

# FIEM INDUSTRIES LTD.

### GLOBALLY RECOGNISED

# INVESTOR PRESENTATION Q4 & FY2022

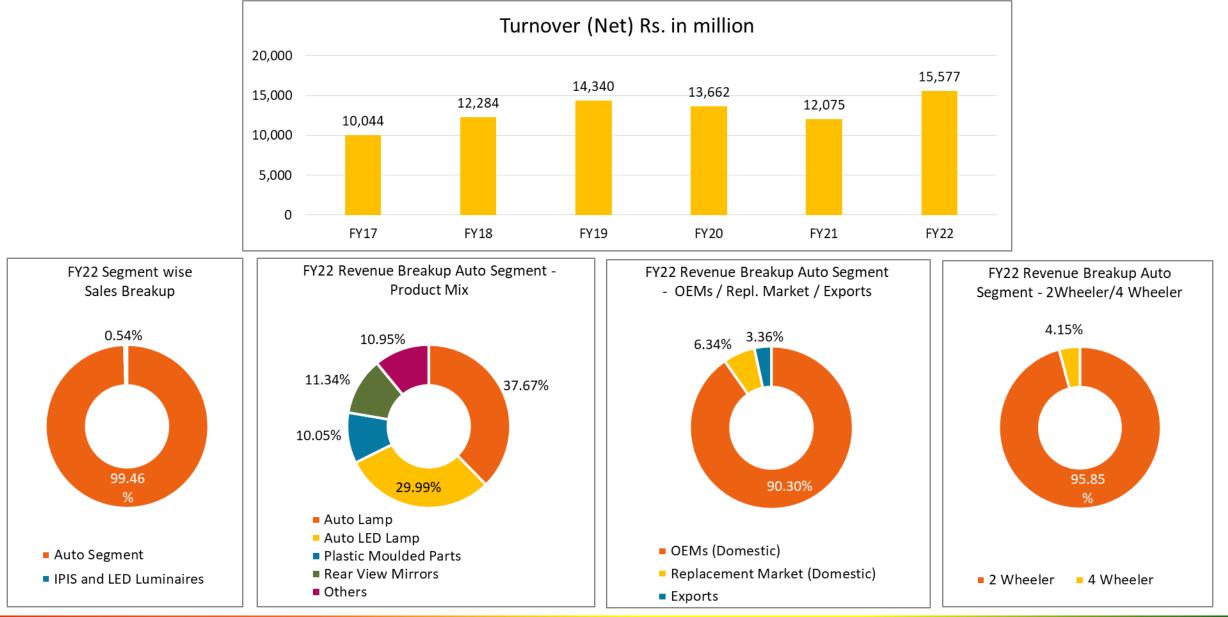
# **EXECUTIVE SUMMARY**



Overview	<ul> <li>Fiem Industries Ltd. (FIEM) was founded and incorporated in 1989 by Mr. J.K. Jain.</li> <li>The Company was listed on BSE and NSE in 2006.</li> <li>FIEM is one of the leading manufacturers of Automotive Lighting &amp; Signalling Equipment's and Rear View Mirrors in India. FIEM is among first companies in India introducing LED lights in two wheelers.</li> <li>FIEM has diversified its product portfolio by entering into LED luminaires for Indoor and Outdoor applications and Integrated Passenger Information System for Railways &amp; Buses.</li> </ul>				
Products	Automotive SegmentLED Segment• Automotive Lamps - Head lamps, Tail Lamps, Blinker lamps, Fog lamps etc. <b>Products under Technical</b> Collaboration• LED Luminaires for Indoor and Outdoor applications• Rear View Mirrors • Sheet Metal Parts• Canister • Bank (Lean) Angle Sensor JV Products• Integrated Passenger Information System with LED Display (IPIS)				
Top Clients Standalone Financial Performance	<ul> <li>Two Wheeler – Honda, TVS, Yamaha, Suzuki, Eicher Royal Enfield, Harley Davidson, Mahindra etc.</li> <li>Four Wheeler - Tata Marcopolo, Force Motors, Honda Siel, Hyundai, Daimler, Mahindra Reva etc.</li> <li>Net Sales has grown from INR 10,044 mn in FY17 to INR 15,577 mn in FY22 at 5 year CAGR of 9.17%</li> <li>EBITDA has grown from INR 1,033 mn in FY17 to INR 1,934 mn in FY22 at a 5 year CAGR of 13.38%</li> </ul>				

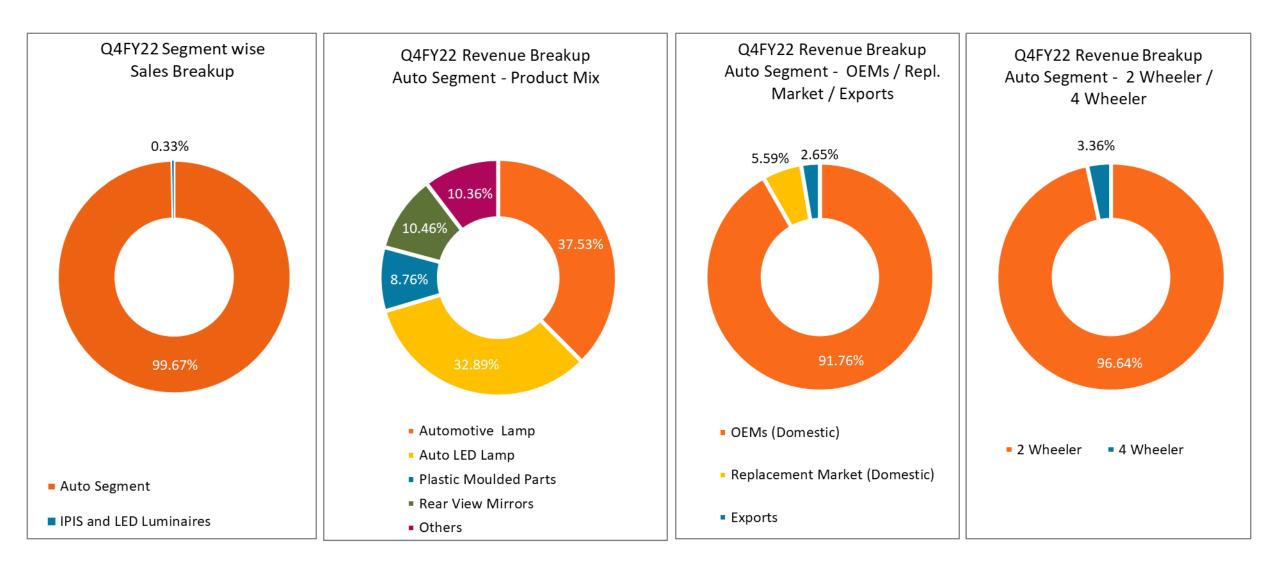
# FINANCIAL SUMMARY (STANDALONE)





# FINANCIAL SUMMARY (STANDALONE)







- The Company was originally incorporated in India as Rahul Auto Private Limited on February 6, 1989 in New Delhi and was founded by Mr. J.K. Jain, who is a first generation entrepreneur and is in the automotive lighting business since 1970's.
- FIEM is one of the leading manufacturers of automotive lighting & signalling equipment's and rear view mirrors in India. Its major business comes from the two-wheeler segment of the automotive industry.
- FIEM has a diversified product portfolio ranging from head lamps, tail lamps, signalling lamps, roof lamps, rear view mirrors, wheel covers, warning triangles, complete rear fender assembly, frame assembly, mudguards, various automobile sheet metal and plastic parts, Canister and Bank (Lean) Angle Sensor.
- The Company has following Wholly-owned Subsidiaries and J.V. Companies
  - Wholly-owned Subsidiaries Fiem Industries Japan Co., Ltd. (Japan)
    - Fiem Research and Technology s.r.l (Italy)
    - JV Company Fiem Kyowa (HK) Mould Company Limited (Hong Kong)

COMPANY OVERVIEW

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# **PROMOTERS & WHOLE TIME DIRECTORS**





#### Mr. J. K. Jain, Chairman & Managing Director

aged 70 years is the Chairman and Managing Director of our Company. As the Chairman and Managing Director of our Company, he is involved in mentoring the leadership team, advising on business strategies and in various aspects of the Company's expansion and diversification plans. He has more than four decades of experience in manufacturing of automotive lighting and signalling equipment and has played a significant role in growth and diversification of our Company. He has won many accolades and awards in India and overseas Including Life Time Achievement Award presented by India International Council for Industries & Trade, National Achievement Award for Business Excellence presented by Indian Society for Industry & Intellectual Development and Outstanding Entrepreneurship Award presented by Enterprise Asia.



#### Mrs. Seema Jain, Whole-time Director

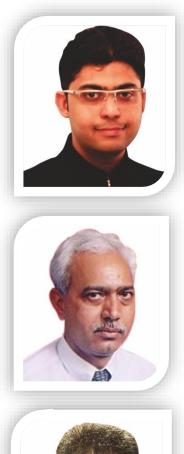
aged 67 years, is the Whole-time Director of our Company. She is the wife of Mr. J.K. Jain. She belongs to a business family and was involved in her family business from an early age. She holds a bachelors' degree in Science from the University of Delhi. She is actively involved in decision making in our Company besides overseeing the finance functions.

#### Ms. Aanchal Jain, Whole-time Director

aged 40 years, is the Whole-time Director of our Company. She has completed her Masters in Business Administration from Indiana Institute of Technology. She takes care of the human resource management functions of our Company and is also actively involved in skill development and labour welfare programmes being undertaken in our Company.

# **PROMOTERS & WHOLE TIME DIRECTORS**





#### Mr. Rahul Jain, Whole-time Director

aged 35 years, is the Whole-time Director of our Company. He has completed his Bachelor of Science and thereafter Management Studies from University of Bradford. He is involved in strategic affairs and corporate planning besides close interaction with customer for customer satisfaction and initiatives for new projects. He also oversees the manufacturing operations of various units periodically.

#### Mr. Kashi Ram Yadav – Whole-time Director

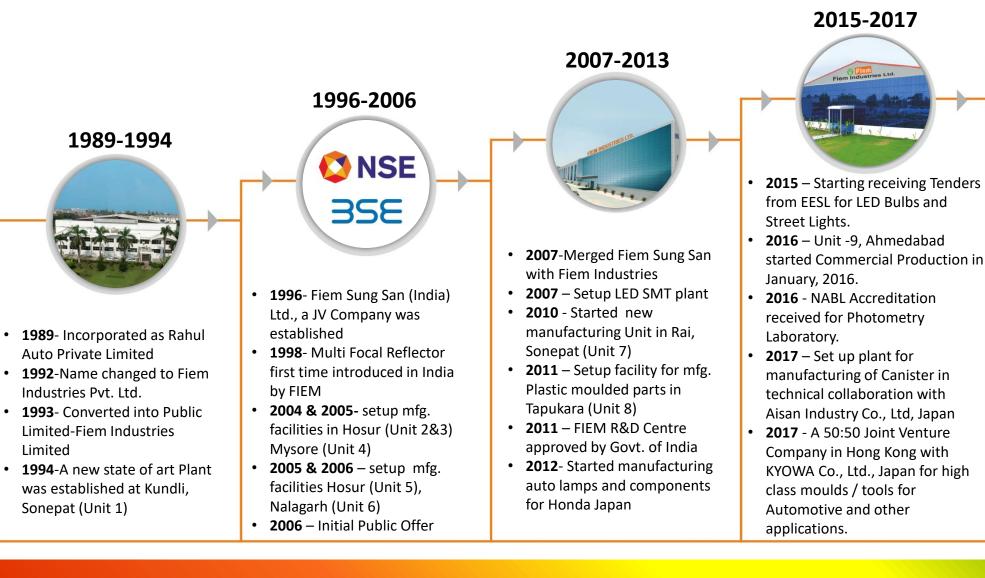
aged 66 years, is the Whole-time Director of the Company. He has been associated with our Company since its inception and has more than 40 years' experience in production and manufacturing operations of automotive lightings, signaling equipment and rear view mirrors. He was appointed on the Board of our Company in October, 2008. He is presently responsible for production and manufacturing operations in North India Units of our Company.

#### Mr. Rajesh Sharma – Whole-time Director

aged 59 years, is the Whole-time Director of our Company. He was appointed on the Board of our Company w.e.f. 01.01.2020. He is among the Senior Management of the Company for many years now and heading the Marketing & Development department of the Company as well as involved in the manufacturing operations of the factories from time to time. He is having vast experience of more than 35 years in automotive Industry.

# **FIEM JOURNEY**





#### 2018 - 2020



- 2018 Joint Venture with Aisan Industry Co. Ltd., Japan and Toyota Tsusho India Pvt. Ltd. for manufacture of Fuel Pump Module and IC Connector for Indian Market.
- 2018 Technical Assistance Agreement with TOYODENSO Co. Ltd. Japan and Toyota Tsusho Corporation, Japan for manufacturing of Bank Angle Sensor for Indian market.
- 2019 Set up new Design Centre in Turin, Italy under newly formed subsidiary in Italy, namely Fiem Research and Technology S.r.l.

# **OUR PRESENCE**



Fiem Research And Technology S.r.I. Italy (Wholly-Owned Subsidiary)



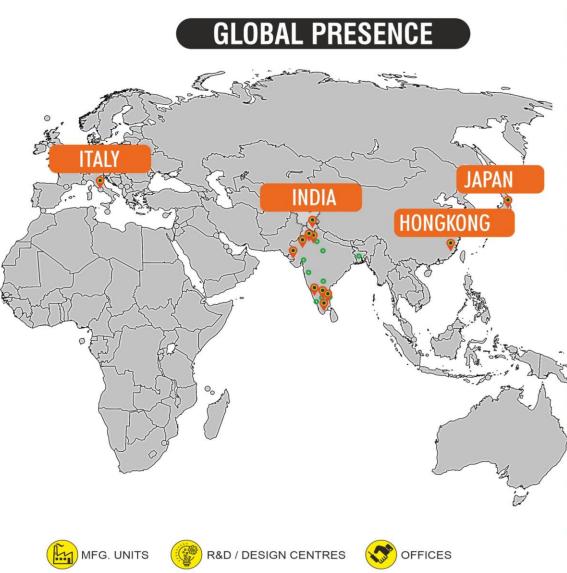
Fiem Industries Japan Co. Ltd., Japan (Wholly-Owned Subsidiary)



Fiem Kyowa (HK) Mould Co Ltd. Hong Kong



Corporate Office: Fiem Industries Ltd, Aerocity, New Delhi, India









Unit-VII, Rai (Haryana)

Unit-I, Kundli (Sonepat, Haryana)



Unit-VIII, Tapukara (Rajasthan)

Unit-II, Hosur (Tamil Nadu)



Unit-IX, Ahmedabad (Gujarat)





Unit-V, Hosur (Tamil Nadu)



Unit-III, Hosur (Tamil Nadu)



Unit-VI, Nalagarh (Himachal Pradesh)



Unit-IV, Mysore (Karnataka)



Regd. Office: Mansarover Garden, Delhi Mkt Div. / R&D & Development Div.

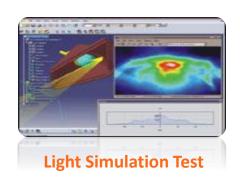
# GOVT. APPROVED R&D CENTRE

- FIEM's state of the art R&D Centre offers its clients design and development capabilities in Automotive Lighting & Signalling Equipments and Rear View Mirrors which meet the specifications of the clients requirements.
- Government of India, Ministry of Science and Technology, Department of Science and Industrial Research has accorded Recognition to Company's in-house R&D Unit situated at Rai Industrial Estate, Sonepat
- The Company's R&D Centre is established with modern infrastructure, state-of-the-art technology, equipped with latest software, qualified and experienced manpower.
- FIEM's in-house R&D Centre has various kinds of testing facilities such as Product Testing, Photometry Testing, Environmental Testing, Thermal Tests, Electronic Test, Vibration Test, Chemical Test, Mechanical Tests etc.
- Photometry Laboratory of the Company is NABL Accredited
- Some examples of R&D conducted by company:
  - In-house design and development of Railway IPIS (Integrated Passenger Information Systems with LED Display )
  - In-house design and development for four wheeler LED Rear combination, LED direction indicator lamp etc.
- Advantages of in-house R&D unit:
  - Diversified and large portfolio of lighting products developed
  - New generation LED technology in automotive and home lighting segments developed
  - Reduction in development time and cost savings to clients





**Environmental Testing** 

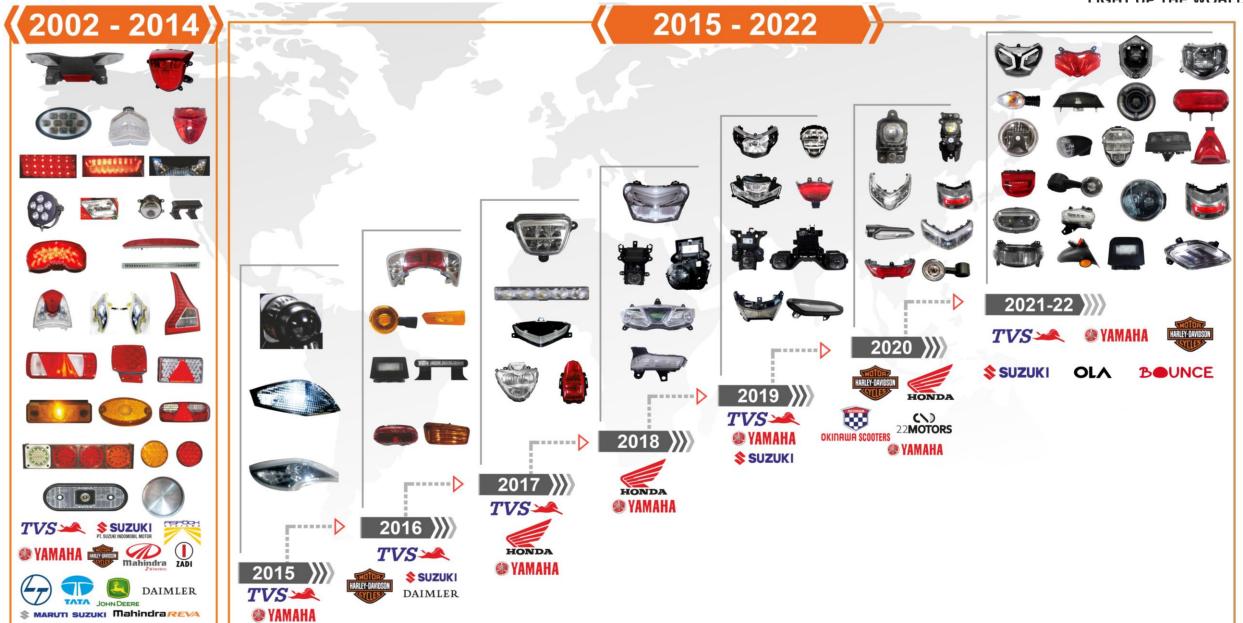




**Mechanical Durability Test** 

# AUTOMOTIVE LED LAMP JOURNEY































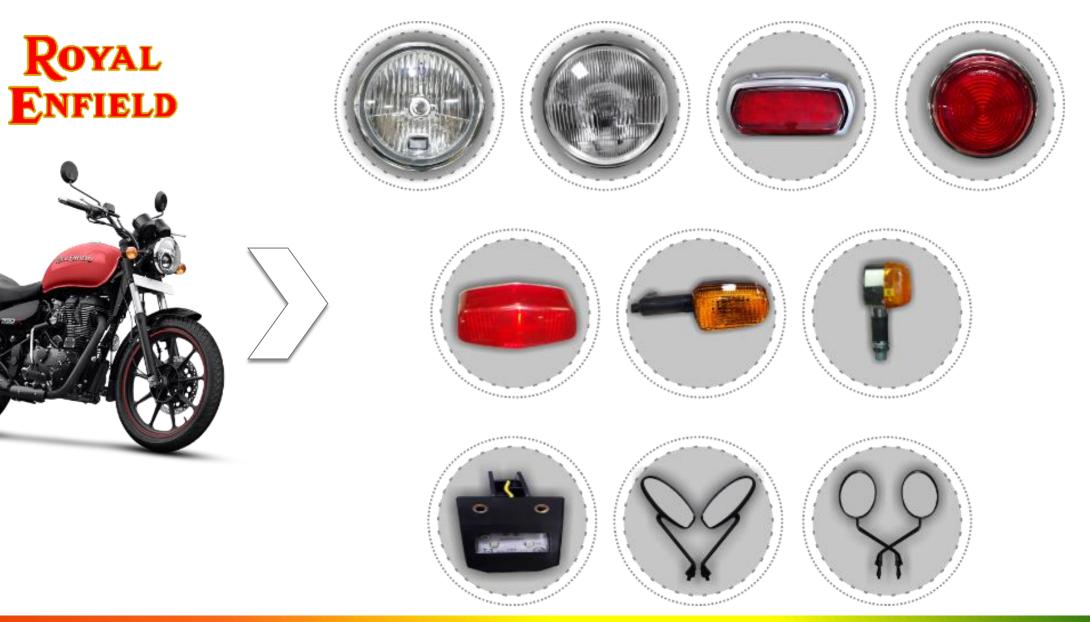






























### **STRONG CLIENT BASE**

- FIEM has a strong client base of more than 50 OEMs and is supplying to its prestigious customers since their inception.
- Significant market share for supply of automotive lighting & signalling equipment's and rear view mirrors to Two-wheeler and Four-wheeler OEM's.
- Exporting automotive lighting to Honda Japan, Harley Davidson (USA & Thailand), Kubota Japan (Tractors & Farm equipment's) besides exporting to other OEM's in Austria, UK, Germany, Thailand, Indonesia & Vietnam.

### **DIVERSIFIED PRODUCT PORTFOLIO**

- Leading manufacturers of LED and Conventional Automotive Lighting & Signalling Equipment's and Rear View Mirrors for two and four wheelers.
- Strategic technological tie ups with global players to provide advance and cost efficient Products.
  - Diversified into Integrated Passenger Information Systems with LED Display (IPIS).

# FIEM ADVANTAGE

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# MANUFACTURING EDGE...COST SAVING TO THE CUSTOMERS

- State-of-the-art manufacturing facilities located close to the OEM Customers offering Logistic cost saving and just in-time delivery.
- FIEM has three world class R&D / Design Centres located in India, Italy and Japan having more than 120 personnel in Designing, Optical Simulation and Guest Engineering facilities for development of the lamp assembly with LED & advanced technology as per Indian and Global standards.

### FOCUS ON ELECTRIC VEHICLE SEGMENT

- 2W EV is a big opportunity, which is growing exponentially.
- FIEM has the first mover advantage and working with all major EV OEMs in India.
- Company has competitive advantage, because of inhouse R&D, Designing and Testing capabilities with shortest Development time.
- Diversified product portfolio with LED Lighting solutions, Rear View Mirrors and Plastic Parts etc. provide best solutions to the OEMs.







### **Consistent Quality Performance Award**

### for the year 2021-22 from

### **TVS Motor Company Limited**





### **Appreciation Award for Special Support**

for the year 2021-22

### from Yamaha Motor India Group

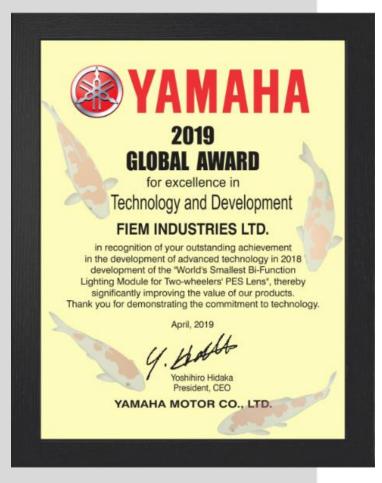






Best Performance in Delivery Award from Kubota - 2021



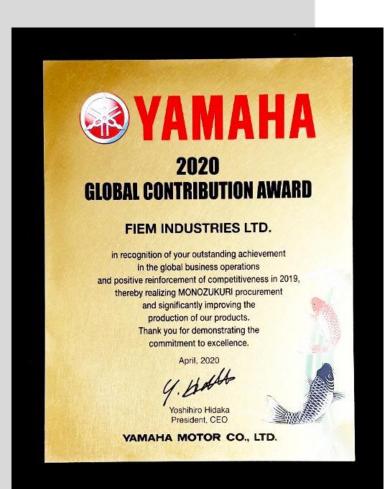


# **Global Award for Excellence in Technology and Development from Yamaha Motor Co., Ltd. Japan-2019**

In recognition of outstanding achievement in the development of advanced technology in 2018 development of the **"World's Smallest Bi-Function Lighting Module for Two-wheelers' with PES Lens"**.









### **Global Contribution Award, 2020**

### from Yamaha Motor Co., Ltd. Japan

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In recognition of your outstanding achievement in the global business operations and positive reinforcement of competitiveness in 2019, thereby realizing MONOZUKURI procurement and significantly improving the production of our products. Thank you for demonstrating the commitment to excellence.

"







Appreciation Award for Development and Shipping Control 2018 from India Yamaha Motor Pvt. Ltd.-2019







Performance Award (Cost Reduction) for year 2018-19 from Suzuki Motorcycle India Pvt. Ltd-2019





Award for Delivery Management 2019-20 from Honda Motorcycle and Scooter India Pvt. Ltd.

#### MORE THAN 50+ AWARDS SINCE 1991

SUZZUKI Performance Award VAVE 2016-2017 DEM INDUSTRES LTD Managing Omening Managing Managi

Performance Award (VA- VE) for 2016-17 from Suzuki Motorcycle India Pvt. Ltd. (2017)



Grand Award from Honda Motorcycle & Scooter India Pvt. Ltd (2009)



Grand Award for QCDDM 2013-14 from Honda Motorcycle & Scooter India Pvt. Ltd. (2014)



Achievement Award for Honda Global Support Supplier 2012-13 from Honda Motorcycle & Scooter India Pvt. Ltd,



Award for Q.D. Performance from Honda Motorcycle & Scooter India Pvt. Ltd. (2011)



Supplier Recognition Award from Harley-Davidson India for its new motorcycle model (Harley-Davidson Street) (2014)



ESQR'S Quality Achievement Award in the Gold Category for extraordinary achievement in quality management (2013)



Appreciation Award, 2019 from Hyundai Motor India Ltd. (2019)



Award for Excellence in Electronics from ELCINA for Outstanding Contribution to the Growth of Lighting & Auto Electronics Industry (2016-17)



# **AUTOMOTIVE LIGHTS**



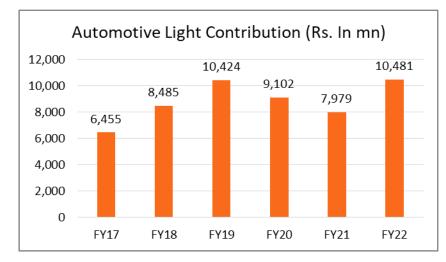
FIEM is one of the most renowned names in Automotive Lightings & Signalling Equipments with the history of around four decades. The company is associated with some of the most prestigious OEM customers in India.

- Automotive Lighting In the automotive components segment the Company makes various types of Head lamps, Tail Lamps, Blinker lamps, Fog lamps, Warning triangles, Interior lamps and Beacon lights etc. for Two Wheelers and Four Wheelers.
- India's First NABL Accredited Lab for Testing of Automotive Lamps.
- Manufacturing Facilities for Automotive Lights:
  - Unit 1 Kundli, Sonepat, Haryana
  - Unit 2 Hosur, Tamil Nadu
  - Unit 5 Hosur, Tamil Nadu
  - Unit 6 Nalagarh, Himachal Pradesh
  - Unit 7 Rai, Sonepat, Haryana
  - Unit 8 Tapukara, Rajasthan
  - Unit 9 Ahmedabad, Gujarat
- Top Clients





Cert. No. T - 3799 NABL Accredited Lab.



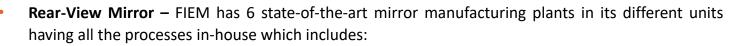






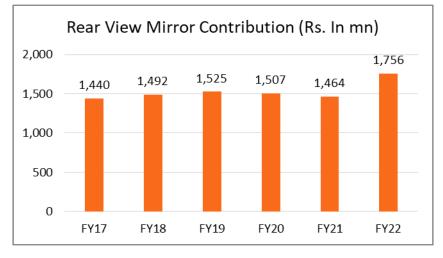
# **REAR VIEW MIRRORS**





- Mirror Plate Making Profile cutting, Washing, Grinding, Convexing, Cleaning, Aluminium coating/Chrome coating and finally back side painting.
- Plastic Housing: In-house manufacturing with injection moulding machines.
- Rod Making: In-house complete rod making facilities such as machining, bending, welding, powder coating etc.
- **Final Assembly:** All the above sub-components are assembled in the assembly lines to make the complete mirror assembly.
- Manufacturing Facilities for Rear View Mirrors:
  - Unit 2 Hosur, Tamil Nadu
  - Unit 5 Hosur, Tamil Nadu
  - Unit 8 Tapukara, Rajasthan
- Top Clients





NET SALES

### **Rear View Mirrors**

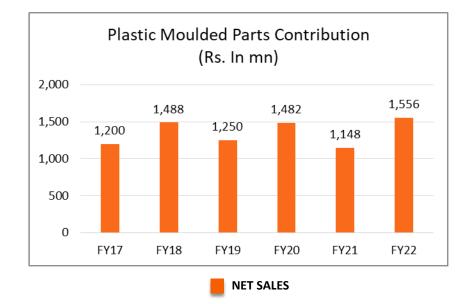


# PLASTIC MOULDED PARTS



- **Plastic Moulded Parts** Plastic moulding is integral part of automotive lamps as well as rear view mirrors, as these parts are required to make final assembly of all the products.
- FIEM has installed world class more than 450 latest injection moulding machines in their **six plants** ranging from 50 tonnes to 1400 tonnes capable of making parts weighing 20 gms to 2.5 kgs.
- Apart from above, FIEM also supply standalone plastic moulded parts to its customers from Unit 2, Unit 8 and Unit 9.
- The above mentioned moulding machines can easily make even big products of two wheelers like front fender, floor panel, side cover, rear fender, handle bar, seat base etc.
- Manufacturing Facilities for Standalone Plastic Moulded Parts:
  - Unit 2 Hosur, Tamil Nadu
  - Unit 6 Nalagarh, Himachal Pradesh
  - Unit 8 Tapukara, Rajasthan
  - Unit 9 Ahmedabad, Gujarat
- Top Clients







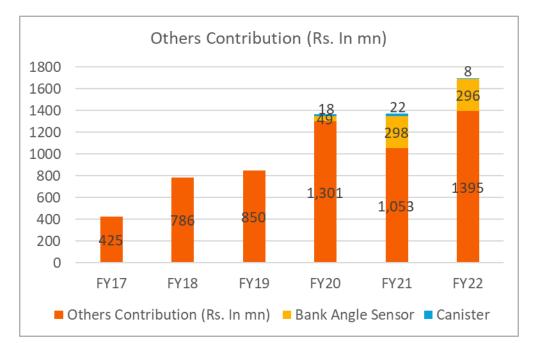
# **OTHERS**

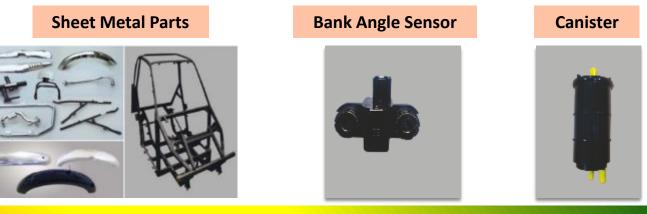


Others Automotive Segment Include items contributing less than 10% of Total Sale, mainly includes Fabrication items, Canister, Bank Angle Sensor etc.

- Sheet Metal Parts (fabrication Item) FIEM has full fledged sheet metal fabrication facilities as well as Mudguard rolling plants for manufacturing Front and Rear mudguard for Motorcycles & Mopeds. The fabrication facility have the following in-house processes:
  - **Presses:** More than 50 presses such as hydraulic, double action deep draw, single action presses etc.
  - Rolling Plant
  - Pipe Bending
  - Spot welding, Projection welding, Argon welding, CO<sub>2</sub> welding etc.
  - Zinc Plating: Blue/Black passivation, Yellow passivation
  - Phosphating facilities
  - Powder Coating for base coat and top coat
- Manufacturing Facility used for making Sheet Metal Parts
  - Unit 3 Hosur, Tamil Nadu
  - Unit 6 Nalagargh, Himachal Pradesh
  - Unit 8 Tapukara, Rajasthan







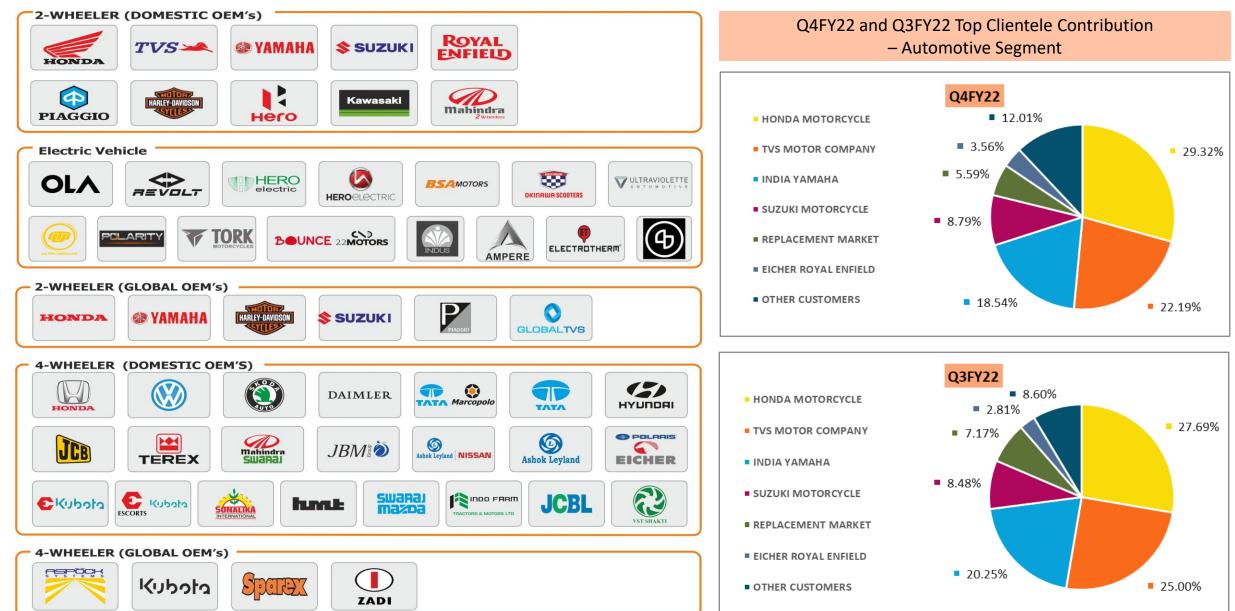
# **OUR CUSTOMERS**





# **OUR CUSTOMERS**





# LED DISPLAY SYSTEMS



#### LED Integrated Passenger Information System

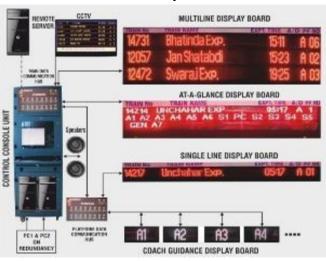
- Integrated Passenger Information System with LED Display (IPIS or PIDS) is an electronic information system which provides real-time passenger information.
- Passenger information delivered in relevant locations along the bus route is an important part of this strategy and FIEM has played a key role in helping its partners deliver an effective solution.
- Association of State Road Transport Undertakings has also inspected the Company's LED based Destination system and found it satisfactory.
- Also received approval for Integrated Passenger Information System with LED Display (IPIS) from Ministry of Railways - Research Design and Standard Organization (RDSO) for manufacture and supply of this system (consisting of Train indication, Coach Guidance & PC based announcement).

LED Display Panel

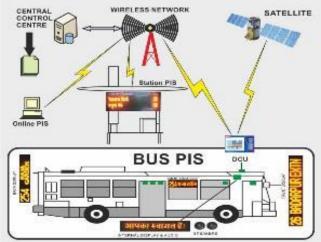




#### Railway







# CONSOLIDATED INCOME STATEMENT



Particulars (INR Mn)	FY17	FY18	FY19	FY20	FY21	FY22
Total Income*	10,193	12,443	14,499	13,812	12,243	15,749
Expenses	8,970	10,990	12,919	12,226	10873	13,783
EBITDA (Including Other Income)	1,223	1,453	1,580	1,586	1370	1,966
EBITDA Margin	12%	11.68%	10.89%	11.48%	11.19%	12.48%
Exceptional Item	142	(34)	-	(9)	(32)	-
Depreciation & Amortization	393	444	489	532	572	590
Finance Cost	233	227	221	177	117	86
РВТ	457	816	870	868	649	1290
Taxes	126	290	304	82	180	337
PAT	331	526	566	786	469	953
Share of Associates Profit/(Loss)	_	-	-10	-41	-2	-11
PAT after Share of Associates Profit/(Loss)	_	526	556	745	467	942
PAT Margin	3.25%	4.22%	3.83%	5.39%	3.81%	5.96%
EPS	26.30	39.94	42.29	56.66	35.48	71.56

# CONSOLIDATED BALANCE SHEET HIGHLIGHTS (AS PER IND-AS)

Particulars (INR Mn)	31.03.20	31.03.21	31.03.22
ASSETS			
I. NON CURRENT ASSETS			
a) Property, Plant and Equipment	5,500	5,101	4,742
b) Right of Use Assets	355	339	324
c) Capital Work-in-Progress	3	27	7
d) Intangible Assets	52	33	14
e) Intangible Assets under Development	0	0	0
f) Financial Assets And Investment	375	375	131
g) Income Tax Assets (Net)	9	10	13
h) Other Non-Current Assets	64	69	53
Total Non Current Assets	6,358	5,954	5,284
II. CURRENT ASSETS			
a.) Inventories	1,291	1,169	1,848
b) Financial Assets			
i) Investments	-	_	764
ii) Trade Receivables	770	809	1746
iii) Cash and Cash Equivalents	469	1,104	683
iv) Bank Balances other than (iii) above	6	2	1
v) Loans	5	4	6
vi) Other Financial Assets	107	18	9
c) Other Current Assets	199	162	144
Total Current Assets	2,847	3,268	5,201
TOTAL ASSETS (I + II)	9,205	9,222	10,485

		LIGHT UP THE WORLD		
Particulars (INR Mn)	31.03.20	31.03.21	31.03.22	
EQUITY AND LIABILITIES				
A. EQUITY				
Equity Share Capital	132	132	132	
Other Equity	5,121	5,562	6,290	
Total Equity	5,253	5,694	6,422	
B. LIABILITIES				
I. Non Current Liabilities				
a) Financial Liabilities				
i) Borrowings	581	219	75	
ii) Lease Liabilities	251	245	238	
iii) Other Financial Liabilities	-	_	-	
b) Provisions	58	50	51	
c) Deferred Tax Liabilities (Net)	368	362	326	
Total Non Current Liability	1,258	876	690	
II. Current Liabilities				
a) Financial Liabilities				
i) Borrowings	-	303	137	
ii) Lease Liabilities	-	7	6	
iii) Trade Payables	1,674	1722	2,611	
iv) Other Financial Liabilities	622	512	228	
b) Other Current Liabilities	342	359	298	
c) Provisions	44	37	55	
d) Current Tax Liabilities (Net)	12	22	38	
Total Current Liability	2,694	2,652	3,373	
TOTAL LIABILITIES (I + II)	3,952	3,528	4,063	
TOTAL EQUITY AND LIABILITIES (A+B)	9,205	9,222	10,485	

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# STANDALONE INCOME STATEMENT



Particulars (INR Mn)	FY17	FY18	FY19	FY20	FY21	FY22
Total Income*	10,188	12,429	14,449	13,787	12243	15,749
Expenses	8,967	10,977	12,888	12,203	10871	13,789
EBITDA (Including Other Income)	1,221	1,452	1,561	1,584	1372	1960
EBITDA Margin	11.98%	11.68%	10.80%	11.49%	11.21%	12.44%
Exceptional Item	142	(34)	-	(9)	(32)	-
Depreciation & Amortization	392	443	489	527	571	586
Finance Cost	233	227	221	177	117	86
РВТ	455	816	851	871	652	1,288
Taxes	126	290	296	82	181	335
PAT	329	526	555	789	471	953
PAT Margin	3.22%	4.23%	3.84%	5.72%	3.85%	6.05%
EPS	26.12	39.93	42.16	59.98	35.81	72.39

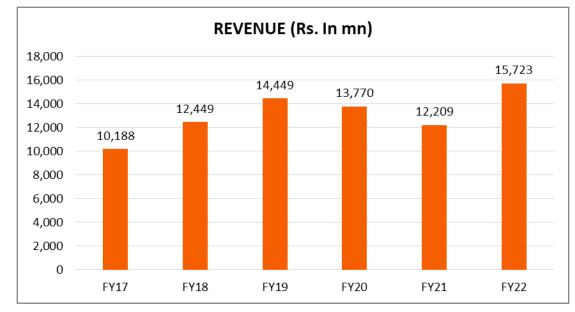
\* Net of Excise Duty/GST and Includes other Income

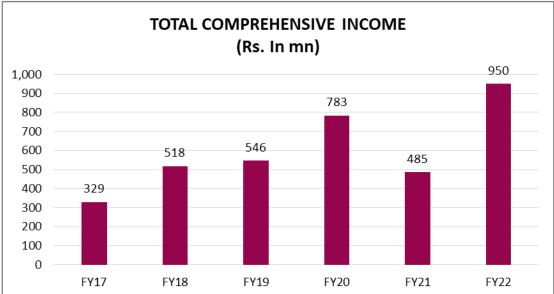
# STANDALONE BALANCE SHEET HIGHLIGHTS (AS PER IND-AS)

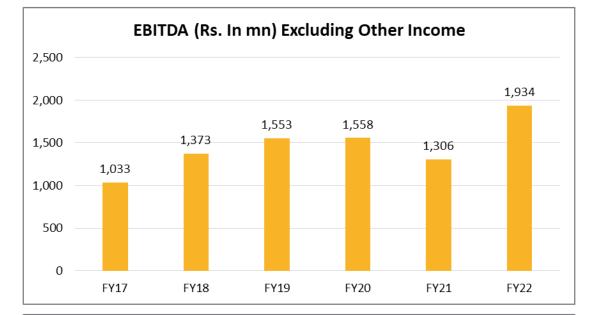
Particulars (INR Mn)	31.03.20	31.03.21	33.03.22
ASSETS			
I. NON CURRENT ASSETS			
a) Property, Plant and Equipment	5,497	5,098	4,740
b) Right of Use Assets	355	339	324
c) Capital Work-in-Progress	3	27	7
d) Intangible Assets	44	26	8
e) Intangible Assets under Development	-	-	-
f) Financial Assets	453	455	159
g) Income Tax Assets (Net)	-	-	-
h) Other Non-Current Assets	64	69	53
Total Non Current Assets	6,416	6,014	5,291
II. CURRENT ASSETS			
a) Inventories	1,291	1,169	1,847
b) Financial Assets			
i) Investments	-	-	829
ii) Trade and Receivables	767	809	1,746
iii) Cash and Cash Equivalents	452	1,083	668
iv) Bank Balances other than (iii) above	6	2	1
v) Loans	5	4	6
vi) Other Financial Assets	107	18	9
c) Other Current Assets	188	158	145
Total Current Assets	2,816	3,243	5,251
TOTAL ASSETS (I + II)	9,232	9,257	10,542

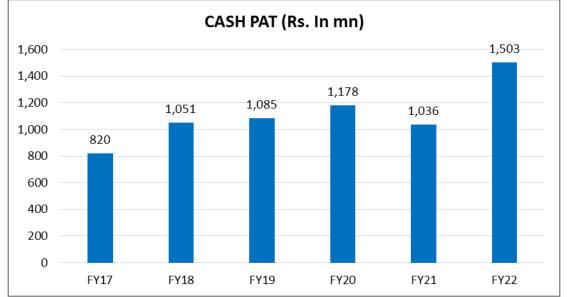
		LIGHT UP THE WORL		
Particulars (INR Mn)	31.03.20	31.03.21	31.03.22	
EQUITY AND LIABILITIES				
A. EQUITY				
Equity Share Capital	132	132	132	
Other Equity	5,158	5,602	6,342	
Total Equity	5,290	5,734	6,474	
B. LIABILITIES				
I. Non Current Liabilities				
a) Financial Liabilities				
i) Borrowings	581	219	75	
ii) Lease Liabilities	251	245	238	
iii) Other Financial Liabilities	-	-	-	
b) Provisions	56	47	47	
c) Deferred Tax Liabilities (Net)	369	362	326	
Total Non Current Liability	1,257	873	686	
II. Current Liabilities				
a) Financial Liabilities				
i) Borrowings	-	303	137	
ii) Lease Liabilities	-	7	6	
iii) Trade Payables	1,673	1,721	2,610	
iv) Other Financial Liabilities	619	5,511	240	
b) Other Current Liabilities	338	359	296	
c) Provisions	43	37	55	
d) Current Tax Liabilities (Net)	12	22	38	
Total Current Liability	2,685	2,650	3,382	
TOTAL LIABILITIES (I + II)	3,942	3,523	4,068	
TOTAL EQUITY AND LIABILITIES (A+B)	9,232	9,257	10,542	

## STANDALONE FINANCIAL OVERVIEW





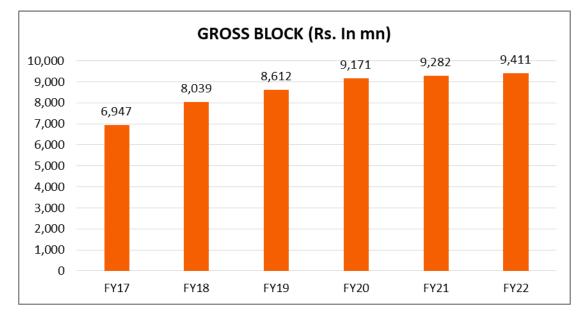


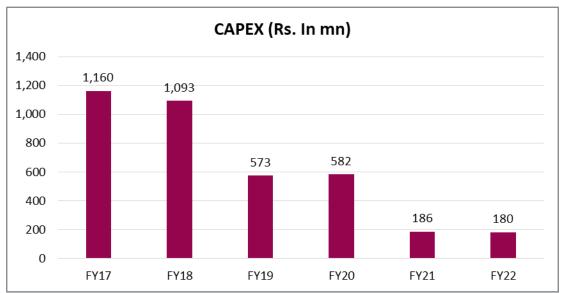


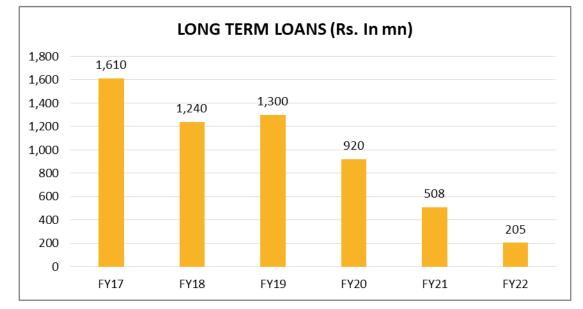


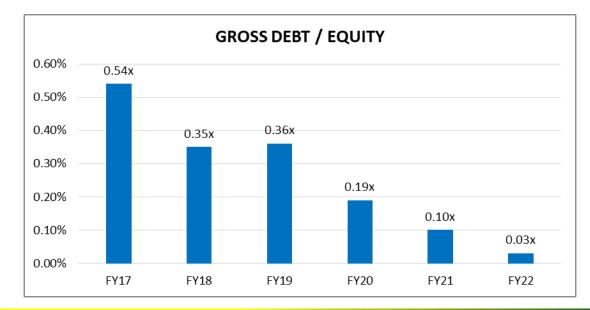


## STANDALONE FINANCIAL OVERVIEW

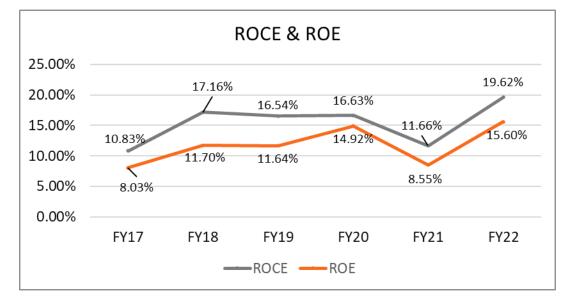


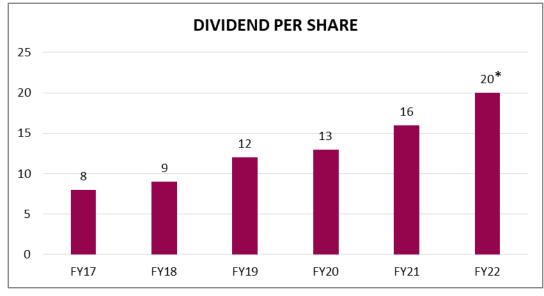


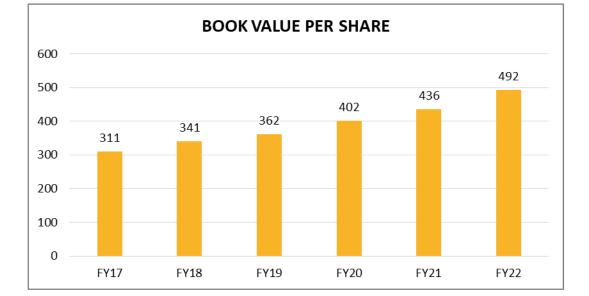


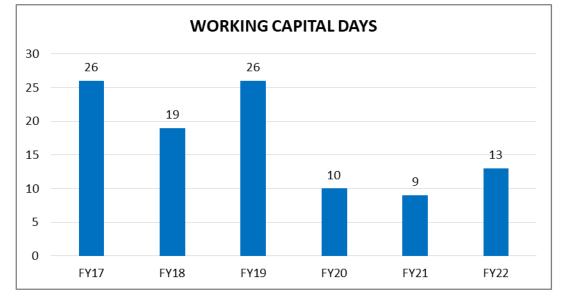


# STANDALONE FINANCIAL OVERVIEW









\*Proposed

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