

Johnson Controls-Hitachi Air Conditioning India Limited

Criteria of making payments to Non-Executive Directors

Independent Directors:

Independent Directors are paid sitting fees as under:

Rs. 100,000 for attending Board meeting

Rs. 80,000 for attending Audit Committee Meeting

Rs. 20,000 for attending Nomination and Remuneration Committee Meeting

Rs. 75,000 for attending CSR Committee meeting

Rs. 75,000 for attending Risk Management Committee meeting

Rs. 75,000 for attending Stakeholders Relationship Committee Meeting

Rs. 75,000 for attending ESG Committee meeting

Non-Independent Non-Executive Directors:

No Sitting fees are paid to Non-Independent Non-Executive Directors.

Reimbursement of Expenditure:

Expenditures as may have been incurred by the Director while performing his/her role as a Director are reimbursed by the Company.