

Date 19/05/2026

To
Board of Directors
Fiem Industries Limited

Attn: Mr. J.K. Jain, Chairman & Managing Director

Sub: Resignation from the position of CEO & Whole-time Director

Dear Sir,

With a deep sense of gratitude, I would like to submit my resignation from my position as CEO & Whole-time Director of the Company.

I would like to convey my thanks to all colleagues on the Board and the Senior Management for their unwavering support and co-operation during my tenure in the Company. I also would like to express my sincere thanks to all Board members and shareholders, who approved my re-appointment for second term.

I also would like to convey that it has not been easy for me to take the decision of resignation. However, after careful consideration for some time, I decided to resign due to my personal reasons and my decision to pursue other interests. I confirm that there is no other reason for my resignation, other than stated above.

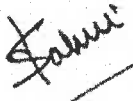
I am committed to extend my full support in coming days and I have already handed over most of my responsibilities to ensure smooth transition. I also would like to request for earliest relieve and place this resignation in the forthcoming Board Meeting.

I wish the Company continued success and growth in all its future endeavours.

Kindly instruct the Company Secretary for doing all necessary compliance.

Thank you once again for the opportunity and trust reposed in me.

Yours sincerely,


Vineet Sahni
CEO & Whole-time Director
DIN: 03616096
19/5/2026