FIEM INDUSTRIES LIMITED

Details of Familiarization Programme for Independent Directors

Sr. No.	Date and Venue	Name of Independent director who attended	Details of the Programme(s)	Number of hours spent by Independent Directors
1.	September 25, 2015 **Rai Plant**	Mr. S.K. Jain Mr. Iqbal Singh Mr. V.K. Malhotra Mr. Mohan Bir Sahni	• Plant Visit - Interaction with senior management - Presentation on automotive and LED lighting industry - Familiarization with manufacturing process, shop floor practices - Product Knowledge • Presentation on Board's Responsibility.	2 Hours and 30 Minutes
2.	November 6, 2015 **Rai Plant**	Mr. Charoen Sachamuneewongse Mr. Abhishek Jain	• Plant Visit - Interaction with senior management - Presentation on automotive and LED lighting industry - Familiarization with manufacturing process, shop floor practices - Product Knowledge • Presentation on Board's Responsibility.	2 Hours.

FIEM INDUSTRIES LIMITED

Familiarization Programme for Independent Directors

Purpose and objectives of the Programme

- To enable the Independent Directors to understand the Company's business in better way that would facilitate their better understanding of the Company as well as Industry.
- To facilitate the Independent Director for updating their knowledge and latest practices, especially those affecting the Company and the Industry.

The details of Familiarization programs given to the Independent Directors during the Financial Year 2016-17 are as follows:

Sr. No.	Date and Venue	Name of Independent director who attended	Details of the Programme(s)	Number of hours spent by Independent Directors
1.	September 20, 2016 **Rai Plant**	Mr. Iqbal Singh Mr. V.K. Malhotra Mr. Ashok Kumar Sharma	• Plant Visit - Interaction with senior management - Presentation on automotive and LED lighting industry - Familiarization with manufacturing process, shop floor practices - Product Knowledge • Presentation on Board's Responsibility.	2 Hours
2.	February 13, 2017 **Rai Plant**	Mr. Mohan Bir Sahni Mr. Jawahar Thakur Mr. Iqbal Singh Mr. V. K. Malhotra Mr. Ashok Kumar Sharma	• Plant Visit - Interaction with senior management - Presentation on automotive and LED lighting industry - Familiarization with manufacturing process, shop floor practices • Product Knowledge	2 Hours and 30 Minutes

FIEM INDUSTRIES LIMITED

Familiarization Programme for Independent Directors

Purpose and objectives of the Programme

- To enable the Independent Directors to understand the Company's business in better way that would facilitate their better understanding of the Company as well as Industry.
- To facilitate the Independent Director for updating their knowledge and latest practices, especially those affecting the Company and the Industry.

The details of Familiarization programs given to the Independent Directors during the Financial Year 2017-18 are as follows:

Sr. No.	Date and Venue	Name of Independent director who attended	Details of the Programme(s)	Number of hours spent by Independent Directors
1.	April 13, 2017 **Tapukara Plant**	Mr. Iqbal Singh Mr. S.K. Jain Mr. V.K. Malhotra Mr. Jawahar Thakur Mr. Ashok Kumar Sharma	• Plant Visit - Interaction with senior management - Presentation on Canister & LED lighting industry - Familiarization with manufacturing process, shop floor practices - Product Knowledge	3 Hours
2.	August 21, 2017 **Rai Plant**	Mr. Iqbal Singh Mr. S.K. Jain Mr. V.K. Malhotra Mr. Jawahar Thakur Mr. Ashok Kumar Sharma	• Plant Visit - Interaction with senior management - Presentation on automotive and LED lighting industry - Familiarization with manufacturing process, shop floor practices • Product Knowledge	1 Hour and 30 Minutes

FIEM INDUSTRIES LIMITED

Familiarization Programme for Independent Directors

Purpose and objectives of the Programme

- **To enable the Independent Directors to understand better the following:**
    - Nature of the industry in which Company operates.
    - Business model of the Company;
    - Their roles, rights, responsibilities as Independent Directors
- To facilitate the Independent Director for updating their knowledge and latest practices, especially those affecting the Company and the Industry

The details of Familiarization programs given to the Independent Directors during the Financial Year 2020-21 are as follows:

Sr. No.	Date and Venue	Name of Independent director who attended	Details of the Programme(s)	Number of hours spent by Independent Directors
1.	December 05, 2020 **Webex meeting**	Ms. Shobha Khatri	- Discussion & Familiarisation on provisions of Companies Act and SEBI (LODR) Regulations on the subjects touching the Directors responsibilities etc.	2 Hours

FIEM INDUSTRIES LIMITED

Familiarization Programme for Independent Directors

Purpose and objectives of the Programme

- **To enable the Independent Directors to understand better the following:**
  - Nature of the industry in which Company operates.
  - Business model of the Company;
  - Their roles, rights, responsibilities as Independent Directors
- To facilitate the Independent Director for updating their knowledge and latest practices, especially those affecting the Company and the Industry

The details of Familiarization programs given to the Independent Directors during the Financial Year 2023-24 are as follows:

Sr. No.	Date and Venue	Name of Independent director who attended	Details of the Programme(s)	Number of hours spent by Independent Directors
1.	January 15, 2024 **Rai, Haryana**	Mr. Pawan Kumar Jain	• Discussion & Familiarisation on provisions of Companies Act and SEBI (LODR) Regulations on the subjects touching the Directors responsibilities etc. • Plant Visit – Rai Plant • Corporate Presentation and Interaction with senior management	3 Hours

FIEM INDUSTRIES LIMITED

Light Up The World

Familiarization Programme for Independent Directors

Purpose and objectives of the Programme

- **To enable the Independent Directors to understand better the following:**
  - Nature of the industry in which Company operates.
  - Business model of the Company;
  - Their roles, rights, responsibilities as Independent Directors
- To facilitate the Independent Director for updating their knowledge and latest practices, especially those affecting the Company and the Industry

The details of Familiarization programs imparted to the Independent Directors during Financial Year 2024-25 are as follows:

Sr. No.	Date and Venue	Name of Independent director who attended	Details of the Programme(s)	Number of hours spent by Independent Directors
1.	August 13, 2024 **Rai, Haryana**	• Mr. Pradeep Bhagat • Mr. Rakesh Chand Jain • Mr. Satinder Manocha • Mr. Pawan Kumar Jain • Mr. Sanjiv Rai Mehra • Mrs. Rita Arora • Ms. Shobha Khatri	• Discussion & Familiarisation on provisions of Companies Act and SEBI (LODR) Regulations on the subjects touching the Directors responsibilities etc. • Plant Visit – Rai Plant • Corporate Presentation and Interaction with senior management	2.30 Hours

FIEM INDUSTRIES LIMITED

Familiarization Programme for Independent Directors

Purpose and objectives of the Programme

- **To enable the Independent Directors to understand better the following:**
  - Nature of the industry in which Company operates.
  - Business model of the Company;
  - Their roles, rights, responsibilities as Independent Directors
- To facilitate the Independent Director for updating their knowledge and latest practices, especially those affecting the Company and the Industry.

Cumulative details of Familiarization Programmes:

Sr	Financial Year	No. of Programme	No. of Programme (cumulative)	No. of Hours	No. of Hours (cumulative)
1	2015-16	2	2	4.30	4.30
2	2016-17	2	4	4.30	9.00
3	2017-18	2	6	4.30	13.30
4	2018-19	Nil	6	Nil	13.30
5	2019-20	Nil	6	Nil	13.30
6	2020-21	1	7	2	15.30
7	2021-22	Nil	7	Nil	15.30
8	2022-23	Nil	7	Nil	15.30
9	2023-24	1	8	3	18.30
10	2024-25	1	9	2.30	21.00
11	2025-26	Nil	9	Nil	21.00