

COMPLIANCE MEMORANDUM – REGULATORY & LEGAL OBLIGATIONS

From: Compliance Function

To: All Personnel

Company: VARIANT CONSULTING GROUP PRIVATE LIMITED

Date: 1 September 2023

Subject: Legal, Regulatory, and Contractual Compliance

1. PURPOSE

This Memorandum communicates mandatory compliance obligations applicable to all Company activities.

2. COMPLIANCE REQUIREMENT

All personnel shall:

- a) comply with applicable laws and regulations;
- b) adhere to contractual commitments;
- c) cooperate with audits and investigations.

3. REPORTING OBLIGATIONS

Suspected violations of law or policy shall be reported promptly and confidentially.

4. NON-RETALIATION

The Company prohibits retaliation against individuals reporting concerns in good faith.

5. ENFORCEMENT

Non-compliance may result in disciplinary action and legal consequences.