

March 27, 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 - Update

Ref: Regulation 30 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (referred herein as Listing Regulations).

Please refer our Letter dated February 11, 2026, wherein we had informed 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.

In this regard, we hereby inform that Mrs. Ranjana Gupta, Proprietor of M/s Ranjana Gupta & Associates, Practising Company Secretary, the Scrutinizer for the aforesaid Postal Ballot, has submitted her Report today i.e. on March 27, 2026. In accordance with the said Report, the members of the Company have approved the Resolution with requisite majority on March 27, 2026 (the last date of e-voting) to re-appoint 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.

In this connection, 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-POD2/1/3762/2026 dated January 30, 2026, are provided in **Annexure - A.**

This is for your information and records please.

Yours faithfully

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	The Re-appointment of Mr. Vineet Sahni (DIN:03616096) as CEO & Wholetime Director (Key Managerial Personnel) of the Company has been approved by the shareholders for a further term of 3 years effective from May 1, 2026.
3	Brief Profile (in case of appointment)	<p>Mr. Vineet Sahni is a veteran in Automotive Industry with varied leadership experience, especially in 4 Wheel Automotive Lighting Industry.</p> <p>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.</p> <p>Before joining Fiem Industries Ltd. in May, 2023, he was the Group CEO & Sr. Executive Director in Lumax Group.</p> <p>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.</p>
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.