

### **Establishment of Vigil Mechanism**

Company has established a Vigil Mechanism process as an extension of the Company's Code of Conduct whereby an employee, director, customer, vendor or associate of the Company can disclose his genuine doubt in good faith to the Investigator about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy, so that appropriate action can be taken to safeguard the interest of the Company. The mechanism will be overseen by the Audit Committee.

Disclosure can be reported in writing by complainant to the Investigator in either of the following ways:

1. By sending mail to any one or more member(s) of the Committee on following mail-id:
  - a. Mr. Gurmeet Singh: gurmeet.singh@jci-hitachi.com
  - b. Mr. Vinay Chauhan: vinay.chauhan@jci-hitachi.com
  - c. Mr. Varghese Joseph: varghese.joseph@jci-hitachi.com
2. By sending documents through Courier to any of the Committee member.
3. In exceptional cases, a disclosure can be made to a Chairperson of Audit Committee.