

37

HRD/FINALSEMTRG/2023/1004518654



February 10, 2023

Trisha Garg.

Punjabi University - University College Of Engineering.

Dear Trisha,

This is in reference to the Internship Program ('Program' hereinafter) offered to you by Infosys Limited ('Infosys'/ 'Company' hereinafter) in accordance with the terms of the Internship Agreement (enclosed with this letter) executed between you and Infosys on <<date>>. 14/02/2023

The details of the Program are as follows:

1. Program Date : February 20, 2023
2. Duration of the program : 16 weeks – 19 weeks
3. Mode of Internship : Physical at the Company's premises at Mysore

You will be entitled to get a **Stipend of Rs. 25,000/- (Twenty Five Thousand Rupees Only)** per month during the Program.

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

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

Please sign this letter, the Internship Agreement and the undertakings, attached herewith and send across a scanned copy of the same to [hackwithinfy@infosys.com](mailto:hackwithinfy@infosys.com) before 15<sup>th</sup> February, 2023 . You are also required to submit the signed hard copy of this letter, the Internship Agreement, and the attached undertakings to Infosys's office at *Mysore DC India* before 20th February, 2023.

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

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

Thanking you,

Yours sincerely,

RICHARD LOBO

Trisha Garg  
14/02/2023

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

Dear Trisha,

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

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

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

**UNDERTAKING**

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

Signature :

*Trisha*

Name :

*Trisha Garg*

Date :

*14/02/23*

*Trisha*  
*Trisha Garg*  
*14/02/23*

## INTERNSHIP AGREEMENT

This Agreement is made as of 14/02/23 ("Effective Date" hereinafter) between Infosys Limited, a corporation incorporated and existing under the laws of India and having its primary place of business at 44 Electronics City, Hosur Road, Bangalore 560 100, India and its Affiliates ("Infosys"/ "Company" hereinafter) represented by [name of person, designation]  
AND

TRISHA GARG ("Intern" hereinafter), Son/Daughter of BHIM GARG, and a permanent resident of Bhim Garg SCF 35 Near Court Chowk Barnala Punjab

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

WHEREAS the Intern is desirous of interning with Infosys for a period of 6 (Six) months.

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

### 1. DEFINITIONS:

- 1.1 "Affiliate" of Infosys shall mean an entity that controls, is controlled by, or is under common control of Infosys.
- 1.2 "Control" for the purposes of this clause shall include the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly by virtue of their shareholding or management rights or shareholders agreements or voting agreements or in any other manner.
- 1.3 "Agreement" shall mean this Internship Agreement which has been executed by and between Infosys and the Intern.
- 1.4 "College Authorities" shall mean and include the Principal and/or Registrar and/or any other designated personnel of Punjab University Patiala ("College" hereinafter) who are authorized to issue permission(s) to the Intern to participate in the Program.

*Trisha Garg*  
*14/02/23*



- 1.5 “**Confidential Information**” shall include, but is not limited to (i) all forms of information provided to the Intern as per the prescribed module or otherwise, during the Program; and (ii) includes trade secrets or other information relating to the affairs, finances, business practices, clients, connections or business plans of the Infosys to which the Intern gains access in the duration of the Program, but does not include information or knowledge which has come into the public domain.
- 1.6 “**Employee Handbook**” shall mean the Employee Handbook, which is applicable to all the employees of Infosys.
- 1.7 “**Misconduct**” shall, for the purpose of this Agreement, would have the same meaning ascribed to it in the Employee Handbook of Infosys.
- 1.8 “**Program**” shall include the meaning ascribed to it in Clause 2.

## 2. **PROGRAM:**

- 2.1 The Program would commence from **February 20, 2023**
- 2.2 The Program would be conducted at any designated Infosys Campus, and such information shall be provided to you separately by authorized Infosys personnel.
- 2.3 The Program would comprise of a technical project(s) where the Trainee would be allocated to a team mentored by project managers and programmer analysts of Infosys.
- 2.4 The Program may require the Trainee to work with the latest tools, technologies and frameworks used in and by Infosys and/or used in the Information Technology sector globally.
- 2.5 The Program may require the Trainee to undergo the entry level training program prevalent at any Infosys Campus.
- 2.6 The Program will require the Trainee to be assessed on his soft skills by relevant personnel designated by Infosys.

## 3. **FEES**

- 3.1 Infosys shall ensure that the Intern is given every possible opportunity to complete the training and the project(s) allocated to the Intern during the course of the Program.
- 3.2 For the above-mentioned completion of the project(s), Infosys shall allow the Intern extensive use of

*Trisha*  
*Trisha Gray*  
*14/02/23*

the facilities which are ordinarily available to the Intern during the Program.

**4. INTERN'S OBLIGATIONS**

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

*Tisha*  
*Tisha Cray*  
*14/02/23*



- 4.9 Notwithstanding any other provision of this Agreement, the Intern shall be required to follow a 5 (five) day working week as part of the Program.

## 5. **INSURANCE**

- 5.1 The Intern will be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of the Company for the duration of the Program. In case, the Intern requires any additional insurance coverage, the intern will need to obtain this in his/her personal capacity.

## 6. **TERMINATION BY INFOSYS**

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

## 7. **CONSEQUENCES OF TERMINATION**

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

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

## 8. **REPRESENTATIONS, WARRANTIES AND INDEMNITIES**

*Anisha*  
*Trina Singh*  
*14/02/23*

The Intern fully understands the implications and obligations contained in this Agreement and have no objection(s) thereto. The Intern represents that he/she has acquired all relevant/requisite permission(s) from College Authorities in order to participate in this Program and that the College Authorities fully understand the implication(s) of this Agreement and have no objection(s) thereto.

- 8.2 **Indemnity:** The Intern shall always hold harmless Infosys, its officers, employers, employees, agents, representatives and contractors from and against any and all lawful consequences of any loss, damage, costs, penalties, fines, claims, expenses or liabilities arising out of or resulting from negligence, Misconduct, misfeasance or any improper/illegal action of the Intern or any breach of the aforementioned representations and warranties.

## 9. INTERN STATUS

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

## 10. GENERAL PROVISIONS

- 10.1 **Non-Waiver and Amendment:** No amendment, alteration, or modification, of this Agreement shall be binding unless made in writing and signed by both Infosys and Intern. The failure of either Infosys or Intern at any time or times to require performance of any provision hereof shall in no manner affect the right at a later time to enforce such provision.
- 10.2 **Force Majeure:** Neither party shall be liable to the other for any delay or failure to perform its obligations under this Agreement as a result of natural disasters, pandemics, epidemics, actions or decrees of governmental bodies, communication line failures not the fault of the affected party, or any other delay or failure which arises from causes beyond a party's reasonable control ("Force Majeure Event" hereinafter). If a Force Majeure Event arises, the party whose performance has been so affected shall immediately give notice to the other party and shall do everything reasonably possible to resume performance. Upon receipt of such notice, this Agreement shall be immediately suspended. If the period of nonperformance exceeds 15 (fifteen) days from the receipt of notice of the Force Majeure Event, the party whose ability to perform has not been so affected may by giving written notice, terminate this Agreement.
- 10.3 **Assignment:** The Intern shall not assign any of its rights or obligations under this Agreement. Any assignment in contravention of these terms and conditions shall be null and void.
- 10.4 **Severability:** If a court or an arbitrator of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provision, or portions of them, will not be affected.

*Justine*  
*Tanika Gray*  
*14/02/23*

- 10.5 Entire Agreement: This Agreement, including any annexure attached hereto, sets forth the entire agreement and understanding of Infosys and the Intern with respect to the subject matter hereof, and supersedes all prior oral and written agreements, understandings, representations, conditions and all other communications relating thereto.
- 10.6 Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument.
- 10.7 Governing Law: This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by laws of India.
- 10.8 Headings: The section headings used in this Agreement are intended for convenience only and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.
- 10.9 Any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in interpreting this Agreement.
- 10.10 For the avoidance of doubt, this Agreement shall be effective only when signed by both parties.

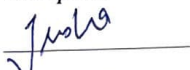
Yours truly,




**RICHARD LOBO**

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

Accepted:

  
[ Trisha Garg ]

Date: 14/02/23

  
Trisha Garg  
14/02/23