

ANNEXURE-I Form No. MGT-9

EXTRACT OF ANNUAL RETURN

As on the financial year ended on March 31, 2020
[Pursuant to section 92(3) of the Companies Act, 2013 and
rule 12(1) of the Companies (Management and Administration) Rules, 2014]

I. REGISTRATION AND OTHER DETAILS

i)	CIN:	L36999DL1989PLC034928
ii)	Registration Date	February 6, 1989
iii)	Name of the Company	Fiem Industries Limited
iv)	Category / Sub-Category of the Company	Public Company / Limited by shares
v)	Address of the Registered office and contact details	D-34, DSIDC Packaging Complex, Kirti Nagar, New Delhi – 110015, India Tel: +91-11-25927820, 25927919 Fax: +91-11-25927740 Email: investor@fiemindustries.com Website: www.fiemindustries.com
vi)	Whether listed company Yes /No	Yes
vii)	Name, Address and Contact details of Registrar and Transfer Agent, if any	Link Intime India Pvt. Ltd Noble Heights, 1st Floor, Plot NH 2, C-1 Block LSC, Near Savitri Market, Janakpuri, New Delhi-110058, Ph: 011-49411000 Fax No:011-41410591

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

All the business activities contributing 10 % or more of the total turnover of the company shall be stated:

Sl. No.	Name and Description of main products / services	NIC Code of the Product/ service	% to total turnover of the company
1	Automotive Lights, signaling equipment and parts	2740	66.62%
2	Rear View Mirror and Parts	2310	11.03%
3	Plastic Moulded Parts	2930	10.84%
4	LED Luminaries (including LED Integrated Passenger Information System)	2740	1.49%
5	Other Misc. Items (being individually less than 10%)	-	10.02%

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

Sl. No.	Name and Address of the Company	CIN / GLN	Holding/ Subsidiary / Associate	% of shares held	Applicable Section
1	Fiem Industries Japan Co., Ltd. 201, Shiko 30 Season, 1-14-1 Tohoku Niiza-Shi Saitama, Japan-352-0001	Company incorporated outside India	Subsidiary	100	2(87)
2	Centro Ricerche FIEM Horustech S.r.l. Via Dario Gaiti 15, 42015, Correggio (RE), Italy	- do -	Associate / JV	50	2(6)
3	Fiem (Thai) Design and Technology Co. Ltd. 888 MEC Tower, Bangna -Trad Road Bang Na Sub District, Bang Na District, Bangkok.	- do -	Subsidiary	100	2(87)
4	Fiem Kyowa (HK) Mould Company Ltd. 87-89 FUK HI ST YUEN LONG IND EST YUEN LONG NT, HONG KONG	- do -	Associate / JV	50	2(6)
5	Aisan Fiem Automotives India Pvt. Ltd. Unit No. 1A & 1C, 1st Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi-110037	U29309DL2018FTC334985	Associate / JV	26	2(6)
6	Fiem Design and Technology S.r.l Torino (TO) VIA Orvieto 19 CAP 10149, Italy	Company incorporated outside India	Subsidiary	100	2(87)

Note: Fiem (Thai) Design and Technology Co. Ltd. has been closed / liquidated during the Financial Year 2019-20.

IV. SHARE HOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)

(i) Category-wise Share Holding

Sr. No	Category of Shareholders	No. of Shares held at the beginning of the year (as on April 1, 2019 i.e. on the basis of SHP of March 31, 2019)				No. of Shares held at the end of the year (as on March 31, 2020)				% Change during the year
		Demat	Physical	Total	% of Total	Demat	Physical	Total	% of Total	
A.	Promoters/ Promoters Group									
1	Indian									
a)	Individual / HUF	8379686	0	8379686	63.6762%	8674757	0	8674757	65.9185%	2.2422%
b)	Central Government	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
c)	State Government(s)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
d)	Body Corporates	84400	0	84400	0.6413%	84400	0	84400	0.6413%	0.0000%
e)	Banks/ FI	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
f)	Any Other	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Sub-total A(1)	8464086	0	8464086	64.3176%	8759157	0	8759157	66.5598%	2.2422%
2	Foreign									
a)	NRIs – Individuals	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
b)	Other – individuals	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
c)	Bodies Corporate	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
d)	Banks/ FI	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
e)	Any others	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Sub-total A(2)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Total shareholding of the Promoter/ Promoters group (A) = A(1) + A(2)	8464086	0	8464086	64.3176%	8759157	0	8759157	66.5598%	2.2422%
B.	Public Shareholding									
1	Institutions									
a)	Mutual Funds	484919	0	484919	3.6848%	316102	0	316102	2.4020%	-1.2828%
b)	Bank/ FI	5859	0	5859	0.0445%	3964	0	3964	0.0301%	-0.0144%
c)	Central Government	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
d)	State Government(s)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
e)	Venture Capital Funds	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
f)	Insurance Companies	493010	0	493010	3.7463%	0	0	0	0.0000%	-3.7463%
g)	FIs	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
h)	Financial Venture Capital Fund	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
i)	Other (Specify)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Foreign Portfolio Investors	1501424	0	1501424	11.4091%	1230297	0	1230297	9.3489%	-2.0603%
	Alternate Investment Fund	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Sub-total B (1)	2485212	0	2485212	18.8848%	1550363	0	1550363	11.7810%	-7.1038%
2	Non-Institutions									
a)	Bodies Corporate									
	I. Indian	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	II. Overseas	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%



Sr. No	Category of Shareholders	No. of Shares held at the beginning of the year (as on April 1, 2019 i.e. on the basis of SHP of March 31, 2019)				No. of Shares held at the end of the year (as on March 31, 2020)				% Change during the year
		Demat	Physical	Total	% of Total	Demat	Physical	Total	% of Total	
b)	Individuals	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	I. Individual Shareholders holding nominal share capital upto Rs. 1 lakhs	1340553	456	1341009	10.1902%	1576951	402	1577353	11.9861%	1.7960%
	II. Individual Shareholders holding nominal share capital in excess of Rs. 1 lakhs	118452	0	118452	0.9001%	172651	0	172651	1.3120%	0.4119%
c)	Others (Specify)									
	c-i) NRIs	255430	0	255430	1.9410%	338716	0	338716	2.5739%	0.6329%
	c-ii) Clearing Members	37113	0	37113	0.2820%	8165	0	8165	0.0620%	-0.2200%
	c-iii) Foreign Corporate Bodies	0	104051	104051	0.7907%	0	104051	104051	0.7907%	0.0000%
	c-iv) Trusts	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	c-v) Body Corporates	269865	0	269865	2.0507%	548982	0	548982	4.1716%	2.1210%
	c-vi) Hindu Undivided family	83799	0	83799	0.6368%	100246	0	100246	0.7618%	0.1250%
	c-vii) IEPF	100	0	100	0.0008%	146	0	146	0.0011%	0.0003%
	c-viii) NBFC Registered with RBI	713	0	713	0.0054%	0	0	0	0.0000%	-0.0054%
	Sub-total B (2)	2106025	104507	2210532	16.7976%	2745857	104453	2850310	21.6592%	4.8616%
	Total Public Shareholding (B)=(B)(1)+(B)(2)	4591237	104507	4695744	35.6824%	4296220	104453	4400673	33.4402%	-2.2422%
C.	Shares held by Custodian for	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	GDRs & ADRs	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Grand Total (A+B+C)	13055323	104507	13159830	100%	13055377	104453	13159830	100%	

(ii) Shareholding of Promoters/ Promoters Group

Sr. No.	Shareholder's Name	Shareholding at the beginning of the year (As on April 1, 2019)			Shareholding at the end of the year (As on March 31, 2020)			% change in shareholding during the year
		No. of Shares	% of total Shares of the Company	% of Shares Pledge/	No. of Shares	% of total Shares of the Company	% of Shares Pledge/	
1	Mr. J. K. Jain	3055808	23.2207%	0	3129367	23.7797%	0	0.5590%
2	Mrs. Seema Jain	2960000	22.4927%	0	3010000	22.8726%	0	0.3799%
3	Mr. Rahul Jain	1552340	11.7960%	0	1625668	12.3533%	0	0.5572%
4	Ms. Aanchal Jain	800000	6.0791%	0	898184	6.8252%	0	0.7461%
5	Jagjeevan Kumar Jain (HUF)	11538	0.0877%	0	11538	0.0877%	0	0.0000%
6	Fiem Auto Private Limited	84400	0.6413%	0	84400	0.6413%	0	0.0000%
	Total	8464086	64.3176%	0	8759157	66.5598%	0	2.2422%

(iii) Change in Promoters' Shareholding (please specify, if there is no change)

Sr. No	Name of the Promoter and reason of increase / (decrease)	Shareholding at the beginning of the year – 1st April, 2019		Date wise increase / (decrease)		Cumulative shareholding during the Financial Year 2019-20	
		No. of shares held	% of total shares of the company	Date of increase / (decrease)	No. of shares	No of shares held	% of total shares of the company
1	JAGJEEVAN KUMAR JAIN	3055808	23.2207			3055808	23.2207
	Market Purchase			24 May 2019	12741	3068549	23.3175
	Market Purchase			14 Jun 2019	30000	3098549	23.5455
	Market Purchase			29 Jun 2019	30818	3129367	23.7797
	AT THE END OF THE YEAR					3129367	23.7797
2	SEEMA JAIN	2960000	22.4927			2960000	22.4927
	Market Purchase			14 Jun 2019	50000	3010000	22.8726
	AT THE END OF THE YEAR					3010000	22.8726
3	RAHUL JAIN	1552340	11.7960			1552340	11.7960
	Market Purchase			14 Jun 2019	71043	1623383	12.3359
	Market Purchase			29 Jun 2019	391	1623774	12.3389
	Market Purchase			05 Jul 2019	1894	1625668	12.3533
	AT THE END OF THE YEAR					1625668	12.3533
4	AANCHAL JAIN	800000	6.0791			800000	6.0791
	Market Purchase			14 Jun 2019	90545	890545	6.7671
	Market Purchase			21 Jun 2019	6918	897463	6.8197
	Market Purchase			29 Jun 2019	71	897534	6.8203
	Market Purchase			05 Jul 2019	650	898184	6.8252
	AT THE END OF THE YEAR					898184	6.8252
5	FIEM AUTO PRIVATE LIMITED	84400	0.6413			84400	0.6413
	AT THE END OF THE YEAR					84400	0.6413
6	JAGJEEVAN KUMAR JAIN (HUF)	11538	0.0877			11538	0.0877
	AT THE END OF THE YEAR					11538	0.0877

Note:

1. Paid up Share Capital of the Company (Face Value Rs. 10.00) at the end of the year is 13159830 Shares.
2. The detail of holding has been clubbed based on PAN.
3. % of total Shares of the Company is based on the paid-up Capital of the Company at the end of the Year.

(iv) Shareholding Pattern of top ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs):

Sr No.	Name of the Shareholder and reason of increase / (decrease)	Shareholding at the beginning of the year – 1st April, 2019		Date wise increase / (decrease)		Cumulative Shareholding during Financial Year 2019-20	
		No. of Shares Held	% of Total Shares of the Company	Date of increase / (decrease)	No. of shares	No of Shares Held	% of Total Shares of the Company
1	SAIF INDIA V FII HOLDINGS LIMITED	1152081	8.7545			1152081	8.7545
	AT THE END OF THE YEAR					1152081	8.7545
2	DSP SMALL CAP FUND	484919	3.6848			484919	3.6848
	Transfer			24 May 2019	(29184)	455735	3.4631
	Transfer			31 May 2019	(57861)	397874	3.0234
	Transfer			14 Jun 2019	(1680)	396194	3.0106
	Transfer			12 Jul 2019	(92)	396102	3.0099
	Transfer			09 Aug 2019	(70000)	326102	2.4780
	Transfer			30 Aug 2019	(10000)	316102	2.4020
	AT THE END OF THE YEAR					316102	2.4020



Sr No.	Name of the Shareholder and reason of increase / (decrease)	Shareholding at the beginning of the year – 1st April, 2019		Date wise increase / (decrease)		Cumulative Shareholding during Financial Year 2019-20	
		No. of Shares Held	% of Total Shares of the Company	Date of increase / (decrease)	No. of shares	No of Shares Held	% Of Total Shares of The Company
3	MAYANK SECURITIES PVT. LTD.	31000	0.2356			31000	0.2356
	Transfer			12 Jul 2019	117078	148078	1.1252
	Transfer			19 Jul 2019	1922	150000	1.1398
	Transfer			26 Jul 2019	50650	200650	1.5247
	Transfer			02 Aug 2019	5800	206450	1.5688
	Transfer			09 Aug 2019	66904	273354	2.0772
	Transfer			20 Mar 2020	10000	283354	2.1532
	AT THE END OF THE YEAR					283354	2.1532
4	AMON PANICHKIVALKOSIL	131375	0.9983			131375	0.9983
	Transfer			14 Jun 2019	8500	139875	1.0629
	AT THE END OF THE YEAR					139875	1.0629
5	SL CORPORATION	104051	0.7907	-	-	104051	0.7907
	AT THE END OF THE YEAR			-	-	104051	0.7907
6	SMC GLOBAL SECURITIES LTD	60979	0.4634			60979	0.4634
	Transfer			19 Apr 2019	25	61004	0.4636
	Transfer			03 May 2019	20	61024	0.4637
	Transfer			10 May 2019	34	61058	0.4640
	Transfer			17 May 2019	145	61203	0.4651
	Transfer			24 May 2019	7166	68369	0.5195
	Transfer			31 May 2019	(30)	68339	0.5193
	Transfer			07 Jun 2019	(1)	68338	0.5193
	Transfer			14 Jun 2019	22	68360	0.5195
	Transfer			21 Jun 2019	26	68386	0.5197
	Transfer			29 Jun 2019	500	68886	0.5235
	Transfer			05 Jul 2019	(21)	68865	0.5233
	Transfer			12 Jul 2019	1	68866	0.5233
	Transfer			09 Aug 2019	72	68938	0.5239
	Transfer			16 Aug 2019	(1)	68937	0.5238
	Transfer			23 Aug 2019	(22)	68915	0.5237
	Transfer			30 Aug 2019	(3909)	65006	0.4940
	Transfer			06 Sep 2019	(100)	64906	0.4932
	Transfer			20 Sep 2019	8129	73035	0.5550
	Transfer			27 Sep 2019	10208	83243	0.6326
	Transfer			30 Sep 2019	(598)	82645	0.6280
	Transfer			04 Oct 2019	35	82680	0.6283
	Transfer			18 Oct 2019	(550)	82130	0.6241
	Transfer			08 Nov 2019	600	82730	0.6287
	Transfer			15 Nov 2019	15	82745	0.6288
	Transfer			22 Nov 2019	1633	84378	0.6412
	Transfer			29 Nov 2019	(1898)	82480	0.6268
	Transfer			06 Dec 2019	5973	88453	0.6721
	Transfer			13 Dec 2019	(10578)	77875	0.5918
	Transfer			20 Dec 2019	289	78164	0.5940
	Transfer			27 Dec 2019	(274)	77890	0.5919
	Transfer			31 Dec 2019	610	78500	0.5965
	Transfer			03 Jan 2020	(482)	78018	0.5928
	Transfer			10 Jan 2020	157	78175	0.5940

Sr No.	Name of the Shareholder and reason of increase / (decrease)	Shareholding at the beginning of the year – 1st April, 2019		Date wise increase / (decrease)		Cumulative Shareholding during Financial Year 2019-20	
		No. of Shares Held	% of Total Shares of the Company	Date of increase / (decrease)	No. of shares	No of Shares Held	% Of Total Shares of The Company
	Transfer			17 Jan 2020	2337	80512	0.6118
	Transfer			31 Jan 2020	5539	86051	0.6539
	Transfer			07 Feb 2020	106	86157	0.6547
	Transfer			14 Feb 2020	7542	93699	0.7120
	Transfer			21 Feb 2020	(9505)	84194	0.6398
	Transfer			28 Feb 2020	120	84314	0.6407
	Transfer			06 Mar 2020	(120)	84194	0.6398
	Transfer			13 Mar 2020	205	84399	0.6413
	Transfer			20 Mar 2020	(3507)	80892	0.6147
	Transfer			27 Mar 2020	(290)	80602	0.6125
	Transfer			31 Mar 2020	177	80779	0.6138
	AT THE END OF THE YEAR					80779	0.6138
7	SURENDRA KUMAR JAIN	0	0.0000			0	0.0000
	Transfer			24 May 2019	15769	15769	0.1198
	Transfer			31 May 2019	29231	45000	0.3419
	Transfer			27 Sep 2019	5000	50000	0.3799
	Transfer			25 Oct 2019	3349	53349	0.4054
	Transfer			22 Nov 2019	646	53995	0.4103
	Transfer			29 Nov 2019	1005	55000	0.4179
	Transfer			28 Feb 2020	5770	60770	0.4618
	Transfer			06 Mar 2020	1730	62500	0.4749
	AT THE END OF THE YEAR					62500	0.4749
8	PREMIER INVESTMENT FUND LIMITED	54547	0.4145			54547	0.4145
	Transfer			17 Jan 2020	(182)	54365	0.4131
	Transfer			24 Jan 2020	(733)	53632	0.4075
	Transfer			07 Feb 2020	(6919)	46713	0.3550
	Transfer			14 Feb 2020	(194)	46519	0.3535
	Transfer			28 Feb 2020	(1895)	44624	0.3391
	Transfer			13 Mar 2020	(485)	44139	0.3354
	Transfer			27 Mar 2020	(3032)	41107	0.3124
	Transfer			31 Mar 2020	(913)	40194	0.3054
	AT THE END OF THE YEAR					40194	0.3054
9	MORGAN STANLEY ASIA (SINGAPORE) PTE.	232	0.0018			232	0.0018
	Transfer			07 Feb 2020	37790	38022	0.2889
	AT THE END OF THE YEAR					38022	0.2889
10	EDELWEISS CUSTODIAL SERVICES LIMITED	7225	0.0549			7225	0.0549
	Transfer			05 Apr 2019	123	7348	0.0558
	Transfer			12 Apr 2019	43	7391	0.0562
	Transfer			19 Apr 2019	3034	10425	0.0792
	Transfer			26 Apr 2019	1756	12181	0.0926
	Transfer			03 May 2019	(4796)	7385	0.0561
	Transfer			10 May 2019	452	7837	0.0596
	Transfer			17 May 2019	(215)	7622	0.0579
	Transfer			24 May 2019	(909)	6713	0.0510



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		No. of Shares Held	% of Total Shares of the Company	Date of increase / (decrease)	No. of shares	No of Shares Held	% Of Total Shares of The Company
	Transfer			31 May 2019	396	7109	0.0540
	Transfer			07 Jun 2019	(2685)	4424	0.0336
	Transfer			14 Jun 2019	71	4495	0.0342
	Transfer			21 Jun 2019	(70)	4425	0.0336
	Transfer			29 Jun 2019	(5)	4420	0.0336
	Transfer			05 Jul 2019	51	4471	0.0340
	Transfer			12 Jul 2019	1229	5700	0.0433
	Transfer			19 Jul 2019	179	5879	0.0447
	Transfer			26 Jul 2019	37	5916	0.0450
	Transfer			02 Aug 2019	1614	7530	0.0572
	Transfer			09 Aug 2019	1010	8540	0.0649
	Transfer			16 Aug 2019	330	8870	0.0674
	Transfer			23 Aug 2019	996	9866	0.0750
	Transfer			30 Aug 2019	323	10189	0.0774
	Transfer			06 Sep 2019	(68)	10121	0.0769
	Transfer			13 Sep 2019	5447	15568	0.1183
	Transfer			20 Sep 2019	2999	18567	0.1411
	Transfer			27 Sep 2019	3290	21857	0.1661
	Transfer			30 Sep 2019	(816)	21041	0.1599
	Transfer			04 Oct 2019	(1066)	19975	0.1518
	Transfer			11 Oct 2019	(970)	19005	0.1444
	Transfer			18 Oct 2019	(12914)	6091	0.0463
	Transfer			25 Oct 2019	(5)	6086	0.0462
	Transfer			01 Nov 2019	(1417)	4669	0.0355
	Transfer			08 Nov 2019	(84)	4585	0.0348
	Transfer			15 Nov 2019	(545)	4040	0.0307
	Transfer			22 Nov 2019	2875	6915	0.0525
	Transfer			29 Nov 2019	(3050)	3865	0.0294
	Transfer			06 Dec 2019	(50)	3815	0.0290
	Transfer			13 Dec 2019	40	3855	0.0293
	Transfer			20 Dec 2019	3572	7427	0.0564
	Transfer			27 Dec 2019	750	8177	0.0621
	Transfer			31 Dec 2019	(75)	8102	0.0616
	Transfer			03 Jan 2020	100	8202	0.0623
	Transfer			10 Jan 2020	(10)	8192	0.0623
	Transfer			17 Jan 2020	5	8197	0.0623
	Transfer			31 Jan 2020	2456	10653	0.0810
	Transfer			07 Feb 2020	1259	11912	0.0905
	Transfer			14 Feb 2020	29	11941	0.0907
	Transfer			28 Feb 2020	(593)	11348	0.0862
	Transfer			06 Mar 2020	105	11453	0.0870
	Transfer			13 Mar 2020	2	11455	0.0870
	Transfer			20 Mar 2020	28391	39846	0.3028
	Transfer			27 Mar 2020	(3685)	36161	0.2748
	AT THE END OF THE YEAR					36161	0.2748

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		No. of Shares Held	% of Total Shares of the Company	Date of increase / (decrease)	No. of shares	No of Shares Held	% Of Total Shares of The Company
11	BAJAJ ALLIANZ LIFE INSURANCE COMPANY LTD.	493010	3.7463			493010	3.7463
	Transfer			05 Apr 2019	10000	503010	3.8223
	Transfer			26 Apr 2019	2000	505010	3.8375
	Transfer			10 May 2019	(9900)	495110	3.7623
	Transfer			17 May 2019	(20700)	474410	3.6050
	Transfer			31 May 2019	(10000)	464410	3.5290
	Transfer			07 Jun 2019	(200000)	264410	2.0092
	Transfer			14 Jun 2019	(50000)	214410	1.6293
	Transfer			12 Jul 2019	(152000)	62410	0.4742
	Transfer			19 Jul 2019	(2410)	60000	0.4559
	Transfer			26 Jul 2019	(60000)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000
12	KITARA INDIA MICRO CAP GROWTH FUND	172258	1.3090			172258	1.3090
	Transfer			26 Apr 2019	(1500)	170758	1.2976
	Transfer			30 Aug 2019	(8892)	161866	1.2300
	Transfer			06 Sep 2019	(1705)	160161	1.2170
	Transfer			13 Sep 2019	(96000)	64161	0.4876
	Transfer			20 Sep 2019	(38724)	25437	0.1933
	Transfer			27 Sep 2019	(25437)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000
13	MORGAN STANLEY FRANCE S.A.	37790	0.2872			37790	0.2872
	Transfer			07 Feb 2020	(37790)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000
14	RAHUL GOENKA	33950	0.2580			33950	0.2580
	Transfer			05 Apr 2019	2050	36000	0.2736
	Transfer			12 Apr 2019	4100	40100	0.3047
	Transfer			17 May 2019	(22000)	18100	0.1375
	Transfer			24 May 2019	(18100)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000

Notes:

1. Paid up Share Capital of the Company (Face Value Rs. 10.00) at the end of the year is 13159830 Shares.
2. The details of holding has been clubbed based on PAN.
3. % of total Shares of the Company is based on the paid-up Capital of the Company at the end of the Year.



(iv) Shareholding of Directors and Key Managerial Personnel:

Sr No.	Name of Director & KMP and Reason of increase / (decrease)	Shareholding at the beginning of the year – 1st April, 2019		increase / (decrease) during the year		Cumulative Shareholding during Financial Year 2019-20	
		No. of Shares Held	% of Total Shares of the Company	Date of increase / (decrease)	No. of shares	No of Shares Held	% of Total Shares of the Company
1	JAGJEEVAN KUMAR JAIN	3055808	23.2207			3055808	23.2207
	Market Purchase			24 May 2019	12741	3068549	23.3175
	Market Purchase			14 Jun 2019	30000	3098549	23.5455
	Market Purchase			29 Jun 2019	30818	3129367	23.7797
	AT THE END OF THE YEAR					3129367	23.7797
2	SEEMA JAIN	2960000	22.4927			2960000	22.4927
	Market Purchase			14 Jun 2019	50000	3010000	22.8726
	AT THE END OF THE YEAR					3010000	22.8726
3	RAHUL JAIN	1552340	11.7960			1552340	11.7960
	Market Purchase			14 Jun 2019	71043	1623383	12.3359
	Market Purchase			29 Jun 2019	391	1623774	12.3389
	Market Purchase			05 Jul 2019	1894	1625668	12.3533
	AT THE END OF THE YEAR					1625668	12.3533
4	AANCHAL JAIN	800000	6.0791			800000	6.0791
	Market Purchase			14 Jun 2019	90545	890545	6.7671
	Market Purchase			21 Jun 2019	6918	897463	6.8197
	Market Purchase			29 Jun 2019	71	897534	6.8203
	Market Purchase			05 Jul 2019	650	898184	6.8252
	AT THE END OF THE YEAR					898184	6.8252
5	KASHI RAM YADAV	338	0.0026	-	-	338	0.0026
	AT THE END OF THE YEAR			-	-	338	6.0026
6	J. S. S. RAO	12	0.0001	-	-	12	0.0001
	AT THE END OF THE YEAR (up to 31.12.2019)			-	-	12	0.0001
7	IQBAL SINGH	20014	0.1521	-	-	20014	0.1521
	AT THE END OF THE YEAR			-	-	20014	0.1521
8	V. K. MALHOTRA	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
9	S. K. JAIN	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
10	MOHAN BIR SAHNI	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
11	ASHOK KUMAR SHARMA	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
12	JAWAHAR THAKUR	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
13	SHOBHA KHATRI	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
14	RAJESH SHARMA	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
15	O.P GUPTA, CFO	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000
16	ARVIND K. CHAUHAN, CS	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR			-	-	0	0.0000

V. INDEBTEDNESS

Indebtedness of the Company including interest outstanding/accrued but not due for payment (Rs in Lacs.)

	Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
Indebtedness at the beginning of the financial year				
I. Principal Amount *	17144.41	-	-	17144.41
II. Interest due but not paid	59.73	-	-	59.73
III. Interest accrued but not due	29.43	-	-	29.43
Total (i+ii+iii)	17233.57	-	-	17233.57
Change in Indebtedness during the financial year				
+ Addition	78.00	-	-	78.00
- Reduction *	7172.61	-	-	7172.61
Net Change	7094.61	-	-	7094.61
Indebtedness at the end of the financial year				
i) Principal Amount *	10049.80	-	-	10049.80
ii) Interest due but not paid	9.16	-	-	9.16
iii) Interest accrued but not due	18.81	-	-	18.81
Total (i+ii+iii)	10077.77	-	-	10077.77

* includes restatement of loan due to foreign exchange fluctuation.

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

A. Remuneration of Chairman & Managing Director and Whole-time Directors: (Rs. in Lacs)

Sr. No.	Particulars of Remuneration	Name of CMD / WTD							Total Amount
		Mr. J. K. Jain	Mrs. Seema Jain	Mr. J.S.S. Rao (up to 31.12.19)	Mr. Rajesh Sharma (w.e.f. 01.01.20)	Mr. K. R. Yadav	Ms. Aanchal Jain	Mr. Rahul Jain	
		(CMD)	(WTD)	(WTD)	(WTD)	(WTD)	(WTD)	(WTD)	
1	Gross Salary								
	a. Salary as per provisions contained in section 17(1) of the Income Tax Act, 1961	123.00	66.00	81.00	32.25	102.00	54.00	66.00	524.25
	b. Value of perquisites u/s 17(2) of Income tax Act, 1961	1.80							1.80
	c. Profit in lieu of Salary u/s 17(3) of Income Tax Act, 1961								
2	Stock Option								
3	Sweat Equity								
4	Commission								
	• As % of profit								
	• Other, specify								
5	Others (Company Contribution towards PF, Medical Reimbursement)					1.45			1.45
	Total	124.80	66.00	81.00	32.25	103.45	54.00	66.00	527.50
	Celling as per the Act*								

Note: In terms of the provisions of section 197 of the Companies Act, 2013 (the Act), the remuneration to a single Whole-time Director or CMD will not exceed 5% of net profits and the total managerial remuneration payable to all Whole-time Directors including CMD shall not exceed 10% of the net profits of the Company calculated as per section 198 of the Act. The above remuneration is within the limits prescribed under the Act. In case remuneration exceed above limits, Schedule V and/or approval of shareholders by way of Special Resolution would apply.

Mr. J.S.S Rao held office upto 31.12.2019. On his resignation, he was also paid Rs. 30.75 Lacs as retirement benefits.



B. Remuneration to other Directors:

(Rs. in Lacs)

Sr. No.	Particulars of Remuneration	Name of Directors							Total Amount
		Mr. Iqbal Singh	Mr. Vinod K. Malhotra	Mr. Subodh Kumar Jain	Mr. Mohan Bir Sahni	Mr. A.K. Sharma	Mr. Jawahar Thakur	Ms. Shobha Khatri (w.e.f. 01.01.20)	
1	Independent Directors								
	Fee for attending Board/ Committee meetings	4.40	4.70	4.40	3.50	3.50	3.50	1.50	25.50
	Commission								
	Others, please specify.								
	Total (1)	4.40	4.70	4.40	3.50	3.50	3.50	4.50	25.50
2	Other Non-Executive Directors								
	Fee for attending Board/ Committee meetings								
	Commission								
	Others, please specify								
	Total (2)	0	0	0	0	0	0	0	0
	Total (1+2)	4.40	4.70	4.40	3.50	3.50	3.50	4.50	25.50
	Ceiling as per the Act*								'Refer Note'

Note: In terms of the provisions of section 197 of the Companies Act, 2013, the remuneration payable to directors other than executive directors shall not exceed 1% of the net profits of the Company. The company has not paid any remuneration to non-executive directors except above sitting fees which is within the limit of Rs. 1,00,000/- per meeting for each director as stipulated under section 197(5) read with Rule 4 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

C. Remuneration to Key Managerial Personnel other than CMD/WTD

(Rs in Lacs)

Sr. No.	Particulars of Remuneration	Key Managerial Personnel		
		CFO, Mr. O.P. Gupta	CS Mr. Arvind K. Chauhan	Total Amount
1	Gross Salary	61.80	70.40	132.20
a.	Salary as per provisions contained in section 17(1) of the Income Tax Act, 1961			
b.	Value of perquisites u/s 17(2) of Income tax Act, 1961			
c.	Profit in lieu of Salary u/s 17(3) of Income Tax Act, 1961			
2	Stock Option			
3	Sweat Equity			
4	Commission			
	• As % of profit			
	• Other, specify			
5	Others (Company Contribution towards PF, Medical Reimbursement)	0	2.48	2.48
	Total (1+2+3)	61.80	72.88	134.68

VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES:

	Type	Section of the Companies Act	Brief Description	Details of Penalty / Punishment/ Compounding fees imposed	Authority [RD / NCLT/ COURT]	Appeal made, if any (give Details)
A.	Company					
	Penalty	-	-	-	-	-
	Punishment	-	-	-	-	-
	Compounding	-	-	-	-	-
B.	Directors					
	Penalty	-	-	-	-	-
	Punishment	-	-	-	-	-
	Compounding	-	-	-	-	-
C.	Other Officers in Default					
	Penalty	-	-	-	-	-
	Punishment	-	-	-	-	-
	Compounding	-	-	-	-	-

For and on behalf of the Board of

Fiem Industries Limited

Sd/-

(J. K. Jain)

Chairman & Managing Director
(DIN: 00013356)

Place: Raj, Sonapat (HR.)

Dated: 30/06/2020

