

Bemco Hydraulics Limited

KHANAPUR ROAD, UDYAMBAG, BELGAUM, 590008

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2015-16

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established on boarding/orientation program for its Independent Directors (IDs).

The Business heads, Compliance Officer and Managing Director/Chairman make presentation on business models, nature of industry and its dynamism, the roles, responsibilities and liabilities of Independent Directors, etc. Further, business updates, legal updates and industry updates are made available to IDs, especially to the Audit Committee members on an ongoing basis by internal teams, external consultants, law firms, statutory and internal auditors on a quarterly basis.

The Familiarisation Programme of the Company will provide information relating to the Company, its' Business Divisions, its' business models, industry, business model of the Company, geographies in which Company operates, etc. The programme also intends to improve awareness of the Independent Directors on their roles, rights, responsibilities towards the Company. Further, the Familiarisation Programme should also provide information relating to the financial performance of the Company and budget and control process of the Company.

As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the products, markets, innovation initiatives etc., finance and risk management framework, quarterly and annual financial results. Periodic presentations are made on business and performance updates of the Company.

The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiaries. Any changes during the year in the Companies Act and SEBI regulations were presented to the Board.

Details of Familiarization Programme:

Date of Programme	11.02.2016
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. To update on strategies and functions6. For business updates, laws and regulations applicable to the Company.7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2015-16	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	02:00
2	Mr. Dilip Chandak	Yes	02:00	02:00
3.	Mr. N K Daga	Yes	02:00	02:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2016-17

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established on boarding/orientation program for its Independent directors (IDs).

The Business heads, Compliance Officer and Managing Director/Chairman make presentation on business models, nature of industry and its dynamism, the roles, responsibilities and liabilities of Independent Directors, etc. Further, business updates, legal updates and industry updates are made available to IDs, especially to the Audit Committee members on an ongoing basis by internal teams, external consultants, law firms, statutory and internal auditors on a quarterly basis.

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As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the products, markets, innovation initiatives etc., finance and risk management framework, quarterly and annual financial results. Periodic presentations are made on business and performance updates of the Company.

The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiaries. Any changes during the year in the Companies Act and SEBI regulations were presented to the Board.

Details of Familiarization Programme:

Date of Programme	08.02.2017
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none"> 1. To make aware about the Business Model and industry of the Company 2. Updating about scale and details of operations/ services of the company 3. To understand the position and status of the Company in comparison to other Companies in the same industry 4. To acquaint with their roles, responsibilities and rights 5. To update on strategies and functions 6. For business updates, laws and regulations applicable to the Company. 7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2016-17	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	04:00
2	Mr. Dilip Chandak	Yes	02:00	04:00
3.	Mr. N K Daga	Yes	02:00	04:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2017-18

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established on boarding/orientation program for its Independent Directors (IDs).

The Business heads, Compliance Officer and Managing Director/Chairman make presentation on business models, nature of industry and its dynamism, the roles, responsibilities and liabilities of Independent Directors, etc. Further, business updates, legal updates and industry updates are made available to IDs, especially to the Audit Committee members on an ongoing basis by internal teams, external consultants, law firms, statutory and internal auditors on a quarterly basis.

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As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the products, markets, innovation initiatives etc., finance and risk management framework, quarterly and annual financial results. Periodic presentations are made on business and performance updates of the Company.

The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiaries. Changes any during the year in the Companies Act and SEBI regulations were presented to the Board.

Details of Familiarization Programme:

Date of Programme	10.08.2017
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. To update on strategies and functions6. For business updates, laws and regulations applicable to the Company.7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2017-18	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	06:00
2	Mr. Dilip Chandak	Yes	02:00	06:00
3.	Mr. N K Daga	Yes	02:00	06:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2018-19

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

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The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiaries. Changes any during the year in the Companies Act and SEBI regulations were presented to the Board.

Details of Familiarization Programme:

Date of Programme	17.05.2018
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. To update on strategies and functions6. For business updates, laws and regulations applicable to the Company.7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2018-19	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	08:00
2	Mr. Dilip Chandak	Yes	02:00	08:00
3.	Mr. N K Daga	Yes	02:00	08:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2019-20

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established onboarding/orientation program for its Independent Directors (IDs).

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Details of Familiarization Programme:

Date of Programme	29.01.2020
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. To update on strategies and functions6. For business updates, laws and regulations applicable to the Company.7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2019-20	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	10:00
2	Mr. Dilip Chandak	Yes	02:00	10:00
3	Mr. N K Daga	Yes	02:00	10:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2020-21

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established on boarding/orientation program for its Independent Directors (IDs).

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The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiaries. Any changes during the year in the Companies Act and SEBI regulations were presented to the Board.

Details of Familiarization Programme:

Date of Programme	09.02.2021
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. For business updates, laws and regulations applicable to the Company.6. To update on strategies and functions7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2020-21	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	12:00
2	Mr. Dilip Chandak	Yes	02:00	12:00
3	Mr. N K Daga	Yes	02:00	02:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2021-22

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established onboarding/orientation program for its Independent Directors (IDs).

The Business heads, Compliance Officer and Managing Director/Chairman make presentation on business models, nature of industry and its dynamism, the roles, responsibilities and liabilities of Independent Directors, etc. Further, business updates, legal updates and industry updates are made available to IDs, especially to the Audit Committee members on an ongoing basis by internal teams, external consultants, law firms, statutory and internal auditors on a quarterly basis.

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Details of Familiarization Programme:

Date of Programme	14.02.2022
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. To update on strategies and functions6. For business updates, laws and regulations applicable to the Company.7. Update on financial performance of the

	Company. 8. Post COVID Business updates/industry update
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Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2021-22	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	14:00
2	Mr. Dilip Chandak	Yes	02:00	04:00
3	Mr. N K Daga	Yes	02:00	04:00

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE BEMCO HYDRAULICS LIMITED ("THE COMPANY") DURING FY 2022-23

(Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

BEMCO HYDRAULICS LIMITED has a well-established on boarding/orientation program for its Independent Directors (IDs).

The Business heads, Compliance Officer and Managing Director/Chairman make presentation on business models, nature of industry and its dynamism, the roles, responsibilities and liabilities of Independent Directors, etc. Further, business updates, legal updates and industry updates are made available to IDs, especially to the Audit Committee members on an ongoing basis by internal teams, external consultants, law firms, statutory and internal auditors on a quarterly basis.

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As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the services, markets, innovation initiatives etc., finance and risk management framework, quarterly and annual financial results. Periodic presentations are made on business and performance updates of the Company.

The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiaries. Any changes during the year in the Companies Act and SEBI regulations were presented to the Board.

Details of Familiarization Programme:

Date of Programme	30.08.2022
Number of hours spent by Independent Directors	02:00 hrs.
Purpose of Programme	<ol style="list-style-type: none">1. To make aware about the Business Model and industry of the Company2. Updating about scale and details of operations/ services of the company3. To understand the position and status of the Company in comparison to other Companies in the same industry4. To acquaint with their roles, responsibilities and rights5. To update on strategies and functions6. For business updates, laws and regulations applicable to the Company.7. Update on financial performance of the Company.

Attendance of Independent Directors:

Sr. No.	Name of Independent Directors	Attendance	Number of hours spent during the F.Y. 2022-23	Number of hours spent (on cumulative basis till date)
1	Mr. R M Shah	Yes	02:00	16:00
2	Mr. Dilip Chandak	Yes	02:00	06:00
3	Mr. N K Daga	Yes	02:00	06:00