LIGHT UP THE WORLD

FIEM INDUSTRIES LIMITED

37th Annual General Meeting,
held on 31st July, 2026 at 10.30 am
through Video Conference (VC) / Other Audio Visual Means (OAVM).
Transcript / summary of proceedings pursuant to Circular No. 14/2020 dated 08/04/2020 issued by Ministry of Corporate Affairs, Govt. of India.

Arvind K. Chauhan **Company Secretary**	Good Morning to all, This is Arvind Chauhan, Company Secretary. Before starting the proceedings of the AGM by the Chairman, I would like to share some important information for smooth conduct of the Meeting. In compliance with the applicable Circulars issued by the Ministry of Corporate Affairs and the SEBI, this AGM is being conducted through Video Conference. The company has made all possible efforts to enable the members to participate in the meeting through Video Conference and voting by electronic means i.e. through remote e-voting up to 30th July, and by means of e-voting during AGM, which is now open. The proceedings of this AGM shall be deemed to be conducted at the Registered office of the Company. As the meeting is being held at virtual platform, hence the Company has arranged for electronic inspection of applicable Registers. The procedure for the same is given in the Notice of the AGM. Further, to attend the AGM, presence of shareholders is not required at a common physical place, therefore the need of appointing a proxy doesn't arise. Hence there is no Register of Proxy for this AGM. I confirm that Mr. Pawan Kumar Jain, Independent Director and Chairman of the Audit Committee is present in the AGM. I also confirm that Ms. Shobha Khatri, Chairman of the Nomination & Remuneration Committee and Mr. Pradeep Bhagat, the Chairman of the Stakeholders Relationship Committee are also present. Please also note that before the Questions & Answers session, the members will remain in the mute mode only. Audio and video will be active when they will speak at the AGM. From the shareholders login data available on the Dashboard of InstaMeet platform, I confirm that the Quorum is present. Now, I hand over the proceedings to the Chairman. Over to you Sir.
Mr. J.K. Jain, **Chairman**	Thanks Arvind Good Morning to all of you! Dear shareholders, My Fellow Board Members, Ladies and Gentlemen, A very warm welcome at **37th** Annual General Meeting of Your Company. First of all, I would like to introduce the Board members and other officials present in the meeting. Please note that following Directors are joining from their residence. Pradeep Bhagat, Pawan Kumar Jain, Sanjiv Rai Mehra, Rita Arora, Shobha Khatri, Seema Jain, Aanchal Jain. The Directors who joined from the Office, are: Rahul Jain, Rajesh Sharma, Kashi Ram O.P. Gupta, Our CFO and Arvind Chauhan, our Company Secretary, have also joined from the Office. Our Financial Auditors, Anil Gupta from Anil S Gupta & Associates, and PCS, Auditor, Ranjana Gupta have also joined the Meeting from their offices.

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	Dear Members, Company Secretary has confirmed the presence of sufficient quorum. Now, I call this meeting to order. As the Notice of AGM and full Annual Report are already with you, with your permission, I take the same as read. There is no Qualification, Observation or Comment in any of the Audit Reports. Hence, in terms of section 145 of the Companies Act, these are not required to be read. Annual Report and Notice are available at the INSTAVOTE Platform as well as at the website of the Company. Now, I would like to address my fellow shareholders on the Company's performance.
	Dear Shareholders, It gives me immense pleasure to welcome you all and present the Annual Report for the Financial Year 2025-26. Despite geopolitical tensions in West Asia, India remained one of the fastest-growing major economies and GDP grew by 7.7% during Financial Year 2025-26, supported by strong domestic consumption, policy reforms and infrastructure development. The Indian automobile industry also delivered another strong year. As per SIAM, overall vehicle production increased by approximately 11.8%, while the two-wheeler industry achieved a record production of around 26.7 million units. I am pleased to share that FY 2025-26 has been another landmark year for your Company, with the highest-ever revenue, profitability and operating margins. • Net Sales increased by 16% to ₹2,791 crore, compared with ₹2,405 crore in the previous year. • EBITDA reached a record ₹393 crore, with an all-time high EBITDA margin of 14.09%. • Profit After Tax increased by 24.36% to ₹254 crore. These results reflect our focus on operational excellence and innovation, supported by strong demand from OEM partners and new business opportunities. Our four-wheeler business continues to gain momentum. During the year, we commenced supplies to Mahindra & Mahindra, further strengthening our presence in the passenger vehicle segment. Innovation remains at the core of our strategy. During the year, we commissioned a state-of-the-art EMI/EMC Testing Laboratory at our R&D-Electronics, Innovation Centre in Gurugram. This facility enhances our in-house Design, Validation and Testing capabilities and accelerates product development. Sustainability continues to be a key priority. We have initiated rooftop solar and open-access renewable energy projects across our manufacturing facilities. At our Hosur plant, nearly 65% of the Company's energy requirement is now being met through solar power. Similar initiatives are being implemented at ~~our~~ other plants also. Looking ahead, we remain optimistic about the long-term prospects of both the Indian economy and the automotive industry. We will continue investing in technology, manufacturing capacity and innovative products for maintaining the growth trajectory of the Company. Reflecting the Company's strong financial performance and confidence in the future, your Board has recommended a final dividend of ₹40 per equity share for FY 2025–26, subject to your approval. I would like to extend my deep gratitude to all the fellow shareholders for their continued trust and confidence on us. I also wish to thank all my colleagues on the Board for their valuable guidance and support. Now, I am moving to the Agenda Items. Company Secretary please proceed the Agenda Items of the Notice.

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Arvind K. Chauhan **Company Secretary**	Thank You, Sir. There are 11 Resolutions in the Notice to be approved by the members at this AGM. Item No. 6, 9 and 10 are moved as Special Resolutions. All other Items are moved as Ordinary Resolutions. Please note that the Resolutions are not required to be Proposed and Seconded. For reference, I am reading the resolutions in brief.
Item No. 1	To consider and adopt the audited standalone financial statements and audited consolidated financial statements of the Company for the Financial Year ended March 31, 2026, the reports of the Board of Directors and Auditors thereon
Item No. 2	To declare a Final Dividend of Rs. 40/- per equity share for the Financial Year 2025-26.
Item No. 3	To appoint a Director in place of Mr. Rahul Jain, who retires by rotation at this Annual General Meeting and being eligible, has offered himself for re-appointment.
Item No. 4	To appoint a Director in place of Ms. Aanchal Jain, who retires by rotation at this Annual General Meeting and being eligible, has offered herself for re-appointment.
Item No. 5	To ratify the remuneration of the Cost Auditors for the Financial Year 2026-27.
Item No. 6	To approve the re-designation and appointment of Mr. J K. Jain, as 'Executive Chairman' of the Company.
Item No. 7	To approve the re-designation and appointment of Mr. Rahul Jain as 'Managing Director' of the Company and to approve revision in his remuneration.
Item No.8	To approve the re-designation of Ms. Aanchal Jain as 'Joint Managing Director' and to approve her re-appointment for another term of five years.
Item No. 9	To approve the re-appointment of Mrs. Seema Jain as Whole-time Director of the Company for another term of five years.
Item No. 10	To approve the re-appointment of Mr. Kashi Ram Yadav as Whole-time Director of the Company for another term of three years and approve the revision in his remuneration.
Item No. 11	To approve the revision in the remuneration of Mr. Rajesh Sharma, Joint Managing Director
Arvind K. Chauhan **Company Secretary**	We now move to our discussion with shareholders who have registered themselves as Speakers. Before we commence the session, I would like to share a few guidelines for the Question & Answer Session. Please note this session will be anchored by the Moderator, once, I call the pre-registered speakers one-by-one. • Members are requested to un-mute their microphone before speaking and also enable their webcam if they wish to appear on the screen. In the interest of participation by all the speaker shareholders, kindly limit your time to 3 to 5 Minutes and avoid repeated questions. • Answers to the Financial Queries raised by the shareholders will be provided, once all the speaker shareholders have spoken. I now invite the speaker shareholders one by one.

Speaker No. 1	Ajay Kumar Jain
Speaker No. 2	Ankur Chanda
Speaker No. 3	Shashi Jain
Speaker No. 4	Chetan Chadha
Speaker No. 5	Manjit Singh
Speaker No. 6	Toni Bhatia
Speaker No. 7	Yash Pal Chopra
Speaker No. 8	Shashi Gupta
Speaker No. 9	Jaydip Bakshi
Speaker No. 10	Narender Singh
Speaker No. 11	Jasmit Singh
Speaker No. 12	Nirmal Kumar
Speaker No. 13	Hutokshi Sam Patel
Speaker No. 14	Himanshu A Trivedi
Speaker No. 15	Ankit Agarwal

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	Company Secretary called the name of registered speaker shareholders one by one, as per their turn. Moderator facilitated them to speak by audio / video. Shareholders who spoke at AGM positively commented on Company's performance, growth prospects, CSR initiative etc. They also asked general questions and some financial data points on R&D spent, growth plans etc. Some of them praised the Company's management for good performance and also gave few general suggestions. Chairman acknowledged the appreciation of all the shareholders and expressed gratitude for the words of praise by them for the Company. All the questions from shareholders were replied adequately. Company Secretary also commented / replied comments / queries from chatboot, which were majorly general appreciation etc.
Arvind K. Chauhan **Company Secretary**	Now I request the Chairman to proceed further the Meeting.
Mr. J.K. Jain, **Chairman**	Once again, thank you very much to all the shareholders for participating in the Meeting. Now, I would like to inform about the e-voting. The company has provided remote e-voting facility to the shareholders. The voting period was from 10 A.M. of the 27th July till 5 P.M. of the 30th July. The cut-off date was 24th July. On this Insta Meet platform, the Company has also provided e-voting facility for those shareholders, who are attending the meeting and could not vote earlier through remote e-voting. Ranjana Gupta, P.C.S., is appointed as a scrutinizer for voting by the shareholders. Her decision will be final with regard to the validity and results of the voting. On the receipt of her final report, the results of the voting will be announced within 48 hours from the conclusion of the Meeting. I hereby authorise the Company Secretary to announce the results of the Voting, and also to place the same on the website of the Company. The results of the Voting will also be submitted to NSE and BSE. The e-voting is already open and will close after 15 minutes from now. After that the AGM shall stand concluded. Once again, I thank all of you for joining us today. I wish all of you a safe and healthy future. Thank you.
Conclusion	After that, e-voting window remained open for 15 Minutes and some shareholders, who attended the AGM, but couldn't vote earlier through remote e-voting, voted through this e-voting window. The Annual General Meeting concluded at 11:45 am.

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