

February 11, 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

Ref: SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations).

Re-appointment of Mr. Vineet Sahni (DIN:03616096) as CEO & Whole-time Director (Key Managerial Personnel) of the Company w.e.f. May 1, 2026 for a further term of three years.

The Board of Directors, on Recommendation of Nomination & Remuneration Committee of the Company have approved the re-appointment of Mr. Vineet Sahni (DIN:03616096) as CEO & Whole-time Director (Key Managerial Personnel) for a further term of 3 years, effective from May 1, 2026, subject to approval of shareholders of the Company, being proposed through postal ballot.

It is confirmed that **Mr. Vineet Sahni** 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. Vineet Sahni**, 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 HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are provided in **Annexure - A.**

This is for your information and records please.

Thanking you,
For Fiem Industries Limited

Arvind K. Chauhan
Company Secretary

Encls: A/a

Annexure - A

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
1	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Re-appointment of Mr. Vineet Sahni (DIN:03616096) as CEO & Whole-time Director
2	Date of appointment/ re appointment/ cessation (as applicable) & term of appointment/re-appointment	Board has Re-appointed Mr. Vineet Sahni (DIN:03616096) as CEO & Whole-time Director (Key Managerial Personnel) <u>w.e.f. May 1, 2026</u> for a further term of 3 years, subject to approval of the shareholders of Company.
3	Brief Profile (in case of appointment)	Mr. Vineet Sahni is a veteran in Automotive Industry with varied leadership experience, especially in 4 Wheel Automotive Lighting Industry. He started his career with Tata Motors in 1987 and over the years has held various leadership positions of increasing responsibility with Minda Group, Varroc Engineering and Lumax Group. In his career, he has held successful CEO positions since the year 2001. Before joining Fiem Industries Ltd. in May, 2023, he was the Group CEO & Sr. Executive Director in Lumax Group. He brings with him deep knowledge of Automotive Industry, developing strong leadership pipeline to ensure continuity in business, strengthening relationship with OEMs and rich experience of managing people from diverse cultures and geographies.
4	Disclosure of relationships between directors (in case of appointment of a director).	No relation with any of the existing Director 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. Vineet Sahni is not debarred from holding the office of the Director pursuant to any order of SEBI or order of any other authority.