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FIEM INDUSTRIES LIMITED

R&D-Electronics, Innovation Centre & Corporate Office
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Tel. : +91-124-4792550/51/52/53/54 **E-mail** : corporate@fiemindustries.com

May 30, 2026

The Manager, **Dept. of Corporate Services** **B S E Limited** 25th Floor, P. J. Towers, Dalal Street, Fort, Mumbai - 400 001 **[BSE Code: 532768]**	**The Manager,** **Listing Department,** **National Stock Exchange of India Ltd.** Exchange Plaza, Bandra Kurla Complex Bandra (East), Mumbai -400051 **[NSE Symbol: FIEMIND]**

Dear Sir,

Sub: **Outcome of the Board Meeting held today, May 30, 2026**
Ref: **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations).**

We would like to inform that in the Board Meeting of the Company held today i.e. on May 30, 2026 (commenced at **2.30 p.m.** and concluded at 4:10 **p.m.),** the Board of Directors of the Company, have inter-alia, considered and approved the following matters:

1) **The Audited Financial Results (Standalone and Consolidated) for Quarter and Financial Year ended on March 31, 2026, as recommended by the Audit Committee. A copy of these Results are enclosed herewith as mentioned hereunder:**

   (i) Statement of Audited Standalone Financial Results for the Quarter and Financial Year ended on March 31, 2026, along with the Auditor's Report thereon.
   (ii) Statement of Audited Consolidated Financial Results for the Quarter and Financial Year ended on March 31, 2026 along with the Auditor's Report thereon.
   (iii) Results highlights for the Quarter and Financial Year ended on March 31, 2026.

   The above-mentioned Results are also being uploaded on the website of the Company at https://fiemindustries.com/financial-results/

   Further, a declaration signed by the Chief Financial Officer, pursuant to Regulation 33(3)(d) of Listing Regulations, confirming that the Statutory Auditors of the Company have issued the Audit Reports with unmodified opinion for Standalone and Consolidated Financial Statements prepared under Companies Act, 2013 and Audited Financial Results (Standalone and Consolidated) prepared under Listing Regulations for the Financial Year ended on March 31, 2026, is also enclosed as **Annexure-I**.

2) **Recommendation of Final Dividend for Financial Year 2025-26, subject to declaration by the shareholders of the Company in ensuing Annual General Meeting (AGM).**

   The Board recommended a Final Dividend at the rate of Rs.40/- per Equity Share i.e. 400% (Nominal Value Rs. 10/- each) for Financial Year 2025-26 on 2,63,19,660 Equity shares of Rs. 10/- each (all fully paid), amounting to Rs.105.28 Lakh, out of the profits of the Company for financial year ended on March 31, 2026.

   The Final Dividend, if declared by the shareholders at the ensuing 37th AGM, scheduled to be held on July 31, 2026, will be paid or dividend warrants/DDs will be dispatched to the shareholders on or before August 14, 2026.

3) **Re-designation and appointment of Mr. Jagjeevan Kumar Jain (DIN:00013356) as Executive Chairman of the Company.**

Based on the recommendations of the Nomination & Remuneration Committee, the Board of Directors of the Company have approved the re-designation and appointment of Mr. Jagjeevan Kumar Jain (DIN: 00013356) as **Executive Chairman** (Key Managerial Personnel) of the Company in the Category of Whole-time Director w.e.f. June 1, 2026 till the completion of his current term i.e. till August 6, 2030, subject to approval of the shareholders of the Company in ensuing 37th AGM by way of a Special Resolution.

It is confirmed that **Mr. Jagjeevan Kumar Jain** is not debarred from holding the office of the Director pursuant to any order of SEBI or any other authority.

The other requisite disclosures regarding re-designation / appointment of **Mr. Jagjeevan Kumar Jain,** as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure-II.**

4) **Re-designation and appointment of Mr. Rahul Jain (DIN:00013566) as Managing Director of the Company.**

Based on the recommendations of the Nomination & Remuneration Committee, the Board of Directors of the Company have approved the re-designation and appointment of Mr. Rahul Jain (DIN: 00013566) as **Managing Director** (Key Managerial Personnel) of the Company, w.e.f. June 1, 2026 till the completion of his current term i.e., till September 30, 2030, subject to approval of the shareholders of the Company in ensuing 37th AGM.

It is confirmed that **Mr. Rahul Jain** is not debarred from holding the office of the Director pursuant to any order of SEBI or any other authority.

The other requisite disclosures regarding re-designation / appointment of **Mr. Rahul Jain,** as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure-III.**

5) **Re-designation and re-appointment of Ms. Aanchal Jain (DIN:00013350) as Joint Managing Director of the Company.**

Based on the recommendations of the Nomination & Remuneration Committee, the Board of Directors of the Company have approved the re-designation of Ms. Aanchal Jain (DIN: 00013350) as **Joint Managing Director** of the Company in the category of Whole-time Director w.e.f. June 1, 2026 and also approved her re-appointment for a another term of 5 years effective from April 1, 2027, subject to approval of the shareholders of the Company in ensuing 37th AGM.

It is confirmed that **Ms. Aanchal Jain** is not debarred from holding the office of the Director pursuant to any order of SEBI or any other authority.

The other requisite disclosures regarding re-designation / re-appointment of **Ms. Aanchal Jain,** as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure-IV.**

6) **Re-appointment of Mrs. Seema Jain (DIN:00013523) as Whole-time Director of the Company.**

Based on the recommendations of the Nomination & Remuneration Committee, the Board of Directors of the Company have approved the re-appointment of Mrs. Seema Jain (DIN: 00013523) as Whole-time Director of the Company for a further term of 5 years effective from April 1, 2027, subject to approval of the shareholders of the Company in ensuing 37th AGM by way of a Special Resolution.

It is confirmed that **Mrs. Seema Jain** is not debarred from holding the office of the Director pursuant to any order of SEBI or any other authority.

The other requisite disclosures regarding **re-appointment** of **Mrs. Seema Jain,** as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure-V.**

7) **Re-appointment of Mr. Kashi Ram Yadav (DIN:02379958) as Whole-time Director of the Company.**

Based on the recommendations of the Nomination & Remuneration Committee, the Board of Directors of the Company have approved the re-appointment of Mr. Kashi Ram Yadav (DIN:02379958) as Whole-time Director of the Company for a further term of 3 years effective from October 25, 2026, subject to approval of the shareholders of the Company in ensuing 37th AGM by way of a Special Resolution.

It is confirmed that **Mr. Kashi Ram Yadav** is not debarred from holding the office of the Director pursuant to any order of SEBI or any other authority.

The other requisite disclosures regarding re-appointment of **Mr. Kashi Ram Yadav,** as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure-VI.**

8) **Acceptance of resignation of Mr. Vineet Sahni (DIN: 03616096), CEO & Whole-time Director (Key Managerial Personnel) of the Company.**

The Board of Directors of the Company has accepted resignation of Mr. Vineet Sahni, from the position of CEO & Whole-time Director (Key Managerial Personnel), w.e.f. the close of business hours on May 31, 2026. Mr. Vineet Sahni tendered his resignation on May 19, 2026.

The Board of Directors placed on record its deep appreciation for the valuable contribution made by Mr. Vineet Sahni during his tenure and wished him success in his future endeavours.

The other requisite disclosures regarding resignation of **Mr. Vineet Sahni**, as required in terms of Regulation 30 read with Schedule III - Para A.7 and 7C of Part A of the Listing Regulations, read with SEBI Master Circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure - VII.**

9) Re-appointment of Internal Auditor for the Financial Year 2026-27.

Based on the recommendations of the Audit Committee, the Board of Directors of the Company have approved the re-appointment of M/s V. Sachdeva & Associates, Chartered Accountants (Firm Registration No. 004417N), as Internal Auditors of the Company for the Financial Year 2026-27.

The other requisite disclosures as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure - VIII.**

10) Re-appointment of Cost Auditor for the Financial Year 2026-27.

Based on the recommendations of the Audit Committee, the Board of Directors of the Company have approved the re-appointment of M/s Jay Narain & Co., Cost Accountants (Reg. No. 004576) as Cost Auditors of the Company for the Financial Year 2026-27.

The other requisite disclosures as required in terms of Regulation 30 read with Schedule III - Para A.7 of Part A of the Listing Regulations, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure - IX.**

11) Convening of 37th Annual General Meeting of the Company and fixing of Record Date:

The Board of Directors also approved the following:

(i) To convene and hold 37th Annual General Meeting (AGM) of the Company on **Friday, July 31, 2026 at 10.30 AM** through Video Conferencing/Other Audio-Visual Means ("VC/OAVM");

(ii) Pursuant to Regulation 42 of the Listing Regulations, the **Record Date** for the purpose of determining the shareholders, eligible to receive the Final Dividend (if declared at the 37th AGM), will be **Friday, July 24, 2026;**

(iii) The **Cut-off Date** for the purpose of determining the shareholders, eligible to vote (through e-voting) on resolutions set-out in the Notice of 37th AGM will also be **Friday, July 24, 2026.**

This is for your information and records please.

Yours faithfully
For Fiem Industries Limited

Arvind Kumar Chauhan
Digitally signed by Arvind Kumar Chauhan
Date: 2026.05.30 16:20:19 +05'30'

Arvind K. Chauhan
Company Secretary
Encls: A/a

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Regd. Office : Unit No. 1A & 1C, First Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi-110037 **Tel. :** +91-9821795327/28/29/30 **E-mail :** fiemaerocity@fiemindustries.com
Website : http://www.fiemindustries.com **CIN : L36999DL1989PLC034928**

STATEMENT OF STANDALONE AUDITED FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED MARCH 31, 2026

(Rs. in lakhs)

SL. No.	Particulars	QUARTER ENDED			YEAR ENDED	
		31.03.26 (Audited)	31.12.25 (Unaudited)	31.03.25 (Audited)	31.03.26 (Audited)	31.03.25 (Audited)
1	**Income**					
	a) Net Sales	74,435.19	68,581.53	63,380.35	279,065.46	240,495.64
	b) Other Operating Income	662.79	419.95	527.06	2,345.31	1,724.38
	Revenue from Operations	**75,097.98**	**69,001.48**	**63,907.41**	**281,410.77**	**242,220.02**
	Other Income	443.64	494.17	532.18	2,078.51	1,611.36
	Total Income	**75,541.62**	**69,495.65**	**64,439.59**	**283,489.28**	**243,831.38**
2	**Expenses**					
	a) Cost of materials consumed	45,200.04	41,315.11	38,954.47	170,893.90	150,227.46
	b) Purchases of stock-in-trade	142.50	131.32	120.91	524.78	613.33
	c) Changes in inventories of finished goods, work-in-progress and stock-in-trade	297.87	(282.44)	420.52	(476.82)	(582.58)
	d) Employee benefits expense	10,016.99	10,046.25	8,162.96	38,546.50	32,744.77
	e) Finance Costs	167.41	37.15	38.86	278.68	154.33
	f) Depreciation and amortization expense	1,772.33	1,800.74	1,662.83	7,206.19	6,389.88
	g) Other expenses	8,522.71	8,020.88	7,867.75	32,588.18	27,143.78
	Total Expenses	**66,119.85**	**61,069.01**	**57,228.30**	**249,561.41**	**216,690.97**
3	**Profit/ (Loss) before exceptional items and Tax (1-2)**	**9,421.77**	**8,426.64**	**7,211.29**	**33,927.87**	**27,140.41**
4	Exceptional Items - Gain/(Loss) (See Note 11)	-	-	374.95	-	374.95
5	**Profit/ (Loss) before Tax (3+4)**	**9,421.77**	**8,426.64**	**7,586.24**	**33,927.87**	**27,515.36**
6	Tax expense	2,363.20	2,081.22	1,816.82	8,540.11	7,101.56
7	**Net Profit/(Loss) for the period (5-6)**	**7,058.57**	**6,345.42**	**5,769.42**	**25,387.76**	**20,413.80**
8	**Other comprehensive Income (net of Income tax)**					
	a) Items that will not be reclassified to Profit or loss					
	- Remeasurement of defined benefit Liability/ asset	(68.26)	75.22	(62.53)	(122.47)	(194.43)
	- Income tax related to items that will not be reclassified to profit or loss	17.17	(18.93)	15.74	30.82	48.93
	Total Items that will not be reclassified to Profit or loss (net of income tax)	(51.09)	56.29	(46.79)	(91.65)	(145.50)
	b) Items that will be reclassified to Profit or loss	-	-	-	-	-
	Total Other Comprehensive Income (net of income tax) (a+b)	(51.09)	56.29	(46.79)	(91.65)	(145.50)
9	**Total Comprehensive Income for the period (7+8)**	**7,007.48**	**6,401.71**	**5,722.63**	**25,296.11**	**20,268.30**
10	**Paid up Equity Share Capital (face value Rs 10 per share)**	**2,631.97**	**2,631.97**	**2,631.97**	**2,631.97**	**2,631.97**
11	**Other Equity**				118,317.21	100,917.00
12	**Earnings Per Share (EPS) (Not annualised except for the year ended) (Face Value of Rs 10 per share)**					
	a) Basic - Rs.	26.82	24.11	21.92	96.46	77.56
	b) Diluted - Rs.	26.82	24.11	21.92	96.46	77.56

NOTES

1. The above results have been reviewed by the Audit Committee and approved by the Board of Directors in their respective meetings held on May 30, 2026.

2. These results have been prepared in accordance with the Companies (Indian Accounting Standards) Rules, 2015 (Ind AS) prescribed under Section 133 of the Companies Act 2013 read with relevant rules issued thereunder and the other accounting principles generally accepted in India.

3. **Fire Incident at Tapukara Unit -Rajasthan (Unit-8)**
During the Previous quarter, a fire incident occurred in the afternoon of August 23, 2025 at Unit-8, located at Plot No. SP1-C, Industrial Area Tapukara, District Alwar-301707 (Rajasthan). There was no injury or loss of human life and the fire was primarily restricted to the first floor of the building.
During the quarter ended September 30, 2025, the company has recognised the value of the affected assets as Insurance Claim receivable to the extent of the carrying value of inventories amounting to Rs 2105.87 Lakhs and property, plant and equipment amounting to Rs 2767.91 Lakhs as the company maintains adequate insurance coverage of all assets on reinstatement basis with the insurer.
An estimated claim of Rs 82.30 Crores (on the reinstatement value basis) has been submitted on January 30,2026 to insurer. The final settlement remains subject to assessment by the insurer and any additional accounting impact will be recorded upon finalization of the claim.

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4 The Government of India has consolidated 29 existing labour legislations into a unified framework comprising four labour codes viz the Code on Wages, 2019, the Code on Social Security, 2020, the Industrial Relations Code, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020 (collectively referred to as the "Labour Codes"). The Labour Codes have been made effective from November 21, 2025. The Ministry of Labour & Employment published draft Central Rules and FAQs to enable assessment of the financial impact due to changes in regulations.

The incremental impact of these changes, assessed by the Company, on the basis of the information available, consistent with the guidance provided by the Institute of Chartered Accountants of India, has resulted in increase of Rs 451.95 lakhs in the provision of defined benefit obligations and has been recognised in the financial results of the Company for the quarter and nine months ended December 31, 2025. The Company continues to monitor the finalisation of Central and State Rules, as well as Government clarifications on other aspects of the Labour Codes, and will incorporate appropriate accounting treatment based on these developments as required.

5 **Update on Fire incident and Insurance claim for Unit-7**

As reported in earlier quarters, a fire incident occurred on June 13, 2023 at Unit-7, located at Plot No. 1915, Phase-V, Rai Industrial Estate, Sonipat-131029 (Haryana). The Company has completed reinstatement of all property, plant and equipment and the insurance assessment is under process. During FY 2024-25, the Company has already received Rs 50 Crore as adhoc/interim payment from the insurance company.

During the year ended March 31, 2024, the company had recognised the value of the affected assets as Insurance Claim receivable to the extent of the carrying value of inventories amounting to Rs 2583.74 Lakhs and the carrying value of property, plant and equipment amounting to Rs 2552.72 Lakhs. The final entries will be recorded in the books of accounts upon finalization of the claim by the insurer.

6 The Company is engaged in the business of manufacturing and supply of auto components comprising of automotive lighting and signaling equipments, rear view mirrors, plastic molded parts and sheet metal components for motorized vehicles, and LED luminaries for indoor and outdoor applications and integrated passenger information systems with LED Display etc.
- As per Ind AS108 Operating Segment, the Company has identified two reportable segments, as described below :
a) "Automotive Segment" comprising of automotive lighting and signaling equipment, rear view mirrors, plastic moulded and other automotive parts.
b) "Others Segment" comprising of LED Luminaries i.e. indoor and outdoor lighting products, display panels and LED integrated Passenger Information Systems etc.

STANDALONE SEGMENT WISE REVENUE, RESULTS AND CAPITAL EMPLOYED FOR THE QUARTER AND YEAR ENDED MARCH 31, 2026

S. No.	Particulars	QUARTER ENDED			YEAR ENDED	
		31.03.26 (Audited)	31.12.25 (Unaudited)	31.03.25 (Audited)	31.03.26 (Audited)	31.03.25 (Audited)
I	**Segment Revenue (Sales and Other operating income)**					
	a) Automotive Segment	75,050.15	68,843.97	63,748.75	280,951.66	241,622.46
	b) Others Segment	47.83	157.51	158.66	459.11	597.56
	Total	75,097.98	69,001.48	63,907.41	281,410.77	242,220.02
	Less - Inter Segment Revenue	-	-	-	-	-
	Total Income from Operations	**75,097.98**	**69,001.48**	**63,907.41**	**281,410.77**	**242,220.02**
II	**Segment Results (Profit/(Loss) before tax and interest from each Segment)**					
	a) Automotive Segment	10,561.53	8,746.18	8,322.35	36,303.03	30,086.45
	b) Others Segment	(11.07)	(11.32)	(11.20)	(38.52)	(43.36)
	Total Segment Results	**10,550.46**	**8,734.86**	**8,311.15**	**36,264.51**	**30,043.09**
	Less:					
	i) Finance Costs	167.41	37.15	38.86	278.68	154.33
	ii) Other Un-allocable Expenditure net off Un-allocable Income	961.28	271.07	686.05	2,057.96	2,373.40
	Total Profit/(Loss) before tax from ordinary activities	**9,421.77**	**8,426.64**	**7,586.24**	**33,927.87**	**27,515.36**
III	**Segment Assets**					
	a) Automotive Segment	137,999.49	134,873.25	108,399.55	137,999.49	108,399.55
	b) Others Segment	891.49	937.27	1,093.82	891.49	1,093.82
	Unallocable Corporate Assets	30,561.24	24,320.72	32,324.22	30,561.24	32,324.22
	Total Segment Assets	**169,452.22**	**160,131.24**	**141,817.59**	**169,452.22**	**141,817.59**
	Segment Liabilities					
	a) Automotive Segment	44,238.33	41,455.87	33,279.17	44,238.33	33,279.17
	b) Others Segment	126.18	109.04	114.77	126.18	114.77
	Unallocable Corporate Liabilities	4,138.53	4,624.64	4,874.68	4,138.53	4,874.68
	Total Segment Liabilities	**48,503.04**	**46,189.55**	**38,268.62**	**48,503.04**	**38,268.62**
	CAPITAL EMPLOYED (Segment Assets Less Segment Liabilities)					
	a) Automotive Segment	93,761.16	93,417.38	75,120.38	93,761.16	75,120.38
	b) Others Segment	765.31	828.23	979.05	765.31	979.05
	Unallocable Corporate Assets Less Liabilities	26,422.71	19,696.08	27,449.54	26,422.71	27,449.54
	TOTAL CAPITAL EMPLOYED	**120,949.18**	**113,941.69**	**103,548.97**	**120,949.18**	**103,548.97**

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ANIL S. GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

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Regd. Office : Unit No. 1A & 1C, First Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi-110037 **Tel. :** +91-9821795327/28/29/30 **E-mail :** fiemaerocity@fiemindustries.com
Website : http://www.fiemindustries.com **CIN : L36999DL1989PLC034928**

7 The disclosure of Audited Statement of Assets and Liabilities as at March 31, 2026 as per Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations,2015 are as under

STANDALONE AUDITED STATEMENT OF ASSETS AND LIABILITIES **(Rs in lakhs)**

	Particulars	As at 31.03.2026		As at 31.03.2025	
A	**ASSETS**				
1	**NON CURRENT ASSETS**				
	a) Property, Plant and Equipment		53,062.96		52,093.03
	b) Capital work-in-progress		1,487.19		2,027.45
	c) Right of Use Assets		6,872.39		2,797.09
	d) Intangible assets		333.69		312.55
	e) Financial Assets				
	(i) Investments	447.25		445.35	
	(ii) Trade receivables	-		-	
	(iii) Loans	67.73		36.86	
	(iv) Other Financial Assets	1,859.13		1,646.78	
			2,374.11		2,128.99
	f) Income tax assets (net)		-		-
	g) Other non-current assets		1,696.54		318.85
	Sub Total Non Current Assets - A		**65,826.88**		**59,677.96**
2	**CURRENT ASSETS**				
	a) Inventories		26,677.00		23,333.48
	b) Financial Assets				
	(i) Investments	-		-	
	(ii) Trade receivables	38,816.37		24,240.90	
	(iii) Cash and cash equivalents	27,644.57		29,578.61	
	(iv) Bank balances other than (iii) above	15.63		12.58	
	(v) Loans	81.28		49.65	
	(vi) Other Financial Assets	5,811.73		1,478.10	
			72,369.58		55,359.84
	c) Current tax assets		-		-
	d) Other current assets		4,578.76		3,446.31
	Sub Total Current Assets - B		**103,625.34**		**82,139.63**
	TOTAL ASSETS - (A+B)		**169,452.22**		**141,817.59**
B	**EQUITY AND LIABILITIES**				
1	**EQUITY**				
	a) Equity Share capital	2,631.97		2,631.97	
	b) Other Equity	118,317.21		100,917.00	
	Sub Total - Equity		**120,949.18**		**103,548.97**
2	**LIABILITIES**				
	NON CURRENT LIABILITIES				
	a) Financial Liabilities				
	(i) Borrowings	-		-	
	(ii) Lease Liabilities	6,053.00		2,095.27	
	(iii) Trade payables	-		-	
	(iv) Other financial liabilities	-		-	
			6,053.00		2,095.27
	b) Provisions		1,088.48		652.98
	c) Deferred tax liabilities (Net)		1,474.94		2,283.39
	d) Other non-current liabilities		-		-
	Sub Total -Non Current Liabilities -A		**8,616.42**		**5,031.64**
	CURRENT LIABILITIES				
	a) Financial Liabilities				
	(i) Borrowings	-		-	
	(ii) Lease liabilities	502.09		113.84	
	(iii) Trade payables				
	-Total outstanding dues of micro and small enterprises	3,387.25		1,671.14	
	-Total outstanding dues of creditors other than micro and small enterprises	25,442.32		21,360.56	
	(iv)Other financial liabilities	3,440.27		3,786.79	
			32,771.93		26,932.33
	b) Other current liabilities		5,719.04		5,610.87
	c) Provisions		1,204.55		568.42
	d) Current Tax Liabilities (Net)		191.10		125.36
	Sub Total -Current Liabilities- B		**39,886.62**		**33,236.98**
	Total Liabilities (A+B)		**48,503.04**		**38,268.62**
	TOTAL EQUITY AND LIABILITIES		**169,452.22**		**141,817.59**

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FIEM INDUSTRIES LIMITED

Regd. Office : Unit No. 1A & 1C, First Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi-110037 Tel. : +91-9821795327/28/29/30 E-mail : fiemaerocity@fiemindustries.com
Website : http://www.fiemindustries.com CIN : L36999DL1989PLC034928

8 Audited Standalone Cash Flow Statement

(Rs in lakhs)

	Particulars	Year ended 31.03.26	Year ended 31.03.25
A	**Cash flow from Operating Activities:**		
	Profit (Loss) Before Tax After Exceptional Item	33,927.87	27,515.36
	Adjustments for:		
	Depreciation & amortisation expenses	7,206.19	6,389.88
	(Profit)/Loss on sale of property plant and equipment	(76.81)	(18.55)
	Loss on discarded of property plant and equipment	355.01	88.06
	Unrealised foreign exchange (gain)/Loss	75.95	(95.01)
	Provision (Reversal) for bad and doubtful debt	255.43	(454.37)
	Provision (Reversal/Utilisation) for Warranties	689.42	(493.00)
	Bad debt written-off	203.41	31.83
	Impairment loss on Investment	-	33.16
	Exceptional Income	-	(374.95)
	Unwinding of interest on financial assets	(25.15)	-
	Finance costs	278.68	154.33
	Interest income on term deposit & others	(1,968.08)	(1,586.01)
	Operating Profit (Loss) before Working Capital changes	**40,921.92**	**31,190.74**
	Adjustment for changes in Working Capital:		
	Decrease/(Increase) in loans (non-current)	(30.87)	(1.58)
	Decrease/(Increase) in other financial assets (non-current)	15.62	(446.38)
	Decrease/(Increase) in other current assets (non-current)	0.52	(14.00)
	Decrease/(Increase) in inventories	(3,343.52)	(2,897.57)
	Decrease/(Increase) in trade receivables	(14,952.99)	(4,426.78)
	Decrease/(Increase) in trade receivables (non-current)	-	-
	Decrease/(Increase) in loans (current)	(31.63)	14.42
	Decrease/(Increase) in other financial assets (current)	(2,039.12)	1,898.04
	Decrease/(Increase) in other current assets (current)	(1,132.45)	(370.16)
	(Decrease)/Increase in non-current provisions	435.50	95.34
	(Decrease)/Increase in trade payables	5,640.60	4,203.51
	(Decrease)/Increase in other financial liabilities (current)	(11.42)	95.00
	(Decrease)/Increase in current provisions	(175.76)	(61.01)
	(Decrease)/Increase in other current liabilities	108.17	768.83
	Cash generated from Operating Activities	**25,404.57**	**30,048.40**
	Income tax paid (net of refund)	(9,252.00)	(6,810.63)
	Net cash from/(used in) Operating Activities (A)	**16,152.57**	**23,237.77**
B	**Cash flow from Investing Activities:**		
	Payments for purchase of property, plant and equipment, intangible assets, capital work in progress & capital advances	(12,544.73)	(12,903.16)
	Ad-hoc Insurance claim received agst property, plant and equipment (loss due to fire)	-	2,664.50
	Proceeds from disposal of property, plant and equipment	134.37	136.52
	Capital subsidy received from State Government	770.03	-
	Proceeds from Exceptional income	374.95	-
	Proceeds from exit from Joint Venture	-	0.01
	Payment towards acquisition of investment	(1.90)	-
	Maturity from (Investment in) other bank balance	(3.05)	(3.48)
	Payments towards advances for acquiring right-of-use-assets	(369.54)	-
	Interest income on term deposit & others	1,968.08	1,586.01
	Net cash from/(used in) Investing Activities (B)	**(9,671.79)**	**(8,519.61)**
C	**Cash flow from Financing Activities:**		
	Finance cost paid other than finance lease	(16.07)	(15.64)
	Payment of dividend on equity shares	(7,895.90)	(5,263.93)
	Payment of finance lease	(502.85)	(241.03)
	Net cash from/(used in) Financing Activities (C)	**(8,414.82)**	**(5,520.60)**
D	**Net Increase/(Decrease) in cash & cash equivalents (A+B+C)**	**(1,934.04)**	**9,197.57**
	Add:-Cash and cash equivalents at the beginning of the period	29,578.61	20,381.03
	Cash and cash equivalents at the end of period	**27,644.57**	**29,578.61**
	Component of cash and cash equivalents		
	Cash on hand	33.22	27.63
	Balance with Banks:		
	Cash Credit Account	200.70	868.25
	Balance with bank in deposit accounts	27,305.00	28,513.01
	On current accounts	105.65	169.72
	Total cash and cash equivalents	**27,644.57**	**29,578.61**

Note:1.The above Statement of Cash Flows has been prepared under the 'Indirect Method' as set out in Ind AS 7, 'Statement of Cash Flows'.

Note:2. Previous year's figures have been regrouped/reclassified wherever necessary to correspond with the current year's classification/disclosure.

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9 The financial figures of the last quarter of the financial year 2025-26 are the balancing figures between the audited figures in respect of the full financial year ended on 31.03.26 and the published year to date figures upto third quarter ended December 31, 2025.

10 The Board of Directors in their meeting held on May 30,2026, have recommended a Final dividend of Rs 40 per share i.e. @ 400% of Nominal Value of Rs 10 each on 2,63,19,660 equity share of the company for F.Y. 2025-26 amounting to Rs 10527.86 lakhs (Previous year Rs 30 per share amounting to Rs 7895.90 Lakhs)

11 **Exceptional Income Last Year**

A claim of Rs.306.08 Lakhs was accepted along with interest and other expenses amounting to Rs.68.87 Lakhs, totalling Rs.374.95 Lakhs in favour of the Company vide Arbitration Order dated November 30, 2024. The arbitration pertained to a short insurance claim assessed by the insurer relating to a fire incident that occurred on January 25, 2018 in Unit-5, Hosur.

12 Provision for Taxation includes current tax expense and deferred tax expense.

13 Previous period's figures have been regrouped/ rearranged wherever necessary, to make them comparable.

14 These results for the Quarter and Year ended March 31, 2026 are available on the website of the Company (www.fiemindustries.com) and website of the Stock Exchanges viz. BSE Limited (www.bseindia.com) and National Stock Exchange of India Limited (www.nseindia.com).

By order of the Board
For FIEM INDUSTRIES LIMITED

Fiem Industries Ltd. New Delhi

J.K. Jain
Chairman & Managing Director
DIN-00013356

Place- Gurugram
Date- May 30, 2026

ANIL S. GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

ANIL S GUPTA & ASSOCIATES

CHARTERED ACCOUNTANTS
201, VIKRAM TOWER, 16, RAJENDRA PLACE, NEW DELHI - 110008
TEL. : 257 28146, 415 38344

INDEPENDENT AUDITOR'S REPORT ON THE QUARTERLY AND YEAR TO DATE AUDITED STANDALONE FINANCIAL RESULTS OF THE COMPANY PURSUANT TO THE REGULATIONS 33 OF THE SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015, AS AMENDED

TO THE BOARD OF DIRECTORS OF
FIEM INDUSTRIES LIMITED
Unit No. 1A &1C, First floor, Commercial Tower
Hotel JW Marriott, Aerocity, New Delhi-110037

Report on the audit of the Standalone Annual Financial Results

Opinion

We have audited the accompanying statement of quarterly and year to date standalone financial results of FIEM INDUSTRIES LIMITED ("the company") for the quarter and year ended 31st March 2026 ("standalone annual financial results") attached herewith, being submitted by the company pursuant to the requirement of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("Listing Regulations").

In our opinion and to the best of our information and according to the explanations given to us these standalone financial results:

i. are presented in accordance with the requirements of Regulation 33 of the Listing Regulations in this regard; and

ii. give a true and fair view in conformity with the recognition and measurement laid down in the applicable accounting standards and other accounting principles generally accepted in India of the net profit and other comprehensive income and other financial information for the quarter and year ended 31st March 2026.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Companies Act, 2013 (the Act). Our responsibilities under those Standards are further described in the "Auditor's Responsibilities for the Audit of the Standalone Financial Results" section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial results under the provisions of the Companies Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's Responsibilities for the Standalone Financial Results

These Standalone financial results have been prepared on the basis of the Standalone financial statements. The Company's Board of Directors are responsible for the preparation of these financial results that give a true and fair view of the net profit and other comprehensive income and other

financial information in accordance with the recognition and measurement principles as prescribed under Section 133 of the Act read with relevant rules issued thereunder and other accounting principles generally accepted in India and in compliance with Regulation 33 of the Listing Regulations. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the standalone financial results that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the standalone financial results, the Board of Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board of Directors are also responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Standalone Financial Results

Our objectives are to obtain reasonable assurance about whether the standalone financial results as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these standalone financial results.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the standalone financial results, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Management and Board of Directors.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial results or, if such disclosures are inadequate, to

modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the standalone financial results, including the disclosures, and whether the financial results represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Other Matters

The standalone annual financial results include the results for the quarter ended 31st March 2026 being the balancing figure between the audited figures in respect of the full financial year and the published unaudited year to date figures up to the third quarter of the current financial year, which were subjected to limited review, as required under the Listing Regulation.

For Anil S. Gupta & Associates
Chartered Accountants
Firm Registration Number -004061N

(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN :-26083159MWKYWL2510

PLACE: Gurugram (HR.)
DATED: 30.05.2026

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STATEMENT OF CONSOLIDATED AUDITED FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED MARCH 31, 2026

(Rs. in lakhs)

SL. No.	Particulars	QUARTER ENDED			YEAR ENDED	
		31.03.26 (Audited)	31.12.25 (Unaudited)	31.03.25 (Audited)	31.03.26 (Audited)	31.03.25 (Audited)
1	**Income**					
	a) Net Sales	74,460.98	68,587.20	63,415.36	279,213.96	240,536.78
	b) Other Operating Income	664.27	419.96	527.07	2,346.91	1,724.38
	Revenue from Operations	**75,125.25**	**69,007.15**	**63,942.43**	**281,560.87**	**242,261.16**
	Other Income	443.77	494.17	532.21	2,078.89	1,611.68
	Total Income	**75,569.02**	**69,501.32**	**64,474.64**	**283,639.76**	**243,872.85**
2	**Expenses**					
	a) Cost of materials consumed	45,200.04	41,315.11	38,954.47	170,893.90	150,227.46
	b) Purchases of stock-in-trade	140.06	134.13	111.11	535.13	603.53
	c) Changes in inventories of finished goods, work-in-progress and stock-in-trade	297.87	(282.44)	420.52	(476.82)	(582.58)
	d) Employee benefits expense	10,236.26	10,265.70	8,363.91	39,407.44	33,498.31
	e) Finance Costs	167.41	37.15	38.86	278.68	154.33
	f) Depreciation and amortization expense	1,783.15	1,811.37	1,672.71	7,248.81	6,426.17
	g) Other expenses	8,279.87	7,802.02	7,555.97	31,609.77	26,294.78
	Total Expenses	**66,104.66**	**61,083.05**	**57,117.56**	**249,496.91**	**216,622.00**
3	**Profit/ (Loss) before exceptional items and Tax (1-2)**	**9,464.36**	**8,418.27**	**7,357.08**	**34,142.85**	**27,250.85**
4	Exceptional Items - Gain/(Loss) (See Note 12)	-	-	374.95	-	374.95
5	**Profit/ (Loss) before Tax (3+4)**	**9,464.36**	**8,418.27**	**7,732.03**	**34,142.85**	**27,625.80**
6	Tax expense	2,363.97	2,078.04	1,843.86	8,583.00	7,129.31
7	**Net Profit/(Loss) for the period (5-6)**	**7,100.39**	**6,340.23**	**5,888.17**	**25,559.85**	**20,496.49**
8	**Share of Profit/(Loss) of associates**	2.49	(3.55)	(3.53)	(1.41)	(4.49)
9	**Net Profit/(Loss) for the Period after Share of Profit/(Loss) of Associates / Joint Ventures (7+8)**	**7,102.88**	**6,336.68**	**5,884.64**	**25,558.44**	**20,492.00**
10	**Other comprehensive Income (net of Income tax)**					
	a) Items that will not be reclassified to Profit or loss					
	- Remeasurement of defined benefit Liability/ asset	(68.26)	75.22	(62.53)	(122.47)	(194.43)
	- Income tax related to items that will not be reclassified to profit or loss	17.17	(18.93)	15.74	30.82	48.93
	Total Items that will not be reclassified to Profit or loss (net of income tax)	(51.09)	56.29	(46.79)	(91.65)	(145.50)
	b) Items that will be reclassified to Profit or loss	-	-	-	-	-
	Total Other Comprehensive Income (net of income tax) (a+b)	(51.09)	56.29	(46.79)	(91.65)	(145.50)
11	**Total Comprehensive Income for the period (9+10)**	**7,051.79**	**6,392.97**	**5,837.85**	**25,466.79**	**20,346.50**
12	**Paid up Equity Share Capital (face value Rs 10 per share)**	**2,631.97**	**2,631.97**	**2,631.97**	**2,631.97**	**2,631.97**
13	**Other Equity**				118,869.17	101,187.08
14	**Earnings Per Share (EPS) (Not annualised except for the year ended) (Face Value of Rs 10 per share)**					
	a) Basic - Rs.	26.99	24.08	22.36	97.11	77.86
	b) Diluted - Rs.	26.99	24.08	22.36	97.11	77.86

NOTES

1 The above results have been reviewed by the Audit Committee and approved by the Board of Directors in their respective meetings held on May 30, 2026.

2 These results have been prepared in accordance with the Companies (Indian Accounting Standards) Rules, 2015 (Ind AS) prescribed under Section 133 of the Companies Act 2013 read with relevant rules issued thereunder and the other accounting principles generally accepted in India.

3 **Fire Incident at Tapukara Unit -Rajasthan (Unit-8)**

During the Previous quarter, a fire incident occurred in the afternoon of August 23, 2025 at Unit-8, located at Plot No. SP1-C, Industrial Area Tapukara, District Alwar-301707 (Rajasthan). There was no injury or loss of human life and the fire was primarily restricted to the first floor of the building.

During the quarter ended September 30, 2025, the company has recognised the value of the affected assets as Insurance Claim receivable to the extent of the carrying value of inventories amounting to Rs 2105.87 Lakhs and property, plant and equipment amounting to Rs 2767.91 Lakhs as the company maintains adequate insurance coverage of all assets on reinstatement basis with the insurer.

An estimated claim of Rs 82.30 Crores (on the reinstatement value basis) has been submitted on January 30,2026 to insurer. The final settlement remains subject to assessment by the insurer and any additional accounting impact will be recorded upon finalization of the claim.

ANIL S GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

Fiem Industries Ltd. New Delhi

4 The Government of India has consolidated 29 existing labour legislations into a unified framework comprising four labour codes viz the Code on Wages, 2019, the Code on Social Security, 2020, the Industrial Relations Code, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020 (collectively referred to as the "Labour Codes"). The Labour Codes have been made effective from November 21, 2025. The Ministry of Labour & Employment published draft Central Rules and FAQs to enable assessment of the financial impact due to changes in regulations.

The incremental impact of these changes, assessed by the Company, on the basis of the information available, consistent with the guidance provided by the Institute of Chartered Accountants of India, has resulted in increase of Rs 451.95 lakhs in the provision of defined benefit obligations and has been recognised in the financial results of the Company for the quarter and nine months ended December 31, 2025. The Company continues to monitor the finalisation of Central and State Rules, as well as Government clarifications on other aspects of the Labour Codes, and will incorporate appropriate accounting treatment based on these developments as required.

5 **Update on Fire incident and Insurance claim for Unit-7**

As reported in earlier quarters, a fire incident occurred on June 13, 2023 at Unit-7, located at Plot No. 1915, Phase-V, Rai Industrial Estate, Sonipat-131029 (Haryana). The Company has completed reinstatement of all property, plant and equipment and the insurance assessment is under process. During FY 2024-25, the Company has already received Rs 50 Crore as adhoc/interim payment from the insurance company.

During the year ended March 31, 2024, the company had recognised the value of the affected assets as Insurance Claim receivable to the extent of the carrying value of inventories amounting to Rs 2583.74 Lakhs and the carrying value of property, plant and equipment amounting to Rs 2552.72 Lakhs. The final entries will be recorded in the books of accounts upon finalization of the claim by the insurer.

6 The Consolidated financial results include results of the following companies :

Name of the Company	Country of Incorporation	Percentage shareholding of the company
1) Fiem Industries Japan Co., Ltd.	Japan	100%
2) Fiem Research and Technology S.r.l..	Italy	100%
3) Fiem Kyowa (HK) Mould Company Ltd.	Hong Kong	50%

7 The Company is engaged in the business of manufacturing and supply of auto components comprising of automotive lighting and signaling equipments, rear view mirrors, plastic molded parts and sheet metal components for motorized vehicles, and LED luminaries for indoor and outdoor applications and integrated passenger information systems with LED Display etc.

- As per Ind AS108 Operating Segment, the Company has identified two reportable segments, as described below :

a) "Automotive Segment" comprising of automotive lighting and signaling equipment, rear view mirrors, plastic moulded and other automotive parts.

b) "Others Segment" comprising of LED Luminaries i.e. indoor and outdoor lighting products, display panels and LED integrated Passenger Information Systems etc.

CONSOLIDATED SEGMENT WISE REVENUE, RESULTS AND CAPITAL EMPLOYED FOR THE QUARTER AND YEAR ENDED MARCH 31, 2026

S. No.	Particulars	QUARTER ENDED			YEAR ENDED	
		31.03.26 (Audited)	31.12.25 (Unaudited)	31.03.25 (Audited)	31.03.26 (Audited)	31.03.25 (Audited)
I	**Segment Revenue (Sales and Other operating income)**					
	a) Automotive Segment	75,077.41	68,849.64	63,783.77	281,101.76	241,663.61
	b) Others Segment	47.83	157.51	158.66	459.11	597.56
	Total	75,125.25	69,007.15	63,942.43	281,560.87	242,261.16
	Less - Inter Segment Revenue	-	-	-	-	-
	Total Income from Operations	**75,125.25**	**69,007.15**	**63,942.43**	**281,560.87**	**242,261.16**
II	**Segment Results (Profit/(Loss) before tax and interest from each Segment)**					
	a) Automotive Segment	10,604.12	8,737.82	8,468.14	36,518.02	30,196.88
	b) Others Segment	(11.07)	(11.32)	(11.20)	(38.52)	(43.36)
	Total Segment Results	**10,593.05**	**8,726.49**	**8,456.94**	**36,479.50**	**30,153.52**
	Less:					
	i) Finance Costs	167.41	37.15	38.86	278.68	154.33
	ii) Other Un-allocable Expenditure net off Un-allocable Income	961.28	271.07	686.05	2,057.97	2,373.39
	Total Profit/(Loss) before tax from ordinary activities	**9,464.36**	**8,418.27**	**7,732.03**	**34,142.85**	**27,625.80**
III	**Segment Assets**					
	a) Automotive Segment	138,065.37	134,970.25	108,496.48	138,065.37	108,496.48
	b) Others Segment	891.49	937.27	1,093.82	891.49	1,093.82
	Unallocable Corporate Assets	31,106.47	24,848.69	32,786.01	31,106.47	32,786.01
	Total Segment Assets	**170,063.33**	**160,756.21**	**142,376.31**	**170,063.33**	**142,376.31**
	Segment Liabilities					
	a) Automotive Segment	44,276.17	41,558.73	33,561.15	44,276.17	33,561.15
	b) Others Segment	126.18	109.04	114.77	126.18	114.77
	Unallocable Corporate Liabilities	4,150.09	4,657.98	4,881.34	4,150.09	4,881.34
	Total Segment Liabilities	**48,552.44**	**46,325.75**	**38,557.26**	**48,552.44**	**38,557.26**
	CAPITAL EMPLOYED (Segment Assets Less Segment Liabilities)					
	a) Automotive Segment	93,789.20	93,411.53	74,935.33	93,789.20	74,935.33
	b) Others Segment	765.31	828.23	979.05	765.31	979.05
	Unallocable Corporate Assets Less Liabilities	26,956.38	20,190.71	27,904.67	26,956.38	27,904.67
	TOTAL CAPITAL EMPLOYED	**121,510.89**	**114,430.47**	**103,819.05**	**121,510.89**	**103,819.05**

ANIL S. GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

Fiem Industries Ltd. Fiem New Delhi

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Website : http://www.fiemindustries.com **CIN : L36999DL1989PLC034928**

8 The disclosure of Audited Consolidated Statement of assets and liabilities as at March 31, 2026 as per Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations,2015 are as under

CONSOLIDATED AUDITED STATEMENT OF ASSETS AND LIABILITIES **(Rs in lakhs)**

	Particulars	As at 31.03.2026		As at 31.03.2025	
A	**ASSETS**				
1	**NON CURRENT ASSETS**				
	a) Property, Plant and Equipment		53,170.70		52,214.15
	b) Capital work-in-progress		1,487.19		2,027.45
	c) Right of Use Assets		6,872.39		2,797.09
	d) Intangible assets		359.87		324.36
	e) Investment accounted using equity method		1.39		2.80
	f) Financial Assets				
	(i) Investments	3.90		2.00	
	(ii) Trade receivables	-		-	
	(iii) Loans	67.73		36.86	
	(iv) Other Financial Assets	1,878.67		1,653.24	
			1,950.30		1,692.10
	g) Income tax assets (net)		545.23		461.79
	h) Other non-current assets		1,697.73		320.47
	Sub Total Non Current Assets - A		**66,084.80**		**59,840.22**
2	**CURRENT ASSETS**				
	a) Inventories		26,677.00		23,348.18
	b) Financial Assets				
	(i) Investments	-		-	
	(ii) Trade receivables	38,751.51		24,235.32	
	(iii) Cash and cash equivalents	27,941.05		29,831.45	
	(iv) Bank balances other than (iii) above	15.63		12.58	
	(v) Loans	81.28		49.65	
	(vi) Other Financial Assets	5,821.48		1,488.96	
			72,610.95		55,617.96
	c) Current tax assets		-		-
	d) Other current assets		4,690.59		3,569.95
	Sub Total Current Assets - B		**103,978.54**		**82,536.09**
	TOTAL ASSETS - (A+B)		**170,063.33**		**142,376.31**
B	**EQUITY AND LIABILITIES**				
1	**EQUITY**				
	a) Equity Share capital	2,631.97		2,631.97	
	b) Other Equity	118,869.17		101,187.08	
	Sub Total - Equity		**121,501.14**		**103,819.05**
2	**LIABILITIES**				
	NON CURRENT LIABILITIES				
	a) Financial Liabilities				
	(i) Borrowings	-		-	
	(ii) Lease Liabilities	6,053.00		2,095.27	
	(iii) Trade payables	-		-	
	(iv) Other financial liabilities	-		-	
			6,053.00		2,095.27
	b) Provisions		1,166.49		754.03
	c) Deferred tax liabilities (Net)		1,474.94		2,283.39
	d) Other non-current liabilities		-		-
	Sub Total -Non Current Liabilities -A		**8,694.43**		**5,132.69**
	CURRENT LIABILITIES				
	a) Financial Liabilities				
	(i) Borrowings	-		-	
	(ii) Lease liabilities	502.09		113.84	
	(iii) Trade payables				
	-Total outstanding dues of micro and small enterprises	3,387.25		1,671.14	
	-Total outstanding dues of creditors other than micro and small enterprises	25,241.22		21,381.48	
	(iv) Other financial liabilities	3,495.80		3,893.78	
			32,626.36		27,060.24
	b) Other current liabilities		5,824.44		5,663.74
	c) Provisions		1,204.55		568.42
	d) Current Tax Liabilities (Net)		202.66		132.17
	Sub Total -Current Liabilities- B		**39,858.01**		**33,424.57**
	Total Liabilities (A+B)		**48,552.44**		**38,557.26**
	TOTAL EQUITY AND LIABILITIES		**170,053.58**		**142,376.31**

ANIL S GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

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FIEM INDUSTRIES LIMITED

Regd. Office : Unit No. 1A & 1C, First Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi-110037 **Tel. :** +91-9821795327/28/29/30 **E-mail :** fiemaerocity@fiemindustries.com
Website : http://www.fiemindustries.com **CIN : L36999DL1989PLC034928**

9 Audited Consolidated Cash Flow Statement

(Rs in lakhs)

	Particulars	Year ended 31.03.26	Year ended 31.03.25
A	**Cash flow from Operating Activities:**		
	Profit (Loss) Before Tax After Exceptional Item	34,142.85	27,625.80
	Adjustments for:		
	Depreciation & amortisation expense	7,248.81	6,426.17
	(Profit)/Loss on sale of property plant and equipment	(76.81)	(18.55)
	Loss on discarded of property plant and equipment	355.01	88.06
	Unrealised foreign exchange (gain)/Loss	67.09	(93.13)
	Provision (Reversal) for bad and doubtful debt	255.43	(454.37)
	Provision (Reversal/utilisation) for Warranties	689.42	(493.00)
	Bad debt written-off	203.41	31.83
	Impairment loss on Investment	-	33.16
	Exceptional Income	-	(374.95)
	Unwinding of interest on financial assets	(25.15)	-
	Finance costs	278.68	154.33
	Interest income on term deposit & others	(1,968.47)	(1,586.34)
	Operating Profit (Loss) before Working Capital changes	**41,170.28**	**31,339.02**
	Adjustment for changes in Working Capital:		
	Decrease/(Increase) in loans (non-current)	(30.87)	(1.58)
	Decrease/(Increase) in other financial assets (non-current)	2.54	(438.50)
	Decrease/(Increase) in other non-current assets	0.94	(15.62)
	Decrease/(Increase) in inventories	(3,328.82)	(2,912.27)
	Decrease/(Increase) in trade receivables	(14,896.77)	(4,428.98)
	Decrease/(Increase) in trade receivables (non-current)	-	-
	Decrease/(Increase) in loans (current)	(31.63)	14.42
	Decrease/(Increase) in other financial assets (current)	(2,028.26)	1,888.51
	Decrease/(Increase) in other current assets	(1,120.64)	(382.11)
	(Decrease)/Increase in non-current provisions	412.46	100.09
	(Decrease)/Increase in trade payables	5,430.50	4,131.94
	(Decrease)/Increase in other financial liabilities (current)	(62.88)	122.11
	(Decrease)/Increase in current provisions	(175.76)	(61.02)
	(Decrease)/Increase in other current liabilities	160.70	793.08
	Cash generated from Operating Activities	**25,501.79**	**30,149.09**
	Income tax paid (net of refund)	(9,373.58)	(6,843.20)
	Net cash from/(used in) Operating Activities (A)	**16,128.21**	**23,305.89**
B	**Cash flow from Investing Activities:**		
	Payments for purchase of property, plant and equipment, intangible assets, capital work in progress & capital advances	(12,588.34)	(12,956.25)
	Ad-hoc Insurance claim received agst property, plant and equipment (loss due to fire)	-	2,664.50
	Proceeds from sales/deduction of property, plant and equipment	134.37	136.53
	Capital subsidy received from State Government	770.03	-
	Proceeds from Exceptional income	374.95	-
	Payment towards acquisition of investment	(1.90)	-
	Maturity from (Investment in) other bank balance	(3.05)	(3.48)
	Payments towards advances for acquiring right-of-use-assets	(369.54)	-
	Interest income on term deposit & others	1,968.47	1,586.34
	Net cash from/(used in) Investing Activities (B)	**(9,715.01)**	**(8,572.37)**
C	**Cash flow from Financing Activities:**		
	Finance cost paid other than finance lease	(16.07)	(15.64)
	Payment of Final dividend on equity shares	(7,895.90)	(5,263.93)
	Payment of finance lease	(502.85)	(241.03)
	Net cash from/(used in) Financing Activities (C)	**(8,414.81)**	**(5,520.60)**
D	**Net Increase/(Decrease) in cash & cash equivalents (A+B+C)**	**(2,001.60)**	**9,212.92**
	Add:-Cash and cash equivalents at the beginning of the period	29,831.45	20,602.63
	Exchange difference on translation (loss)	111.21	15.89
	Cash and cash equivalents at the end of period	**27,941.05**	**29,831.45**
	Component of cash and cash equivalents		
	Cash on hand	33.22	27.63
	Balance with Banks:		
	Cash Credit Account	200.70	868.25
	Balance with bank in deposit accounts	27,305.00	28,513.01
	On current accounts	402.13	422.56
	Total cash and cash equivalents	**27,941.05**	**29,831.45**

Note:1. The above Statement of Cash Flows has been prepared under the 'Indirect Method' as set out in Ind AS 7, 'Statement of Cash Flows'.

Note:2.Previous year's figures have been regrouped/reclassified wherever necessary to correspond with the current year's classification/disclosure.

ANIL GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

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FIEM INDUSTRIES LIMITED

Regd. Office : Unit No. 1A & 1C, First Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi-110037 **Tel. :** +91-9821795327/28/29/30 **E-mail :** fiemaerocity@fiemindustries.com
Website : http://www.fiemindustries.com **CIN : L36999DL1989PLC034928**

10 The financial figures of the last quarter of the financial year 2025-26 are the balancing figures between the audited figures in respect of the full financial year ended on 31.03.26 and the published year to date figures upto third quarter ended December 31, 2025.

11 The Board of Directors in their meeting held on May 30,2026, have recommended a Final dividend of Rs 40 per share i.e. @ 400% of Nominal Value of Rs 10 each on 2,63,19,660 equity share of the company for F.Y. 2025-26 amounting to Rs 10527.86 lakhs (Previous year Rs 30 per share amounting to Rs 7895.90 Lakhs)

12 **Exceptional Income Last Year**
A claim of Rs.306.08 Lakhs was accepted along with interest and other expenses amounting to Rs.68.87 Lakhs, totalling Rs.374.95 Lakhs in favour of the Company vide Arbitration Order dated November 30, 2024. The arbitration pertained to a short insurance claim assessed by the insurer relating to a fire incident that occurred on January 25, 2018 in Unit-5, Hosur.

13 Provision for Taxation includes current tax expense and deferred tax expense.

14 Previous period's figures have been regrouped/ rearranged wherever necessary, to make them comparable.

15 These results for the Quarter and Year ended March 31, 2026 are available on the website of the Company (www.fiemindustries.com) and website of the Stock Exchanges viz. BSE Limited (www.bseindia.com) and National Stock Exchange of India Limited (www.nseindia.com).

By order of the Board
For FIEM INDUSTRIES LIMITED

Fiem Industries Ltd. New Delhi

J.K. Jain
Chairman & Managing Director
DIN-00013356

Place- Gurugram
Date- May 30, 2026

ANIL S. GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS NEW DELHI

ANIL S GUPTA & ASSOCIATES

CHARTERED ACCOUNTANTS
201, VIKRAM TOWER, 16, RAJENDRA PLACE, NEW DELHI - 110008
TEL. : 257 28146, 415 38344

INDEPENDENT AUDITOR'S REPORT ON THE QUARTERLY AND YEAR TO DATE AUDITED CONSOLIDATED FINANCIAL RESULTS OF THE COMPANY PURSUANT TO THE REGULATIONS 33 OF THE SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015, AS AMENDED

TO THE BOARD OF DIRECTORS OF
FIEM INDUSTRIES LIMITED
Unit No. 1A &1C, First floor, Commercial Tower
Hotel JW Marriott, Aerocity, New Delhi-110037

Report on the audit of the Consolidated Annual Financial Results

Opinion

We have audited the accompanying Statement of quarterly and year to date consolidated financial results of FIEM INDUSTRIES LIMITED ("Holding company") and its subsidiaries (holding company and its subsidiaries together referred to as "the Group"), its associates and jointly controlled entities for the quarter and year ended 31st March 2026, ("Consolidated annual financial results") being submitted by the holding company pursuant to the requirement of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("Listing Regulations").

In our opinion and to the best of our information and according to the explanations given to us, and based on the consideration of the reports of the other auditors on separate financial statements/ financial information of subsidiaries, associates and jointly controlled entities, the Statement:

i. includes the results of the following entities:

S. No.	Name of the Company	Country of Incorporation	Percentage shareholding of the company	Consolidated as
1	Fiem Industries Japan Co., Ltd.	Japan	100%	Subsidiary
2	Fiem Research and Technology S.r.l..	Italy	100%	Subsidiary
3	Fiem Kyowa (HK) Mould Company Ltd.	Hongkong	50%	Joint venture

ii. are presented in accordance with the requirements of Regulation 33 of the Listing Regulations, as amended; and

iii. gives a true and fair view, in conformity with the applicable accounting standards, and other accounting principles generally accepted in India, of consolidated total comprehensive income (comprising of net profit and other comprehensive income and other financial information of the Group for the quarter and year ended 31st March 2026 .



Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Companies Act, 2013 (the Act). Our responsibilities under those Standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Results" section of our report. We are independent of the Group, its associates and jointly controlled entities in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Companies Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence obtained by us and other auditors in terms of their reports referred to in "Other Matter" paragraph below, is sufficient and appropriate to provide a basis for our opinion

Management's Responsibilities for the Consolidated Financial Results

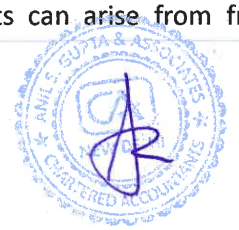
These consolidated financial results have been prepared on the basis of the consolidated annual financial statements. The Holding Company's Board of Directors are responsible for the preparation and presentation of these consolidated financial results that give a true and fair view of the net profit/ loss and other comprehensive income and other financial information of the Group including its associates and jointly controlled entities in accordance with the recognition and measurement principles as prescribed under Section 133 of the Act read with relevant rules issued thereunder and other accounting principles generally accepted in India and in compliance with Regulation 33 of the Listing Regulations. The respective Board of Directors of the companies included in the Group and of its associates and jointly controlled entities are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Group and its associates and jointly controlled entities and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and the design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring accuracy and completeness of the accounting records, relevant to the preparation and presentation of the consolidated financial results that give a true and fair view and are free from material misstatement, whether due to fraud or error, which have been used for the purpose of preparation of the consolidated financial results by the Directors of the Holding Company, as aforesaid..

In preparing the consolidated financial results, the respective Board of Directors of the companies included in the Group and of its associates and jointly controlled entities are responsible for assessing the ability of the Group and of its associates and jointly controlled entities to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the respective Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The respective Board of Directors of the companies included in the Group and of its associates and jointly controlled entities are responsible for overseeing the financial reporting process of the Group and of its associates and jointly controlled entities.

Auditor's Responsibilities for the Audit of the Consolidated Financial Results

Our objectives are to obtain reasonable assurance about whether the consolidated financial results as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered



material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial results.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial results, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors

- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the Group and its associates and jointly controlled entities to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial results or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group and its associates and jointly controlled entities to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial results, including the disclosures, and whether the consolidated financial results represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial results/financial information of the entities within the Group and its associates and jointly controlled entities to express an opinion on the consolidated Financial Results. We are responsible for the direction, supervision and performance of the audit of financial information of such entities included in the consolidated financial results of which we are the independent auditors. For the other entities included in the consolidated Financial Results, which have been audited by other auditors, such other auditors remain responsible for the direction, supervision and performance of the audits carried out by them. We remain solely responsible for our audit opinion.

We communicate with those charged with governance of the Holding Company and such other entities included in the consolidated financial results of which we are the independent auditors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

We also performed procedures in accordance with the circular issued by the SEBI under Regulation 33(8) of the Listing Regulations, as amended, to the extent applicable.

Other Matters

1. The consolidated Financial Results include the unaudited Financial Results of a overseas 50:50 Joint Venture, Fiem Kyowa (HK) Mould Company Limited, whose Net loss of Rs 1.41 lakhs for the year ended 31st March 2026, are included in the accompanying consolidated financial results. Such financial information have not been audited and have been approved by the Board of directors of the respective Companies. The management of the company has converted these financial statements as per Ind AS and other accounting principle generally accepted in India, and certified these financial statements for the purpose of preparation of consolidated financial statement. Our report, in so far as it relates to this entity, is based solely on such unaudited financial statements. In our opinion and according to the information and explanations given to us by the management, these financial statements are not material to the Group.

2. Two subsidiaries are located outside India whose financial statements and other financial information have been prepared in accordance with the accounting principles generally accepted in their respective countries and which have been audited by other auditors under generally accepted auditing standards applicable in their respective countries. The Holding Company's management has converted the financial statements of such subsidiaries located outside India from accounting principles generally accepted in their respective countries to accounting principles generally accepted in India. Our opinion in so far as it relates to the balances and affairs of such subsidiaries located outside India is based on the report of other auditors and the conversion adjustments prepared by the Management of the Holding Company.

3. The consolidated annual financial results include the results for the quarter ended 31st March 2026 being the balancing figure between the audited figures in respect of the full financial year and the published unaudited year to date figures up to the third quarter of the current financial year, which were subjected to limited review, as required under the Listing Regulation.

Our report on the Statement is not modified in respect of the above matters.

For Anil S. Gupta & Associates
Chartered Accountants
Firm Registration Number -004061N

(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN :-26083159XXUZDC2750

PLACE: Gurugram (HR.)
DATED: 30.05.2026

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FIEM INDUSTRIES LTD.

Results Highlights Standalone: Q4FY26 & FY25-26

Financial Results Comparison (Standalone) Q4FY26 Vs Q4FY25

- 17.44% growth in Sales in Q4FY26 as compared to Q4FY25.Total Sales during Q4FY26 is Rs 744.35 Crore as compared to Rs 633.80 Crore in Q4FY25.
- 17.64% growth in Automotive Sales in Q4FY26 as compared to Q4FY25. Sales of "Automotive segment" during Q4FY26 is Rs 743.88 Crore as compared to Rs 632.33 Crore in Q4FY25.
- 22.36% growth in PAT in Q4FY26 as compared to Q4FY25. PAT during Q4FY26 is Rs 70.59 Crore as compared to PAT of Rs 57.69 Crore in Q4FY25.

Financial Results Comparison (Standalone) Q4FY26 Vs Q3FY26:

- 8.54 % growth in Sales in Q4FY26 as compared to Q3FY26.Total Sales during Q4FY25 is Rs 744.35 Crore as compared to Rs 685.81 Crore in Q3FY26.
- 8.70% growth in Automotive Sales in Q4FY26 as compared to Q3FY26. Sales of "Automotive segment" during Q4FY26 is Rs 743.88 Crore as compared to Rs 684.24 Crore in Q3FY26.
- 11.25 % growth in PAT in Q4FY26 as compared to Q3FY26. PAT during Q4FY26 is Rs 70.59 Crore as compared to PAT of Rs 63.45 Crore in Q3FY26.

Financial Results Comparison (Standalone) FY25-26 Vs FY24-25

- 16.04% growth in Sales in FY25-26 as compared to FY24-25. Sales during FY 25-26 is Rs 2790.65 Crore as compared to Rs 2404.96 Crore in FY24-25.
- 16.11% growth in Automotive Sales in FY25-26 as compared to FY24-25. Sales of Automotive segment during FY25-26 is Rs 2786.09 Crore as compared to Rs 2399.52 Crore in FY24-25.
- 24.36% growth in PAT in FY25-26 as compared to FY24-25. PAT during FY25-26 is Rs 253.87 Crore as compared to PAT of Rs 204.14 Crore in FY24-25.

Fiem Industries Ltd. New Delhi

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FIEM INDUSTRIES LIMITED

R&D-Electronics, Innovation Centre & Corporate Office
2nd Floor, Tower A, Plot No. 243, SP Infocity, Udyog Vihar Phase-1, Gurugram, Haryana - 122016 (INDIA)
Tel. : +91-124-4792550/51/52/53/54 **E-mail :** corporate@fiemindustries.com

Annexure - I

May 30, 2026

The Manager, **Dept. of Corporate Services** **B S E Limited** 25th Floor, P. J. Towers, Dalal Street, Fort, Mumbai - 400 001 **[BSE Code: 532768]**	**The Manager,** **Listing Department,** **National Stock Exchange of India Ltd.** Exchange Plaza, Bandra Kurla Complex Bandra (East), Mumbai -400051 **[NSE Symbol: FIEMIND]**

Dear Sir,

Sub: Declaration in respect of Audit Reports with unmodified opinion for the Financial Year ended on March 31, 2026.

Pursuant to Regulation 33(3)(d) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended; this is hereby confirmed that the Statutory Auditors of the Company, **M/s Anil S Gupta & Associates, Chartered Accountants, (FRN: 004061N)** have issued the Audit Reports with unmodified opinion for Standalone and Consolidated Financial Statements prepared as per **'IndAS'** under Companies Act, 2013 and Audited Financial Results (Standalone and Consolidated) as prepared under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, for the Financial Year ended on **March 31, 2026**.

For Fiem Industries Limited

Fiem Industries Ltd. Fiem New Delhi

O.P. Gupta
Chief Financial Officer

Date: 30/05/2026
Place: Gurugram

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FIEM INDUSTRIES LIMITED

R&D-Electronics, Innovation Centre & Corporate Office
2nd Floor, Tower A, Plot No. 243, SP Infocity, Udyog Vihar Phase-1, Gurugram, Haryana - 122016 (INDIA)
Tel. : +91-124-4792550/51/52/53/54 **E-mail** : corporate@fiemindustries.com

Annexure - II

Information as required under Regulation 30 - Part A of Para A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (as amended), read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

S.N.	Particulars	Information (Mr. Jagjeevan Kumar Jain)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-designation and Appointment as **Executive Chairman**
2	**Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/re-appointment**	Board approved the re-designation and appointment of Mr. Jagjeevan Kumar Jain (DIN: 00013356) as **Executive Chairman** (Key Managerial Personnel) of the Company in the Category of Whole-time Director w.e.f. June 1, 2026 till the completion of his current term i.e. till August 6, 2030, subject to approval of the shareholders of the Company in ensuing 37th AGM by way of a Special Resolution.
3	**Brief Profile (in case of appointment)**	Mr. J.K. Jain is the Founder Promoter and Chairman & Managing Director of the Company and has been the driving force behind its growth and transformation. With over five decades of entrepreneurial experience in the automotive lighting industry, he has played a key role in establishing the Company as one of India's leading automotive lighting manufacturers with strong focus on innovation and technological excellence. Mr. Jain has consistently emphasized in-house capabilities, R&D, and technological advancement, leading to the establishment of advanced R&D and testing facilities in India, along with Design Centres in Italy and Japan. He has received several prestigious awards, including the "Lifetime Achievement Award" by the India International Council for Industries & Trade, the "National Achievement Award for Business Excellence" by the Indian Society for Industry & Intellectual Development, and the "Outstanding Entrepreneurship Award" by Enterprise Asia.
4	**Disclosure of relationships between directors (in case of appointment of a director).**	Mr. Jagjeevan Kumar Jain is husband of Mrs. Seema Jain, Whole-time Director and father of Mr. Rahul Jain, Joint Managing Director and Ms. Aanchal Jain, Whole-time Director, hence all are related to each other. All of these are Promoters of the Company.
5	**Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.**	Mr. Jagjeevan Kumar Jain is not debarred from holding the office of the Director pursuant to any order of SEBI or order of any other authority.

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FIEM INDUSTRIES LIMITED

R&D-Electronics, Innovation Centre & Corporate Office
2nd Floor, Tower A, Plot No. 243, SP Infocity, Udyog Vihar Phase-1, Gurugram, Haryana - 122016 (INDIA)
Tel. : +91-124-4792550/51/52/53/54 **E-mail** : corporate@fiemindustries.com

Annexure - III

Information as required under Regulation 30 - Part A of Para A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (as amended), read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

S.N.	Particulars	Information (Mr. Rahul Jain)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-designation and Appointment as **Managing Director**
2	**Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/re-appointment**	Board approved the re-designation and appointment of Mr. Rahul Jain (DIN: 00013566) as **Managing Director** (Key Managerial Personnel) of the Company w.e.f. June 1, 2026 till the completion of his current term i.e. till September 30, 2030, subject to approval of the shareholders of the Company in ensuing 37th AGM.
3	**Brief Profile (in case of appointment)**	Mr. Rahul Jain has been associated with the Board of the Company since November 14, 2004, and currently serves as the Joint Managing Director of the Company. He holds a Bachelor of Science degree and has pursued Management Studies from the University of Bradford. He has played an important role in the Company's growth and operational transformation, with active involvement in manufacturing operations, business development, corporate planning, and strategic affairs across the Company's manufacturing units. With a strong focus on technology adoption, process optimization, and operational excellence, Mr. Rahul Jain has extensively travelled internationally to study advanced manufacturing practices and emerging technologies in the automotive sector. In recognition of his leadership and contribution to the Company's growth, he was re-designated as Joint Managing Director on November 7, 2023. Under his leadership, the Company continues to strengthen its manufacturing capabilities and long-term growth strategy
4	**Disclosure of relationships between directors (in case of appointment of a director).**	Mr. Rahul Jain is son of Mr. Jagjeevan Kumar Jain, Chairman & Managing Director and Mrs. Seema Jain, Whole-time Director and brother of Ms. Aanchal Jain, Whole-time Director. All four are Promoters of the Company.
5	**Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.**	Mr. Rahul Jain is not debarred from holding the office of the Director pursuant to any order of SEBI or order of any other authority.

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FIEM INDUSTRIES LIMITED

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Tel. : +91-124-4792550/51/52/53/54 **E-mail** : corporate@fiemindustries.com

Annexure - IV

Information as required under Regulation 30 - Part A of Para A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (as amended), read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

S.N.	Particulars	Information (Ms. Aanchal Jain)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-designation and Re-appointment as **Joint Managing Director** in the category of Whole-time Director
2	**Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/re-appointment**	Board approved the re-designation of Ms. Aanchal Jain (DIN: 00013350) as **Joint Managing Director** of the Company in the category of Whole-time Director w.e.f. June 1, 2026 and also approved her re-appointment for another term of 5 years effective from April 1, 2027, subject to approval of the shareholders of the Company in ensuing 37th AGM.
3	**Brief Profile (in case of appointment)**	Ms. Aanchal Jain has been associated with the Board of the Company since December 2, 1999. She holds a Master's degree in Business Administration from the Indiana Institute of Technology. Ms. Aanchal Jain began her professional journey with the Company and played an important role in strengthening its organizational and operational framework. Over the years, she has been actively involved in key functions of the Company, particularly in the areas of human resource management, employee engagement and organizational development. With a people-centric leadership approach and strong managerial acumen, she has contributed significantly towards fostering a progressive work culture. In addition to overseeing the human resource function, she is also involved in various operational and business development initiatives.
4	**Disclosure of relationships between directors (in case of appointment of a director).**	Ms. Aanchal Jain is daughter of Mr. Jagjeevan Kumar Jain, Chairman & Managing Director and Mrs. Seema Jain, Whole-time Director and sister of Mr. Rahul Jain, Joint Managing Director. All four are Promoters of the Company.
5	**Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.**	Ms. Aanchal Jain is not debarred from holding the office of the Director pursuant to any order of SEBI or order of any other authority.

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Annexure - V

Information as required under Regulation 30 - Part A of Para A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (as amended), read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

S.N.	Particulars	Information (Mrs. Seema Jain)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-appointment as **Whole-time Director**
2	**Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/re-appointment**	Board approved the re-appointment of Mrs. Seema Jain (DIN: 00013523) as Whole-time Director of the Company for a further term of 5 years effective from April 1, 2027, subject to approval of the shareholders of the Company in ensuing 37th AGM by way of a Special Resolution.
3	**Brief Profile (in case of appointment)**	Mrs. Seema Jain is a seasoned entrepreneur and one of the founding pillars of the Company. Along with Mr. J.K. Jain, she co-founded the Company in 1989 and has played a significant role in its remarkable growth and evolution over the past four decades. Coming from a business family and having been associated with business activities from an early age, Mrs. Seema Jain brings rich entrepreneurial insight and extensive experience in finance and administration. She holds a Bachelor's degree in Science from the University of Delhi. She is also actively involved in the Company's CSR initiatives and continues to support various social and community development programs undertaken by the Company.
4	**Disclosure of relationships between directors (in case of appointment of a director).**	Mrs. Seema Jain, Whole-time Director is wife of Mr. Jagjeevan Kumar Jain, Chairman & Managing Director and mother of Ms. Aanchal Jain, Whole-time Director and Mr. Rahul Jain, Joint Managing Director. All four are Promoters of the Company.
5	**Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.**	Mrs. Seema Jain is not debarred from holding the office of the Director pursuant to any order of SEBI or order of any other authority.

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Annexure - VI

Information as required under Regulation 30 - Part A of Para A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (as amended), read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

S.N.	Particulars	Information (Mr. Kashi Ram Yadav)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-appointment as **Whole-time Director**
2	**Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/re-appointment**	Board approved the re-appointment of Mr. Kashi Ram Yadav (DIN:02379958) as Whole-time Director of the Company for another term of 3 years effective from October 25, 2026, subject to approval of the shareholders of the Company in ensuing 37th AGM by way of a Special Resolution.
3	**Brief Profile (in case of appointment)**	Mr. Kashi Ram Yadav, is a Whole-time Director of the Company and has been associated with the Company since its inception. With over four decades of extensive experience in production and manufacturing operations, he has played a pivotal role in strengthening the Company's manufacturing capabilities and operational efficiency across its product segments, including automotive lighting, signalling equipment, and rear-view mirrors. He was inducted on the Board of the Company in October 2008 in recognition of his significant contribution to the Company's manufacturing growth and operational excellence. He currently oversees the production and manufacturing operations of the Company's North India units and is actively involved in driving operational efficiency, capacity enhancement, workforce management, quality systems, and timely execution of production schedules. His deep understanding of shop-floor operations, manufacturing processes, and operational management has contributed significantly to the Company's reputation for reliability, quality, and consistent delivery performance.
4	**Disclosure of relationships between directors (in case of appointment of a director).**	Mr. Kashi Ram Yadav is not related to any of the Directors or Key Managerial Personnel of the Company.
5	**Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.**	Mr. Kashi Ram Yadav is not debarred from holding the office of the Director pursuant to any order of SEBI or order of any other authority.

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Annexure - VII

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S.N.	Information Required	Information (Mr. Vineet Sahni)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Resignation by Mr. Vineet Sahni, CEO & Whole-time Director (Key Managerial Personnel) (DIN: 03616096). For the resignation, he has cited personal reasons and decision to pursue other interests.
2	**Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment**	Mr. Vineet Sahni's Resignation will be effective from the close of business hours on May 31, 2026.
3	**Brief Profile (in case of appointment)**	Not Applicable
4	**Disclosure of relationships between directors (in case of appointment of a director).**	Not Applicable
5	**Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.**	Not Applicable

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Annexure - VIII

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Appointment of Internal Auditor

S.N.	Particulars	Information M/s V. Sachdeva & Associates, Chartered Accountants (Firm Registration No. 004417N)
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-appointment as **Internal Auditor**
2	**Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment**	**Date of Re-appointment:** May 30, 2026 **Term of Re-appointment:** for Financial Year 2026-27
3	**Brief Profile (in case of appointment)**	**M/s V. Sachdeva & Associates** is a leading Indian Chartered Accountant firm based in New Delhi. It is headed by well experienced professionals having experience of more than 40 Years, with expertise and core competence in various fields, covering Auditing & assurance, taxation viz. Income Tax, Service Tax, VAT etc., company formation / incorporation, corporate compliances, consultancy for all kinds of joint venture agreements, foreign branch / liaison office formation etc. The firm focus on professional and in-depth analytical skills development by way of internal training and continuing professional education. The firm consists of a team of dynamic and qualified professionals and experienced accountants serving multifarious clients from all sectors, including listed and joint venture companies. The staff consists experienced employees who have been working in the organization ranging from 5 to 20 years. Additionally, the firm has also retained the services of Chartered Accountants, Cost Accountants, Company Secretaries and Advocates as consultants on assignment and networking basis.

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Annexure - IX

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Appointment of Cost Auditor

S. N.	Particulars	Information M/s Jay Narain & Co., Cost Accountants, [Reg. No. 004576]
1	**Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise**	Re-appointment as **Cost Auditor**
2	**Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment**	**Date of Re-appointment**: May 30, 2026 **Term of Re-appointment:** for Financial Year 2026-27
3	**Brief Profile (in case of Appointment)**	**M/s Jay Narain & Co.** (FRN: 04576), Cost Accountants, is a proprietorship firm. Mr. Jay Narain, proprietor, is a Fellow Member of the Institute of Cost & Management Accountants of India (ICMAI), with a professional experience of around 20 Years, having experience in the fields of Installation & Designing of Costing System in manufacturing units, Maintenance of Cost Records, advising on Fixed Assets verification and various certification services. The firm is serving clients from Automobile Industry, PSUs, Electricity & Power Generation, and Construction Industry. The firm engages qualified and experienced resources, including cost accountants and other support services.