

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. 80,000 for attending Board meeting;

Rs. 80,000 for attending Audit Committee Meeting;

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

Rs. 60,000 for attending CSR Committee meeting;

Rs. 30,000 for attending Stakeholders Relationship Committee Meeting;

Rs. 20,000 for attending Executive 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.