret and/or (2) by patent, copyright, and/or other means of protection available under the laws (Information).

EMPLOYEE understands that such Information is vital to the success of COMPANY's business, and that through EMPLOYEE's employment by COMPANY, EMPLOYEE may become acquainted and deal with such Information, and may contribute to that Information during employment.

EMPLOYEE understands that all such Information and contributions to such Information as a result of EMPLOYEE's employment by COMPANY are the exclusive and proprietary property of COMPANY and may be protected by COMPANY as COMPANY deems appropriate. THEREFORE, in consideration of EMPLOYEE's employment or continued employment by COMPANY ("Employment"), and in consideration of the mutual promises and covenants in this Agreement, EMPLOYEE and COMPANY agree as follows:





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DEFINITIONS

As used in this Agreement, the following definitions apply:

Causes for Dismissal from Employment. "Cause" shall be defined to mean any reason or rationale for which COMPANY in its sole discretion and reasonably discretion deems it necessary to terminate, dismiss or suspend the EMPLOYEE or otherwise terminate the Employment Contract and from the COMPANY payrolls and duties; Causes for Dismissal shall mean including but not limited to:

- Willful misconduct or negligence in the performance of, or persistent failure to perform EMPLOYEE's duties of employment;
- Commission of an act of dishonesty, disloyalty or fraud in connection with EMPLOYEE's employment;
- Drug or alcohol use, or being under the influence of same, during working hours or on duty of the COMPANY
- Conviction of, or plea of nolo contendere in, a crime, whether or not related to EMPLOYEE's employment;
- Breach of the provisions of this Agreement, Employment Contract, Code of Conduct procedures or breach of the COMPANY policies, which breach remains uncured ten (10) days after written notice thereof, except EMPLOYEE and COMPANY agree that any such breach cannot be cured.
- Commission or omission of any act, which is detrimental to the reputation of the COMPANY.

Client/ Customer shall mean such entities which are engaged or in the process of or have the prospect of entering into a business relationship with the COMPANY.

Employee's Output. The work product of EMPLOYEE during the term of Employment, including documentation and annotation for any and all products or Information, resulting in whole or in part, from the Employment that is deemed adequate by COMPANY for COMPANY to continue to productively utilize EMPLOYEE's Output even subsequent to the termination of the Employment, for any reason whatsoever. The work product shall also include, but not be limited to, Inventions as defined in this Agreement.

Employer. The Employer is Mindtree Limited, and any business entity, which may be a Subsidiary of Mindtree Limited. Except, for purposes of Intellectual Properties, also included under this definition, shall be any entity to which Mindtree shall choose to assign an intellectual property and has received Intellectual Properties from.

Intellectual Properties shall mean any Invention (as defined herein) or such other work, tangible or intangible which may be or can be protected under the applicable Intellectual Property laws or otherwise.

Inventions, shall include, any and all discoveries, inventions, designs, improvements, enhancements, ideas, concepts, techniques, know-how, reports software, documentation or other works of authorship, whether or not copyrightable or patentable that are or have been made, conceived, or developed or first reduced to practice by EMPLOYEE, in whole or in part, alone or jointly with others, in the scope of EMPLOYEE's Employment by COMPANY, but shall not include Inventions conceived and reduced to practice prior to Employment With the COMPANY.





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"Prospect" shall mean and include the entities with which the Company aspires to have a business agreement or understanding.

Non-Competition. EMPLOYEE warrants and guarantees that EMPLOYEE shall not compete by:

- a. Directly or indirectly soliciting or accepting any employment or any consulting assignment in any capacity or doing business or trade or patronage of any entities which are/ were Customers/Clients of the COMPANY to whom EMPLOYEE was introduced by Mindtree in active engagements during his/her Mindtree employment. This reasonable restriction shall be during my employment and for period ending on twelve (12) months following the termination/resignation or superannuation or otherwise ending of my employment with Mindtree or any of its affiliates (the "Restricted Period")
- b. Founding, working for, consulting to, or assisting in any way, whether in a paid or unpaid capacity, any individual, partnership, COMPANY, or other business entity or associate as a sole proprietor, owner, employer, partner, principal, joint venturer, shareholder, associate, EMPLOYEE, consultant, contractor or otherwise which competes with COMPANY with respect to any of the services, products, trade secrets, Information, Inventions or other matters of COMPANY; or
- c. Directly or indirectly employing, inducing, soliciting for employment/contract, or assisting others in employing/contracting any individual who is at any time' during the "Restricted Period" an EMPLOYEE or contractor of COMPANY or any of its Affiliates. ; or
- d. Owning an interest in any business which directly competes with COMPANY, except, however, nothing herein shall preclude EMPLOYEE from owning, as a passive investor, up to one percent (1 %) of the outstanding shares in a publicly traded COMPANY for the shares of which an active public trading market exists.
- e. During the "Restricted Period", EMPLOYEE shall not, without the COMPANY's prior written consent, engage in any employment or business activity or associate self (including, but not limited to, association as a sole proprietor, owner, employer, partner, principal, joint venturer, shareholder (beyond 1%), associate, EMPLOYEE, consultant, contractor or otherwise) with any Client or known Competitors of Clients the EMPLOYEE has worked for in last twelve months or any of their successors, or assigns.
- f. During the "Restricted Period", EMPLOYEE shall not solicit, or arrange to have any other person or entity solicit, any person or entity engaged by the COMPANY as an EMPLOYEE, customer, supplier, or consultant or advisor or otherwise having any relationship with the COMPANY to terminate such party's relationship with the COMPANY.

4.9 Trade Secret Information. -Trade Secret Information includes information whether or not developed by EMPLOYEE. Trade Secret Information includes, but is not limited to, the following:

- a. Research and development work; source code; object code; runtime libraries; system documentation; software-related documentation; system configurations; hardware design; firmware design; source code; object code; icons, business and product plans; marketing techniques; customer and supplies lists; construction, layout, and operation of COMPANY's facilities and equipment; as these items relate to the following COMPANY products:





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All of these items both for Customer/Clients and for COMPANY's internal/external/business/ operations; to the extent that these items are proprietary to COMPANY; and

b. Confidential information revealed to COMPANY by third parties and which COMPANY is obligated to keep confidential; all copies of this Agreement, and any other information that maybe be considered by COMPANY as COMPANY's Confidential Information under applicable laws, and

c. EMPLOYEE's Inventions.Trade Secret Information shall not include:

d. Information which, at the time of disclosure, is in the public domain or which, after disclosed' becomes part of the public domain by Publication or otherwise through no action or fault of EMPLOYEE; or

e. Information which EMPLOYEE can be proved was in its possession at the time of disclosure and was not acquired, directly or indirectly, from COMPANY; or

f. Information, which was received by EMPLOYEE from a third party having the legal right to transmit that information.

5.0 EMPLOYEE ACKNOWLEDGMENTS.

5.1 EMPLOYEE acknowledges, warrants and guarantees that Employment with COMPANY does not cause, directly or indirectly, the breach of any agreements between EMPLOYEE and third parties. EMPLOYEE further agrees that during the Employment, EMPLOYEE shall not engage in any action, or refrain from engaging in any action, where such action or inaction or act or omission may cause, directly or indirectly, the breach of any agreements between EMPLOYEE and third parties, including, but not limited to, confidentiality or non-disclosure agreements or breach of Intellectual Property Rights.

5.2 EMPLOYEE acknowledges that during Employment, EMPLOYEE shall devote full time and attention to Employment and full all conditions as laid in Employment Agreement and policies/practices of the COMPANY.

5.3 EMPLOYEE acknowledges that the compensation included in the Employment Agreement is the full and total compensation for the services. EMPLOYEE specifically acknowledges that EMPLOYEE is entitled to no compensation that is not included in the Employment Agreement including, but not limited to, royalties, bonuses, and additional benefits.

5.4 EMPLOYEE acknowledges that during the Restricted Period, EMPLOYEE has had and/or shall have access to and has become and/or shall or may become aware of Information including but not limited to Trade Secrets. EMPLOYEE agrees to hold in confidence all Trade Secret & Information disclosed to EMPLOYEE or developed by EMPLOYEE in connection with the Employment.

5.5 EMPLOYEE acknowledges that COMPANY is the sole and exclusive owner of all rights and remedies in and to Trade Secret & Information.





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5.6 EMPLOYEE recognizes the unusual nature of computer-related businesses and trade secrets, EMPLOYEE acknowledges COMPANY's right to immediate injunctive relief in case of any breach of this Agreement - by EMPLOYEE, in addition to any other remedy in damages in law or equity.

5.7 EMPLOYEE agrees to abide by the requirements defined under any security or other certifications or certifying bodies which the COMPANY intends to be subscribed under or to be certified at a date in future and all reasonable requirements/obligations that it undertakes with reference to its obligations for Customers/Clients.

5.8 EMPLOYEE acknowledges that the time periods provided for in this Agreement shall be extended for a period of time equal to any period of time in which EMPLOYEE shall be in violation of any provision of this Agreement and the COMPANY shall be entitled to multiple remedies including injunction for any and all the breaches and defaults of the EMPLOYEE.

6.0 EMPLOYMENT AND COMPENSATION.

6.1 The Employment shall or did commence on the date of the EMPLOYEE joining as per Company records and continues till cessation of employment by resignation or termination otherwise or by retirement when the EMPLOYEE attains an age of 60 year as per the date of birth declared at the time of joining.

6.2 COMPANY agrees to compensate EMPLOYEE for all of the services rendered by EMPLOYEE during the Employment as stated in the Employment Agreement that shall consideration shall be sufficient for and be deemed to pasrt of consideration for this Agreement as well.

7.0 RESTRICTIVE COVENANT AGAINST COMPETITION.

7.1 If Employment is terminated/ expiration of superannuation or otherwise ends with Mindtree or any of its Affiliates, EMPLOYEE shall not compete (as defined in clause 4.8 supra) with COMPANY for the Restrictive Period. In the event it is proved that the EMPLOYEE has competed with respect to Company's interests, then suitable damages will be sought from the EMPLOYEE besides seeking immediate injunctive relief in case of any breach of this Agreement- by EMPLOYEE and in addition shall have all other remedies in damages in law or equity. Also COMPANY, shall have the right to approach a Court/Arbitrator as per its sole discretion of relevant jurisdiction to resolve the matter at hand.

7.2 If a Court/ Arbitrator of competent jurisdiction deems such restrictive covenant unenforceable against an EMPLOYEE, or if EMPLOYEE is terminated without Cause and without the payment of compensation to the EMPLOYEE, COMPANY shall have the option to compensate EMPLOYEE for a period of up to six (6) months. In no event shall an EMPLOYEE terminated for Cause receive compensation.

8.0 CONFIDENTIALITY AND NON-DISCLOSURE.

8.1 EMPLOYEE agrees to hold in confidence all Trade Secret & Information disclosed to EMPLOYEE or developed by EMPLOYEE in connection with Employment.

8.2 EMPLOYEE shall not, without the written permission of COMPANY, use the Trade Secret &Information, which EMPLOYEE is obligated hereunder to maintain in confidence for any reason other than to enable EMPLOYEE to properly and completely perform the Employment.



8.3 EMPLOYEE shall not reproduce or make copies of the Trade Secret & Information or EMPLOYEE's Output, except as required in the performance of the Employment. Upon termination of Employment for any reason, whatsoever, EMPLOYEE shall promptly deliver to COMPANY all return all Trade Secret & Information and all correspondence, drawings, blue prints, manuals, letters, notes, notebooks, reports, flowcharts, programs, proposals, documents concerning COMPANY's Customer/Clients, documents concerning products or processes used by COMPANY, and all other documents, writings, and materials utilized by EMPLOYEE, together with any copies or other reproductions thereof made by EMPLOYEE or in the possession or control of EMPLOYEE.

8.4 EMPLOYEE shall immediately notify COMPANY of any information, which comes to EMPLOYEE's attention, which does or might indicate that there has been any loss of confidentiality of such Trade Secret & Information or breach of such rights.

8.5 The terms of this Section shall survive EMPLOYEE's Employment perpetually.

9.0 INTELLECTUAL PROPERTIES.

9.1 EMPLOYEE hereby agrees that EMPLOYEE is an "EMPLOYEE-for-hire" as defined by international copyright law, all works resulting from the Employment are "works made for hire" as defined by international copyright law.

9.2 EMPLOYEE shall promptly disclose to COMPANY and or to its Customers, in writing if requested, any and all inventions conceived or made by EMPLOYEE during the period of EMPLOYEE's Employment and related to the business or activities of COMPANY. EMPLOYEE shall assign and hereby agrees to assign all of EMPLOYEE's interest therein to COMPANY. EMPLOYEE shall execute, whenever COMPANY/Customer requests EMPLOYEE to do so, any and all applications, assignments or other instruments which COMPANY shall deem necessary to apply for and attain Letters Patent of the United States or any foreign country or to protect Intellectual property Rights of the COMPANY's /Customers interest therein. These obligations shall continue beyond the termination of EMPLOYEE's employment with respect to inventions conceived or made by EMPLOYEE during the period of Employment and shall be binding upon EMPLOYEE's assigns, executors, administrators and other legal representatives.

9.3 EMPLOYEE irrevocably assigns to COMPANY, or to any party designated by COMPANY, EMPLOYEE's entire right, title and interest in Inventions. Such assignment shall include, without limitation, all rights in all Letters Patent and application for Letters Patent (including any reissue, division, continuation ()r continuation in part applications), patents of addition, invention certificates, industrial designs, and industrial models and utility models through the world now or hereafter filed, all know-how, show-how, and other trade secret rights arising under the common law, state law, federal law and laws of foreign countries, all trademark rights, and all copyrights in all Developments & Inventions and all Intellectual property Rights therein.

9.4 EMPLOYEE shall place all appropriate notices of patent rights, trademark rights, and copyrights and all other Intellectual property Rights on all works resulting from Employment.

9.5 EMPLOYEE understands that subsequent to the Employment, EMPLOYEE's assistance may be needed in regard to securing, defending or enforcing any patent/ Intellectual property Rights of which EMPLOYEE is an inventor or co- inventor. In that event, EMPLOYEE shall provide all such assistance and COMPANY agrees that COMPANY shall pay reasonable compensation for EMPLOYEE's time at a rate to be agreed but not higher than





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the last salary rate paid to EMPLOYEE by COMPANY during EMPLOYEE's Employment. EMPLOYEE and COMPANY recognize that such assistance may involve:

- a. Executing any and all documents, patent applications and assignments to COMPANY or COMPANY's designee,
- b. Making and keeping proper records, and c. Giving evidence and testimony.

9.6 EMPLOYEE shall comply with all COMPANY policies that may be in effect from time to time relating to record keeping, disclosure to COMPANY and assignment of Developments & Inventions

9.7 The terms of this Section shall survive Employment perpetually.

10.0 SIMILAR WORK PRODUCT.

10.1 It would be difficult to identify and prove the use of COMPANY's Trade Secrets & Information in the development of other computer programs providing the same functionality as COMPANY's programs upon which EMPLOYEE worked during the Employment. Should any dispute arise between EMPLOYEE and COMPANY regarding: such computer programs that results in an arbitration or proceeding in a court of law, there shall be, for the purpose of any arbitration or trial, an irrefutable presumption that any computer program providing the same functionality as any or all such programs was developed using COMPANY Trade Secrets & Information contrary to the provisions of this Agreement.

10.2 Should the irrefutable presumption provided for in the preceding paragraph be held to be contrary to law, then the presumption shall be at the highest level allowed by law, and the burden of proof shall rest with EMPLOYEE.

11.0 INDEMNIFICATION.

11.1 EMPLOYEE shall indemnify COMPANY from and against any loss, damage, or injury COMPANY shall suffer as a result of any breach of this Agreement, Employment Agreement or other policies/practices of the COMPANY by EMPLOYEE and for all acts or omissions of EMPLOYEE. Such all encompassing indemnity shall include, but not be limited to, losses, damages, injuries, or liabilities, losses, expenses etc that COMPANY may suffer as a result of EMPLOYEE's breach, in any way, of this Agreement Employment Agreement or other policies/practices of the COMPANY. Such damages, injuries, liabilities, losses, expenses etc that may be awarded to COMPANY against EMPLOYEE shall be deemed to include all actual, general, indirect, special, punitive, exemplary and consequential damages awarded to COMPANY, its agents, EMPLOYEES, or assigns, against any party who benefits, in any way from EMPLOYEE's breach of this Agreement, Employment Agreement or other policies/practices of the COMPANY as well as any attorney fees, liabilities, losses, expenses, costs of suits, costs or arbitration, or costs or appeal, etc which may be awarded in any litigation or arbitration instituted by or against COMPANY to recover monetary compensation for such loss, liabilities, losses, expenses damage or

injury, etc or to obtain injunctive relief from EMPLOYEE's failure to perform as specified in this Agreement Employment Agreement or other policies/practices of the COMPANY

11.2 EMPLOYEE acknowledges that the indemnity discussed in Paragraph 11.1 of this Agreement specifically applies





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to, but is not limited to, claims brought against COMPANY by persons or entities by which EMPLOYEE has been employed, retained, or consulted.

11.3 The terms of this Section shall survive Employment perpetually.

12.0 GENERAL

12.1 EMPLOYEE understands that this Agreement shall be effective when executed by both COMPANY and EMPLOYEE and that the terms of this Agreement shall remain in full force and effect both during the continuation of the Employment, and after termination of the Employment for any reason whatsoever.

12.2 This Agreement supersedes any and all prior agreements concerning Employment between COMPANY and EMPLOYEE.

12.3 If any provision of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, the remaining provisions of this Agreement shall remain in full force and effect.

12.4 Each and all of the provisions of this Agreement shall be binding upon and shall inure to the benefit of the COMPANY hereto and the successors and assigns of the COMPANY.

12.5 If a court of competent jurisdiction deems such restrictive covenant is unenforceable against an EMPLOYEE, then this Agreement shall be enforced to the extent possible under the applicable laws.

12.6 This Agreement shall be construed according to the laws of the Republic of India.

For **Mindtree Limited**

Paneesh Rao
CHIEF PEOPLE OFFICER

Read and Accepted

Full Name: Ashwini Bhat

Place: Bhubaneswar

Joining Date: 12/28/2020

Permanent Address:

Nutan Nagar Yellapur 581 359 Uttara Kannada Karnataka

Nutan Nagar Yellapur 581 359 Uttara Kannada Karnataka

Yellapur 581359

KARNATAKA INDIA



Mindtree
A Larsen & Toubro Group Company

Cab Services for Lady Mindtree Minds

Effective date: 01, January 2013

Dear Lady Minds,

Safety and security of Lady Mindtree Minds is of immense importance to us and hence, Mindtree has implemented various policies to ensure this. We are now introducing an update to strengthen the existing policy. All Lady Mindtree Minds are strictly encouraged to use this facility even though they have their own transport facility during late hours as defined by the policy below.

Eligibility criteria: All Lady Mindtree Minds working during 8.00 PM to 6.00 AM, across all our locations in India.

Key Highlights:

- Door step pick up/drop service will be provided to Lady Mindtree Minds between 08:00 PM to 06:00 AM.
- If you are working in shift mode and have requested the transportation team for transportation, the system will automatically take care of your request as per this policy.
- If you are required to work late/come early due to project/business exigency, you are required to raise a genie request as per the current practice and the requested service will be provided to you.
- Lady Mindtree Mind will not be allowed to travel between 08:00 PM to 06:00 AM without escort facility.
- Lady Mindtree Minds will not be allowed to get dropped off at any location other than their recorded residential address on our system. Please take time to check your address in the system and have it updated if required at the earliest.
- We recommend Lady Minds to avail this facility for their own security and safety. However, if Lady Minds choose to voluntarily use their own transportation through family friends or any other means in the stipulated time stated in the policy, then they will be doing so at their own risk. By doing so, they absolve Mindtree of any consequences arising out of their action.

I accept that I have read the above information and understood the same and will abide by it.

Ashwini

Bhat

Full Name:

Digitally signed by: Ashwini Bhat Ms. on 12/18/2020
Signature

Company Confidential

Mindtree Limited

Digitally signed by: Ashwini Bhat Ms. on 12/18/2020





Mindtree
A Larsen & Toubro Group Company

Registered Office Address: Mindtree Ltd.
Global Village, RVCE Post, Mysore Road,
Bengaluru-560059, Karnataka, India.
Corporate Identity Number (CIN):
L72200KA1999PLC025564
E-mail: info@mindtree.com

Privacy Notice to Mindtree Employees (India)

Last Updated: May 2020

1. Your Personal Data

For the purposes of your employment with Mindtree Limited, a company incorporated in India having its registered address at Global Village, RVCE post, Mysore Road, Bengaluru, 560 059, Karnataka, India which has several branches and subsidiaries around the world ("Mindtree" or the "Company" or "we" or "us" or "our"), we collect, hold, process and transfer Personal Data² about you (such as your name, date of birth, education, home contact information, marital status, salary, occupation and social security number) as it is necessary for the administration, management and performance of your employment or is otherwise in the legitimate interest of the Company.

For the purpose of this privacy notice, "Personal Data" shall mean any information relating to an identified or identifiable natural person ('data subject'); an identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identification number or to one or more factors specific to his physical, physiological, mental, economic, cultural or social identity.

We treat your personal data in accordance with the applicable data protection laws and the purpose of this notice is to make you aware of what personal data we collect, how we use it and how we protect it.

Your Personal Data are collected and processed by Mindtree for employee administration and management purposes, such as:

- Identification Information including name, age, date of birth, email address, home address, contact details, government-issued identification numbers, photographs, demographic information, citizenship, nationality, marital status, etc.
- Educational and Professional Details including highest education, certifications, previous employment history etc.,
- Background check verification including educational, employment and criminal background check in accordance with applicable law.
- Compensation and Benefits Information including details of salary and benefits, bank account details, salary reviews, records relating to holiday and other leave, working time records etc.,
- Information relating to your health, limited to physical examination results, accident and injury reports, disability status being agreed that no biometric and/or genetic data will be collected and processed without your express consent
- Information about your performance at work, including references obtained from Your previous place of work, performance evaluations, as well as opinions expressed by Your colleagues, individuals who you manage, supervisors, and clients of Mindtree;

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- Travel and Expenses Information including passport, visa details, corporate card transactions, expense details, supporting bills, etc.
- Learning and Development Information including trainings, certifications, attendance & assessment records etc.
- Information collected as part of Surveillance and Monitoring such as video surveillance data, physical access logs, activity logs from systems & communication channels etc.

This information would be collected by us in a number of ways through multiple channels while joining our organization and over time during our relationship with you:

- Directly from you (When you contact any Mindtree's representative via the intranet People Hub platform or by telephone, email or in person)
- From third parties (through recruitment agencies and background verification agencies), which may also include public sources such as professional networking platforms.

2. Purpose of processing your personal data and legal basis for processing

We, at Mindtree, must keep and process information about you for normal employment purposes. The information we hold and process will be used for our management and administrative uses only. We will keep and use it to enable us to run the business and manage our relationship with you effectively, lawfully and appropriately, during the recruitment process, whilst you are working for us, at the time when your employment ends and after you have left. This includes using your personally identifiable information to enable us to comply with your employment contract, to comply with any legal requirements, pursue our legitimate interests and protect or defend our legal position in the event of legal proceedings. If you do not provide this data, we may be unable in some circumstances to comply with our obligations or fulfil our contractual obligations with you and we will tell you about the implications of that decision. Some of the key processing activities shall include:

- Pay your salary and register you for benefits - The information requested is necessary for the performance of our obligations under your employment contract. If you do not provide the information requested, we will be unable to pay your salary, provide or register you for benefits.
- Pay taxes – We are legally obliged to pay certain taxes on your earnings and we will use the information provided by you to meet our legal business obligations.
- Background Verification – We engage third party vendors to carry out background verification checks including identity verification, educational verification, employment verification and criminal verification to pursue the legitimate interest of the company and to comply with applicable legal requirements.

- **Note your expression of wish for death benefits** – By completing and returning your expression of wish you consent to us storing your expression of wish and referring to it in the event of your death in service. If you do not provide the information requested, we will not have an indication of your wishes in the event of your death in service.
- **Staff administration** – We keep employment records in line with industry practice including information relating to employment history, resumes, references, absences (for example, annual leave and sickness or injury), accidents and equal opportunities monitoring. We keep a copy of your employment contract and any correspondence with you in the event of your termination of employment to the extent legally required. It is in our legitimate business interests to process these records. Under this obligation Mindtree hereby ensures data minimization and shall not keep your personal data for longer than statutorily required.
- **Performance and compensation** – We process personal data as part of performance review processes and in relation to compensation, reward and benefits. We also keep employee learning and development records. It is in our legitimate business interest to process these records.
- **Travel and Expense** – From time to time, we may process personal data and engage travel and immigration vendors to facilitate corporate travel, location transfers, validate corporate card expenses and relevant supporting in line with our travel, mobility and expense policies, as detailed in the company handbook/intranet. It is in our legitimate business interest to process these records.
- **Discipline, grievance and dismissal** – From time to time, we may need to process personal data in connection with disciplinary, grievance and dismissal processes. It is our legitimate business interest to process these records.
- **Monitoring and Surveillance** - We monitor computer, landlines/mobile telephone use and also, subject to prior notifications, carry out CCTV monitoring of key areas, as detailed in our Interception and Surveillance policy and further detailed in our Security handbook. We also keep records of your hours of work by way of our access control system, as detailed in the company handbook/intranet. It is our legitimate business interest to keep such records, for the safety and security of the company and its staff and in some cases, we will be legally required to do so.
- **Audit Compliance** – We may process personal data as part of our audit processes and engage third party auditors, from time to time. We have ensured that only personal data necessary is processed during such audits in order to comply with applicable laws and to satisfy our legitimate business interests.

As a company which delivers digital transformation and technology services from ideation to execution to more than 350 live clients, we generally process your personal data to pursue our legitimate business interests, for example to prevent fraud, verifying compliance to Mindtree policies, administrative purposes or reporting potential crimes.



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E-mail: info@mindtree.com

You will, of course, inevitably be referred to in many company documents and records that are produced by you and your colleagues and may be shared with clients in the course of carrying out your duties and the business of the company. You should refer to the Data Privacy Policy, which is available on the intranet at <https://peoplehub.mindtree.com/sites/policies/pages/policyhome.aspx>

Where necessary, we may process sensitive personal information relating to your health in order to comply with our health and safety and occupational health obligations – to consider how your health affects your ability to do your job and whether any adjustments to your job might be appropriate. We will also need this data to administer and manage statutory and company sick pay, health insurance or life insurance benefits. Mindtree, shall process such information only based on your explicit consent or as otherwise legally permitted, for example, where it is necessary for carrying out obligations or exercising rights under employment law, to protect your vital interests, for the establishment or defence of legal claims, to facilitate medical diagnosis/ assistance/ treatment and/or for the assessment of your working capacity.

In the future, if we intend to process your personal data for a purpose other than that mentioned above, we will provide you with all relevant information and obtain your consent where it is necessary to do so.

3. Monitoring

We have industry standard security measures assist us to keep our systems and premises secure. The security measures implemented for the processing of personal data either routinely or occasionally (as appropriate), include:

- Email security – We have email security measures in place that involve automated scanning of incoming and outgoing emails for potential threats. Threats, such as phishing emails or malware may be escalated to IT for consideration.
- Activity logs – We have audit trail capabilities as part of our automated systems to track who accesses and amends data. This means that we have access to information about your usage of login credentials, websites and applications, which may be referred to in the event of an issue.
- CCTV – We operate CCTV to help keep our premises secure. Images of you may be captured as part of the CCTV operation, however, we only view images where an incident has occurred.
- We may also perform aggregated non-anonymous system scans to help improve Mindtree's services, tools and compliance. Any such scan will be proportional to the specific legitimate business interests of Mindtree and will be consistent with applicable local law.

This processing is necessary for the purposes of the legitimate interests pursued by us to keep our business data and your personal data secure and confidential and in some cases to protect or defend our legal rights

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4. Who we may share your personal data (the recipients or categories of recipients of the personal data)

- We may use carefully selected third parties to carry out certain activities to help us to run our business (such as payroll processing, cloud service providers, IT support vendors, external audits,), to provide you with certain benefits (such as pension or health insurance schemes), to facilitate your corporate travel and expense (corporate card vendors, travel and immigration vendors), to carry out background verification (background verification agencies) and to facilitate audits (third party auditors).
- We have offices and operations in a number of international locations and we share information between our group companies for business and administrative purposes through the Standard Contractual clauses signed within the entity.
- Where required or permitted by law, information may be provided to others, such as regulators and law enforcement agencies.
- Where required for your role, your business contact details may be shared with our clients and suppliers.
- We may also share your CV's and background verification status to customers, upon request, to comply with our contractual obligations with these customers.
- From time to time, we may consider corporate transactions such as a merger, acquisition, reorganization, asset sale, or similar. In these instances, we may transfer or allow access to information to enable the assessment and undertaking of that transaction. If we buy or sell any business or assets, personal data may be transferred to a third parties involved in the transaction.
- To comply with our statutory and other obligations and for the proper management of the Mindtree Group, Mindtree and our service providers, we may also provide information to other third parties, including, but not limited to, auditors, accountants, lawyers and other professional advisers, as well as to administrative authorities, courts, law enforcement and/or regulatory authorities, arbitrators, experts, adverse parties and/or their advisors. Mindtree hereby ensures that in case of sub processing of your personal data the obligations that Mindtree bears as Data Processor will be contractually reflected in our agreements with our partners, vendors and any other third party.
- Mindtree does not sell any personal data under any circumstances.

5. International and group company transfers of personal data

We are part of Larsen and Tubro Group companies which is an international group of companies and, as such, transfer personal data concerning you to countries outside the European Union (EU) and in particular India.

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We transfer personal data between our group companies and data centers for the purposes described above. We may also transfer personal data to our third party suppliers or Mindtree customers and business partners.

6. Security

We have implemented industry standard security measures to keep your personal data secure and confidential, including and not limited to the following:

- Limiting access to any personal data that may be submitted by you, to those Mindtree employees strictly on a need to know basis, such as to respond to your inquiry or request.
- Implemented physical, electronic, administrative, technical and procedural safeguards that comply with all applicable laws and regulations to protect your personal data from unauthorized or inappropriate access, alteration, disclosure and destruction. You may refer to our Privacy Policy for details of technical and organizational measures. It is important for you to protect against unauthorized access to your password and to your computer.
- Mindtree employees who misuse personal data are subject to strict disciplinary action, as it is a violation of the Integrity Policy of Mindtree.

7. Period for which the personal data will be stored

Your personal information is partially stored in databases located at India at Mindtree Limited location, Global Village, Mysore Road, PIN Code 560019 Bangalore, India. The database is controlled by our administrative staff (the 'CIS' team) in India at the same address and can be accessed electronically. The remaining personal information is carefully held on personnel files handled with restrictive access by the People Function Department, People Shared Services, Compensation & Benefits, Administration and any other department of Mindtree which has a clear need to retain your personal data.

We store personal data in line with legal, regulatory, financial and best-practice business requirements. Your personal data will be collected, stored and processed by us while you are an employee. In the event that you stop being our employee, we will securely delete/destroy your employment records in line with our data retention policy available at <https://peoplehub.mindtree.com/sites/policies/pages/policyhome.aspx>, and any legal or regulatory requirements. The exception to this is where you have expressed an interest in working for us in the future (e.g., under a temporary contract) in which case we will retain your employment records for future employment related opportunities.]

8. Existence of Automated Profiling and Decision Making

For information we do not use any automated decision making (including profiling) to process your personal data.

9. Your rights

- You may have certain rights relating to your personal data provided for under applicable law, such as the right to Request access your personal data and the processing activities on the personal data.
- Request that your personal data is rectified if it is inaccurate or incomplete

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- Request erasure of your personal data in certain circumstances.
- Request that the processing of your personal data is restricted in certain circumstances.
- Object to processing of your personal data in certain circumstances.
- Receive your personal data provided to us as a controller in a structured, commonly used and

machine-readable format in certain circumstances.

- Lodge a complaint with a applicable supervisory authority.
- Object to, and not to be subject to a decision based solely on, automated processing (including profiling), which produces legal effects or significantly affects you.
- Withdraw your consent provided at any time by contacting us.

Please ensure that the information that we hold about you is accurate and up to date by keeping Mindtree informed of any changes to your Personal Data that you become aware of.

You have access to view/ extract/ rectify certain aspects of your personal data on People Hub via the link <https://corpapps.mindtree.com/MPersonalData/Address/Index>

If you wish to receive more details or carry out any specific rectifications to your personal data please contact our Data Privacy Officer at Dataprotection.Office@mindtree.com

To exercise the rights outlined above in respect of your personal data you may also raise a request by clicking the below link:

[Access Your Rights Here](#)

Mindtree kindly asks you to scrupulously assess your legitimate right(s) and interest(s) before raising any official request under our platform.

10. Changes to our Privacy Notice

This privacy notice was last updated in May, 2020 and we will notify you of changes we may make to this privacy notice, where appropriate.

11. Questions

If you have any questions about this Notice or wish to:

- access or review your Personal Data or learn more about who has access to your Personal Data (i.e., enforce your privacy rights), or
- make another type of request related to your Personal Data, including to ask for the rectification of any inaccurate data or to object, at any time and for free to the processing of your data for direct marketing purposes,



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Please follow process sets forth under the section 9 or contact our Data Privacy Office at the following email address:
Dataprotection.Office@mindtree.com

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12. Complaints

Any complaints received about Mindtree's use of Personal Data should be promptly directed to the Mindtree Data Privacy Officer and/or the Mindtree Legal Department.

Personal Data-related complaints, data protection concerns and any communications regarding enforcement of your privacy rights should be directed to the Data Privacy Officer at the following contact details:

Data protection Officer for Mindtree Limited:

- Jagannath PV
- Email: Dataprotection.Office@mindtree.com; Jagannath.PV@mindtree.com
- Address: Data Privacy Office
Global Village, RVCE Post, Mysore Road, Bangalore- 560059, India
Attention: Jagannath PV (Data Protection Officer)
- Phone- +91 80 6706 41

READ AND UNDERSTOOD:

You consent to Mindtree using such Personal Data as per this notice.

Agreed and Accepted:

NAME OF EMPLOYEE: Bhat, Ashwini

Digitally signed by: Ashwini Bhat Ms. on 12/18/2020

Date: 12/18/2020

Employee Undertaking for Information Security Corporate Policy of Mindtree Limited

This undertaking is part of Mindtree's code of conduct applicable to all Mindtree Minds with respect to Information and Data Security and shall be read in consonance the employment agreement of the Mindtree Mind with Mindtree, dated [•].

Dear Sir/Madam

I, **Ashwini Bhat** hereby undertake as follows.

That during my employment with Mindtree Limited, I agree and undertake that:

1. I shall be governed by the Mindtree's data privacy & security, policies, procedures & standards detailed in Mindtree's intranet "Peoplehub" portal. I undertake to familiarize myself with above artifacts from time to time by logging on to the company's Intranet through my unique identification ID provided to me on my joining the company.
2. I will complete all mandatory trainings within 45 days of joining which includes the following:
 - a. Intellectual property
 - b. Data Privacy
 - c. Insider Trading
 - d. Integrity
 - e. Prevention of sexual harassment
 - f. Information security awareness
3. I am aware of my roles and responsibilities and shall practice and ensure the following during my employment with Mindtree:
 - a. Physical and logical security of systems and other assets;
 - b. Antivirus protection and patch compliance;
 - c. Safe usage of internet;
 - d. Safe email usage and maintaining email etiquettes;
 - e. Compliance with license and copyright requirements;
 - f. Protect computer account and passwords;
 - g. Report Security incidents and weaknesses;
 - h. Maintain confidentiality and integrity while discharging my official responsibilities; and
 - i. Not engage in any activity that leads to security violations
4. I will not misuse or share the information with anybody who is not eligible or required to have information and even undertake to keep all information that I am privy to or in possession of, confidential even after leaving Mindtree Limited, in accordance with Mindtree's extant policies in this regard.

5. In case I become aware of any possible or factual scenario of data or information breach within Mindtree systems in any manner whatsoever, I will immediately intimate the same in writing to the following co-ordinates:
 - a) E-mail: [•]corporatesecurity@mindtree.com
6. I am aware that Mindtree may access and review any materials created, stored, sent or received by me through Mindtree or its customer's systems.
7. In the event that I violate any part of this undertaking, I shall be liable for necessary disciplinary actions as per the extant policies of the company in this regard.
8. This undertaking shall not absolve me from adhering to all other extant employee policies of Mindtree, published and as updated from time to time, which are applicable to all Mindtree Minds.

This undertaking shall be operative immediately until it is cancelled by Mindtree Limited and be acknowledged through e-mail or otherwise.

Thanks and Regards,

Name: Ashwini Bhat

Signed by  Digitally signed by: Ashwini

Signed On: 12/18/2020



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Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee , consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



Digitally signed by: Ashwini Bhat Ms. on 12/18/2020

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4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

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Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behaviour

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of



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law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work

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for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : Digitally signed by: Ashwini Bhat Ms. on 12/18/2020

Name : Ashwini Bhat

Date : 12/28/2020

Digitally signed by: Ashwini Bhat Ms. on 12/18/2020

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GOVERNMENT OF KARNATAKA

RPA01446



ಕರ್ನಾಟಕ ಪೌರ್ಣ ಶಿಕ್ಷಣ ಪರೀಕ್ಷೆ ಮಂಡಳಿ
Karnataka Secondary Education Examination Board
 ಪ್ರಮಾಣ ಪತ್ರ
 Certificate
DISTINCTION

ಈ ಅಭ್ಯರ್ಥಿ ಎಸ್.ಎಸ್.ಎಲ್.ಎಸ್. ಪರೀಕ್ಷೆಯಲ್ಲಿ ತೇಗೆದೆಯಾಗಿರುವುದಾಗಿ ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ.

This is to certify that the candidate has PASSED S.S.L.C. Examination.

ನಾಂದರೆ ಸಂಖ್ಯೆ /Register No. : 20140248441	ಶಿಕ್ಷಣ ಮಾಧ್ಯಮ /Medium of Instruction : KANNADA
ತಿಂಗಳು & ವರ್ಷ /Month & Year : APRIL-2014	ವಿದ್ಯಾರ್ಥಿ ಒಂದು /Student Type : Regular Fresh

ಹೆಸರು Name : ASHWINI BHAT

ತಂದೆಯ ಹೆಸರು Father's Name : MAHABALESHWAR BHAT

ತಾಯಿಯ ಹೆಸರು Mother's Name : SUVARNA BHAT

ಜನ್ಯ ದಿನಾಂಕ Date of Birth : 18-04-1998 EIGHTEENTH - APRIL - NINETEEN NINETY-EIGHT

ಬಳಿ ಗೆಂಡ್ರೆ
Gender : GIRL

ವಿಷಯಗಳು SUBJECTS	ಅಂಕಗಳು MARKS		ಪಡೆದ ಅಂಕಗಳು MARKS OBTAINED	ಉದ್ದೇಶ ಕಾಲೆ CLASS OBTAINED
	ಗರಿಷ್ಠ MAX.	ಕಿನಿಷ್ಠ MIN.		
ಸ್ತುದಿಯ ಭಾಷೆ / FIRST LANGUAGE : SANSKRIT	125	44	124	
ದ್ವಿತೀಯ ಭಾಷೆ / SECOND LANGUAGE : ENGLISH	100	35	93	
ತೃತೀಯ ಭಾಷೆ / THIRD LANGUAGE : KANNADA	100	35	99	
ಗಣಿತ / MATHEMATICS	100	35	87	
ವಿಜ್ಞಾನ / SCIENCE	100	35	92	
ಸಮಾಜ ವಿಜ್ಞಾನ / SOCIAL SCIENCE	100	35	98	
ಒಟ್ಟು ಅಂಕಗಳು / TOTAL MARKS	625	219	593	593 DISTINCTION (94.88%)

ಪಡೆದ ಒಟ್ಟು ಅಂಕಗಳು ಅಕ್ಷರಣೆ
TOTAL MARKS OBTAINED IN WORDS : FIVE HUNDRED NINETY THREE ONLY

ಶಾಲಾ ಸಂಖ್ಯೆ
SCHOOL CODE : PA0007

ಶಾಲೆ ನಾಮ / SCHOOL & ADDRESS :

Y.T.S.S. COMPOSITE JUNIOR COLLEGE
YELLAPUR
U.K. DISTRICT

ದಿನಾಂಕ / DATE : 13-05-2014

ಕರ್ನಾಟಕ ಪ್ರೋವೆಕ್ಟ್ ಶಿಕ್ಷಣ ಮಂಡಳಿ, ಬೆಂಗಳೂರು
SECRETARY
KARNATAKA SECONDARY EDUCATION EXAMINATION BOARD,
BANGALORE

आयकर विभाग

INCOME TAX DEPARTMENT

ASHWINI BHAT

MAHABALESHWAR BHAT

18/04/1998

Permanent Account Number

CMKPB0636B

Signature



भारत सरकार
GOVT. OF INDIA





372752

ଚନ୍ଦ୍ରପ୍ରତିକ ମର୍କୋପାଦ

2034000621500

GOVERNMENT OF KARNATAKA

ಪದವಿ ಪೂರ್ವ ಶಿಕ್ಷಣ ಇಲಾಖೆ

DEPARTMENT OF PRE-UNIVERSITY EDUCATION

ಪ್ರಮಾಣ ಪತ್ರ CERTIFICATE

ఈ కెళగే నమూడిసిద అభ్యర్థింయు పదవి బృంద శిక్షణద కోసమ్న సంబూధిగొల్పి ద్వితీయ వఫద పరిశ్చేయల్లి కెళగిన ఎవరగళొందిగే తేగఫదేయాగిరుతారే ఎందు బ్రమాజీవికరసలాగిదే:

This is to certify that the candidate mentioned below has completed the course and passed the second year Pre-University Examination with the following details :

ಅಧ್ಯಕ್ಷರ ಹೆಸರು Candidate's Name : **ASHWINI BHAT**

ತಾಯಿಯ ಹೆಸರು Mother's Name : **SUVARNA BHAT**

ತಂದೆಯ ಹೆಸರು Father's Name : MAHABALI SHWAR BHAT

ತಿಂಗಳು/ಮಾಸ Month /Year : MARCH 2016

ಮೋಂಡಣಿ ಸಂಖ್ಯೆ Register No.

ವಿಷಯಗಳು Subjects	ನಂಜನಿ ಸಂಖ್ಯೆ Register No.	ತಿಂಗಳು/ವರ್ಷ Month/Year	ಪ್ರಾಣಿಕೆ Mar. Marks	ಪಡೆದ ಮಾರ್ಕುಗಳು Marks Obtained	
ಭಾಗ-I ಭಾಷೆಗಳು Part-I Languages				ಸಂಖ್ಯೆಗೆಗೆ In figures	ಸಂಖ್ಯೆಗೆಗೆ In words
ENGLISH	605515	MAR2016	100	85	EIGHT FIVE
SANSKRIT	605515	MAR2016	100	96	NINE SIX
ಭಾಗ-II ಒಳ್ಳಿಕ ವಿಷಯಗಳು Part-II Optionals					
PHYSICS	605515	MAR2016	100	84	EIGHT FOUR
CHEMISTRY	605515	MAR2016	100	88	EIGHT EIGHT
MATHEMATICS	605515	MAR2016	100	96	NINE SIX
BIOLOGY	605515	MAR2016	100	98	NINE EIGHT
ಕಾಲೇಜು ಸಂಕೇತ ಸಂಖ್ಯೆ College Code No.	QQ025	ಒಟ್ಟು ಅಂಕಗಳು Total Marks	600	547	ಪಡೆದ ದರ್ಶಕ Class Obtained
ಅಂಕಗಳು ಅಕ್ಷರಗಳಲ್ಲಿ Marks in words	FIVE FOUR SEVEN		547		DISTINCTION
ಕಾಲೇಜು College	YTSS PU COLLEGE YELLAPURA , NK DT 581359				

ମୁଦ୍ରାକାରୀ ପତ୍ର
STUDENT TYPE

දානුවල දිනය : 25.05.2016

02550



సమాజము

DIRECTOR

*Department of Pre-University Education
Bangalore*



ವಿಶೇಷರಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

KARNATAKA, INDIA

GRADE CARD

15OB 401761

B.E Information Science & Engineering January 2017

Name of the Student : ASHWINI BHAT

USN : 1RN16IS021

Father's / Mother's Name : MAHABALESHWAR BHAT

Name of the College : R.N.S. INSTITUTE OF TECHNOLOGY, BANGALORE

Sl. No.	Course Code	Title of the Course Registered	Credits assigned	Credits Earned (C)	Letter Grade	Grade Point (G)
1	15MAT11	I Semester				
2	15PHY12	Engineering Maths-I	4	4	S	9
3	15CIV13	Engineering Physics	4	4	S	9
4	15EME14	Elements of Civil Engg. & Mechanics	4	4	B	7
5	15ELE15	Elements of Mechanical Engineering	4	4	A	8
6	15WSL16	Basic Electrical Engineering	4	4	S	9
7	15PHYL17	Workshop Practice	2	2	S+	10
8	15CPH18	Engg. Physics Lab.	2	2	S+	10
		Const. of India, Prof. Ethics & Human Rights	0	0	PP	0

* Repeated Exam.

Credits Registered	Credits Earned	Cumulative Credits Earned	$\Sigma(C_i \times G_i)$	SGPA	CGPA
24	24	24	208	8.67	

Medium of Instruction : English

Date : January 04, 2019



Omniizi

Registrar (Evaluation)



ವಿಷ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ
VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA

GRADE CARD

15OB 403396

B.E Information Science & Engineering July 2017

Name of the Student : ASHWINI BHAT

USN : 1RN16IS021

Father's / Mother's Name : MAHABALESHWAR BHAT

Name of the College : R.N.S. INSTITUTE OF TECHNOLOGY, BANGALORE

Sl. No.	Course Code	Title of the Course Registered	Credits assigned	Credits Earned (C)	Letter Grade	Grade Point (G)
		II Semester				
1	15MAT21	Engineering Maths-II	4	4	S	9
2	15CHE22	Engineering Chemistry	4	4	C	6
3	15PCD23	Programming in C & Data Structures	4	4	A	8
4	15CED24	Computer Aided Engineering Drawing	4	4	S+	10
5	15ELN25	Basic Electronics	4	4	B	7
6	15CPL26	Computer Programming Lab.	2	2	S+	10
7	15CHEL27	Engineering Chemistry Lab.	2	2	S+	10
8	15CIV28	Environmental Studies	0	0	PP	0

* Repeated Exam.

Credits Registered	Credits Earned	Cumulative Credits Earned	$\Sigma(C_i \times G_i)$	SGPA	CGPA
24	24	48	200	8.33	8.5

Medium of Instruction : English

Date : January 04, 2019

*Omrigi*

Registrar (Evaluation)



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ
VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
 KARNATAKA, INDIA
GRADE CARD

15OB 404996

B.E Information Science & Engineering January 2018

Name of the Student : ASHWINI BHAT

USN : 1RN16IS021

Father's / Mother's Name : MAHABALESHWAR BHAT

Name of the College : R.N.S. INSTITUTE OF TECHNOLOGY, BANGALORE

Sl. No.	Course Code	Title of the Course Registered	Credits assigned	Credits Earned (C)	Letter Grade	Grade Point (G)
1	15MAT31	III Semester Engineering Mathematics - III	4	4	S+	10
2	15CS32	Analog and Digital Electronics	4	4	S	9
3	15CS33	Data Structures and Applications	4	4	C	6
4	15CS34	Computer Organization	4	4	B	7
5	15CS35	Unix and Shell Programming	4	4	B	7
6	15CS36	Discrete Mathematical Structures	4	4	A	8
7	15CSL37	Analog and Digital Electronics Lab	2	2	S+	10
8	15CSL38	Data Structures Laboratory	2	2	S+	10

* Repeated Exam.

Credits Registered	Credits Earned	Cumulative Credits Earned	$\Sigma(C_i \times G_i)$	SGPA	CGPA
28	28	76	228	8.14	8.3

Medium of Instruction : English

Date : January 04, 2019



Ramizi

Registrar (Evaluation)



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ
VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA
GRADE CARD

15OB 406764

B.E Information Science & Engineering July 2018

Name of the Student : ASHWINI BHAT

USN : 1RN16IS021

Father's / Mother's Name : MAHABALESHWAR BHAT

Name of the College : R.N.S. INSTITUTE OF TECHNOLOGY, BANGALORE

Sl. No.	Course Code	Title of the Course Registered	Credits assigned	Credits Earned (C)	Letter Grade	Grade Point (G)
1	15MAT41	IV Semester				
2	15CS42	Engineering Mathematics-IV	4	4	S	9
3	15CS43	Software Engineering	4	4	C	6
4	15CS44	Design and Analysis of Algorithms	4	4	A	8
5	15CS45	Microprocessors and Microcontrollers	4	4	C	6
6	15CS46	Object Oriented Concepts	4	4	C	6
7	15CSL47	Data Communication	4	4	B	7
8	15CSL48	Design and Analysis of Algorithm Laboratory	2	2	S+	10
		Microprocessors Laboratory	2	2	S+	10

* Repeated Exam.

Credits Registered	Credits Earned	Cumulative Credits Earned	$\Sigma(C_i \times G_i)$	SGPA	CGPA
28	28	104	208	7.43	8.1

Medium of Instruction : English

Date : January 05, 2019



OmniSci

Registrar (Evaluation)



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

KARNATAKA, INDIA

GRADE CARD

15OB 808721

B.E Information Science & Engineering January 2019

Name of the Student : ASHWINI BHAT

USN: 1RN16IS021

Father's / Mother's Name : MAHABALESHWAR BHAT

Name of the College : R.N.S. INSTITUTE OF TECHNOLOGY, BANGALORE

Sl. No.	Course Code	Title of the Course Registered	Credits Assigned	Credits Earned (C)	Letter Grade	Grade Point (G)
1	15CS51	V Semester				
2	15CS52	Mgmt. & Entrepreneurship for IT Industry	4	4	B	7
3	15CS53	Computer Networks	4	4	C	6
4	15CS54	Database Management System	4	4	B	7
5	15CS553	Automata Theory and Computability	4	4	B	7
6	15CS562	Advanced JAVA amd J2EE	3	3	B	7
7	15CSL57	Artificial Intelligence	3	3	A	8
8	15CSL58	Computer Network Laboratory	2	2	S+	10
		DBMS Laboratory with Mini Project	2	2	S+	10

* Repeated Exam.

Credits Registered	Credits Earned	Cumulative Credits Earned	$\Sigma(C_i \times G_i)$	SGPA	CGPA
26	26	130	193	7.42	7.98

Medium of instruction: English

Date: August 28, 2019



Swing-
Registrar (Evaluation)



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ
VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA
GRADE CARD

15OB 872611

B.E Information Science & Engineering July 2019

Name of the Student : ASHWINI BHAT USN: 1RN16IS021
Father's / Mother's Name : MAHABALESHWAR BHAT
Name of the College : R.N.S. INSTITUTE OF TECHNOLOGY, BANGALORE

Sl. No.	Course Code	Title of the Course Registered	Credits Assigned	Credits Earned (C)	Letter Grade	Grade Point (G)
1	15CS61	VI Semester				
2	15IS62	Cryptography, Network Security and Cyber Law	4	4	A	8
3	15IS63	File Structures	4	4	C	6
4	15CS64	Software Testing	4	4	A	8
5	15CS653	Operating Systems	4	4	C	6
6	15CS664	Operation Research	3	3	S+	10
7	15ISL67	Python Application Programming	3	3	B	7
8	15ISL68	Software Testing Laboratory	2	2	S+	10
		File Structures Laboratory with Mini Project	2	2	S+	10

* Repeated Exam.

Credits Registered	Credits Earned	Cumulative Credits Earned	$\Sigma(C_i \times G_i)$	SGPA	CGPA
26	26	156	203	7.81	7.95

Medium of instruction: English

Date: December 05, 2019



Renuka
Registrar (Evaluation)

AMENDMENT No.1 TO YOUR EMPLOYEMENT LETTER DATED 28 / 12 / 2020

RECITALS:

An employment letter, along with the applicable Annexure A and other applicable documents, has been signed by You and Mindtree on 28 / 12 / 2020; hereinafter referred as « the Employment Letter ».

ARTICLE 1: ENTER INTO FORCE - CONDITION PRECEDENT

The Parties hereby intend to sign an amendment to the Employment Letter in order to complete the article Termination of the Employment Letter by adding the following article:

New Article:

"It is hereby agreed between the Parties that Mindtree can immediately terminate without cause the Employment Letter by issuing You a written notification for any of the following events:

A/ You have not provided a duly original and sealed copy of your degree certificate to Mindtree within a period of two (2) months from the Effective date of the Employment Letter;

OR

B/ Within a period of two (2) months from the Effective Date of the Employment Letter You have not passed the Degree for which you have been hired by Mindtree."

OR

C/ You have not provided all your original semester mark sheets to Mindtree within a period of two (2) months from the Effective date of the Employment Letter

ARTICLE 2: OTHER SECTIONS OF THE LETTER OF EMPLOYEMENT

All other provisions of the Employment Letter, except those that have been hereby modified are not modified.

For Mindtree Limited

Thanking you.

Yours truly,



Kumar Visvanathan
GENERAL MANAGER- PEOPLE SHARED SERVICES

Accepted by,


Signature
Name: Ashwini Bhat



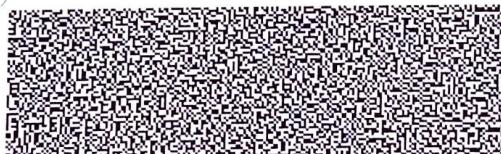
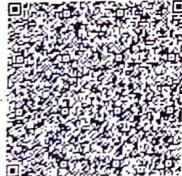
सत्यमेव जयते

INDIA NON JUDICIAL

Government of Karnataka

e-Stamp

Certificate No.	:	IN-KA99617535766944S
Certificate Issued Date	:	16-Dec-2020 06:09 PM
Account Reference	:	NONACC (FI)/ kacrsfl08/ YELLAPUR/ KA-KW
Unique Doc. Reference	:	SUBIN-KAKACRSFL0886153428277247S
Purchased by	:	ASHWINI BHAT
Description of Document	:	Article 12 Bond
Description	:	AGREEMENT
Consideration Price (Rs.)	:	0 (Zero)
First Party	:	MINDTREE LIMITED
Second Party	:	ASHWINI BHAT
Stamp Duty Paid By	:	ASHWINI BHAT
Stamp Duty Amount(Rs.)	:	200 (Two Hundred only)



Rebel
Authorised Signatory
SAHYADRI CO-OP. SOCIETY LTD.
KALACHE Tq :Yellapur (U.K.)

Please write or type below this line



THIS Employment Agreement ("Agreement") executed on 18th December 2020 at Yellapur

BETWEEN

MINDTREE LIMITED, a Company incorporated under the provisions of the Companies Act, 1956 and having its registered office situated at Global Village, Off Mysore Road, Behind RVCE, Bangalore (herein after referred to as "the Company" which expression shall, unless repugnant to the context and meaning thereof, be deemed to include its administrators and permitted assignees of the FIRST PART

No. of corrections:- 0/0

Statutory Alert:

1. The authenticity of the Stamp certificate should be verified at www.thestamp.com or using e-stamp Mobile App or Stack mobile. Any discrepancy in the details on the Certificate and as available on the website / Mobile App certifies it invalid.
2. The onus of checking the legitimacy is on the user of the Certificate.
3. In case of any discrepancy please inform the Competent Authority.

AND

Ms. Ashwini Bhat Daughter of Mr. **Mahabaleshwar Bhat** aged 22 yrs, permanently residing at **Nutan Nagar, Yellapur (U.K.) – 581 359** and currently residing at **Nutan Nagar, Yellapur (U.K.) – 581 359**

(Hereinafter referred to as "*the Employee*") of the SECOND PART.

AND

Mr. **Mahabaleshwar Bhat** son of **Ramakrishna Bhat**, aged 65 yrs, permanently residing at **Nutan Nagar, Yellapur (U.K.) – 581 359** and currently residing at **Nutan Nagar, Yellapur (U.K.) – 581 359** (hereinafter referred to as "*Surety*") of the THIRD PART.

The Company, the Employee and the surety shall hereinafter be collectively referred to as "the Parties" and where the context permits, shall individually be referred to as the "Party".

WHEREAS the Company has offered and the Employee has accepted the employment of the Company on the terms and conditions mentioned under the offer letter dated **31st October 2019** and the Employee understands the said referred conditions of employment and is continuing the employment with effect from **28th December 2020**.

WHEREAS the employee being a fresher with no adequate skill & expertise to carry out the duties & responsibilities, the Company contemplates to provide the skill, knowledge and technical competencies to meet the demands of the requirements in the roles by providing an intense and highly specialized Training exclusively to the employee to enable the employee to perform the duties & responsibilities and deliver with utmost efficiency and quality.

WHEREAS the Company contemplates to organize the highly specialized and focused Training Programme. The Company shall hire and engage such competent Trainers as required for this purpose and provide such other facilities required for the employees undergoing Training. The entire cost of Training shall be borne by the Company.

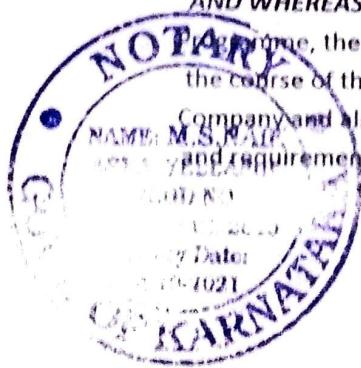
WHEREAS the Company contemplates to include specialized and high degree of technical inputs in the training curriculum which are essentially required for the roles designated

WHEREAS the Company communicates its intended plans of organizing specialized training programme to the employee during the process of interview followed by discussions held on **7th September 2019**.

WHEREAS the employee understands and accepts to undergo the specialized training and to continue to remain in employment.

AND WHEREAS the Company explains the employee about the contents of the specialized Training Programme, the expenditure involved in the process and the expectations from the employee during the course of the training and thereafter including a stipulated guarantee of service period with the Company and also the employee providing an independent undertaking in line with the expectations and requirements of the Company in reciprocation of the cost incurred for the Training Programme.

No. of corrections:- 00 |

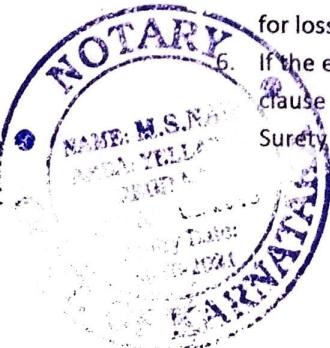


In this direction, the Company insists on the employee to furnish a "Surety", who shall stand as a guarantor in case of default of any of the provisions of this Agreement by the employee.

WHEREAS the employee agrees and provide the Third Party as the "Surety".

NOW, THEREFORE, THIS AGREEMENT WITNESSETH AND THE PARTIES HERETO AGREE AS UNDER:

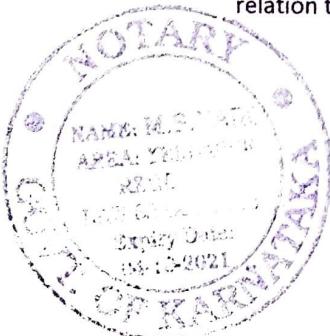
1. The Employee understands and acknowledges that the Company would be spending lot of monitory resources on the training and induction of the Employee on various business processes
2. The Employee further understands and acknowledges that the Company is put to loss (in terms of the quantified cost it incurs in the process of training of the Employee) and also suffers opportunity cost in terms of loss of business opportunities, negative growth in the business, if the Employee leaves its employment (which cannot be appropriately quantified now) and to offset all such costs, the Employee, after being explained the rationale and the contents of this Agreement, by the Company, by his/her own free will, discretion and judgment, agrees and undertakes to serve the Company continuously for a minimum period of 24 months [**"the Service Period"**] from the date of joining and shall not leave the services of the Company before successful completion of Service Period. During the said Service Period, the Employee shall not seek employment or enter into employment of any other Employer or directly or indirectly engage in any business including as that of the Company.
3. If at any time during the period of Training and or during the "Service Period" with the Company, the learning abilities / technical acquisitions / deliveries/performance is found to be unsatisfactory and / or the Employee found committing any misconducts /indiscipline/integrity issues/dishonesty/any act against the interest of the Company/dereliction of duties/breach of terms of appointment etc, the Company may, without notice determine his/her further undergoing training or service with the Company. The Employee shall be deemed to have brought about a situation by his/her acts/misconduct compelling the Company to put an end to his/her service with the Company and he/shall, therefore, continue to be liable for all losses/damages in respect thereof and shall pay liquidated damages to the Company in terms of this Agreement.
4. The above clause no 3 is not applicable in case the Employee is found to be incapable of pursuing the training due to his/her low learning abilities and in which case, the Company shall determine this Agreement and there shall not be any claims from either side.
5. If the Employee leaves the employment of the Company or brings about a situation as referred to in clause 3 above, either during the period of Training or Service Period, the Employee undertakes and agrees unconditionally to pay, on demand, to the Company, a sum of Rs 2 Lakhs as pre-estimated liquidated damages as compensation for the breach of the terms of this Agreement. The Company may also, in addition, demand a quantified damages for loss of business opportunities, negative growth in the business, if any.
6. If the employee upon issuance of a notice of demand made by the Company as referred to in clause no 5 and fails to pay such amounts as demanded, it shall be responsibility of the Surety to pay such amounts demanded on behalf of the employee.



[Signature]

No. of corrections:- *[Signature]*

7. The Surety hereby agrees and undertakes to pay such amounts demanded by the Company on behalf of the employee and absolves the liability of the employee. The liability on the part of the surety shall continue till the expiry of the "Service Period". Thereafter, the surety shall be deemed to have been discharged from the liabilities.
8. During the period of Training and Service Period, the Employee agrees that he/she shall be under an obligation to work with utmost professional competency and dedication to serve the Company. Factors such as change in the role, nature of job profile, projects, assignments, span of responsibility will not invalidate this Agreement
9. The Employee undertakes that he/she shall not disclose, share or transfer confidential or sensitive business information, to any outsider without the written permission or authorization from the Company.
10. The Employee agrees to continue to follow the rules and regulations governing the terms of employment in line with the policies of the Company currently in force and or amended from time to time.
11. All other terms and conditions of the Employee as contained in the offer letter dated **31st October 2019**. read with the Policies of the Company shall remain valid and in force except to the extent such terms are at variance with the terms of this Agreement in which case, the terms of this Agreement shall prevail.
12. Neither the waiver by the Company of a breach of, or a default under, any of the provisions of this Agreement, nor the failure of the Company on one or more occasions, to enforce any of the provisions of this Agreement or to exercise any right privilege hereunder shall thereafter be construed as a waiver of any subsequent breach or default of a similar nature, or as waiver of any of such provisions, rights, or privileges hereunder.
13. The Parties agree that the rights, duties and obligations hereunder are personal in nature and the Employee shall not assign his/her rights/obligations/responsibilities to anyone. The Parties, however, agree that the Company may assign, all or any part of its rights and obligations pursuant to this Agreement to any person or entity in which case, the Company's rights and obligations will bind and insure to the benefits of its successor and the assigns.
14. Any notice to be given by any Party under this Agreement to the other must be in writing in English language by way of hand delivery and acknowledgement obtained, /e-mail provided the receiver acknowledges its receipt, /by courier service, /registered post acknowledgement due, The Employee and the Surety shall intimate the Company in case of any change in the residential address. If there is no intimation of change of address, all communications sent by the Company to the address furnished by the Employee and the Surety shall be deemed as sufficient service on them.
15. The remedies available to the Company under this Agreement shall not, in any manner whatsoever, mitigate the rights available to the Company under any Law.
16. Save as provided in clause no 12, the Courts at Bangalore shall exercise all jurisdictions in relation to any legal disputes arising between the Parties in terms of this Agreement.



No. of corrections:- 01

IN WITNESS WHEREOF the Parties to this Agreement have signed on the date, month and year first mentioned hereinabove.

For Mindtree Ltd.

Ashwini Bhat

Mahabaleshwar Bhat

Megde

ABH

Witnesses:

1. Name: Suvarna Bhat
Address: Nutan Nagar Yellapur (U.K)

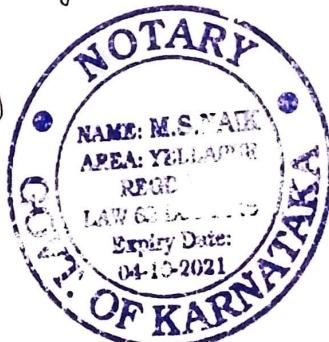
SB

2. Name: Subray D Hegde
Address: Nutan Nagar Yellapur (U.K)

SABH

Yellapur
16-12-2020

No. of corrections: *Two*



"ATTESTED BY ME"

16-12-2020 [1763/21]

M.S. NAIK NOTARY, YELLAPUR
Certificate No. LAW 62 LCL 2016

The Sl.No. of this document in the
Notary's register is.. 1763/2020

