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LETTER OF UNDERTAKING (For Trainees)

Date: 20/11/2020

To,
Larsen & Toubro Infotech Ltd., L&T House, N.M. Marg,
Ballard Estate, Mumbai 400 001

Dear Sirs,

1. Larsen & Toubro Infotech Ltd. (hereinafter referred to as "L&T Infotech"), which is a wholly owned subsidiary of Larsen & Toubro Limited (hereinafter referred to as "L&T"), has got specialized software training programs organized for its Trainees.
2. In the above context, I understand that the training duration shall be for a period of one (1) year, starting from 20/11/2020. The period of the said training as mentioned herein may be reduced or extended or otherwise modified at L&T Infotech's sole discretion.
3. I am aware of the fact that L&T Infotech would be spending a considerable sum of money with respect to the said training and besides the time and money invested by L&T Infotech; L&T Infotech will also be incurring substantial expenditure for stipend, allowance and other expenses. I am also aware of the fact that in case I am not able to complete the said training, L&T Infotech will incur substantial loss and damages.
4. In consideration of what is stated herein above, the terms and conditions that will apply to me for this said Training, which I agree and undertake, are as follows:
 - a) I agree and undertake to complete this said Training and devote my whole time and attention to the said Training.
 - b) I agree to and undertake to remain in the service of L&T Infotech from the start date of the said Training for a period of two (2) years and that I shall not resign, abandon, terminate, give cause for termination of my employment for any reason whatsoever from the service of L&T Infotech.
 - c) I agree that if I commit a breach of any of the covenants contained in Clause (b) in particular and of this undertaking in general, I shall forthwith pay as liquidated damages to L&T Infotech a sum of Rs 2,00,000/- (Rs Two Lakhs only) which L&T Infotech shall without prejudice to its other rights, be entitled to receive in the event I commit a breach of any of the covenants of this Undertaking. The liquidated damages become payable to L&T Infotech immediately upon my committing the breach of this Undertaking.
 - d) For the purpose of this Undertaking, I agree that in the event of resigning, abandoning or otherwise terminating or giving cause for termination of my training/employment for any reason whatsoever or committing a breach of this Undertaking, I shall not serve in any capacity any other Company, firm, person or persons carrying on business which is similar to the Information Technology, Software Development and Services business carried on by L&T Infotech and/or L&T's group companies for a period of two (2) years thereafter.
 - e) I agree that I shall work diligently and efficiently and shall not commit any act or omission that might expose L&T Infotech to any kind of liability whatsoever it may be.
5. The amounts payable by me as above are acceptable to me and the same are fair taking into consideration the substantial costs incurred by L&T Infotech in organizing the said Training for me.
6. I agree that, L&T Infotech shall at all times have lien over and the authority of appropriating towards the recovery of the sum mentioned in 4(c) herein above, any and all the amounts receivable by me from L&T Infotech by way of salary, arrears of salary and all other types of remuneration and terminal benefits. I, further agree to sign all such papers, documents and/or powers of

attorney/letters of authority as may be reasonably required by L&T Infotech in this behalf.

7. In the event of any dispute or difference arising under this undertaking, the same shall be resolved by reference to arbitration by sole arbitrator in accordance with the Arbitration & Conciliation Act, 1996. Such sole arbitrator shall be appointed by L&T Infotech. The venue of Arbitration shall only be at Mumbai.
8. This undertaking shall be governed by laws of India.
9. I hereby confirm that I am giving this Undertaking knowing fully well the consequences of the breach thereof and accordingly; I have executed this Undertaking on my own free will and volition and in token of my agreement with the terms and conditions as stipulated hereinabove.

GUARANTEE

In consideration of L&T Infotech having agreed to send Mr./Ms. on his/her request for training at L&T Infotech, we the below named both hereby guarantee that if Mr./Ms. commits any breach of this the above undertaking, we shall be liable to pay L&T Infotech, jointly and/or severally, such amount or amounts as we may be called upon to pay by L&T Infotech subject to the maximum aggregate of Rs 2,00,000/- (Rs Two Lakhs only).

We also agree that in the event of any dispute or difference arising under this undertaking, the same shall be resolved by reference to arbitration by sole arbitrator in accordance with the Arbitration & Conciliation Act, 1996. Such sole arbitrator shall be appointed by L&T Infotech. The venue of Arbitration shall only be at Mumbai.

Guarantor 1 details

Name: *

Address: *

Country: *

State: *

City: *

Company Address: *

Relation: * (First Guarantor can be Parents - who have source of income)

Signature: *

Guarantor 2 details

Name: *

Address: *

Country: *

State: *

City: *

Company Address: *

Relation: * (Second Guarantor can be any friend or relative who have source of income)

Signature: *