

Date: 26<sup>th</sup> July 2024

**DECLARATION LETTER**

Subject: Declaration Regarding Payment of Wages in Compliance with Minimum Wages Act

I trust you are doing well.

I am pleased to confirm that our organization upholds the principles of the Minimum Wages Act and ensures that all wages are paid in compliance with the stipulated regulations. We are committed to providing fair and just compensation to our employees in accordance with the Minimum Wages Act.

We, hereby acknowledge that the wages paid to employees in our organization are in alignment with the provisions outlined in the Minimum Wages Act. We value the hard work and dedication of our employees and prioritize their financial well-being by adhering to legal standards.

Mr. Akansh Jaiswal

VARC INTERNATIONAL PRIVATE LIMITED

Sincerely,

A handwritten signature in blue ink, appearing to read "Akansh Jaiswal". Below the signature is the word "Director" in a small, blue, sans-serif font.

Director

VARC International Pvt Ltd.