

May 30, 2025

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

**Sub: Outcome of the Board Meeting held today, May 30, 2025****Ref: SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations).**

In the Board Meeting held today i.e. on May 30, 2025 (commenced at 2:30 p.m. and concluded at 4:25 p.m.), the Board of Directors of the Company, inter-alia, have considered and approved the following matters:

**1. The Audited Financial Results (Standalone and Consolidated) for Quarter and Financial Year ended on March 31, 2025, 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, 2025, along with the Auditor's Report thereon.
- (ii) Statement of Audited Consolidated Financial Results for the Quarter and Financial Year ended on March 31, 2025 along with the Auditor's Report thereon.
- (iii) Results highlights for the Quarter and Financial Year ended on March 31, 2025.

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, 2025, is also enclosed as **Annexure-A**.

**2. Recommendation of Final Dividend for Financial Year 2024-25, 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. 30/- per Equity Share i.e. 300% (Nominal Value Rs. 10/- each) for Financial Year 2024-25 on 2,63,19,660 Equity shares of Rs. 10/- each (all fully paid), amounting to Rs. 7895.90 Lakh, out of the profits of the Company for financial year ended on March 31, 2025.

The Final Dividend, if declared by the shareholders at the ensuing 36<sup>th</sup> AGM, scheduled to be held on July 31, 2025, will be paid or dividend warrants/DDs will be dispatched to the shareholders on or before August 14, 2025.

**3. The re-appointment of Mr. Jagjeevan Kumar Jain (DIN: 00013356) as Chairman & 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-appointment of Mr. Jagjeevan Kumar Jain (DIN: 00013356) as Chairman & Managing Director of the Company for a further term of 5 years effective from August 7, 2025, subject to approval of the shareholders of the Company in ensuing 36<sup>th</sup> 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.

**4. The re-appointment of Mr. Rahul Jain (DIN: 00013566) 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-appointment of Mr. Rahul Jain (DIN: 00013566) as Joint Managing Director of the Company in the category of Whole-time Director for a further term of 5 years effective from October 1, 2025, subject to approval of the shareholders of the Company in ensuing 36<sup>th</sup> AGM.

It is also 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-appointment of **Mr. Jagjeevan Kumar Jain** and **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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are provided in **Annexure - B.**

**5. Appointment of Internal Auditor for the Financial Year 2025-26.**

Based on the recommendations of the Audit Committee, the Board of Directors of the Company have approved the appointment of M/s V. Sachdeva & Associates, Chartered Accountants (Firm Registration No. 004417N), as Internal Auditors of the Company for the Financial Year 2025-26.

The other requisite disclosures with respect to above matter, 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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are provided in **Annexure - C.**

**6. Appointment of Cost Auditor for the Financial Year 2025-26.**

Based on the recommendations of the Audit Committee, the Board of Directors of the Company have approved the appointment of M/s Jay Narain & Co., Cost Accountants (Reg. No. 004576) as Cost Auditors of the Company for the Financial Year 2025-26.

The other requisite disclosures with respect to above matter, 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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are provided in **Annexure - D.**

**7. Appointment of Secretarial Auditor for a term of five (5) consecutive years:**

Based on the recommendation of the Audit Committee, and subject to approval of the shareholders at ensuing AGM, the Board of Directors of the Company have approved the appointment of M/s Ranjana Gupta & Associates, Company Secretaries as Secretarial Auditors of the Company for a term of five (5) consecutive years, commencing from Financial Year 2025-26.

The other requisite disclosures with respect to above matter, 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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are provided in **Annexure - E**.

**8. Convening of 36<sup>th</sup> Annual General Meeting of the Company and fixing of Record Date:**

The Board of Directors approved the following:

- (i) To convene and hold 36<sup>th</sup> Annual General Meeting (AGM) of the Company on **Thursday, July 31, 2025 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 36<sup>th</sup> AGM), will be **Thursday, July 24, 2025**;
- (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 36<sup>th</sup> AGM will also be **Thursday, July 24, 2025**.

This is for your information and records please.

Yours faithfully

**For Fiem Industries Limited**



**Arvind K. Chauhan**  
**Company Secretary**

Encls: A/a

## Annexure - B

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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

S.N.	Particulars	Mr. Jagjeevan Kumar Jain	Mr. Rahul Jain
1	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Re-appointment	Re-appointment
2	Date of appointment/re appointment/ cessation (as applicable) & term of appointment/re-appointment	Board Re-appointed Mr. Jagjeevan Kumar Jain (DIN:00013356) as 'Chairman & Managing Director' w.e.f. August 7, 2025 for a further term of 5 years, subject to approval of shareholders at ensuing 36 <sup>th</sup> AGM scheduled to be held on July 31, 2025.	Board Re-appointed Mr. Rahul Jain (DIN:00013566) as 'Joint Managing Director' of the Company in the category of Whole-time Director w.e.f. October 1, 2025 for a further term of 5 years, subject to approval of shareholders at ensuing 36 <sup>th</sup> AGM scheduled to be held on July 31, 2025.
3	Brief Profile (in case of appointment)	Mr. J.K. Jain is the Chairman & Managing Director of the Company. As the Chairman & Managing Director of the Company, he is involved in mentoring the leadership team, overseeing the business strategies on various aspects of operations, business development, expansion and diversification plans. He has around five decades of experience in manufacturing of automotive lighting and signalling equipment and has played a significant role in growth of the 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.	Mr. Rahul Jain was inducted on the Board of the Company in November, 2004. He completed his Bachelor of Science and thereafter pursued Management Studies from University of Bradford. He is involved in all activities of the Company spanning over Manufacturing Operations, Business Development, Corporate Planning and Strategic Affairs. He has extensively travelled abroad and visited many facilities of Automotive Companies in foreign countries to acquire learning and experience for latest manufacturing practices and technology. On November 7, 2023 he was re-designated as Joint Managing Director in the category of Whole-time Director.

<b>4</b>	<b>Disclosure of relationships between directors (in case of appointment of a director).</b>	Mr. Jagjeevan Kumar Jain, Chairman & Managing Director 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.	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.
<b>5</b>	<b>Information as required under BSE circular Number LIST/COM/14/2018-19 and NSE circular no. NSE/CML/2018/24 dated June 20, 2018.</b>	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.	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.



## Annexure - C

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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

### Appointment of Internal Auditor

S.N.	Particulars	M/s V. Sachdeva & Associates, Chartered Accountants (Firm Registration No. 004417N)
1	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment
2	Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment	Date of Appointment: May 30, 2025 Term of Appointment: for Financial Year 2025-26
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.

**Annexure - D**

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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

**Appointment of Cost Auditor**

S. N.	Particulars	M/s Jay Narain & Co., Cost Accountants, [Reg. No. 004576]
1	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment
2	Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment	<b>Date of Appointment:</b> May 30, 2025 <b>Term of Appointment:</b> for Financial Year 2025-26
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.

## Annexure - E

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. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

### Appointment of Secretarial Auditor

S. N.	Particulars	M/s Ranjana Gupta & Associates, Company Secretaries
1	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment
2	Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment	<b>Date and Term of Appointment:</b> The Board of Directors of the Company have approved the appointment of M/s Ranjana Gupta & Associates, Company Secretaries as Secretarial Auditors of the Company for a term of five (5) consecutive years, commencing from Financial Year 2025-26, subject to approval of the shareholders at ensuing AGM.
3	Brief Profile (in case of appointment)	M/s Ranjana Gupta & Associates, Company Secretaries is a peer reviewed Company Secretaries proprietorship firm based in New Delhi. Established in 2011, Ranjana Gupta & Associates, hold extensive professional experience in providing corporate and secretarial advisory services covering a wide spectrum of corporate laws, due diligence services, regulatory compliances (including SEBI and FEMA), certifications and Secretarial Audits. Over the years, the firm has catered to a wide spectrum of clients, including listed companies, Indian subsidiaries of foreign companies, joint ventures, public limited companies, non-profit organizations in addition to dealing with different regulators under Companies Act, FEMA and RBI Regulations etc. The firm engages qualified and experienced resources, including company secretaries and other professional backgrounds.