

Form No. MGT-9
EXTRACT OF ANNUAL RETURN
As on the financial year ended on March 31, 2018

[Pursuant to section 92(3) of the Companies Act, 2013 and rule 12(1) of the Companies (Management and Administration) Rules, 2014]

i. Registration and Other Details

(i) CIN:	L36999DL1989PLC034928
(ii) Registration Date	February 6, 1989
(iii) Name of the Company	Fiem Industries Limited
(iv) Category / Sub-Category of the Company	Public Company / Limited by shares
(v) Address of the Registered office and contact details	D-34, DSIDC Packaging Complex, Kirti Nagar, New Delhi – 110015, India Tel: +91-11-25927820, 25927919 Fax: +91-11-25927740 Email: investor@fiemindustries.com Website: www.fiemindustries.com
(vi) Whether listed company Yes /No	Yes
(vii) Name, Address and Contact details of Registrar and Transfer Agent, if any	Link Intime India Pvt. Ltd. 44, Community Centre, 2nd Floor, Naraina Industrial Area, Phase-I, Near PVR Naraina, New Delhi-110028 Ph: 011-41410591-94 Fax No: 011-41410591

ii. Principal Business Activities of the Company

All the business activities contributing 10 % or more of the total turnover of the company shall be stated:

Sl. No.	Name and Description of main products / services	NIC Code of the Product/ service	% to total turnover of the company
1	Lights, signaling equipment and parts	2740	65.00%
2	Rear View Mirror and Parts	2310	12.25%
3	Plastic Moulded Parts	2930	15.90%
4	LED Luminaries (including LED Integrated Passenger Information System)	2740	0.25%
5	Other Misc. Items (being less than 10%)	—	6.60%

iii. Particulars of Holding, Subsidiary and Associate Companies

Sl. No.	Name and Address of the Company	CIN / GLN	Holding/ Subsidiary / Associate	% of shares held	Applicable Section
1	Fiem Industries Japan Co., Ltd. 201, Shiko 30 Season, 1-14-1 Tohoku Niiza-Shi Saitama, Japan-352-0001	Company incorporated outside India	Subsidiary	100	2(87)
2	Centro Ricerche FIEM Horustech S.r.l. Via Dario Gaiti 15, 42015, Correggio (RE), Italy	— do —	Associate / JV	50	2(6)
3	Fiem (Thai) Design and Technology Co. Ltd. 888 MEC Tower, Bangna -Trad Road Bang Na Sub District, Bang Na District, Bangkok	— do —	Subsidiary	100	2(87)
4	Fiem Kyowa (HK) Mould Company Ltd. 87-89 FUK HI ST YUEN LONG IND EST YUEN LONG NT, HONGKONG	— do —	Associate / JV	50	2(6)

iv. SHARE HOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)

i) Category-wise Share Holding

	Category of Shareholders	No. of Shares held at the beginning of the year (as on April 1, 2017 i.e. on the basis of SHP of March 31, 2017)				No. of Shares held at the end of the year (as on March 31, 2018)				% Change during the year
		Demat	Physical	Total	% of Total	Demat	Physical	Total	% of Total	
A.	Promoters/ Promoters Group									
1	Indian									
a)	Individual / HUF	8283878	0	8283878	62.9482%	8283878	0	8283878	62.9482%	0.0000%
b)	Central Government	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
c)	State Government(s)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
d)	Body Corporates	84400	0	84400	0.6413%	84400	0	84400	0.6413%	0.0000%
e)	Banks/ FI	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
f)	Any Other	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Sub-total A(1)	8368278	0	8368278	63.5896%	8368278	0	8368278	63.5896%	0.0000%
2	Foreign									
a)	NRIs – Individuals	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
b)	Other – individuals	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
c)	Bodies Corporate	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
d)	Banks/ FI	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
e)	Any others	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Sub-total A(2)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Total shareholding of the Promoter/Promoters group (A) = A(1) + A(2)	8368278	0	8368278	63.5896%	8368278	0	8368278	63.5896%	0.0000%
B.	Public Shareholding									
1	Institutions									
a)	Mutual Funds	536767	0	536767	4.0788%	520440	0	520440	3.9548%	-0.1241%
b)	Bank/ FI	2844	0	2844	0.0216%	4688	0	4688	0.0356%	0.0140%
c)	Central Government	0	0	0	0.0000%	14	0	14	0.0000%	0.0000%
d)	State Government(s)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
e)	Venture Capital Funds	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
f)	Insurance Companies	442431	0	442431	3.3620%	464876	0	464876	3.5325%	0.1706%
g)	FIs	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
h)	Financial Venture Capital Fund	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
i)	Other (Specify)	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Foreign Portfolio Investors	1911388	0	1911388	14.5244%	1882431	0	1882431	14.3044%	-0.2200%
	Alternate Investment Fund	0	0	0	0.0000%	64382	0	64382	0.0000%	0.0000%
	Sub-total B (1)	2893430	0	2893430	21.9868%	2936831	0	2936831	21.8273%	-0.1595%
2	Non-Institutions									
a)	Bodies Corporate									
	I. Indian	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	II. Overseas	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
b)	Individuals	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	i. Individual Shareholders holding nominal share capital upto Rs. 1 lakhs	1104782	681	1105463	8.4003%	1182944	586	1183530	8.9935%	0.5932%
	ii. Individual Shareholders holding nominal share capital in excess of Rs. 1 lakhs	159831	0	159831	1.2145%	134878	0	134878	1.0249%	-0.1896%
c)	Others (Specify)									
	c-i) NRIs	115785	0	115785	0.8798%	172272	0	172272	1.3091%	0.4292%
	c-iii) Clearing Members	147867	0	147867	1.1236%	27859	0	27859	0.2117%	-0.9119%
	c-iv) Foreign Corporate Bodies	0	104051	104051	0.7907%	0	104051	104051	0.7907%	0.0000%
	c-v) Trusts	1050	0	1050	0.0080%	0	0	0	0.0000%	-0.0080%
	c-vi) Body Corporates	148526	0	148526	1.1286%	163229	0	163229	1.2404%	0.1117%
	c-vii) Hindu Undivided family	115549	0	115549	0.8780%	68902	0	68902	0.5236%	-0.3545%
	c-viii) NBFC Registered with RBI	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Sub-total B (2)	1793390	104732	1898122	14.4236%	1750084	104637	1854721	14.0938%	-0.3298%
	Total Public Shareholding (B)=(B)(1)+(B)(2)	4686820	104732	4791552	36.4104%	4686915	104637	4791552	35.9211%	-0.4893%
C.	Shares held by Custodian for GDRs & ADRs	0	0	0	0.0000%	0	0	0	0.0000%	0.0000%
	Grand Total (A+B+C)	13055098	104732	13159830	100%	13055193	104637	13159830	100%	

ii) Shareholding of Promoters/ Promoters Group

S. No.	Shareholder's Name	Shareholding at the beginning of the year (As on April 1, 2017)			Shareholding at the end of the year (As on March 31, 2018)			% change in shareholding during the year
		No. of Shares	% of total Shares of the Company	% of Shares Pledge/ encumbered to total shares	No. of Shares	% of total Shares of the Company	% of Shares Pledge/ encumbered to total shares	
1	Mr. J. K. Jain	2960000	22.4927	0	2960000	22.4927	0	0.0000
2	Mrs. Seema Jain	2960000	22.4927	0	2960000	22.4927	0	0.0000
3	Mr. Rahul Jain	1552340	11.7960	0	1552340	11.7960	0	0.0000
4	Ms. Aanchal Jain	800000	6.0791	0	800000	6.0791	0	0.0000
5	Mr. Jagjeevan Kumar Jain (HUF)	11538	0.0877	0	11538	0.0877	0	0.0000
6	Fiem Auto Private Limited	84400	0.6413	0	84400	0.6413	0	0.0000
	Total	8368278	63.5896	0	8368278	63.5896	0	0.0000

iii) Change in Promoters' Shareholding (please specify, if there is no change)

Sr No.	Name & Type of Transaction	Shareholding at the beginning of the year – 1 st April, 2017		Transactions during the year		Cumulative Shareholding during the year	
		NO. OF SHARES HELD	% OF TOTAL SHARES OF THE COMPANY	DATE OF TRANSACTION	NO. OF SHARES	NO OF SHARES HELD	% OF TOTAL SHARES OF THE COMPANY
1	SEEMA JAIN	2960000	22.4927	-	-	2960000	22.4927
	AT THE END OF THE YEAR			-	-	2960000	22.4927
2	JAGJEEVAN KUMAR JAIN	2960000	22.4927	-	-	2960000	22.4927
	AT THE END OF THE YEAR			-	-	2960000	22.4927
3	RAHUL JAIN	1552340	11.7960	-	-	1552340	11.7960
	AT THE END OF THE YEAR			-	-	1552340	11.7960
4	AANCHAL JAIN	800000	6.0791	-	-	800000	6.0791
	AT THE END OF THE YEAR			-	-	800000	6.0791
5	FIEM AUTO PRIVATE LIMITED	84400	0.6413	-	-	84400	0.6413
	AT THE END OF THE YEAR			-	-	84400	0.6413
6	JAGJEEVAN KUMAR JAIN (HUF)	11538	0.0877	-	-	11538	0.0877
	AT THE END OF THE YEAR			-	-	11538	0.0877

iv) Shareholding Pattern of top ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs):

Sr No.	Name & Type of Transaction	Shareholding at the beginning of the year – April 1, 2017		Transactions during the year		Cumulative Shareholding during the year	
		No. of Shares held	% of Total Shares of the Company	Date of Transaction	No. of Shares	No. of Shares held	% of Total Shares of the Company
1	SAIF INDIA V FII HOLDINGS LIMITED	792617	6.0230			792617	6.0230
	Transfer			28 Jul 2017	47352	839969	6.3828
	Transfer			04 Aug 2017	17128	857097	6.5130
	Transfer			11 Aug 2017	31322	888419	6.7510
	Transfer			18 Aug 2017	22550	910969	6.9223
	Transfer			25 Aug 2017	12480	923449	7.0172
	Transfer			29 Sep 2017	15000	938449	7.1312
	Transfer			06 Oct 2017	22733	961182	7.3039
	Transfer			20 Oct 2017	899	962081	7.3107
	AT THE END OF THE YEAR					962081	7.3107
2	DSP BLACKROCK SMALL CAP FUND	536767	4.0788			536767	4.0788
	Transfer			21 Apr 2017	(16327)	520440	3.9548
	AT THE END OF THE YEAR					520440	3.9548
3	BAJAJ ALLIANZ LIFE INSURANCE COMPANY LTD.	442431	3.3620			442431	3.3620
	Transfer			26 May 2017	(10000)	432431	3.2860
	Transfer			02 Jun 2017	5000	437431	3.3240
	Transfer			21 Jul 2017	(5000)	432431	3.2860
	Transfer			22 Sep 2017	5000	437431	3.3240
	Transfer			06 Oct 2017	7000	444431	3.3772
	Transfer			22 Dec 2017	30000	474431	3.6051
	Transfer			29 Dec 2017	15000	489431	3.7191
	Transfer			19 Jan 2018	(1300)	488131	3.7093
	Transfer			09 Feb 2018	(2000)	486131	3.6941
	Transfer			16 Feb 2018	(13000)	473131	3.5953
	Transfer			23 Feb 2018	(8200)	464931	3.5330
	Transfer			02 Mar 2018	(4000)	460931	3.5026
	Transfer			09 Mar 2018	(8500)	452431	3.4380
	Transfer			16 Mar 2018	(55)	452376	3.4376
	Transfer			31 Mar 2018	12500	464876	3.5325
	AT THE END OF THE YEAR					464876	3.5325
4	K INDIA OPPORTUNITIES FUND LIMITED-CLASS G	0	0.0000			0	0.0000
	Transfer			07 Apr 2017	53005	53005	0.4028
	Transfer			21 Apr 2017	61683	114688	0.8715
	Transfer			28 Apr 2017	49349	164037	1.2465
	Transfer			05 May 2017	27859	191896	1.4582
	Transfer			12 May 2017	14641	206537	1.5695
	Transfer			19 May 2017	3468	210005	1.5958
	AT THE END OF THE YEAR					210005	1.5958
5	KITARA INDIA MICRO CAP GROWTH FUND	0	0.0000			0	0.0000
	Transfer			26 May 2017	199258	199258	1.5141
	AT THE END OF THE YEAR					199258	1.5141
6	BLACKROCK INDIA EQUITIES (MAURITIUS) LIMITED	226000	1.7173			226000	1.7173
	Transfer			21 Apr 2017	(6874)	219126	1.6651
	Transfer			23 Jun 2017	(3175)	215951	1.6410
	Transfer			30 Jun 2017	(7547)	208404	1.5836
	Transfer			21 Jul 2017	(4830)	203574	1.5469
	Transfer			11 Aug 2017	(3241)	200333	1.5223
	Transfer			18 Aug 2017	(3269)	197064	1.4975
	Transfer			08 Sep 2017	(2496)	194568	1.4785
	Transfer			22 Sep 2017	(3587)	190981	1.4512
	Transfer			17 Nov 2017	(1051)	189930	1.4433
	Transfer			15 Dec 2017	(2759)	187171	1.4223
	Transfer			29 Dec 2017	(2644)	184527	1.4022
	Transfer			16 Feb 2018	(3424)	181103	1.3762
	AT THE END OF THE YEAR					181103	1.3762
7	KUWAIT INVESTMENT AUTHORITY FUND 224	142000	1.0790			142000	1.0790

	Transfer			21 Apr 2017	(4319)	137681	1.0462
	Transfer			18 Aug 2017	(2185)	135496	1.0296
	Transfer			08 Sep 2017	(2495)	133001	1.0107
	Transfer			08 Dec 2017	(3306)	129695	0.9855
	Transfer			29 Dec 2017	(1601)	128094	0.9734
	Transfer			19 Jan 2018	(2655)	125439	0.9532
	AT THE END OF THE YEAR					125439	0.9532
8	SL CORPORATION	104051	0.7907			104051	0.7907
	AT THE END OF THE YEAR					104051	0.7907
9	AMON PANICKKIVALKOSIL	0	0.0000			0	0.0000
	Transfer			08 Dec 2017	23463	23463	0.1783
	Transfer			15 Dec 2017	24012	47475	0.3608
	Transfer			22 Dec 2017	14304	61779	0.4695
	Transfer			09 Feb 2018	4525	66304	0.5038
	Transfer			16 Feb 2018	1065	67369	0.5119
	Transfer			09 Mar 2018	2000	69369	0.5271
	AT THE END OF THE YEAR					69369	0.5271
10	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE OF BLACKROCK INDIA EQUITY FUND	81536	0.6196			81536	0.6196
	Transfer			21 Apr 2017	(2480)	79056	0.6007
	Transfer			23 Jun 2017	(1229)	77827	0.5914
	Transfer			14 Jul 2017	(925)	76902	0.5844
	Transfer			21 Jul 2017	(1612)	75290	0.5721
	Transfer			28 Jul 2017	(1089)	74201	0.5638
	Transfer			08 Sep 2017	(1542)	72659	0.5521
	Transfer			13 Oct 2017	(1729)	70930	0.5390
	Transfer			03 Nov 2017	(1032)	69898	0.5311
	Transfer			10 Nov 2017	(1903)	67995	0.5167
	Transfer			17 Nov 2017	(403)	67592	0.5136
	Transfer			08 Dec 2017	(8360)	59232	0.4501
	Transfer			19 Jan 2018	(1285)	57947	0.4403
	Transfer			02 Feb 2018	(667)	57280	0.4353
	Transfer			02 Mar 2018	(620)	56660	0.4306
	AT THE END OF THE YEAR					56660	0.4306
11	KOTAK MAHINDRA (INTERNATIONAL) LIMITED	199258	1.5141			199258	1.5141
	Transfer			26 May 2017	(199258)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000
12	WASATCH INTERNATIONAL OPPORTUNITIES FUND	173368	1.3174			173368	1.3174
	Transfer			21 Apr 2017	(29726)	143642	1.0915
	Transfer			23 Jun 2017	(8155)	135487	1.0295
	Transfer			30 Jun 2017	(15282)	120205	0.9134
	Transfer			07 Jul 2017	(33020)	87185	0.6625
	Transfer			14 Jul 2017	(11611)	75574	0.5743
	Transfer			21 Jul 2017	(29787)	45787	0.3479
	Transfer			28 Jul 2017	(45787)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000
13	EM RESURGENT FUND	80185	0.6093			80185	0.6093
	Transfer			19 May 2017	(3347)	76838	0.5839
	Transfer			26 May 2017	(4758)	72080	0.5477
	Transfer			02 Jun 2017	(24401)	47679	0.3623
	Transfer			09 Jun 2017	(36347)	11332	0.0861
	Transfer			16 Jun 2017	(11332)	0	0.0000
	AT THE END OF THE YEAR					0	0.0000

Notes:

1. Paid up Share Capital of the Company (Face Value Rs. 10.00) at the end of the year is 13159830 Shares.
2. The details of holding has been clubbed based on PAN.
3. % of total Shares of the Company is based on the paid-up Capital of the Company at the end of the Year.

v. Shareholding of Directors and Key Managerial Personnel:

Sr No.	Name & Type of Transaction	Shareholding at the beginning of the year – 1 st April, 2018		Transactions during the year		Cumulative Shareholding during the year	
		No. of Shares Held	% of Total Shares of the Company	Date of Transaction	No. of shares	No of Shares Held	% of Total Shares of the Company
1	JAGJEEVAN KUMAR JAIN	2960000	22.4927			2960000	22.4927
	AT THE END OF THE YEAR					2960000	22.4927
2	SEEMA JAIN	2960000	22.4927			2960000	22.4927
	AT THE END OF THE YEAR					2960000	22.4927
3	RAHUL JAIN	1552340	11.7960			1552340	11.7960
	AT THE END OF THE YEAR					1552340	11.7960
4	AANCHAL JAIN	800000	6.0791			800000	6.0791
	AT THE END OF THE YEAR					800000	6.0791
5	KASHI RAM YADAV	338	0.0026	-	-	338	0.0026
	AT THE END OF THE YEAR	338	0.0026	-	-	800000	6.0791
6	J. S. S. RAO	12	0.0001	-	-	12	0.0001
	AT THE END OF THE YEAR	12	0.0001	-	-	12	0.0001
7	IQBAL SINGH	20014	0.1521	-	-	20014	0.1521
	AT THE END OF THE YEAR	20014	0.1521	-	-	20014	0.1521
8	V. K. MALHOTRA	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000
9	S. K. JAIN	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000
10	MOHAN BIR SAHNI	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000
11	ASHOK KUMAR SHARMA	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000
12	JAWAHAR THAKUR	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000
13	O.P GUPTA, CFO	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000
14	ARVIND K. CHAUHAN, CS	0	0.0000	-	-	0	0.0000
	AT THE END OF THE YEAR	0	0.0000	-	-	0	0.0000

vi. INDEBTEDNESS

Indebtedness of the Company including interest outstanding/accrued but not due for payment

(Rs in Lacs.)

		Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
	Indebtedness at the beginning of the financial year				
I.	Principal Amount *	22523.24	-	-	22523.24
II.	Interest due but not paid	56.98	-	-	56.98
III.	Interest accrued but not due	22.98	-	-	22.98
	Total (i+ii+iii)	22603.20	-	-	22603.20
	Change in Indebtedness during the financial year				
	+ Addition	-	-	-	-
	- Reduction *	6676.74	-	-	6676.74
	Net Change		-	-	
	Indebtedness at the end of the financial year				
i)	Principal Amount *	15866.53	-	-	15866.53
ii)	Interest due but not paid	19.63	-	-	19.63
iii)	Interest accrued but not due	40.30	-	-	40.30
	Total (i+ii+iii)	15926.46	-	-	15926.46

* includes restatement of loan due to foreign exchange fluctuation.

vii. Remuneration of Directors and Key Managerial Personnel

A. Remuneration of Chairman & Managing Director and Whole-time Directors:

(Rs. in Lacs)

Sr. No.	Particulars of Remuneration	Name of CMD / WTD						Total Amount
		Mr. J. K. Jain	Mrs. Seema Jain	Mr. J.S.S. Rao	Mr. K. R. Yadav	Ms. Aanchal Jain	Mr. Rahul Jain	
		(CMD)	(WTD)	(WTD)	(WTD)	(WTD)	(WTD)	
1	Gross Salary							
	a. Salary as per provisions contained in section 17(1) of the Income Tax Act, 1961	123.00	48.00	96.00	90.00	42.00	48.00	447.00
	b. Value of perquisites u/s 17(2) of Income tax Act, 1961	1.80	0.00	0.00	0.00	0.00	0.00	1.80
	c. Profit in lieu of Salary u/s 17(3) of Income Tax Act, 1961	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	Stock Option	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3	Sweat Equity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• As % of profit	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• Other, specify	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Others (Company Contribution towards PF, Medical Reimbursement)	0.00	0.00	0.00	1.45	0.00	0.00	1.45
	Total (1+2+3)	124.80	48.00	96.00	91.45	42.00	48.00	450.25
	Ceiling as per the Act*							

Note: In terms of the provisions of section 197 of the Companies Act, 2013 (the Act), the remuneration to a single Whole-time Director or CMD will not exceed 5% of net profits and the total managerial remuneration payable to all Whole-time Directors including CMD shall not exceed 10% of the net profits of the Company calculated as per section 198 of the Act. The above remuneration is within the limits prescribed under the Act. In case remuneration exceed above limits, Schedule V or approval of Central Government, as the case may be would apply.

B. Remuneration to other Directors:

(Rs. in Lacs)

Sr. No.	Particulars of Remuneration Independent Director	Name of Directors						Total Amount
		Mr. Iqbal Singh	Mr. Vinod K. Malhotra	Mr. Subodh Kumar Jain	Mr. Mohan Bir Sahni	Mr. A.K. Sharma	Mr. Jawahar Thakur	
1	Independent Directors							
	Fee for attending Board/ Committee meetings	3.10	3.60	3.10	2.50	2.50	2.50	17.30
	Stock Option	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Sweat Equity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• As % of profit	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• Other, specify	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Others	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total (1)	3.10	3.60	3.10	2.50	2.50	2.50	17.30
2	Other Non-Executive Directors	NA	NA	NA	NA	NA	NA	NA
	Fee for attending Board/ Committee meetings	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Stock Option	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Sweat Equity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• As % of profit	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• Other, specify	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Others	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total (2)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total (1+2)	3.10	3.60	3.10	2.50	2.50	2.50	17.30
	Ceiling as per the Act*							'Refer Note'

Note: In terms of the provisions of section 197 of the Companies Act, 2013, the remuneration payable to directors other than executive directors shall not exceed 1% of the net profits of the Company. The company has not paid any remuneration to non-executive directors except above sitting fees which is within the limit of Rs. 1,00,000/- per meeting for each director as stipulated under section 197(5) read with Rule 4 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

C. Remuneration to Key Managerial Personnel other than CMD/WTd

(Rs. in Lacs)

Sr. No.	Particulars of Remuneration	Name of KMP		
		CFO	CS	Total Amount
1	Gross Salary	52.20	61.71	113.91
a.	Salary as per provisions contained in section 17(1) of the Income Tax Act, 1961	0.00	0.00	0.00
b.	Value of perquisites u/s 17(2) of Income tax Act, 1961	0.00	0.00	0.00
c.	Profit in lieu of Salary u/s 17(3) of Income Tax Act, 1961	0.00	0.00	0.00
2	Stock Option	0.00	0.00	0.00
3	Sweat Equity	0.00	0.00	0.00
4	Commission	0.00	0.00	0.00
	• As % of profit	0.00	0.00	0.00
	• Other, specify	0.00	0.00	0.00
5	Others (Company Contribution towards PF, Medical Reimbursement)	0.00	0.00	0.00
	Total (1+2+3)	52.20	61.71	113.91

PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES:

	Type	Section of the Companies Act	Brief Description	Details of Penalty / Punishment/ Compounding fees imposed	Authority [RD / NCLT/ COURT]	Appeal made, if any (give Details)
A.	Company					
	Penalty	—	—	—	—	—
	Punishment	—	—	—	—	—
	Compounding	—	—	—	—	—
B.	Directors					
	Penalty	—	—	—	—	—
	Punishment	—	—	—	—	—
	Compounding	—	—	—	—	—
C.	Other Officers in Default					
	Penalty	—	—	—	—	—
	Punishment	—	—	—	—	—
	Compounding	—	—	—	—	—

Place : Rai, Sonapat (HR.)
Date : May 30, 2018

For and on behalf of the Board of
Fiem Industries Limited

—Sd—
J.K. Jain
Chairman & Managing Director
(DIN: 00013356)