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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

July 31, 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: **Change in Directors - Update**
Ref: **Regulation 30 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (referred herein as Listing Regulations).**

With reference to our Letter dated May 30, 2026, informing the appointment / re-appointment / re-designation of Directors, pursuant to Regulation 30 of Listing Regulations read with Schedule III, PART A, Para A, sub-para 7 and any other applicable provision of the Listing Regulations, we hereby update the following:

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

In 37th AGM of the Company held today i.e. on July 31, 2026, 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 has been approved by shareholders of the Company w.e.f. June 1, 2026, till the completion of his current term i.e. till August 6, 2030.

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-I.**

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

In 37th AGM of the Company held today i.e. on July 31, 2026, the re-designation and appointment of Mr. Rahul Jain (DIN: 00013566) as **Managing Director** (Key Managerial Personnel) of the Company has been approved by shareholders of the Company w.e.f. June 1, 2026, till the completion of his current term i.e. till September 30, 2030.

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-II.**

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

In 37th AGM of the Company held today i.e. on July 31, 2026, 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 her re-appointment for another term of 5 years effective from April 1, 2027, has been approved by shareholders of the Company.

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-III.**

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

In 37th AGM of the Company held today i.e. on July 31, 2026, the re-appointment of Mrs. Seema Jain (DIN: 00013523) as Whole-time Director of the Company has been approved by shareholders of the Company for another term of 5 years effective from April 1, 2027.

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-IV.**

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

In 37th AGM of the Company held today i.e. on July 31, 2026, the re-appointment of Mr. Kashi Ram Yadav (DIN:02379958) as Whole-time Director of the Company has been approved by shareholders of the Company for another term of 3 years effective from October 25, 2026.

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-V.**

This is for your information and records please.

Yours faithfully
For Fiem Industries Limited

Arvind Kumar Chauhan
Digitally signed by Arvind Kumar Chauhan
Date: 2026.07.31 17:37:05 +05'30'

Arvind K. Chauhan
Company Secretary

Encls: A/a

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Annexure – I

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**	In 37th AGM of the Company held today i.e. on July 31, 2026, 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 has been approved w.e.f. June 1, 2026, till the completion of his current term i.e. till August 6, 2030.
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, Managing Director and Ms. Aanchal Jain, Joint Managing 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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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. 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**	In 37th AGM of the Company held today i.e. on July 31, 2026, the re-designation and appointment of Mr. Rahul Jain (DIN: 00013566) as Managing Director (Key Managerial Personnel) of the Company has been approved w.e.f. June 1, 2026, till the completion of his current term i.e. till September 30, 2030.
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, Executive Chairman and Mrs. Seema Jain, Whole-time Director and brother of Ms. Aanchal 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.**	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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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 (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**	In 37th AGM of the Company held today i.e. on July 31, 2026, 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 her re-appointment for another term of 5 years effective from April 1, 2027 has been approved.
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, Executive Chairman and Mrs. Seema Jain, Whole-time Director and sister of Mr. Rahul Jain, 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 - 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 (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**	In 37th AGM of the Company held today i.e. on July 31, 2026, the re-appointment of Mrs. Seema Jain (DIN: 00013523) as Whole-time Director of the Company has been approved for another term of 5 years effective from April 1, 2027.
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, Executive Chairman and mother of Ms. Aanchal Jain, Joint Managing Director and Mr. Rahul Jain, 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 - 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 (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**	In 37th AGM of the Company held today i.e. on July 31, 2026, the re-appointment of Mr. Kashi Ram Yadav (DIN:02379958) as Whole-time Director of the Company has been approved for another term of 3 years effective from October 25, 2026.
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.