

**BRIGHTCOM GROUP LIMITED**  
(formerly LYCOS INTERNET LIMITED)

**Criteria of making payments to non-executive directors**

The Company does not pay any remuneration to Non-Executive Directors other than Sitting fee of Rs.10,000/- (Indian Rupees Ten Thousand Only) for attending the meetings of Board and Audit committee. There are no performance linked incentives payable to any directors of the Company. The Company reimburses the out-of pocket expenses incurred by the Directors for attending the meetings.