To,

HDFC Bank,

HDFC House, H T Parekh Marg,

165-166, Backbay Reclamation,

Churchgate, Mumbai - 400 020

Subject: Compliance with Minimum Wages Act

Sir,

This is to certify that IRIS Business Services Limited complies with Minimum Wages Act (1948) and the organization's pay and working conditions are well above stipulated requirements as per law.

Yours faithfully,

For IRIS Business Services Limited



Nisha Rai

Senior Manager Human Resources.

Date: 01 June 2023