LIGHT UP THE WORLD

FIEM INDUSTRIES LIMITED

UNIT VII : Plot No. 1915, Rai Industrial Estate, Phase-V, Sonepat - 131029, Haryana (INDIA)
Tel. : +91-130-2367905/906/907/908/909/910 **Fax :** +91-130-2367903
E-mail : fiemunit7@fiemindustries.com

July 6, 2023

Listing Department,
National Stock Exchange of India Ltd.
Exchange Plaza, Bandra Kurla Complex
Bandra (East), Mumbai -400051

Dear Sir,

Sub: Annual Report for Financial Year 2022-23.
Ref : SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations).

Pursuant to Regulation 34 (1) (a) of Listing Regulations, please find attached the Annual Report for Financial Year 2022-23, being sent to shareholders through e-mail for 34th Annual General Meeting of the Company to be held on 28th July, 2023 at 10.30 am through Video Conferencing / Other Audio Video Means (VC/OAVM) (including Notice for remote e-voting).

This is for your information and records please.

Yours faithfully,
For Fiem Industries Limited

ARVIND KUMAR CHAUHAN
Digitally signed by ARVIND KUMAR CHAUHAN
Date: 2023.07.06 20:30:57 +05'30'

Arvind K. Chauhan
Company Secretary

Encl: A/a

FIEM INDUSTRIES LIMITED

LIGHT UP THE WORLD

Expanding Horizons



ANNUAL REPORT 2022-23

www.fiemindustries.com



WHAT'S IN THIS REPORT...

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Scan this QR code to view the Annual Report

Disclaimer:

This document contains statements about expected future events and financial and operating results of Fiem Industries Limited, which are forward looking. By their nature, forward-looking statements require the Company to make assumptions and are subject to inherent risks and uncertainties. There is significant risk that the assumptions, predictions and other forward-looking statements will not prove to be accurate. Readers are cautioned not to place any reliance on forward-looking statements as a number of factors could cause assumptions, actual future results and events to differ materially from those expressed in the forward-looking statements. Further, certain industry data and other information presented in this document are collected from various reports and sources publicly available. We cannot authenticate the correctness of such data and information. Accordingly, this entire document is subject to this disclaimer. Readers are cautioned that the Company is in no way responsible for any loss / adverse result caused to them attributable to any statement in this document. Readers are requested to exercise their own judgment in assessing the risk associated with the Company.

EXPANDING HORIZONS



With a clear vision for next level of growth, we are expanding our horizons. Our new focus area includes diversifying product portfolio for Electric-2W and taking strategic initiatives to expand business in the passenger vehicle segment.

EXPANDING HORIZONS...



With our strong Designing, Research & Development capabilities, supported by state-of-the-art Manufacturing facilities, we are expanding our horizons in the Electric-2W segment to start with the Hub Motor, Motor Control Unit (MCU) and Electronic Control Unit (ECU). We are also expanding new products i.e., USB Charger and G-APS Sensor under Technical Assistance Agreement with Toyodenso Co., Ltd. By leveraging our expertise and resources, we aim to expand this product portfolio to cater to the evolving needs of Electric-2W.

We are also taking strategic initiatives to expand business in the passenger vehicle segment. Through these initiatives, we aim to strengthen our position in the Automotive Lighting Industry and establish a strong foothold in Passenger Vehicle segments.

We have fostered a culture of innovation and continuous improvement in our processes and products. By staying ahead of market trends and anticipating customer needs, we are well-positioned to capitalize on emerging opportunities. As we embark on this next phase of growth, we remain focused on delivering value to our OEM customers.



With a strong balance sheet and all the necessary resources in place, our Company stands on the cusp of the next level of growth. Over the year, we have diligently managed our financials, ensuring stability and strength, which positions us favourably for expansion and seizing new opportunities. It enables us to make strategic investments in research and development, acquire cutting-edge technologies, expand our production capacity, and explore new partnership and markets.

Through our product diversification and strategic fit initiatives, we expect to achieve next level of growth, strengthen our market position as well as create sustainable long-term value for our stakeholders!



With our World Class R&D and Designing Capabilities we provide Innovative Products from **CONCEPT TO DELIVERY**



TVS RAIDER

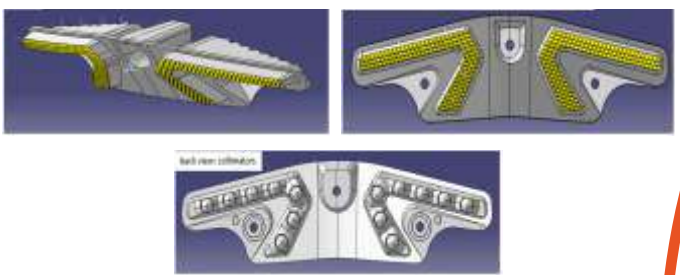
CHEETAH CONCEPT LED HEADLAMP

with Signature Position Lamp

CONCEPT LED TAILLAMP

Signature ultra sleek profiled LED tail lamp with light blade concept with rustic raw edge optical design.





TVS Apache RTR

CONCEPT LED HEADLAMP

A modern twist is added to the menacing appearance of the "Beast Eyes" position function with single LED and highly efficient optical concept with frosty Light Bar.



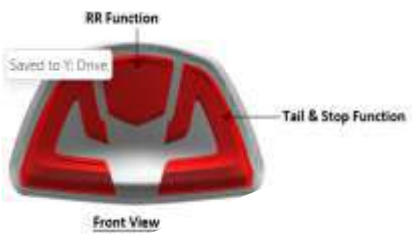


YOGA MUDRA CONCEPT LED TAILLAMP

A three-dimensional light flow for signaling function is extracted from the combination of thick lenses and light pad technology for exceptional lighting experience.









HARLEY-DAVIDSON & HERO MOTOCORP LAUNCHED X 440 IN INDIA

LED HEAD LAMP





LED TAIL LAMP

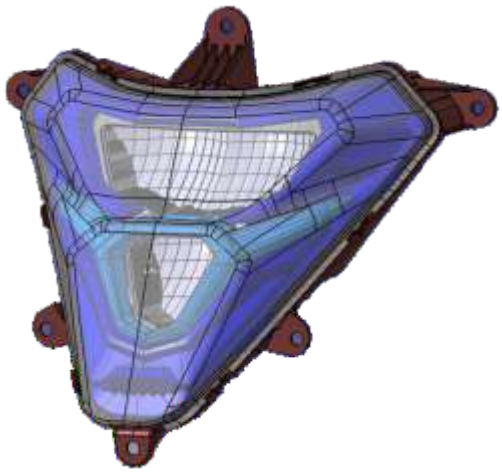




SIMPLE ENERGY 1

LED HEADLAMP

Unique Design
with High Beam & Low Beam





LED TAIL LAMP

Thick Lens Technology
with Tail, Stop and Indicator Function









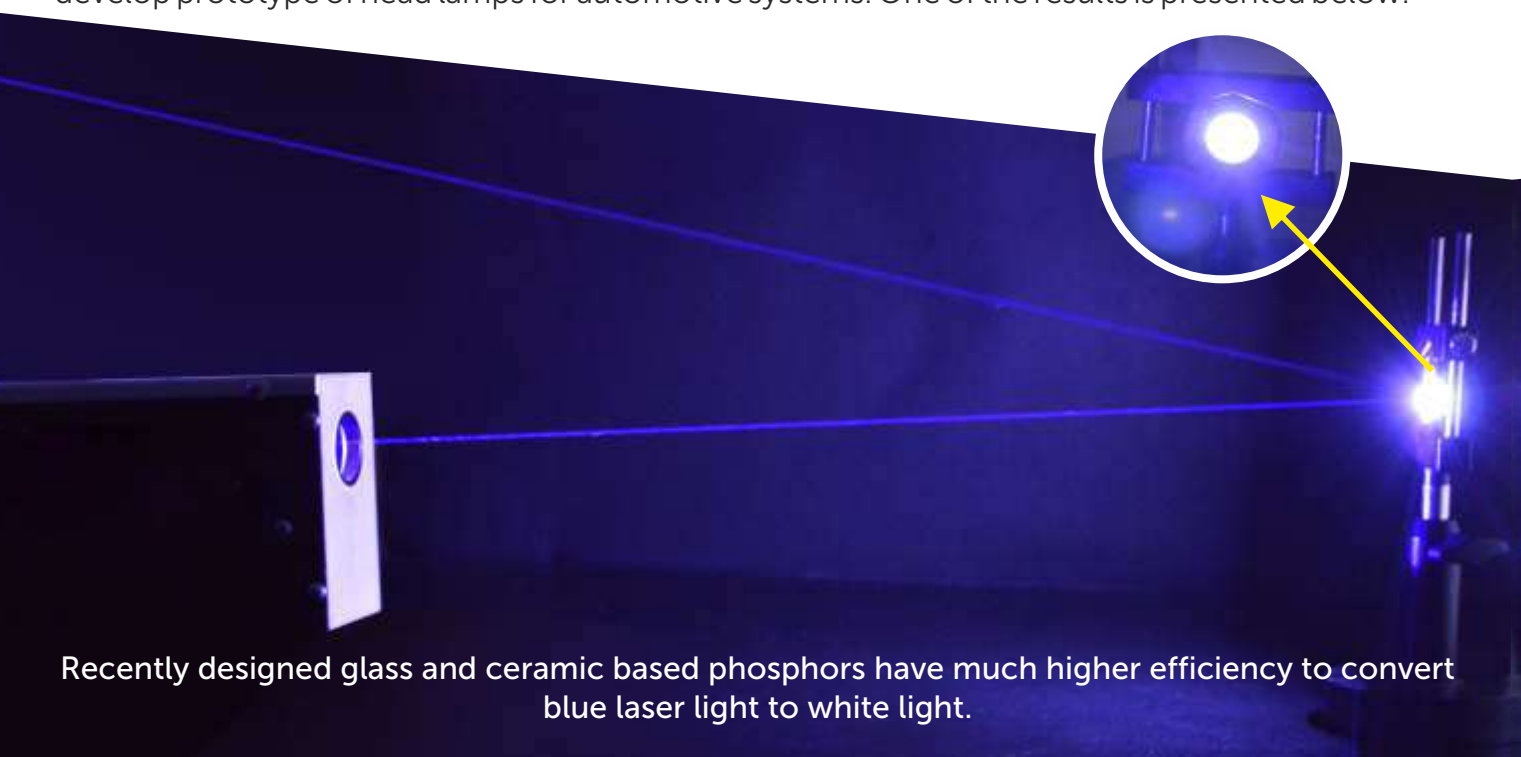


NEXT GENERATION LIGHTING

LASER LIGHTING

Our Research and Developmental work on Laser Lighting by using ceramic and glass based phosphor is continuing for development of high luminous intensity sources...

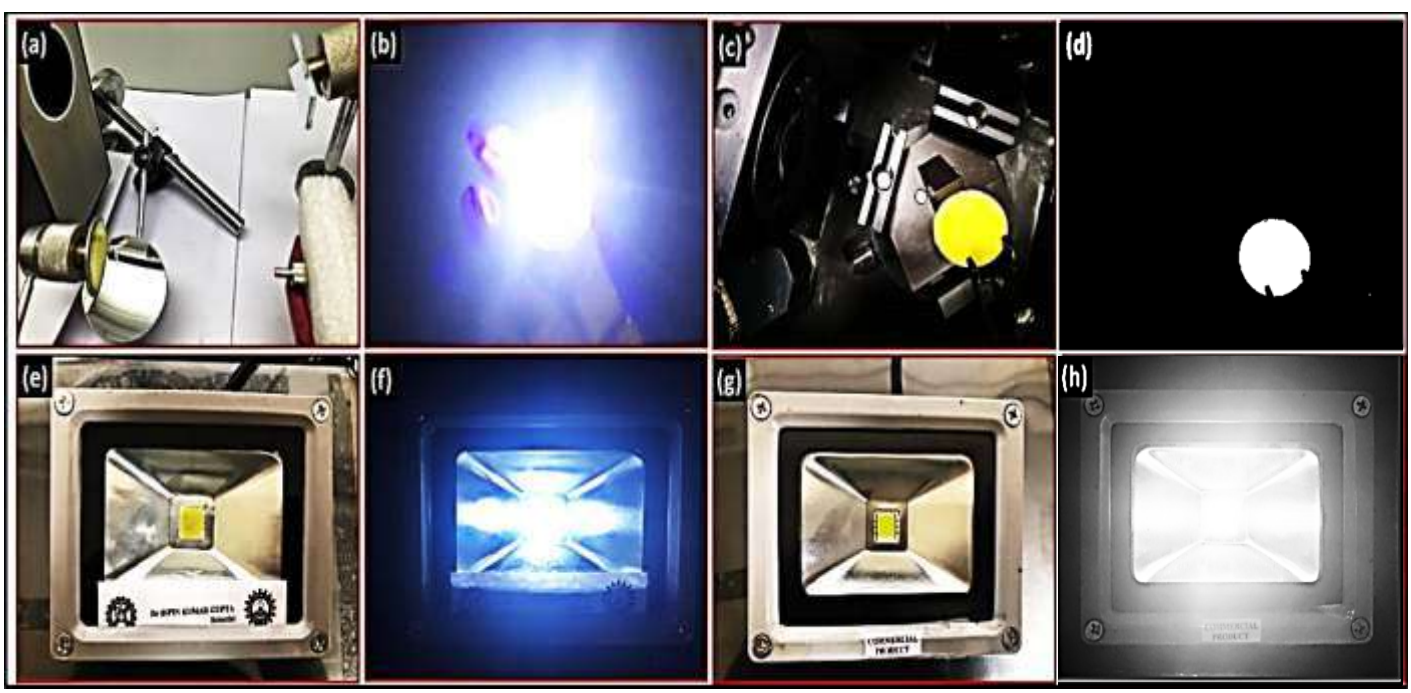
In the last few years, Fiem has been engaged in the development of phosphors which when excited with a blue laser emitting 450 nm, called blue laser, produce white light. The main problem encountered was the reflection of the laser light from the surface of the phosphor disc. It was substantial fraction of the laser energy which was not being used for converting the laser energy into white light. Not only was it a loss, but it was also creating blue tinged white light which reduces the color rendering index of the converted while light. Therefore, working in this direction, several versions of the phosphor were developed in which a penetration depth of 450 nm could be produced. This helps consume the incident blue laser light of 450 nm completely within the phosphor itself and increases the intensity of the converted white light by 23 percent. This is one of the best phosphors, to the best of our knowledge. Now a further programme is being worked out to develop prototype of head lamps for automotive systems. One of the results is presented below:



Recently designed glass and ceramic based phosphors have much higher efficiency to convert blue laser light to white light.



- Demonstration of blue laser induced phosphor for high luminance white light generation.
- This technology has a strong potential as next generation Light Sources for Automobile Industries.



Chairman's Message



Dear Shareholders,

I am pleased to present you highlights of our accomplishments for the financial year 2022-23, and the outlook for the industry. On behalf of the Board of Directors and the entire Fiem team, I extend my heartfelt gratitude for your unwavering support and trust in the Company which has been pivotal in our pursuit of excellence.

FY23 was a transformative year for Fiem Industries, characterized by remarkable achievements and sustained progress. I am delighted to share that your Company has delivered impressive financial results, reflecting our commitment to operational excellence and customer-centric strategies. Our net revenue for FY23 reached INR 1834 crores, representing a significant growth of 18% compared to the previous fiscal year. This exceptional performance can be attributed to our ability to capture market opportunities, especially in fast emerging EV 2-Wheeler segment, meet customer demand, and consistently delivering high-quality products.

Furthermore, I am pleased to share that Fiem Industries achieved a net profit of INR 139.63 crores in FY23, demonstrating our strong financial management and prudent decision-making. This noteworthy growth of 46.5% over the previous fiscal year affirms our focus on profitability, cost optimization, and maximizing shareholder value. We remain committed to embrace sound financial practices that ensure our long-term sustainability and resilience.

The Indian economy is on a trajectory of robust growth, positioning itself as one of the world's fastest-growing economies. Despite the challenges posed by the global pandemic, India has demonstrated resilience and adaptability, paving the way for a promising future. With comprehensive reforms, strategic initiatives like the PLI schemes, and a favorable business environment, the country is poised to unleash its full economic potential.

The automotive industry, a vital pillar of India's economy, is well-positioned to capitalize on the growth opportunities. With the government's focus on promoting domestic manufacturing, innovation, and sustainable transportation, the automotive industry is set to experience a significant upswing. The rise in disposable incomes, rapid urbanization, and improving road infrastructure further fuel the growth prospects.

Looking ahead, the automotive industry & two-wheeler industry in India holds immense promise and opportunities. As the country embraces electric mobility and sustainable transportation, Fiem Industries is at the forefront of this transformative shift.

During the year, your company forged a valuable partnership with Gogoro India, a renowned leader in the EV 2-Wheeler industry, to manufacture Hub Motor, ECU and MCU units. This collaboration has empowered us to diversify our product portfolio and enhance our capabilities in EV 2-Wheeler segment.

We have proactively invested in research and development of electric vehicle (EV) components and solutions, aligning ourselves with the Government of India's vision for a greener future.

Powered by our 9 state-of-the-art manufacturing facilities, a highly skilled workforce, a cutting-edge design center in India, Italy and Japan, as well as robust OEM relationships, we possess the necessary expertise and capabilities which positions us for sustained success and growth.

Our strategic partnerships and collaborations further enhance our competitive advantage, enabling us to deliver cutting-edge EV products that cater to the evolving needs of customers. Fiem Industries is committed to driving the adoption of electric mobility, contributing to a cleaner and more sustainable environment while creating long-term value for shareholders.

In FY24, we will continue to prioritize innovation, customer-centricity, and operational excellence. Our focus will be on introducing technologically advanced products and solutions that cater to the evolving needs of our customers. Through continuous research and development, we aim to deliver superior value and experiences to further solidifying our market position.

As we embark on this journey, we are mindful of the challenges that lie ahead like supply chain disruptions, fluctuating raw material prices, and evolving regulatory landscapes. However, our proactive approach, robust risk management practices, and agile decision-making capabilities will enable us to mitigate these challenges effectively.

I extend my gratitude and sincere appreciation to our customers, suppliers, business partners, and shareholders for their unwavering trust and support. Your continued collaboration and shared vision enable us to overcome challenges and realize our goals.

In conclusion, the future holds forward immense promise for our company and the automotive industry as a whole. With our strong financial foundation, customer-centric approach, and focus on sustainability, we are confident in our ability to navigate the dynamic business landscape and create long-term value for our stakeholders.

Thank you for your continued trust in Fiem Industries Limited.

Warm regards,

J.K. Jain
Chairman & Managing Director

Our Global Presence



Map not to scale



R&D CENTRE & REGD. OFFICE,
MANSAROVER GARDEN, DELHI, INDIA



DESIGN CENTRE
FIEM INDUSTRIES JAPAN CO., LTD.
JAPAN



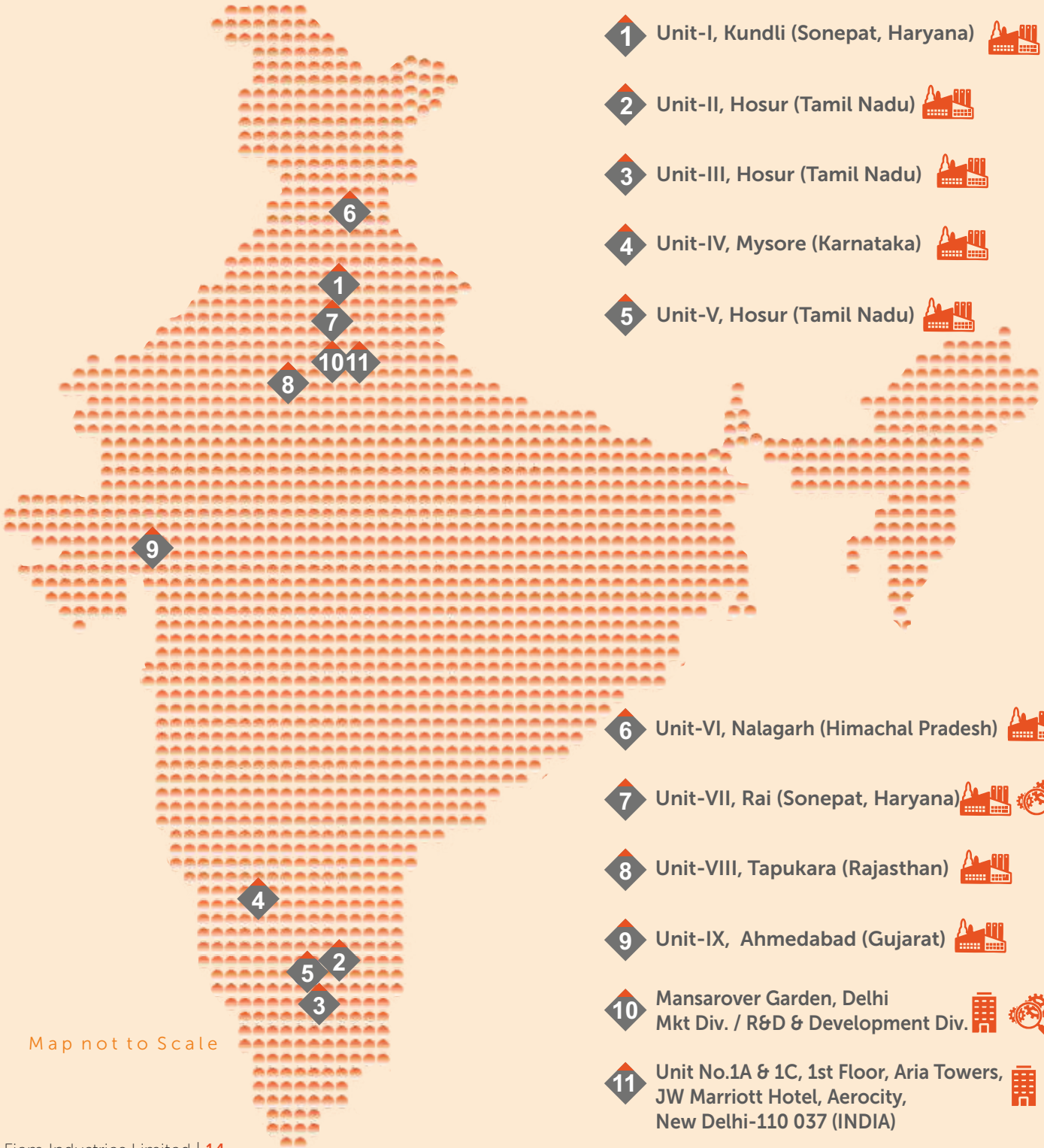
DESIGN CENTRE
FIEM RESEARCH AND TECHNOLOGY S.r.l.
ITALY



FIEM KYOWA (HK) MOULD CO. LTD.
HONG KONG

Our Pan-India Footprint

The Company's 9 state-of-the-art manufacturing facilities are located close to OEM customers, offering logistic cost savings and just-in-time delivery as well as the operational flexibility.



1. Unit-I, Kundli (Sonepat, Haryana)
2. Unit-II, Hosur (Tamil Nadu)
3. Unit-III, Hosur (Tamil Nadu)
4. Unit-IV, Mysore (Karnataka)
5. Unit-V, Hosur (Tamil Nadu)
6. Unit-VI, Nalagarh (Himachal Pradesh)
7. Unit-VII, Rai (Sonepat, Haryana)
8. Unit-VIII, Tapukara (Rajasthan)
9. Unit-IX, Ahmedabad (Gujarat)
10. Mansarover Garden, Delhi
    Mkt Div. / R&D & Development Div.
11. Unit No.1A & 1C, 1st Floor, Aria Towers,
    JW Marriott Hotel, Aerocity,
    New Delhi-110 037 (INDIA)

All Manufacturing Facilities at Strategic Locations


Unit-VII, Rai (Haryana)



Unit-I, Kundli (Sonepat, Haryana)



Unit-II, Hosur (Tamil Nadu)


Unit-III, Hosur (Tamil Nadu)


Unit-IV, Mysore (Karnataka)


Unit-V, Hosur (Tamil Nadu)


Unit-VI, Nalagarh (Himachal Pradesh)


Unit-VIII, Tapukara (Rajasthan)

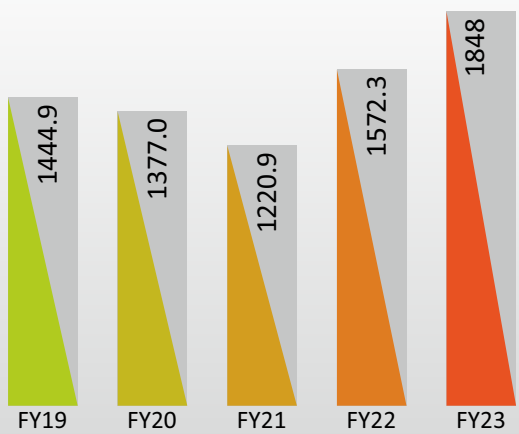


Unit-IX, Ahmedabad (Gujarat)

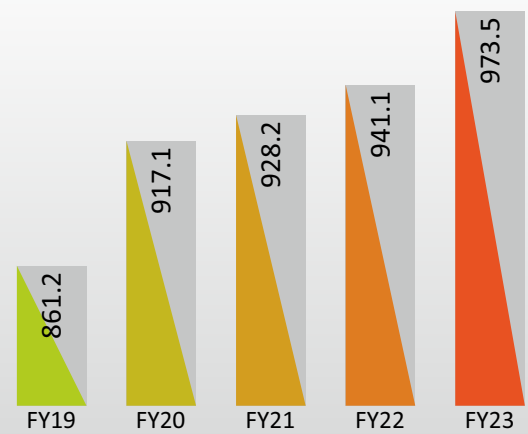
Sr.	Unit No.	Location	Quality, Environment & Safety System Certifications			
			QMS		EMS	SAFETY2
1	Unit-1	Kundli, Haryana	-	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018
2	Unit-2	Hosur, Tamilnadu	-	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018
3	Unit-3	Hosur, Tamilnadu	-	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018
4	Unit-4	Mysore, Karnatka	-	IATF 16949:2016	-	-
5	Unit-5	Hosur, Tamilnadu	-	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018
6	Unit-6	Nalagarh, H.P.	-	IATF 16949:2016	-	-
7	Unit-7	Rai, Haryana	-	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018
8	Unit-8	Tapukara, Rajasthan	ISO 9001:2015	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018
9	Unit-9	Ahmedabad, Gujarat	-	IATF 16949:2016	ISO 14001:2015	ISO 45001:2018

5 Years' Financial Performance Snap-shots

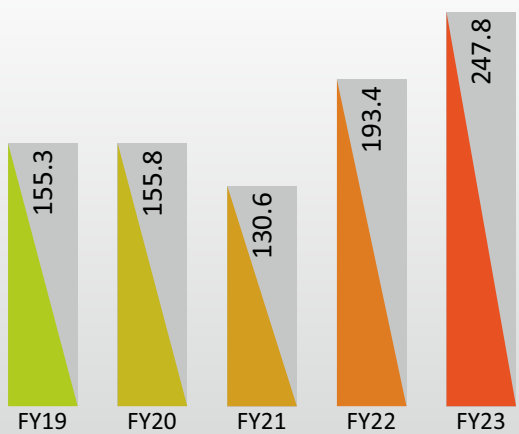
REVENUE FROM OPERATIONS (Rs Crore)



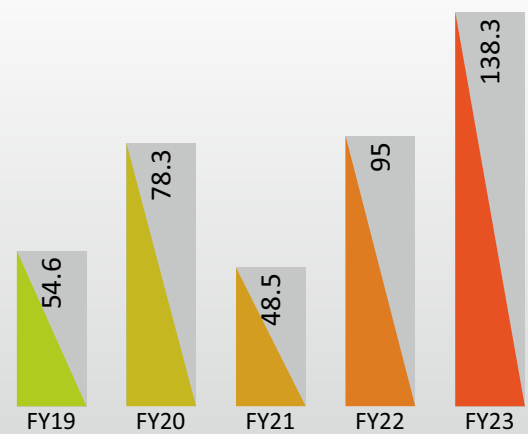
GROSS BLOCK (Rs Crore)



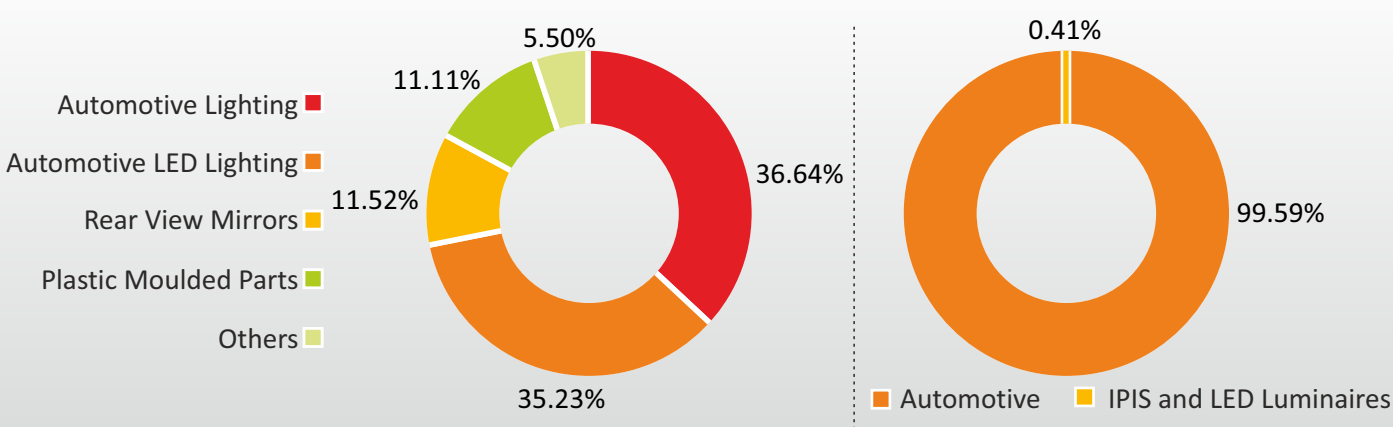
EBIDTA (Rs Crore)



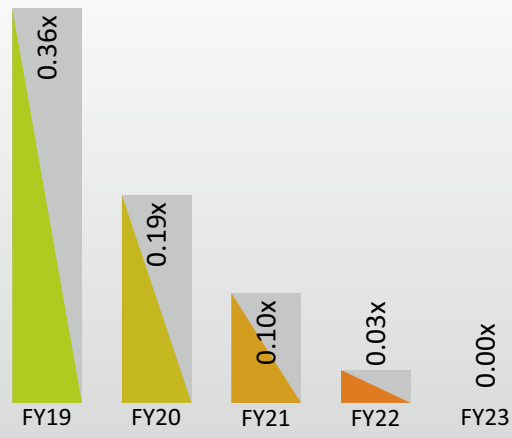
TOTAL COMPREHENSIVE INCOME (Rs Crore)



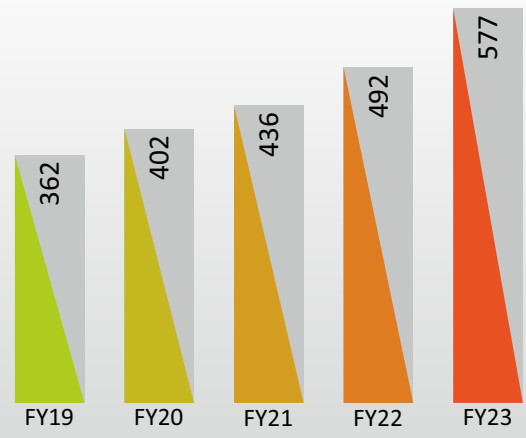
SEGMENT WISE SALES BREAKUP



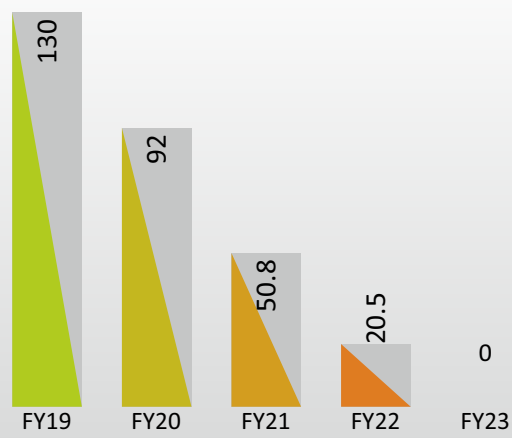
GROSS DEBT / EQUITY RATIO



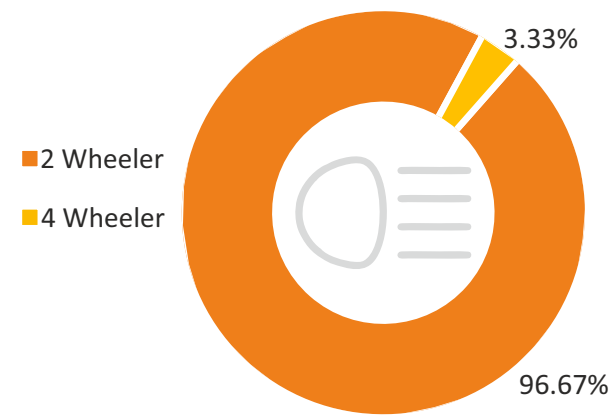
BOOK VALUE PER SHARE (Rs.)



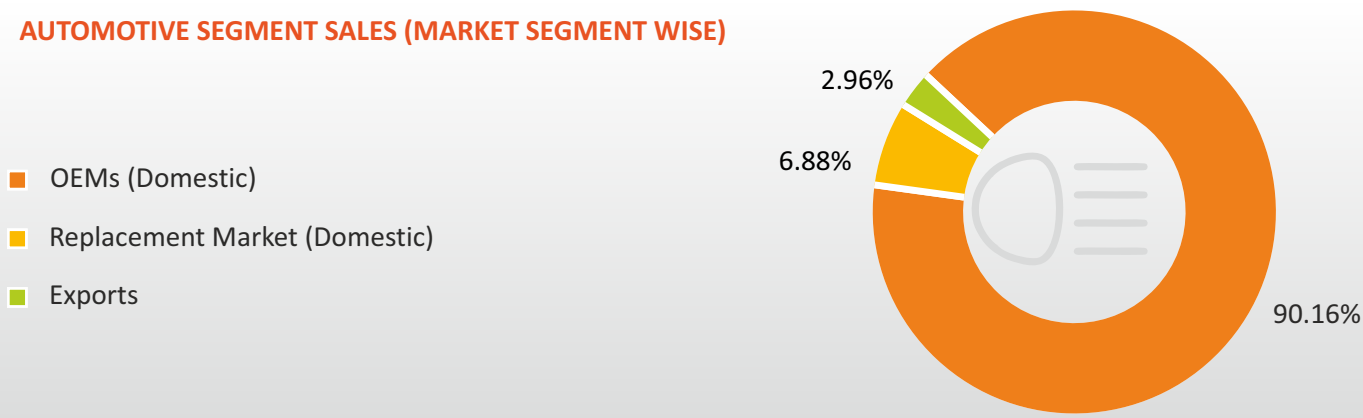
LONG TERM LOAN (Rs Crore)



AUTOMOTIVE SEGMENT SALES (VEHICLE SEGMENT WISE)



AUTOMOTIVE SEGMENT SALES (MARKET SEGMENT WISE)



Our Valued OEM Customers.

2-WHEELER (DOMESTIC OEMs)

HONDA · TVS · YAMAHA · SUZUKI · ROYAL ENFIELD · PIAGGIO · Hero · Kawasaki · Mahindra 2 Wheelers

2-WHEELER (ELECTRIC VEHICLE OEMs)

OLA · REVOLT · TORK MOTORCYCLES · BOUNCE · HEROelectric · gogoro · Simple Energy · ULTRAVIOLETTE AUTOMOTIVE · AMPERE · Quantum · OKINAWA SCOOTERS · ELECTROTHERM · BSA MOTORS · POLARITY · INDUS · ULTRAMOTOR

2-WHEELER (GLOBAL OEMs)

HARLEY-DAVIDSON · PIAGGIO · HONDA · YAMAHA · SUZUKI · GLOBALTVS

4-WHEELER (DOMESTIC OEMs)

HONDA · VOLKSWAGEN · SKODA AUTO · DAIMLER · TATA Marcopolo · TATA · HYUNDAI · JCB · TEREX · Mahindra SWARAJ · JBM · Ashok Leyland | NISSAN · Ashok Leyland · POLARIS EICHER · Kubota · ESCORTS Kubota · SONALIKA INTERNATIONAL · hmt · swaraj mazda · INDO FARM TRACTORS & MOTORS LTD · JCBL · VST SHAKTI

4-WHEELER (GLOBAL OEMs)

ASPOCK SYSTEMS · Kubota · Sparex

Diversified Product Portfolio

The Company is a leading manufacturer of Automotive Lighting and Signaling Equipment, Rear View Mirrors and Plastic Moulded Parts. Over the years our Automotive LED Lighting Portfolio is increasing.

AUTOMOTIVE LIGHTING



NEW



HUB MOTOR



MOTOR CONTROL UNIT

REAR VIEW MIRRORS



PLASTIC PARTS



OTHERS

Sheet Metal Parts



Canister



Bank (Lean) Angle Sensor





VISION

To be a dominant player in...

Automotive LED Lighting, Mirrors, Products for Electric Vehicles, Safety and Electronic Parts for Indian and Global OEMs.



MISSION

- We are committed to give our Customers, Total Satisfaction in terms of Quality, Cost and On time delivery.
- We shall pursue Continual Improvement in Product Quality by upgrading the Technology and Training to employees.
- We aim to be the market leader in all our products through Global Competitiveness.
- We aim to continuously enhancing the value of stakeholders.



VALUES

- Customer Focused Approach
- Strive for Quality, Technology & Innovation
- Continuous Improvement
- Respect for Individual and Company Ethics

Strategic Collaborations for Diversification in New Technology Products

Bank (lean) Angle Sensor

Technical Assistance Agreement With

TOYODENSO JAPAN

Canister

Technical Assistance Agreement With

Aisan JAPAN





Supply to HMSI

Features

Oil less type, non-contact detection type with Hall IC.

Concept

Small size, lightweight and high mount ability overturn detection sensor for motorcycles.



Supply to TVS & YAMAHA

Evaporated fuel vapor is absorbed in Canister during parking.

The vapor absorbed to canister is vacuumed into engine (Purging) and burned when motorcycle is driving.



CSR

J.K. Jain
Chairman & Managing Director



Seema Jain
Whole-time Director

We firmly believe in the transformative power of Corporate Social Responsibility (CSR). It is our moral and social obligation to contribute positively to society and create a sustainable future for all by giving back to the society by meaningful interventions. We understand that our success is not solely measured by financial gains, but also by the positive impact we make on the lives of others and the environment.

Through our CSR initiatives, we strive to address pressing social challenges, where we can make effective contribution. Our focus area has been healthcare, women empowerment and working for underprivileged, marginalised and vulnerable.

We recognize that CSR is an ongoing journey, and we continually seek innovative ways to make a meaningful difference. By collaborating with public representatives, administration, NGOs and other stakeholders, we can create a positive ripple effect that extends far beyond our organization.

Financial Aid vide Social Welfare Unit of AIIMS, Delhi

Under this CSR Programme, in collaboration with **'Social Welfare Unit of AIIMS, Delhi'** we provide financial aid to poor patients **suffering from cancer** and other life-threatening diseases. Patients from all over India like Bihar, U.P., Delhi, West Bangal, J&K etc. have benefitted . Starting from year 2015-16, till now more than **300** such patients have been extended financial aid of around **Rs. 4 crore.** .

Financial aid
Rs. 4 crore
300+ Patients



Tejaswini
25 years, Delhi



Riya Raoi
12 years, Delhi



Md. Kasim Malik
30 years, U.P.



Nayan Kumar
6 years, Bihar



Ansh Jha
9 years, Bihar



Sateshwar
27 years



Krishna Devi
33 years, U.P.



Bhavya
13 years, U.P.



Veena
55 years, West Bengal



Ravikant
35 years, U.P.



Sunita goswami
41 years, Delhi



Basanti Biswas
97 years, West Bengal



Lalan Mishra
45 years, Delhi



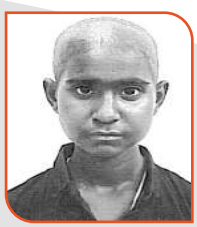
Ram Paras
40 years, Delhi



Kamla Devi
27 years, U.P.



Mr. Raghuveer
29 years, Bihar



Master Rihan
11 years, U.P.



Md. Firoz
40 years, Delhi



महिला सम्मान अभियान
A FIEM FOUNDATION INITIATIVE

WOMEN EMPOWERMENT

One of our focus areas under CSR is promoting women empowerment and addressing critical issues such as Menstrual Hygiene Management (MHM) and healthcare. We recognize the unique challenges faced by women and the importance of creating an inclusive and supportive environment for their well-being.

In particular, we understand the significance of Menstrual Hygiene Management and its impact on the lives of women and girls. We strive to break the silence and remove the stigma associated with menstruation by implementing comprehensive programs that provide access to affordable and hygienic menstrual products, education on menstrual health, and improved sanitation facilities. By doing so, we contribute to the overall health, dignity, and empowerment of women and girls.

Project objectives:

- Setting up automatic sanitary pad production unit with the help of public representative, local administration, engaging local NGO's and SHG, for free operation, Maintenance & Distribution of Sanitary Pads.
- To create awareness among adolescent girls and women on issues of Menstrual Hygiene Management. (HMH).
- To provide quality in structure in the form of Vending Machines to promote Menstrual Hygiene Management in community place like School, Primary Health Center and especially in Vulnerable Sections.

Setup Sanitary Pad Production Units at ...

- **Saran** Bihar
- **Delhi**
- **Fagwara** Punjab
- **Varanasi** Uttar Pradesh
- **Lucknow** Utter Pradesh
- **Ghaziabad** Utter Pradesh
- **Mayurbhanj** Odisha
- **Dehradun** Uttarakhand
- **Hamirpur** Himchal Pradesh
- **Solan** Himchal Pradesh

Many more are under process...



Place: Hamirpur, Himachal Pradesh
Implementation Partner: Act to Transform Foundation
Public Representative: Hon'ble Minister Shri Anurag Singh Thakur



Place: Phagwara, Kapurthala, Punjab
Implementation Partner: Hindustan Welfare Blood Donor Club
Public Representative: Hon'ble Minister Shri Som Prakash, IAS (Retd)



Place: Solan, Himachal Pradesh
Implementation Partner: Seva Bharti Samiti
Public Representative: Hon'ble MP, Shri Suresh Kashyap



Place: Rairangpur, Mayurbhanj,Odisha
Implementation Partner: Seva Bharti Samiti
Public Representative: Shri Nav Charan Manjhi, Honble MLA, Odisha







Place: Dharma Wala, Dehradun, Uttarakhand
Implementation Partner: Swami Vivekananda Charitable Hospital
Inauguration by : Dr. R. Rajesh Kumar, IAS, District Magistrate, Dehradun







PROJECT SWAVALAMBAN

SWAVLAMBAN is a transformative CSR Project, focuses on women empowerment and sustainable livelihood through the provision of sewing machines. Understanding the need of livelihood mean and earning potential of women in rural and underprivileged areas, this initiative goes beyond skill development and economic independence. By equipping women with sewing machines, Swavlamban empowers them to not only learn the art of tailoring but also build sustainable livelihoods. These sewing machines enable women to establish small businesses, offering tailoring services and creating employment opportunities within their communities.

This project not only enhances their financial stability but also fostering entrepreneurship and encouraging self-sufficiency for them. Swavlamban aims to break the cycle of poverty by equipping women with the tools and skills they need to generate income, uplift their families, and set example for the overall development of their communities.



MEDICARE SUPPORT

A Fully equiped ambulance was provided to Mahaveer International Sansthan (Charitable Hospital), Faridabad for underprivileged patients. Shri J.K. Jain, Chairman & Managing Director presented the Ambulance to the Hospital.



Comprehensive **EYE CARE CAMPS**

1924 People benefitted and **123** cataract operations conducted

Comprehensive Eye Care Camps conducted in Kutch District of Gujarat in association with Kutch Vikas Trust (NGO) : The Project had covered 6 villages from the Kutch District of Gujarat State and 6 eye care camps organised.

Cataract is one of the major eye issues in the region of Kutch due to the factors of environment, economy, accessibility and awareness of the problem. Thus, there is a need for eye care services in the interior villages of the Kutch District. To address this Kutch Vikas Trust has taken the initiative to address the problem by providing eye care services, providing awareness and sanitize the community.







PITHU-FIEM

LIGHT UP THE WORLD

A CSR initiative of FIEM INDUSTRIES LTD.
Implementation by SUPPORT OUR HEROES (NGO)

FREE DISTRIBUTION OF RATION KIT FOR NON—PENSIONER EX—SERVICEMEN Sc THEIR WIDOWS

Targeted Locations (Hilly / Remote Areas):
Manipur, Nagaland, Assam etc.

Project PITHU was started by NGO, 'Support Our Heroes' to help Ex-servicemen and their widows who are in old age i.e. over 65 years of age and do not have any source of income.
Fiem Industries got inspired by this Project and taken up one of its own CSR Project, as PITHU-FIEM. Under this Project, NGO delivers ration kits every month to needy non-pensioner Ex-servicemen and their widows. Ration kits comprises of essentials such as pulses, rice, flour, mustard oil, salt, spices, sugar, tea etc. An important aspect of the project is to recognize the efforts of Ex-servicemen who have served our country and advocate about their human rights on a national level through collective efforts of defence forces.
Initial Project outlay is budgeted Rs. 10.59 Lakhs. The amount disbursed monthly / bi-monthly as per requisition of Implementing Agency depending upon the beneficiaries' requests. The Project duration is kept as 25 months, starting from March 1, 2022 to March 31, 2024. This is categorized as 'On-going Project' and beneficiaries / number of beneficiaries / duration of support can be changed depending upon the Project need after periodic review of the Project.







आज़ादी का अमृत महोत्सव

Har Ghar Tiranga



In solidarity with "Har Ghar Tiranga" campaign by Government of India, under the aegis of "Azadi Ka Amrit Mahotsav", the Company whole heartedly participated & supported "Har Ghar Tiranga" campaign from 13th to 15th August, 2022. We distributed National Flag with the help of public representative, administration and self help groups in near by areas in Delhi, Haryana, Rajasthan and other states as well.

"Har Ghar Tiranga" Campaign..

We believe Tiranga is an epitome of unity amongst diversity in our nation. It unifies every Indian irrespective of region, religion, caste and creed. May our national flag always flutter with the same fervour as it does today and forever and inspires us towards a strong, prosperous and Atmanirbhar Bharat.





Board of Directors



Mr. J.K. Jain
Chairman & Managing Director



Mrs. Seema Jain
Whole-time Director



Mr. Rahul Jain
Whole-time Director



Ms. Aanchal Jain
Whole-time Director



Mr. Vineet Sahni
CEO & Director



Mr. Rajesh Sharma
Whole-time Director



Mr. Kashi Ram Yadav
Whole-time Director



Mr. Mohan Bir Sahni
Independent Director



Mr. S.K. Jain
Independent Director



Mr. Iqbal Singh
Independent Director



Mr. V.K. Malhotra
Independent Director



Mr. Jawahar Thakur
Independent Director



Mr. Ashok Kumar Sharma
Independent Director



Ms. Shobha Khatri
Independent Director

General Information

Board of Directors

Mr. J.K. Jain – Chairman & Managing Director
Mrs. Seema Jain – Whole–time Director
Mr. Rahul Jain – Whole–time Director
Ms. Aanchal Jain – Whole–time Director
Mr. Vineet Sahni – CEO & Director [w.e.f. 01.05.2023]
Mr. Rajesh Sharma – Whole–time Director
Mr. Kashi Ram Yadav – Whole–time Director
Mr. Mohan Bir Sahni – Independent Director
Mr. S.K. Jain – Independent Director
Mr. Iqbal Singh – Independent Director
Mr. V. K. Malhotra – Independent Director
Mr. Jawahar Thakur – Independent Director
Mr. Ashok Kumar Sharma – Independent Director
Ms. Shobha Khatri – Independent Director

Chief Financial Officer

Mr. O.P. Gupta

Company Secretary & Compliance Officer

Mr. Arvind K. Chauhan

Audit Committee

Mr. S. K. Jain – Chairman
Mr. V. K. Malhotra – Member
Mr. Iqbal Singh – Member

Nomination & Remuneration Committee

Mr. S. K. Jain – Chairman
Mr. Iqbal Singh – Member
Mr. V. K. Malhotra – Member

Stakeholders Relationship Committee

Mr. V. K. Malhotra – Chairman
Mr. Rahul Jain – Member
Mr. Kashi Ram Yadav – Member

Corporate Social Responsibility (CSR) Committee

Mr. Rahul Jain – Chairman
Mr. Kashi Ram Yadav – Member
Mr. V.K. Malhotra – Member

Risk Management Committee

Mr. Rajesh Sharma – Chairman
Ms. Shobha Khatri – Member
Mr. Ashok Kumar Sharma – Member

Statutory Auditors

M/s Anil S. Gupta & Associates, Chartered Accountants

Registered Office	Corporate Office & Unit VII	Registrar & Share Transfer Agent
D–5, Mansarover Garden, New Delhi–110015 (INDIA) Tel: +91–11–25101002/03/04/05 CIN: L36999DL1989PLC034928 Email:investor@fiemindustries.com Website: www.fiemindustries.com	Unit 1A & 1C, 1st Floor, Aria Commercial Tower, JW Marriott Hotel, Aerocity, New Delhi-110037 Tel: +91-9821795327/28/29/30 Email: fiemaerocity@fiemindustries.com Website: www.fiemindustries.com	Link Intime India Pvt. Ltd. Noble Heights, 1st Floor, Plot No. 2 C-1 Block ISC, Near Savitri Market Janakpuri, New Delhi – 110058 Ph: 011–41410592/93/94 Fax No: 011–41410591

Plant Locations	
Unit I	32 Mile Stone, G. T. Road, Kundli, Distt. Sonepat - 131028, Haryana
Unit II	219/2B, Thally Road, Kallukondapalli, Hosur - 635114, Tamil Nadu
Unit III	Kelamngalam, Achittapalli Post, Hosur - 635110, Tamil Nadu
Unit IV	133, KIADB Industrial Area, Kadakola Post, Mysore - 571311, Karnataka
Unit V	Kelamangalam, Achittapalli Post, Hosur - 635110, Tamil Nadu
Unit VI	Village Bhatian, Tehsil -Nalagarh - 174101, Himachal Pradesh
Unit VII	Plot No. 1915, Rai Industrial Estate, Phase -V, Distt. Sonepat - 131029, Haryana.
Unit VIII	Plot No. SP1-C, Industrial Area Tapukara, Distt. Alwar - 301707, Rajasthan.
Unit IX	Village Karsanpura, Taluka-Mandal, Distt. Ahmedabad - 382140, Gujarat

Director's Report

Dear Members,

The Directors of your Company have the pleasure in presenting the 34th Annual Report of the Company, along with standalone and consolidated audited financial statements for the financial year ended March 31, 2023. The standalone and consolidated financial statements have been prepared in accordance with Indian Accounting Standards (Ind AS) as notified by the Ministry of Corporate Affairs, as amended from time to time.

Financial Results: Standalone & Consolidated

The Director's Report is prepared on the basis of Standalone Financial Statements of the Company pursuant to Rule 8(1) of the Companies (Accounts) Rules, 2014. However, this report also contains highlights of performance of subsidiaries and joint venture companies and their contribution to the overall performance of the Company during the period under review. Financials of following Wholly-owned Subsidiaries (WOS), and Joint Venture Companies (JVs) are consolidated in Consolidated Financial Statements.

SN	Name of Entities	Country of Incorporation	WOS/JV
1.	Fiem Research and Technology S.r.l (FRT)	Italy	WOS
2.	Fiem Industries Japan Co., Ltd.	Japan	WOS
3.	Fiem Kyowa (HK) Mould Company Limited	Hong Kong	50:50 JV
4.	Centro Ricerche Fiem Horustech S.r.l	Italy	50:50 JV

The key financial highlights of standalone and consolidated financials of your Company are as under: **(Rs in Lakhs)**

SN	Particulars	Standalone		Consolidated	
		FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
1	**Income from Operations**				
	a) Net Sales	183404.26	155772.52	183404.26	155772.52
	b) Other Operating Income	1394.05	1453.42	1401.73	1453.42
	Total Income from operations (Net)	**184798.31**	**157225.94**	**184805.99**	**157225.94**
2	**Total Expenses (Excluding dep and finance cost)**	**160013.74**	**137881.18**	**159942.43**	**137829.85**
3	**Profit from operations before other income, finance costs, depreciation and exceptional items (1-2)**	**24784.57**	**19344.76**	**24863.56**	**19396.09**
4	Add :- Other income	1080.28	259.77	1080.34	259.77
5	**Profit from ordinary activities before finance costs, depreciation and exceptional items (3+4)**	**25864.85**	**19604.53**	**25943.90**	**19655.86**
6	Less :- Finance costs	743.07	859.24	743.07	859.24
	Less :- Depreciation	6295.69	5865.44	6339.02	5900.11
7	**Profit from ordinary activities after finance costs, depreciation but before exceptional items (5-6)**	**18826.09**	**12879.85**	**18861.81**	**12896.51**
8	Exceptional Items	-	-	-	-
9	**Profit/(Loss) from Ordinary Activities Before Tax (7-8)**	**18826.09**	**12879.85**	**18861.81**	**12896.51**
10	Tax expense	4863.37	3353.95	4874.13	3365.47
11	**Net Profit/(Loss) from Ordinary Activities After Tax (9-10)**	**13962.72**	**9525.90**	**13987.68**	**9531.04**
12	**Share of profit/(loss) of associates**	**-**	**-**	**(4.50)**	**(114.95)**
13	**Profit after tax for the year after share of profit/loss of associate**	**13962.72**	**9525.90**	**13983.18**	**9416.09**
14	**Other comprehensive income/(loss) (net of tax)**	**(127.96)**	**(25.69)**	**(127.96)**	**(25.69)**
15	**Total other comprehensive income (net of tax)**	**13834.76**	**9500.21**	**13855.22**	**9390.40**
16	**Weighted Earnings Per Share (EPS) (in Rs.)**	106.10	72.39	106.26	71.55

State of the Company's affairs and Business Review

Financial Year 2022-23 has been a year of recovery for Indian economy with 7% GDP growth. Automobile Industry has also performed well during the year. The Two-wheeler industry has also registered a growth of 9.8% in production volumes and 17.7% in domestic sales volumes.

In line with Industry growth, Company's performance has also remained very strong during the year. The highlights of the same are as under:

- During FY 2022-23, the Company has achieved a Net Sales of Rs. 183404.26 Lakhs in comparison to Rs. 155772.52 Lakhs in FY 2021-22, representing a growth of 17.7%.
- EBIDTA stood at Rs 24784.57 Lakhs, being 13.51% as compared to Rs. 19344.76 Lakhs, being 12.42% during FY 2021-22. This is a jump of over 28% driven by higher sales.
- PAT of the Company stood at Rs. 13962.72 Lakhs as compared to Rs. 9525.90 Lakhs during FY 2021-22, which is higher by 46.5%.
- During the year, the Company has made a capex of Rs. 5417 Lakhs.
- During the year, Company has repaid all its debts and achieved a debt free status.

At EV front, we continued our growth trajectory and already added 28 EV OEMs in our customer list. Though EV industry has seen some slowdown due to recent FAME subsidy challenges, we believe that the long term growth remains intact and we are committed to supporting our customers in this transition phase.

MoU with Gogoro India – Diversification in EV Products Portfolio

During the year, the Company has also signed one Memorandum of Understanding with Gogoro India to expand its product portfolio in the Two-Wheeler EV segment. Gogoro India is a group company of Gogoro Taiwan which is Taiwan's largest EV Two-wheeler manufacturer and is a world leader in battery swapping technology.

In partnership with Gogoro, in addition to our existing lighting and rear view mirror business with them, we plan to gradually indigenize in phased manner the Hub Motor Assemblies and Motor Control Units. For this Gogoro will provide the technical know-how and other support in setting up the manufacturing facility as well as production, quality, and testing support for the above new product line.

While this partnership will pave the way for our diversification in EV Products portfolio, it also opens up new opportunities in electronics segment for the Company, which can provide significant growth and new opportunities in future.

Dividend

The company has been consistently declaring higher dividends every year since listing. In line with the same, the Board in its meeting held on May 30, 2023, had recommended a Final Dividend at the rate of 300% i.e. Rs. 30/- per equity share of Rs. 10/- each for the financial year ended on March 31, 2023. The Final Dividend payout is subject to approval of members at the ensuing Annual General Meeting of the Company. The Final Dividend, if approved by the members would involve a cash outflow of **Rs. 3947.95 Lakhs.**

Dividend Distribution Policy

Pursuant to Regulation 43A of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("Listing Regulations"), the Board of Directors had approved and adopted a Dividend Distribution Policy in its meeting held on 30th June, 2021. The Dividend Distribution Policy is available on the Company's website at link: **https://fiemindustries.com/dividend-distribution-policy/**

Statutory disclosures as per provisions of Section 134 of the Companies Act, 2013 (the "Act")

1. Annual Return

Pursuant to Section 92(3) and Section 134(3)(a) of the Companies Act, 2013, the Company has placed a copy of the Annual Return on website of the Company, which can be seen at following link: **https://fiemindustries.com/annual-returns/**

2. Number of meetings of the Board

Meetings of the Board are held on regular intervals to discuss and decide on various business policies, strategies, operational, financial and other matters. Due to business exigencies, the Board also approve some proposals through resolution passed by circulation from time to time.

During the financial year 2022-23, four (4) Board Meetings and one separate meeting of Independent Directors of the Company were held.

Detailed information on the meetings of the Board is included in the Corporate Governance Report, which forms an integral part of this Annual Report.

3. Directors' Responsibility Statement

In terms of Section 134(3)(c) of the Companies Act, 2013, Your Directors state that:

a) in the preparation of the Annual Accounts for the year ended March 31, 2023, the applicable accounting standards (IndAs) have been followed along with proper explanation relating to material departures, if any.

b) the Directors have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as at end of Financial Year ended March 31, 2023 and of the Profit and Loss of the Company for that period.

c) the Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities.

d) the Directors have prepared the Annual Financial Statements on a 'going concern' basis.

e) the Directors have laid down internal financial controls to be followed by the Company and that such internal financial controls are adequate and are operating efficiently, and

f) the Directors have devised proper systems to ensure compliance with the provisions of all applicable laws and such systems are adequate and operating effectively.

Based on the framework of internal financial controls and compliance systems established and maintained by the Company, work performed by the internal, statutory and secretarial auditors, including review of internal financial controls over financial reporting by the statutory auditors, and the reviews performed by management and the relevant board committees, including the audit committee, the board is of the opinion that the Company's internal financial controls were adequate and effective during financial year 2022-23.

4. Independent Directors' Declaration

The Company has received necessary declaration from each of Independent Director of the Company under Section 149(7) of the Companies Act, 2013 read with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), as amended, that they meet the criteria of independence as laid down under Section 149(6) of the Companies Act, 2013 and Regulation 16(1)(b) of the Listing Regulations.

The Board took on record the declaration and confirmation submitted by the Independent Directors regarding their meeting the prescribed criteria of independence, after undertaking due assessment of the veracity of the same as required under Regulation 25 of the Listing Regulations.

5. Directors' Appointment Criteria and Remuneration Policy etc.

The Nomination & Remuneration Committee has formulated criteria for determining qualifications, positive attributes and independence of the Directors as well as Remuneration Policy for the Company as mandated under Section 178(3)/(4) of the Act and Regulation 19 read with Part D of Schedule II of the Listing Regulations.

There has been no change in the Remuneration Policy of the Company during the year. The Remuneration Policy is enclosed as **Annexure-I.** This Policy is also available under Investor section of website of the Company and can be viewed at the following link: **https://fiemindustries.com/remuneration-policy/**

6. Auditors & Auditor's Reports

(a) Statutory Auditors

Pursuant to Section 139 of the Companies Act, 2013, M/s Anil S Gupta & Associates, Chartered Accountants (Firm Registration No. 004061N), a partnership firm (Audit Firm) were appointed as Statutory Auditors of the Company at 33rd AGM of the Company held on August 24, 2022, for a term of 5 (five) years, starting from the conclusion of 33rd Annual General Meeting till the conclusion of 38th Annual General Meeting of the Company to be held in the year 2027.

(b) Statutory Auditor's Reports

The Auditor's Reports given by M/s Anil S Gupta & Associates, Chartered Accountants, Statutory Auditors on the financial statements of the Company, both standalone and consolidated, for the financial year 2022-23 is part of the Annual Report. There has been no qualification, reservation or adverse remark or disclaimer in their Reports.

Further, during the year under review, the Auditors has not reported any matter of offence of fraud under Section 143 (12) of the Act, therefore no detail is required to be disclosed under Section 134 (3)(ca) of the Act.

(c) Secretarial Auditor

In terms of Section 204 of the Companies Act, 2013 the Audit Committee recommended and the Board of Directors in their meeting held on May 30, 2023 has appointed M/s Ranjana Gupta & Associates, a firm of Company Secretaries in Practice (C.P. No. 9920) as the Secretarial Auditors of the Company to conduct the secretarial audit for the financial year 2023-24. The Company has received their consent for appointment.

(d) Secretarial Audit Report

The Secretarial Audit under section 204 of Companies Act, 2013 read with Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 as well as in compliance of Regulation 24A of the Listing Regulations was conducted by M/s Ranjana Gupta & Associates, Company Secretaries (C.P. No. 9920) for the financial year 2022-23. The Report in Form No, MR-3 given by the Secretarial Auditors is annexed as **Annexure-II** and forms integral part of this Report. There has been no qualification, reservation or adverse remark or disclaimer in their Report for the year under review; hence no explanation by Directors is warranted.

In addition to above, 'Annual Secretarial Compliance Report' in compliance with Regulation 24A of Listing Regulations and as per format prescribed under SEBI Circular No. CIR/CFD/CMD1/27/2019 dated February 8, 2019 was also obtained from M/s Ranjana Gupta & Associates, Company Secretaries (C.P. No. 9920) and submitted to stock exchanges i.e. BSE and NSE within stipulated period.

During the year under review, the Secretarial Auditors has not reported any matter of offence of fraud under Section 143 (12) of the Act, therefore no detail is required to be disclosed under Section 134 (3)(ca) of the Act.

(e) Cost Auditor

In terms of Section 148 of the Act read with Companies (Cost Records and Audit) Rules, 2014, on the recommendation of the Audit Committee, the Board of Directors in their meeting held on May 30, 2023 has appointed M/s Jay Narain & Co., Cost Accountants, Reg. No.-004576 (Proprietor, Mr. Jay Narain, Memb. No.-26054) as the Cost Auditor to conduct Cost Audit for the Financial Year 2023-24 at a remuneration of Rs. 2,90,000/-.

The Company had received his consent that his re-appointment is in accordance with the applicable provisions of the Act and rules framed thereunder and he is not disqualified to be appointed as Cost Auditor.

The above remuneration needs to be ratified by the shareholders. The Notice of the ensuing Annual General Meeting of the Company has requisite resolution for ratification of remuneration of Cost Auditors by the members of the Company.

7. Particulars of Loans, Guarantees or Investments under Section 186

Details of the loans given, guarantees or securities provided (if any) and investments made by the Company along with their purposes, have been disclosed in the financial statements. Please refer to **Note No.46** in the standalone financial statement.

8. Contracts and Arrangements with Related Parties

All contracts/ arrangement/ transactions entered with Related Parties during the year under review were on arm's length basis and in the ordinary course of business. Due approvals from Audit Committee were taken under the provisions of Section 177 of the Companies Act, 2013 and the Rules made thereunder read with applicable Listing Regulations. As all the transactions with Related Parties during the year under review were on arm's length basis and in the ordinary course of business, so no approval from Board was applicable.

During the year under review, the Company has not entered into any contract/arrangement/transaction with related parties which could be considered 'material' in accordance with Related Party Transactions Policy of the Company. Hence, no approval from shareholder required for any related party transaction during the year under review.

As all the transactions with Related Parties were on arm's length basis and there was no 'material' transaction during the year, hence disclosure in form AOC-2 in terms of Section 134(3)(h) of the Companies Act, 2013 are not required.

Further, during the year under review, there were no materially significant related party transactions entered into by your Company with the Promoters, Directors, Key Managerial Personnel or other senior management personnel, which might have potential conflict with the interest of the Company at large.

Members may refer **Note No.46** to the financial statements which sets out related party disclosures pursuant to Ind AS.

Your Company has formulated a policy on related party transactions. The policy is available on Company's website at **https://www.fiemindustries.com.** This policy provides the governing framework for review and approval of related party transactions.

The web-link of the same has been provided in the Corporate Governance Report.

9. Transfer to Reserves

Your Company has transferred **Rs. 1400 Lakhs** to the General Reserve from the profits of the Company.

10. Material changes and commitment affecting financial position of the Company / Change in the Nature of the Business

There is no material change and/or commitment affecting the financial position of your Company has occurred between April 1, 2023 and the date of signing of this report.

11. Conservation of Energy, Technology Absorption and Foreign Exchange Earnings and Outgo

Details of Energy Conservation, Technology Absorption, Research and Development and Foreign Exchange Earnings and outgo as required under Section 134(3)(m) of the Act read with Rule 8(3) of Companies (Accounts) Rules, 2014 are given in **Annexure - III** to this Report.

12. Risk Management

Risk management is an important function considering the dynamic business environment in which Company operates. Risk management is an area of continuous focus across all functions and operations, so that risk mitigation can be implemented on immediate basis to minimize adverse effect of any emerging risk.

Company has framed a "Risk Management Policy" comprises the risk management framework and the same has been approved by the Board of Directors. The framework covers various categories of risks including market risk, credit risk, liquidity risk, cyber security risks, foreign currency exchange rate risk, interest rate risk, commodity price risk, natural calamities etc. and measures and controls that have been implemented to manage & prevent such risks and continuous improvement of systems and processes for risk management.

Company's risk management framework consider both external and internal risks to devise effective mitigation strategies. Risk identification, analysis, mitigation and monitoring are undertaken periodically by the Management and overseen by the Risk Management Committee. Post-assessment mitigation plans are developed, and reported periodically to the Risk Management Committee (RMC) of the Board. RMC continues to monitor the risk management framework. Several senior management team members are actively involved in the process.

A brief about the risk and concern is also given in the Management Discussion and Analysis Report.

13. Corporate Social Responsibility (CSR)

During the year, Company's CSR focus has remained on Women Empowerment, Mahaila Samman and Menstrual Hygiene Management (MHM) awareness by way of setting-up Sanitary Pad Projects across various states.

Other 'Health Care' Projects like extending financial-aid for needy patients (AIIMS-Delhi), Organizing Eye Operation Camps for poor and underprivileged in Kutch area of Gujarat with the help of implementation partner-Kutch Vikas Trust were also undertaken. Majorly, our CSR initiatives are based on the premise of helping the underprivileged in the hour of need.

Further, Company has whole-hearted participated in 'Har Ghar Tiranga' campaign organized across its factories and offices before Independence Day.

Company also continued its 'on-going' project - Armed Forces Veterans Support (PITHU-FIEM) during FY 2022-23.

Following is the list of major CSR Projects undertaken by the Company during the year:

- Sanitary Pad Project-Ghaziabad (Extn)
- Sanitary Pad Project- Varanasi (Extn)
- Sanitary Pad Project-Delhi (Extn)
- Sanitary Pad Project-Lucknow (Extn)
- Sanitary Pad Project-Bihar (Extn)
- Sanitary Pad Project-Dehradun (New)
- Sanitary Pad Project-Hamirpur (New)
- Sanitary Pad Project-Orissa (New)
- Sanitary Pad Project-Phagwara (New)
- Sanitary Pad Project-Solan, HP (New)
- Financial Aid to Needy Patients
- Medicare Support Project
- Eye Operation Camp (KVT)
- Har Ghar Tiranga Campaign
- Project Swavlamban
- Project Helping Hand
- Armed Forces Veterans Support (PITHU-FIEM)

Further, salient features and brief outline of the Corporate Social Responsibility (CSR) Policy of the Company and the CSR initiatives undertaken by the Company during the year are set out in **Annexure - IV** of this report in the format prescribed in the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended. For details regarding the CSR Committee, please refer the Corporate Governance Report, which forms part of Annual Report.

14. Annual Evaluation of the Performance of the Board, its Committees and Individual Directors

Performance Evaluation is aimed to use constructively as a mechanism to improve Board's effectiveness, maximize strengths and tackle weaknesses of Board members. It involves questionnaires to be filled by every Director about his own performance (self-assessment), performance of Board as whole, performance of Chairman and performance of respective Committee(s) where he/she is a Member. At the time of individual performance evaluation of the respective director, he himself remains outside the evaluation process.

Initially, Nomination & Remuneration Committee (NRC) carry out the preliminary evaluation of every Director's performance which is subject to next level of evaluation by the Board and Independent Directors. As per Section 178(2) of the Act, the NRC conduct the performance evaluation of every Individual Director. As per Performance Evaluation framework of the Company, the evaluation process consists of evaluation on the basis of filled questionaries' received from all directors and opinions, inputs from NRC members and any other information as may be required by the NRC.

The outcome of NRC in respect of Independent Directors is subject to final evaluation by the Board. Outcome of NRC in respect of Non-Independent Directors is subject to final evaluation by the Independent Directors. Performance evaluation of Board as a whole as well as Chairman of the Board is also conducted by the Independent Directors. The performance evaluation of the Committees is conducted by the Board.

The final outcome is collated and presented before the NRC in its next meeting for its consideration as well as before the Board for noting and future reference.

15. Highlights of performance of subsidiaries, associates and joint venture companies and their contribution to the overall performance of the company during the period under review.

During FY 2022-23, there were 2 JV Companies (JVC) and 2 Wholly-owned subsidiaries (WOS) as listed in initial paragraph of this report. The highlights of performance of each of these companies are as under:

a) Fiem Kyowa (HK) Mould Company Limited:

This JV Company was formed in Hong Kong as 50:50 joint venture company with Kyowa Co., Ltd. of Japan. The purpose of setting up of JV was to engage in the business of high class moulds / tools for Automotive and other applications. The Company has started its operations during FY 2018-19. There is no major investment in this company and this company is providing support for mould development for OEMs. The contribution / or impact on performance of Fiem Industries is very small.

The Financial highlights of Fiem Kyowa (HK) Mould Company is as under: **(Amount Rs. in Lakhs)**

Particulars	FY 2022-23	FY 2021-22
% of shareholding	50%	50%
Total Income	29.95	4.85
Total Expenses	32.95	17.28
Profit or (loss) after tax	(3.00)	(12.43)
Total comprehensive income	(3.00)	(12.43)

b) Centro Ricerche Fiem HorustecH S.r.l. (CRFH) (Joint Venture in Italy):

The Company was set-up in Italy as a 50:50 JV with Horustech Lighting of Italy, which is a Designing Company. The purpose of setting-up of JV was to strengthen R&D and Designing capabilities of the Company. However, due to some financial problems in Horustech group companies, the management of both companies i.e. Horustech Lighting and Fiem Industries Limited had mutually decided to move ahead to liquidate the CRFH. Currently this company is under liquidation. There is no major investment in this company and this company was providing Design Services to Fiem Industries and other customers. The contribution or impact on performance of Fiem Industries is nil or negligible.

The Financial highlights of CRFH is as under: **(Amount Rs. in Lakhs)**

Particulars	FY 2022-23	FY 2021-22
% of shareholding	50%	50%
Total Income	-	-
Total Expenses	1.50	2.50
Profit or (loss) after tax	(1.50)	(2.50)
Total comprehensive income	(1.50)	(2.50)

c) Fiem Industries Japan Co., Ltd. (Wholly-owned Subsidiary):

This WOS was set-up in Japan as an extended arm of the Company for liaison with Japanese customers like Honda, Suzuki and Yamaha etc., support in Designing, R&D and new business development. While the parent Company (Fiem) was getting full support in above areas in earlier years, during last year, the activity remain negligible in this WOS. Now onwards, the activities have started and should be normalized during current year. The financials of the subsidiary are at very small scale. There is no major financial contribution or impact on performance of Fiem Industries.

The Financial highlights of CRFH is as under: **(Amount Rs. in Lakhs)**

Particulars	FY 2022-23	FY 2021-22
% of shareholding	100%	100%
Revenue	-	-
Total Income	7.68	-
Total expenses	12.64	17.72
Profit/(Loss) before taxation	**(4.96)**	**(17.72)**
Provision for taxation	0.43	0.49
Profit/ (Loss) after taxation	**(5.40)**	**(18.21)**

d) Fiem Research and Technology S.r.l. (Wholly-owned Subsidiary in Italy):

This Wholly-owned Subsidiary (WOS) was incorporated in Italy on December 17, 2018 and a Design Centre set-up under this Company in Turin, Italy. Fiem Industries is getting Design Services from this WOS on regular basis on Automotive LED and other Lamps for esteemed OEM customers. This is a wholly-owned subsidiary and providing Design Services to Fiem Industries only, so working like an extended arm of Fiem Industries for Design Services.

Financial Highlights of Fiem Research and Technology S.r.l (Italy) **(Amount Rs. in Lakhs)**

Particulars	FY 2022-23	FY 2021-22
% of shareholding	100%	100%
Revenue	763.79	489.01
Total expenses	723.11	454.63
Profit/(Loss) before taxation	**40.68**	**34.38**
Provision for taxation	10.33	11.01
Profit/ (Loss) after taxation	**30.36**	**23.37**

The financial position of the subsidiaries and Joint Venture Companies is also given in AOC-1 in the financial statements.

16. Other statutory disclosures as required under Rule 8(5) of the Companies (Accounts) Rules, 2014

i) Financial summary/ highlights of the Company are already mentioned in the beginning of the report.

ii) There is no change in the nature of business of the Company during the year under review.

iii) **Change in Directors and Key Managerial Personnel:**

- Pursuant to provisions of Section 152 of the Companies Act, 2013 and in accordance with provisions of Articles of Association of the Company, Ms. Aanchal Jain and Mr. Rahul Jain, Whole-time Directors of the Company are liable to retire by rotation at the ensuing Annual General Meeting and being eligible have offered themselves for re-appointment and they are not disqualified under Section 164(2) of the Companies Act, 2013. The details of Directors being proposed for re-appointment as required under the Listing Regulations are provided in the Notice convening the ensuing Annual General Meeting of the Company. The Board recommend the shareholders for re-appointment of above Directors.
- On recommendation of Nomination & Remuneration Committee as well as after considering all requisite information and consents & declarations received from Mr. Vineet Sahni, Board of Directors at their Meeting held on April 29, 2023, appointed him as an Additional Director designated as Chief Executive Officer & Whole-time Director (Key Managerial Personnel) of the Company effective from May 1, 2023 for a term of 3 years, subject to approval by the members of the Company.

As he will be holding the position as Additional Director only up to ensuing Annual General Meeting, hence a resolution for his regularization as Director and approval of his appointment as Chief Executive Officer & Whole-time Director (Key Managerial Personnel) is moved at the ensuing Annual General Meeting. The Board recommend the shareholders for his regularization as well as approval of his appointment as Chief Executive Officer & Whole-time Director (Key Managerial Personnel).

- The details of Directors being proposed for appointment / re-appointment as required under the Listing Regulations are provided in the Notice convening the ensuing Annual General Meeting of the Company.
- The Company has received one notice in writing, under Section 160 of the Act from one member of the Company proposing the candidature of Mr. Vineet Sahni as Director.
- During the year, Mr. J.K. Jain, Chairman & Managing Director; Mr. O.P. Gupta, Chief Financial Officer and Mr. Arvind K. Chauhan, Company Secretary remained Key Managerial Personnel of the Company within the meaning of Section 203 of the Act. Additionally, Mr. Vineet Sahni, Chief Executive Officer also appointed as Key Managerial Personnel of the Company w.e.f. May 01, 2023.
- During the financial year 2022-23, no company become Subsidiary, Joint venture Company or Associate of the Company. The details of subsidiary and joint venture companies already provided in the preceding paragraphs.

iv) Details relating to Deposits:

The Company has not accepted any Deposit from public within the meaning of the Companies (Acceptance of Deposit) Rules, 1975 or Chapter V of the Companies Act, 2013 and as such there was no outstanding as on the date of the balance sheet on account of principal or interest on deposits from public.

v) No significant and material orders were passed by any Regulator or Court or Tribunal impacting the going concern status and Company's operations in future.

vi) Details in respect of adequacy of internal financial controls with reference to the Financial Statement:

The Company has in place adequate internal financial controls, which are commensurate to size and operations of the Company. During the year, no area of concern, continuing failure or major weakness was observed.

vii) It is confirmed that maintenance of cost records as specified by the Central Government under sub-section (1) of section 148 of the Companies Act, 2013, is required by the Company and accordingly such accounts and records are made and maintained.

viii) It is confirmed that the Company has complied with provisions relating to the constitution of Internal Complaints Committee(s) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

ix) It is confirmed that during the year under review, no complaints were received under the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017.

x) It is confirmed that there was no application made or any proceeding pending under the Insolvency and Bankruptcy Code, 2016.

xi) It is confirmed that no settlements have been done with banks or financial institutions.

xii) Other disclosures required under provisions of the Companies Act, 2013 and the Listing Regulations, as may be applicable:

- As per provisions of Section 177(8) of the Act, composition of the Audit Committee has been disclosed under Corporate Governance Report. The Board, during the year under review, had accepted all the recommendation made to it by the Audit Committee.
- **Establishment of vigil mechanism as per provision of Section 177(10) of the Act:** Company has already in place a vigil mechanism namely, 'Whistle Blower Policy'. The details of the same are reported under Corporate Governance Report.
- The details about the ratio of remuneration of each director to the median remuneration of the employees of the Company pursuant to Section 197(12) of the Act read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended, is provided in **Annexure-V**, forming part of this Report.
- The statement containing names and other details of top 10 employees, in terms of remuneration drawn and the particulars of employees as required under Section 197(12) of the Act read with Rule 5(2)&(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended, is provided in **Annexure-VI** forming part of this report.
- Disclosure as required under Section 62(1)(b) of the Act read with Sub-rule 9 of Rule 12 of the Companies (Share and Capital Debentures) Rules, 2014, are not applicable, as during the year no shares were issued under ESOS / ESOP or under sweat equity scheme.
- Disclosure as required under Section 43(a)(ii) of the Act read with Sub-rule 4 of Rule 4 of the Companies (Share and Capital Debentures) Rules, 2014, are not applicable as during the year no equity shares with differential rights as to dividend, voting or otherwise were issued.
- Neither the Managing Director nor any Whole-time Director of the Company receive any remuneration or commission from any of its subsidiaries, hence no such disclosure applicable.
- The Company duly complied the applicable Secretarial Standards (SS) i.e. SS-1 & SS-2 on Meetings of the Board of Directors and General Meetings, respectively.

Corporate Governance Report and Management Discussion & Analysis Report

Pursuant to Listing Regulations, Management Discussion & Analysis Report, Report on Corporate Governance, Certificate on Corporate Governance issued by Practicing Company Secretary and the declaration by the Chairman & Managing Director regarding affirmation for compliance with the Company's Code of Conduct forms part of the Annual Report.

Business Responsibility and Sustainability Report

Pursuant to Regulation 34 of the Listing Regulations, Business Responsibility and Sustainability Report forms part of Annual Report.

Consolidated Financial Statements

In accordance with the Companies Act, 2013 ("the Act") read with IndAS, the audited consolidated financial statements are provided in the Annual Report. The accounts of Wholly-owned Subsidiary companies and JV Companies are consolidated with the accounts of the Company.

Acknowledgement

The Board of Directors acknowledges and places on record their sincere appreciation to valued OEM customers and all other stakeholders viz. vendors, dealers, banks, other business partners and Government, for their continued co-operation and support received from them.

The Board also wishes to place on record its appreciation to the esteemed investors for showing their confidence and reposing faith in the Management of the Company.

Your Board also appreciate the efforts and hard work of all the employees of the Company throughout the year.

For and on behalf of the Board of
Fiem Industries Limited
Sd/-
(J. K. Jain)
Chairman & Managing Director
(DIN: 00013356)

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

ANNEXURE–I

REMUNERATION POLICY

1. Background

1.1 The Remuneration Policy was originally formulated pursuant to section 178 of the Companies Act, 2013 (effective from April 1, 2014) read with revised Clause 49 of the Listing Agreement (effective from October 1, 2014).

1.2 The present revision is carried to incorporate suitable changes because of substitution of Listing Agreement with SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 ("Listing Regulations") w.e.f. December 1, 2015.

1.3 Regulation 19 of Listing Regulations read with Part D of Schedule II, inter-alia, provides that the role of Nomination and Remuneration Committee shall include 'formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the board of directors a policy relating to, the remuneration of the directors, key managerial personnel and other employees'. This provision of Listing Regulations is similar to corresponding provision of erstwhile Clause 49 of the Listing Agreement.

1.4 Therefore, the present revision is mainly carried out to incorporate the reference of relevant Listing Regulation and remove the reference of erstwhile Listing Agreement.

2. Legal Framework

2.1. Section 178 of the Companies Act, 2013, inter-alia provides for constitution of Nomination & Remuneration Committee and mandates the listed Companies to have Remuneration Policy for its directors, key managerial personnel and other employees. Sub section (3) and (4) of section 178 provides as under:

(i) The Nomination & Remuneration Committee shall formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and other employees.

(ii) The Nomination and Remuneration Committee shall, while formulating the policy under sub-section (3) ensure that -

(a) the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully;

(b) relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and

(c) remuneration to directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals:

Provided that such policy shall be disclosed in the Board's report.

2.2. In line with the Companies Act, 2013, Regulation 19 read with Part D of Schedule II of the Listing Regulations provides about the Nomination & Remuneration Committee and Remuneration Policy as under:

The role of the committee shall, inter-alia, include the following:

'formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the board of directors a policy relating to, the remuneration of the directors, key managerial personnel and other employees.'

2.3. On above background, the captioned policy is framed.

3. Objectives & Scope

3.1. Criteria to determine qualifications, positive attributes and independence of a director.

3.2. Policy to provide guiding principles for remuneration of the directors, key managerial personnel and other employees.

4. Definitions

4.1. "Nomination & Remuneration Committee (NRC) means such Committee constituted by the Board of Directors of the Company under provisions of section 178 of Companies Act, 2013 and Regulation 19 of the Listing Regulations.

4.2. "Board" means the Board of Directors of the Company.

4.3. "Company" means the "Fiem Industries Limited" / "FIEM".

4.4. Companies Act, 2013 ('Act') includes Rules framed thereunder.

4.5. All other words, terms and phrases referred and not defined herein, shall have the same meaning as defined under Companies Act, 2013 and Listing Regulations.

5. Criteria to determine Qualifications, Positive Attributes and Independence of a Director

5.1. The independence of an Independent Director will be decided as per parameters provided under section 149(6) of the Act read with Regulation 16(1)(b) of the Listing Regulations. Professional qualification of an Independent Director will be an advantage, but that will not be sole criteria and positive attributes like experience in industry, exposure as entrepreneur, specialised area expertise will be more effective attributes. However, these will be guiding principles and Nomination & Remuneration Committee will have liberty to consider other merits as well, while recommending an Independent Director for appointment.

6. Governing framework of Remuneration of Directors, KMPs and other Employees

6.1. The remuneration to Managing Director and Whole-time Directors will be as per the Companies Act, 2013 and will be recommended by NRC and approved by the Board and Shareholders.

6.2. The Independent Directors and Non-executive Directors will be paid sitting fees for attending the meeting of Board and Committees. They will also be provided travelling and boarding facilities / expenses whenever applicable.

6.3. The remuneration of KMPs and other employees of the Company will be governed by the Human Resources practices of the Company.

7. Guiding principles of Remuneration of Directors, KMPs and other Employees

7.1. The remuneration will be decided considering the long-term growth objective of the Company and by maintaining balance among various factors like complexity, criticality and scarcity of the skill sets of the candidates.

7.2. Long term objective, growth and suitability for the business of the Company will remain supreme driving principles.

7.3. The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate employees at all levels for successfully running the Company.

7.4. Performance of individual and criticality of specialised skill sets required for the growth of the Company will be given due weightage while remunerating such employees.

7.5. Adequate facilities like company provided vehicles and other perquisites will be given to the Directors and eligible employees to retain and nurture best talent.

7.6. Variable remuneration will not be mandatory and periodic increments etc. will be decided considering various relevant factors like Company's performance, employee's willingness to devote sufficient time and energy in carrying out duties and responsibilities effectively, retaining and nurturing talent by the Company, industry practices, availability of talented manpower, motivate the manpower and to develop a sense of belongingness as well as need of the Company. The remuneration level can be reviewed and reset annually / periodically based on comparison with the relevant peer group and industry trends.

8. Policy Review

This Policy may be reviewed as and when any changes are to be incorporated in the Policy due to change in laws or as may be felt appropriate by the Company. Any changes or modification on the Policy would be approved by the Committee or Board of the Company.

For and on behalf of the Board of
Fiem Industries Limited

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

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

ANNEXURE–II
SECRETARIAL AUDIT REPORT

FOR THE FINANCIAL YEAR ENDED ON MARCH 31, 2023

[Pursuant to section 204 (1) of the Companies Act, 2013 and Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To,
The Members,
Fiem Industries Limited
(CIN: L36999DL1989PLC034928)
D-5, Mansarover Garden
New Delhi-110015

We have conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by **Fiem Industries Limited** (hereinafter called the Company). Secretarial audit was conducted in the manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing our opinion thereon.

Based on our verification of the Company's books, documents, minute books, forms, and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents, and authorized representatives during the conduct of secretarial audit, the explanations and clarifications given to us and the representations made by the Management, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on March 31, 2023 (Audit Period), complied with the statutory provisions listed hereunder and also that the Company has proper Board-processes and compliance- mechanism in place to the extent, in the manner and subject to the reporting made hereinafter.

1. We have examined the books, papers, minute books, forms, and returns filed and other records maintained by the Company for the financial year ended on March 31, 2023 according to the provisions of:

   (i) The Companies Act, 2013 (the Act) and the rules made thereunder;

   (ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made thereunder;

   (iii) The Depositories Act, 1996 and the Regulations and Bye–laws framed thereunder;

   (iv) Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent applicable for Foreign Direct Investment, Overseas Direct Investment and External Commercial Borrowings;

   (v) The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 **('SEBI Act'):**

      (a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;

      (b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;

      (c) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client;

      (d) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

2. We further report that, during the Audit Period there were no events/ actions in pursuance of:

   (a) The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021;

   (b) The Securities and Exchange Board of India (Issue and Listing of Non-convertible Securities) Regulations, 2021;

   (c) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009;

   (d) The Securities and Exchange Board of India (Buy Back of Securities) Regulations, 2018;

   (e) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018.

3. We have also examined compliance with the applicable clauses of the Secretarial Standards (SS-1 and SS-2) issued by the Institute of Company Secretaries of India.

4. During the period under review, the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines and Standards, to the extent applicable as mentioned above.

We further report that-

5. The Company is engaged in manufacturing of Automotive Lighting and Signaling Equipment, Rear View Mirror, Plastic Moulded Parts and other Auto Components. Company also manufactures LED Luminaries/ LED Products for general lighting applications and LED Integrated Passenger Information System for buses and railways etc. Company has manufacturing facilities, depots and offices in different States of the Country. During the course of Business operations, various Labour, Industrial, Environmental, Local/ State Laws as well as Laws specific to the Industry (such as Indian Motor Vehicle Act, 1988 and Rules made thereunder, as amended) apply to the Company. We have examined the compliance management system of the Company for ensuring the compliances of these laws. In our opinion and to the best of our information and explanations given to us, the compliance management system is adequate to ensure compliance of above referred applicable laws.

6. The compliance by the Company of applicable financial laws like direct and indirect tax laws and maintenance of financial records and books of accounts has not been reviewed in this Audit since the same have been subject to review by statutory financial auditor and other designated professionals.
7. The Board of Directors of the Company is duly constituted with proper balance of Executive Directors and Independent Directors including a Woman Independent Director. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.
8. Adequate notice is given to all the Directors for Board and Committee Meetings. Notice, Agenda and detailed notes on agenda were sent at least 7 days in advance and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.
9. Decisions by the Board and Committees are carried out unanimously and therefore, no dissenting views were required to be captured and recorded as part of the minutes.
10. There are adequate systems and processes in the Company commensurate with the size and the operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.
11. During the period under review, the Company has completed the steps for exit from its Joint Venture (JV) Company, namely, Aisan Fiem Automotives India Private Limited, incorporated in India. The JV Company was incorporated on June 07, 2018 in which the Company had 26% stake in the Equity Share Capital.

Further, there were no instances of:

i) Public/ Right/ Preferential issue of shares/ debentures/ sweat equity, etc.;

ii) Redemption/ buy- back of securities;

iii) Any resolution by the Members in pursuance to section 180 of the Companies Act, 2013;

iv) Merger/ Amalgamation/ Reconstruction, etc; and

v) Foreign Technical Collaborations.

This report is to be read with our letter of even date which is annexed as Annexure – A and forms an integral part of this report.

For **RANJANA GUPTA & ASSOCIATES**
COMPANY SECRETARIES
ICSI Unique Code: S2011DE154200
Peer Review Cert. No.: 921/2020

Sd/-
Ranjana Gupta
Proprietor
FCS No.: 8613
CP No.: 9920

Place: New Delhi
Date : 24th May, 2023
UDIN: F008613E000370337

ANNEXURE-A

The Members,
Fiem Industries Limited
(CIN: L36999DL1989PLC034928)
D-5, Mansarover Garden
New Delhi-110015

Our Secretarial Audit Report of even date is to be read along with this letter:

a) Maintenance of secretarial records is the responsibility of the management of the Company. Our responsibility is to express an opinion on the secretarial records based on our audit.

b) We have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. We believe that the process and practices, we followed, provide a reasonable basis for our opinion.

c) We have not verified the correctness and appropriateness of the financial records and Books of Accounts of the Company.

d) We have obtained the Management Representation, wherever required, about the compliances of laws, rules and regulations and happening of events etc.

e) The compliance of the provisions of the corporate and other applicable laws, rules, regulations, standards is the responsibility of the management. Our examination was limited to the verification of procedures on test basis.

f) The Secretarial Audit Report is neither an assurance as to the future viability of the Company nor of the efficacy or effectiveness with which the Management has conducted the affairs of the Company.

For **RANJANA GUPTA & ASSOCIATES**
COMPANY SECRETARIES
ICSI Unique Code: S2011DE154200
Peer Review Cert. No.: 921/2020

Sd/-
Ranjana Gupta
Proprietor
FCS No.: 8613
CP No.: 9920

Place: New Delhi
Date : 24th May, 2023
UDIN: F008613E000370337

ANNEXURE-III

CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO PURSUANT TO PROVISIONS OF SECTION 134 OF THE COMPANIES ACT , 2013 READ WITH RULE 8 OF THE COMPANIES (ACCOUNTS) RULES, 2014.

(A) CONSERVATION OF ENERGY

(i) Steps Taken or Impact on Conservation of Energy:

The Company has constantly been emphasizing an optimization of energy consumption across all factories and office locations by upgrades and replacements. After careful analysis, measures are being initiated to minimize the consumption of energy by optimum utilization of energy consuming equipment. During the year under review, various measures were adopted across all plants for conservation and optimize utilization of energy. Some of the measures are as below:

a) In continuation of earlier year's energy saving KAIZEN, following measures taken:

(i) Induction motors replaced with servo motors in more injection moulding machines, resulting in power saving on long term basis.

(ii) Use of VFD and water temperature sensors for optimised running of cooling tower.

(iii) Switching non-required UPS to Offline Mode on Holidays.

(iv) Energy efficient air-cooling units by installing Variable Frequency Drive.

(v) Usage of energy efficient motors at all places.

(vi) Installation of Air Booster in machines for optimum utilization of air compressor.

(vii) In hot melt dispenser machines in Assembly Lines, at other places as well, timer installed with automatic On/Off, so that in idle time, the machine become automatically off, avoiding idle running of machine by mistake or otherwise, resulting better protection of machine and power saving.

(viii) In other Units also, in continuation to earlier year, compressed air requirement study carried out, and accordingly compressors re-positioned / re-located as well as air pipe layout changed for maximum efficiency and optimised overall compressor utilisation requirement, resulting in lesser compressor running requirement during nights or lesser production schedules, resulting in power saving.

(ix) In other factory locations, street lights equipped with LDR (Light Dependent Resistor), resulting in optimum utilisation of street lights and power saving.

b) Company continued its focus on behaviour awareness, by imparting trainings and organising workshops on energy saving themes as well as putting boards and quotes highlighting conservation of natural resources, reducing wastage, care for energy saving cause in every walk of life.

c) Supplier's visits and audits, suppliers encouraged to follow green practices as an important pre-requisite to the Company purchasing strategy.

The impact of above measures in reduction of energy consumption and consequent impact on the cost of production of goods is difficult to quantify. However, as power constitutes a major cost factor in production and overall operations of the Company, hence all these measure of energy conservation results in the cost reduction.

(ii) Steps taken by the Company for Utilizing Alternate Sources of Energy:

Company is exploring alternate source of energy like roof top solar plants in factories to maximize the utilization of alternate source of energy. However, presently alternate source of energy is very low.

(iii)The Capital Investment on Energy Conservation Equipment:

The energy conservation measures are majorly in the form of change / upgradation of existing equipment and practices improvement and no big capital investment on these measures, except in some cases of plant upgradation or new plant installation. During the year under review capital investment made on energy saving equipment was not significant.

(B) TECHNOLOGY ABSORPTION

(i) Efforts made towards Technology Absorption:

Over the past half-decade, the Automotive Lighting has been making swift transitions to Light Emitting Diodes (LEDs) with advancement in features enabling increased number of possibilities for newer designs and improving aesthetic value of vehicles as well as increased functional performance of the lighting. Further, in the fast emerging Electric Vehicle (EV) segment, LED is the most compatible lighting solution. Hence, rapid advances in LED technology is fuelling the demand for the most effective and economical LED lighting, across the vehicles range from entry-level to middle and high-end models.

These developments motivate Fiem to intensify its attention on lean designs and smart manufacturing techniques and to integrate them into strategic planning for better products.

We continue our journey with the LED lamps technology improvements and up-gradation, which still form the majority share in new developments for all OEMs. Emphasis is on new technology development and absorption. To achieve this objective, we have further upgraded technology in manufacturing processes. Some of the efforts are as under:

a) Tiny bi-functional headlamps and logo luminance lamp have been developed to cater for the needs of all market segments, especially for the EV segment.

b) The unique lighting sensation provided by the horizontal firing of LEDs in the reflector-integrated light bar has been tailored specifically for signature and signaling lights

c) A pulse width modulation control unit for energizing a vehicle headlamp with a sophisticated sensible reaction in line with performance on road has been successfully derived.

d) An extensive vehicle side electrical simulation for all the lamp's functionalities have been derived including light pattern check and implemented in EOL (End of Line).

e) Off late two-wheeler' OEM are more interested in their signature lighting having their trademark appearance and specialized lighting. For this, molding equipment has been improved to electronic injection to handle thick lighting components like multi profile thick light Bar, PES lenses and collimators.

(ii) Benefits as the aftermath of the above efforts, namely product improvement, cost reduction, product development, import substitution etc. are :

a) Miniature headlamps with basic features suit the fast enraging EV industry meeting performance requirements at a reasonable price.

b) Horizontal fired optical bars have flawless transition of light throughout and gives designers more freedom on creative design patterns for premium lighting experience.

c) To gear-up for the current technological environment, adaptive headlamps pave good interface with the user and the riding machine.

d) Vehicle side simulation incorporated in EOL bring downs the failure possibilities, enhancing the quality of the product.

e) Thick element lenses provide higher aesthetic value and better light output, which may on optimization and give designers more freedom to create complex designs.

(iii) The following is the information on Imported technology during the last 3 years reckoned from beginning of the financial year 2023-24

a) the details of technology imported:

b) the year of import:

c) Whether the technology been fully absorbed:

d) If not fully absorbed, area where absorption has not taken place, and the reasons thereof:

In general, the Company keeps on importing latest machines from other countries to keep pace with the latest manufacturing and technology development worldwide to keep developing in-house technology and up gradation of technology. Company had imported LED SMT machines and automatic assembly lines with latest technology in previous years and also keeps on importing robots and machines with latest technology for various processes. The technology gets self-absorbed during production as improvement is a continuous process.

Further, Fiem had signed a 'Technology License & Assistance Agreement' with Aisan Industry Co., Ltd. Japan in Sept 2016 for Canister. The technology is being imported and absorbed.

Fiem has also signed a 'Technology License & Assistance Agreement' with Toyo Denso Co., Ltd., Japan in July 2018 for Bank Angle Sensors. The technology is being imported and absorbed.

(iv) Research & Development (R&D)

LED technology has remained the focus of research and development, which is broadening its scope to incorporate low cost, eco-friendly lighting for two-wheelers. We are committed to creating and delivering cutting-edge innovations in lighting for miniature and cost-effective illumination options, which provide solutions that satisfy and foresee market expectations promoting logical and safe driving.

R&D initiatives have helped the Company to design and develop new products, new technologies, and improvements in product quality and technology. Company has robust R&D capabilities which keep on strengthening year-by-year and are amply acknowledged and rewarded by its valued OEM customers. The Company has set-up its in-house R&D Unit at Rai, recognized by the Govt. of India, Ministry of Science and Technology, Department of Science and Industrial Research. Company has also established a Design Centre in Turin, Italy under its wholly-owned subsidiary, Fiem Research & Technology S.r.l. (FRT). Company's R&D and Designing capabilities are among the best in the Industry and Company is offering best in class Automotive Lighting products with innovations for global market for its valued OEM customers.

Company is augmenting its Designing & Development capabilities, especially for Advanced Electronic Architecture, so that increasing content of electronics in the Automotive Lighting can be capitalized and new and innovative products can be offered to the OEM customers, as per their needs.

A brief on the R&D activities of the Company is as follows:

a) Specific Areas in which R&D carried out by the Company:

(i) With minimal reflector opening and having a small package, high-performance Class-D LED MFR headlamp have designed and developed.

(ii) Formal medium thick lens with reflector high beam designed replace the thick projector lens for High Beam making room for miniature stacked headlamp.

(iii) Horizontally fired LED to thick optical element through integral optics feature extended to tail and stop functions.

(iv) Standalone 6 channel linear LED driver used in sequential compact blinkers for premium segment motorcycles.

(v) DRL and position function integration in a single window with multiple MFR concept has been successfully derived.

(vi) Cross functional LED Rear combination lamps have been designed to meet both horizontal and vertical orientation especially for cargo vehicles, where the back-up function has only 2 LED's which is least in segment.

(vii) Light pad technology provides adoption to fire LED's from corners and thick lenses have been coupled to provide a smooth homogeneous light flow signaling functions.

(viii) Puddle lamp with micro optical fragments has been designed for scooter segments.

(ix) Premium segment compact Sequential blinkers with dark theme technology has been derived and implemented.

b) Benefits derived as a result of R&D:

The Company has been able to offer several LED lamps in two-wheelers because of its in-house R&D skills, Designing capabilities and expertise in LED technology. For prominent two-wheeler OEMs, the company is a preferred choice supplier of LED automotive lighting for headlights, daytime running lights, taillights, directions indicator lights etc. An illustrative list of the benefits derived as a result of R&D is as under:

(i) Less packaging and brighter lighting balance each other out in terms of styling enhancing road safety, which is more important in the present scenario.

(ii) Eliminating the bulky projector lens simplifies the molding process and makes it easier for stacked headlamp modules to have more creative design options.

(iii) Horizontal fired thick lenses will brush up the light feel and luminance for tail and stop with increased intensity as well.

(iv) Six channel linear LED drivers are cost-effective, smaller in size with higher efficiency. Easy integration has better thermal management which improves the overall performance of the lamp.

(v) In addition to support styling and vehicle dynamics, integral functioning lamps contributes much with benefit of cost and package.

(vi) The modularity of lamps is supported by cross-functional lighting, which results in the creation of low-cost lamps.

(vii) With light pad technology, light can be evenly distributed from the source which is much more homogeneous and might wave way for 3D lit-up achieving cost effectiveness.

(viii) Micro lenses play a predominant role in puddle lamps to accommodate in any exterior part of the vehicle providing additional light during parking.

(ix) Dark theme sequential blinkers can camouflage into the vehicle during unlit conditions supporting both functional and styling features.

c) Future Plan of action:

(i) Modularity and miniaturization of headlamps with single unit where two-component injection molding followed by metalizing, has been studied to cater for the growing two wheeler sub-segments.

(ii) The placement of LEDs above the heat sink substrate is being investigated in an effort to enhance lamp performance and to eliminate PCB.

(iii) Research on usage of silicon transparent lenses for automotive signaling devices.

(iv) We are striving to introduce dual function by using multi-color automotive LED's in single lamp to bring down the cost.

(v) Red diffuser lens to eliminate the formal two part construction to minimize the cost in signature functions and also for better homogeneity.

(vi) Implement High thermal conductivity polymers for high performance lighting system eliminating the existing metal heat sinks and also for miniscule light profile / projector headlamps.

(vii) Study to use COB (chip on board) LED packages for high power headlamps in near future.

(viii) Further enhancement of semi-adaptive, cost-effective electronic architecture solutions to mid-range lighting segment.

(ix) Research on miniature cost effective headlamps for two wheelers has been initiated and we are planning to implement on miniature logo lamps.

(x) We have begun research into affordable miniature headlamps for two-wheelers, and we are planning to extend the feature on small branding lamps.

(xi) Research on optical bars for High and Low beam function where the light bars can be modularized.

(xii) Introduce bending lights for two wheelers which will work in tandem with low beam function providing additional light over corners.

d) Expenditure on R&D:

Company has built its R&D capabilities over a long time and now it possess one of the best R&D and Design capabilities in the industry. Further, the Company has also incurred expenses on its overseas Design Centre in Italy and Development activities within and outside India. The following expenses have been incurred by the company on R&D:

Amount in Rs. Lakhs

Particulars	2022-23	2021-22
Capital Expenditure:	255.20	3.10
Recurring/Revenue Expenditure:	1875.42	955.72
Total	**2130.62**	**958.83**

(C) FOREIGN EXCHANGE EARNINGS AND OUTGO

The Foreign Exchange earned in terms of actual inflows during the year was **Rs. 5,487.14 Lakhs** and the Foreign Exchange outgo during the year in terms of actual outflows was **Rs. 29,330.29 Lakhs.**

For and on behalf of the Board of
Fiem Industries Limited

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

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

ANNEXURE-IV

ANNUAL REPORT ON CSR ACTIVITIES (FY 2022-23)

1. Brief outline on CSR Policy of the Company:

Under our CSR Policy, we have selected 'Health Care' as one of the major areas of intervention under Corporate Social Responsibility (CSR) programme and way of serving the humanity. Further, during the year, Company's CSR focus has remained on Women Empowerment, Mahaila Samman and Menstrual Hygiene Management (MHM) awareness by way of setting-up Sanitary Pad Projects across various states.

Other 'Health Care' Projects like extending financial-aid for needy patients, Organizing Eye Operation Camps for poor and underprivileged in Kutch area of Gujarat with the help of implementation partner-Kutch Vikas Trust were also undertaken. Majorly, our CSR initiatives are based on the premise of helping the underprivileged in the hour of need.

Further, Company has whole-hearted participated in 'Har Ghar Tiranga' campaign organized across its factories and offices on occasion of Independence Day.

Following major CSR Projects undertaken by the Company during the year:

- Setting-up Sanitary Pad Projects in different states with following underlying theme:
  - o Women Empowerment, / Mahaila Samman
  - o Menstrual Hygiene Management (MHM) awareness.
- Financial Aid to Needy Patients
- Medicare Support Project
- Eye Operation Camp (KVT)
- Har Ghar Tiranga Campaign
- Project Swavlamban
- Project Helping Hand

Company also continued its 'on-going' CSR Projects, which were started in previous year (2021-22):

- Armed Forces Veterans Support (PITHU-FIEM).
- Sanitary Pad Project – Ghaziabad.
- Sanitary Pad Project – Prayagraj.

2. Composition of CSR Committee:

S.N.	Name of Director	Designation/ Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1	Mr. Rahul Jain	Chairman / Whole-time Director	3	3/3
2	Mr. K.R. Yadav	Member / Whole-time Director	3	3/3
3	Mr. V.K. Malhotra	Member / Independent Director	3	3/3

3.	**Provide the web-link where Composition of CSR committee, CSR Policy and CSR projects approved by the board are disclosed on the website of the company.**	CSR Policy Web link: **https://fiemindustries.com/csr-policy/** CSR Project & Committee web link: **https://fiemindustries.com/csr-projects-csr-committee/**
4.	**Provide the details of Impact assessment of CSR projects carried out in pursuance of sub-rule (3) of rule 8 of the Companies (Corporate Social responsibility Policy) Rules, 2014, if applicable.**	.....Not Applicable.....

5. Details of the amount available for set off in pursuance of sub-rule (3) of rule 7 of the Companies (Corporate Social responsibility Policy) Rules, 2014 and amount required for set off for the financial year, if any

S.N.	Financial Year	Amount available for set-off from preceding financial years (in Rs)	Amount required to be set- off for the financial year, if any (in Rs)
1	N.A.	Nil	Nil
2	N.A.	Nil	Nil
3	N.A.	Nil	Nil
	TOTAL		

6.	Average net profit of the company as per section 135(5)		:	94,62,11,825
7.	(a)	2% of average net profit of the company as per section 135(5)	:	1,89,24,237
	(b)	Surplus arising out of the CSR projects or programmes or activities of the previous financial years	:	Nil
	(c)	Amount required to be set off for the financial year, if any:	:	Nil
	(d)	Total CSR obligation for the financial year (7a+7b-7c):	:	1,89,24,237

8. (a) CSR amount spent or unspent for the financial year

Total Amount Spent for the Financial Year. (in Rs.)	Amount Unspent (in Rs.)				
	Total Amount transferred to Unspent CSR Account as per section 135(6).		Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5).		
	Amount	Date of transfer	Name of the Fund	Amount	Date of Transfer
1,91,74 ,312	Nil	NA	N.A.	N.A.	N.A

(b) Details of CSR amount spent against ongoing projects for the financial year

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	(9)	(10)	(11)	
SN	Name of the Project	Item from the list of activities in schedule VII to the Act.	Local area (Yes/ No).	Location of the project.		Project Duration	Amount allocated for the project (in Rs.).	Amount spent in the current F.Y. (in Rs.).	Amount transferred to Unspent CSR Account for the project as per Section 135(6) (in Rs.).	Mode of implementation Direct (Yes/No)	Mode of implementation – Through Implementing Agency.	
				State	District						Name	CSR Registration Number
NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

CONTINUED ON NEXT PAGE...

(c) Details of CSR amount spent against other than ongoing projects for the financial year:

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	
SN	Name of the Project	Item from the list of activities in schedule VII to the Act.	Local area (Yes/ No).	Location of the project.		Amount spent for the project (in Rs.)	Mode of implementation Direct (Yes/No)	Mode of implementation Through implementing agency.	
				State	District			Name	CSR Registration Number
1	Sanitary Pad Project – Delhi (extn.)	(i) Healthcare / (iii) empowering women	Yes	Delhi	South Delhi	10,68,549	Direct	NA	NA
2	Sanitary Pad Project – Ghaziabad (extn.)	(i) Healthcare / (iii) empowering women	No	Uttar Pradesh	Ghaziabad	10,94,102	No	SEWA BHARTI, Meerut Prant	CSR00017322
3	Sanitary Pad Project – Lucknow (extn.)	(i) Healthcare / (iii) empowering women	No	Uttar Pradesh	Lucknow	9,90,610	No	Aawhan The New Voice	CSR00001504
4	Sanitary Pad Project – Saran (extn.)	(i) Healthcare / (iii) empowering women	No	Bihar	Saran	5,09,618	No	Gram Niyojan Kendra	CSR00011116
5	Sanitary Pad Project – Varanasi (extn.)	(i) Healthcare / (iii) empowering women	No	Uttar Pradesh	Prayagraj	1,40,000	No	Sewa Bharti Samiti	CSR00013843
6	Sanitary Pad Project – Dehradun	(i) Healthcare / (iii) empowering women	No	Uttrakhand	Dehradun	12,62,752	No	Swami Vivekanand Health Mission Society	CSR00013441
7	Sanitary Pad Project – Mayurbhanj	(i) Healthcare / (iii) empowering women	No	Orissa	Mayurbhanj	13,67,388	No	Utkal Bipanna Sahayata Samiti	CSR00003291
8	Sanitary Pad Project – Hamirpur	(i) Healthcare / (iii) empowering women	No	Himachal Pradesh	Hamirpur	16,21,518	No	Act To Transform Foundation	CSR00003834
9	Sanitary Pad Project – Phagwara	(i) Healthcare / (iii) empowering women	No	Punjab	Kapurthala	26,87,377	No	Hindustan Welfare Blood Donar Club	CSR00025901
10	Sanitary Pad Project – Solan	(i) Healthcare / (iii) empowering women	Yes	Himachal Pradesh	Solan	10,71,498	No	Sewa Bharti Himachal Pradesh Shimla	CSR00031927
11	Financial Aid to needy Patients	(i) Healthcare	Yes	Delhi	Not restricted to one District	29,17,101	Yes	NA	NA
12	Medicare Support Project	(i) Healthcare	No	Haryana	Faridabad	14,29,500	No	Mahaveer International Welfare Association	CSR00008800
13	Har Ghar Tiranga Campaign	(ii) Promoting education	Yes	Haryana	Sonipat	5,17,050	Yes	NA	NA
14	Project Swavlamban	(ii) Promoting education	No	Delhi / National	Not restricted to one District	15,27,124	Yes	NA	NA
15	Eye Care Camps for Poor & Needy	(i) Healthcare	No	Gujarat	Kutch	6,00,000	No	Shri Kutchh Vikas Trust	CSR00014712
16	Project Helping Hand	(i) Eradicating hunger, malnutrition	Yes	Delhi	Delhi	3,70,125	Yes	NA	NA
Total						**1,91,74,312**			

(d)	Amount spent in Administrative Overheads	:	Nil
(e)	Amount spent on Impact Assessment, if applicable	:	Nil
(f)	Total amount spent for the Financial Year (8b+8c+8d+8e)	:	1,91,74,312

(g) Excess amount for set off, if any

S.N.	Particular	Amount (In Rs.)
(i)	2% of average net profit of the company as per section 135(5)	1,89,24,237
(ii)	Total amount spent for the Financial Year	1,91,74,312
(iii)	Excess amount spent for the financial year [(ii)-(i)]	2,50,075
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any	Nil
(v)	Amount available for set off in succeeding financial years [(iii)-(iv)]	Nil

9 (a) Details of Unspent CSR amount for the preceding three financial years

S.N.	Preceding Financial Year	Amount transferred to Unspent CSR Account under section 135 (6)	Amount spent in the reporting Financial Year (in Rs.)	Amount transferred to any fund specified under Schedule VII as per section 135(5), if any.			
				Name of the Fund	Amount	Date of transfer	Amount remaining to be spent in succeeding financial years. (in Rs.)
1.	2021-22	14,32,536	12,92,282	NA	NA	NA	1,40,254
2.	2020-21	Nil	NA	NA	NA	NA	NA
3.	2019-20	Nil	NA	NA	NA	NA	NA
	TOTAL	**14,32,536**	**12,92,282**	**NA**	**NA**	**NA**	**1,40,254**

(b) Details of CSR amount spent in the financial year for ongoing projects of the preceding financial year(s):

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
S.N.	Project ID	Name of the Project.	Financial Year in which the project was commenced.	Project duration	Total amount allocated for the project	Amount spent on the project in the reporting Financial Year (in Rs).	Cumulative amount spent at the end of reporting Financial Year. (in Rs.)	Status of the project - Completed/ Ongoing.
1.	FY31.03.2022_1	PITHU-FIEM	2021-22	25 Months	10,59,000	8,72,282	9,18,746	Ongoing
2.	FY31.03.2022_2	Sanitary Pad Project-Ghaziabad	2021-22	12 Months	12,97,960	2,10,000	12,97,960	Completed
3.	FY31.03.2022_3	Sanitary Pad Project - Varanasi	2021-22	12 Months	12,89,818	2,10,000	12,89,818	Completed
	TOTAL				**36,46,778**	**12,92,282**	**35,06,524**	

10. In case of creation or acquisition of capital asset, furnish the details relating to the asset so created or acquired through CSR spent in the financial year (asset-wise details).

Sr.	Particulars	Sanitary Pad Project - Dehradun	Sanitary Pad Project - Mayurbhanj	Sanitary Pad - Hamirpur	Sanitary Pad Project - Phagwara	Sanitary Pad Project - Solan	Medicare Support Project
(a)	**Date of creation or acquisition of the capital asset(s)**	03/06/2022	29/09/2022	12/05/2022	19/04/2022	25/07/2022	14/05/2022
(b)	**Amount of CSR spent for creation or acquisition of capital asset (Rs.)**	6,49,000/-	6,49,000/-	6,49,000/-	6,49,000/-	6,49,000/-	7,53,800/-
(c)	**Details of the entity or public authority or beneficiary under whose name such capital asset is registered, their address etc.**	**Swami Vivekanand Health Mission Society,** **Add:** B-207, Pacific Estate, Kanwali Road, Anurag Chowk, Dehradun (Uttrakhand) - 248001	**Utkal Bipanna Sahayata Samiti.** **Add:** Plot No-41, Sector-A, Zone-D, Macheswar Industrial Estate, Bhubaneswar, Orissa	**Act To Transform Foundation, Add: 3rd Floor,** **Add:** Rajat Traders, Opposite Roshan Jewellers, Gandhi chowk, Hamirpur (H.P.) - 177001	**Hindustan Welfare Blood Donor Club.** **Add:** Banga Road, Old Sabzi Mandi, Phagwara, Punjab-144401	**Sewa Bharti Himachal Pradesh Shimla** **Add:** Shanti Niketan, Kotji No. 15, Chirag Cross, Dagsai, Distt. Solan, H.P. 173210	**Mahaveer International Welfare Association** **Add:** 614, Sector-15, Faridabad, Haryana 121007
(d)	**Provide details of the capital asset(s) created or acquired (including complete address and location of the capital asset).**	**Automatic Sanitary Napkin Machine with Accessories.** **Add:** Swami Vivekanand Charitable Hospital Vivekanand Nagar, Shimla Bypass Road Dharmawala Chowk, Dehradun 248142	**Automatic Sanitary Napkin Machine with Accessories.** **Add:** Rairangpur, Ward No. 13 Near Arabinda School, Gorumahisani Road - 757043 Distt. Mayurbhanj, Orissa	**Automatic Sanitary Napkin Machine with Accessories.** **Add:** 3rd Floor, Rajat Traders, Opposite Roshan Jewellers, Gandhi chowk, Hamirpur (H.P.) - 177001	**Automatic Sanitary Napkin Machine with Accessories.** **Add:** SCF 21, Urban Estate, Phagwara, Kapurthala, Punjab, 144401	**Automatic Sanitary Napkin Machine with Accessories.** **Add:** Vill.-Parag, PO-Brewery, Distt.- Solan - Himachal Pradesh	**Ambulance Maruti Suzuki-EECO.** **Add:** Bhagwan Mahavir Hospital & Research Centre A-3 Central Green NIT Faridabad

11. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per section 135(5).

N.A.

For and on behalf of the Board of
Fiem Industries Limited

Sd/-
Rahul Jain
Chairman CSR Committee
(DIN: 00013566)

Sd/-
Jagjeevan Kumar Jain
Chairman & Managing Director
(DIN: 00013356)

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

ANNEXURE–V

The ratio of the remuneration of Managing Director and each Whole-time Director to the median employee's remuneration and other details in terms of sub-section 12 of Section 197 of the Companies Act, 2013 read with Rule 5 (1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended:

SN	Requirements	Disclosures
I.	The ratio of the remuneration of Managing Director and each Whole-time Director to the median remuneration of the employees for the financial year	Please refer below **'Table-A'.**
II.	The percentage increase in remuneration of Managing Director each Whole-time Director, Chief Financial Officer and Company Secretary in the financial year	Please refer below **'Table-A'.**
III.	The percentage increase in the median remuneration of employees in the financial year	Please refer below **'Table-A'.**
IV.	The number of permanent employees on the rolls of the Company	There were **2478** direct employees on the rolls of the Company at the end of Financial Year 2022-23.
V.	Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration.	Average percentile increase/decrease during the year 2022-23 in the salaries of employees (excluding managerial persons) was **13.84% (increase).** Average percentile increase /decrease during the year 2022-23 in managerial remuneration was **8.39% (increase).** For other information, please refer below **'Table-A'.**
VI.	Affirmation that the remuneration is as per the remuneration policy of the Company	Yes, it is confirmed that the remuneration is as per the Remuneration Policy of the Company.

TABLE-A

SN	Name & Designation of Directors and KMPs	Remuneration FY 2022-23 (Rs.)	% increase/ decrease	Ratio of Remuneration with Median Remuneration of all employees
	Median Remuneration of Employees	2,55,450	12.11%	-
1	Mr. J.K. Jain, Chairman & Managing Director	1,24,80,000	0.00%	48.85
2	Mrs. Seema Jain, Whole-time Director	72,00,000	9.09%	28.19
3	Mr. Rahul Jain, Whole-time Director	78,00,000	18.18%	30.53
4	Ms. Aanchal Jain, Whole-time Director	60,00,000	11.11%	23.49
5	Mr. Rajesh Sharma, Whole-time Director	1,41,00,000	9.30%	55.20
6	Mr. K. R. Yadav, Whole-time Director	1,09,44,864	5.80%	42.85
7	Mr. O.P. Gupta, Chief Financial Officer	70,20,000	9.86%	-
8	Mr. Arvind K. Chauhan, Company Secretary	84,47,268	11.91%	-
	Total Managerial Remuneration	**7,39,92,132**	**8.39%**	

Notes:

1. All the Non-executive Directors of the Company are paid sitting-fee only for the Board / Committee meetings attended by them, hence above information not applicable for them.
2. The calculation of median remuneration of employees and increase therein is based on the employees of the company who were at company's roll at the beginning as well as at the end of financial year.
3. **Company's Performance for FY 2022-23:** Please refer initial paras in Director's Report.

For and on behalf of the Board of
Fiem Industries Limited

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

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

ANNEXURE–VI

a) Statement showing names and other details of top 10 employees in terms of remuneration drawn under Rule 5(2)/(3)of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended:

SN	Name	Designation	Remuneration Received (Rs. In Lakhs)	Qualification	Experience in years	Date of Commencement of employment	Age in years	Last Employment held before joining the Company	%age / No. of Equity Shares held with spouse and dependent children
1	J.K. Jain	Chairman & Managing Director	124.80	Graduate	50	06/02/1989	71	See Notes	20.56% (See Notes)
2	Seema Jain	Whole-time Director	72.00	Graduate	39	06/02/1989	68	See Notes	20.56% (See Notes)
3	Rahul Jain	Whole-time Director	78.00	Management Graduate	14	14/11/2004	36	See Notes	12.35% (See Notes)
4	K. R. Yadav	Whole-time Director	109.45	Matriculation	48	01/11/1997	67	B.P. Plastic Industries	338 (Nos.)
5	Rajesh Sharma	Whole-time Director	141.00	Science Graduate	40	01/09/2003	60	Toshi Auto Industries Pvt. Ltd.	NIL
6	O.P. Gupta	Chief Financial Officer	70.20	CA,CS, ICWA	36	24/05/2006	64	C.L. Gupta Exports Ltd.	NIL
7	Naresh Sharma	President	84.00	B.E.	36	02/02/2018	60	Lumax Automotive Systems Ltd.	NIL
8	Shanmugasundaram D.	Head (R&D)	91.87	MS	27	04/04/2012	47	TVS Motor Company Ltd.	NIL
9	Arvind Kumar Chauhan	Company Secretary	84.47	CS,LLB	22	07/03/2006	48	Self-employed as Practicing Company Secretary	NIL
10	Dinesh Singal	Vice President (NPD)	68.08	Diploma (DITE), MBA	29	03/07/2017	52	Mindarika Pvt. Ltd.	NIL

Nature of Employment, whether Contractual or Otherwise (for all above employees):

- Mr. J.K Jain, Mrs. Seema Jain. Mr. Rahul Jain, Mr. K.R. Yadav and Mr. Rajesh Sharma are Board members and appointed / re-appointed by the Board and shareholders at the recommendation of Nomination & Remuneration Committee, as per terms and tenure contained in the respective resolution(s).
- All other employees are in regular employment of the Company.

Notes:

1. Mr. J.K. Jain and Mrs. Seema Jain are founder promoters of the Company. Since incorporation they are on the Board of the Company. Before this Company, Mr. J.K. Jain and Mrs. Seema Jain were engaged in automotive lighting business in B.P. Plastic Industries and other family concerns. Mr. Rahul Jain also started his career with the Company and he was appointed on the Board on 14.11.2004.

2. Above shareholding as on March 31, 2023, is in individual name of Mr. J.K Jain, Mrs. Seema Jain and Mr. Rahul Jain. All promoters along with related concerns (promoter group) hold 66.56% of the total share capital of the Company.

3. The above remuneration does not include leave encashment, gratuity and perquisites.

4. Whether any such employee is a relative of any director or manager of the company, with name of such Director:

Mr. J.K. Jain, Chairman & Managing Director is husband of Mrs. Seema Jain, Whole-time Director and father of Mr. Rahul Jain and Ms. Aanchal Jain, Whole-time Directors. Hence, all 4 are related to each other. Further, all of these are promoters of the Company and promoter group hold 66.56% shareholding as on March 31, 2023. None of other employees in this statement is relative of any Director of the Company.

b) Statement showing names and other details of employees, who, if employed throughout the Financial Year, was in receipt of remuneration for that year which, in the aggregate, was not less than Rs.1,02,00,000/-: **The above table cover all such employees.**

c) Statement showing names and other details of employees, who, if employed for a part of the Financial Year, was in receipt of remuneration for any part of the year, at a rate which, in the aggregate, was not less than Rs. 8,50,000/- per month:

SN	Name	Designation	Monthly Remuneration (Rs. In Lakhs)	Qualification	Experience in years	Date of Commencement of employment	Age in years	Last Employment held before joining the Company	%age / No. of Equity Shares held with spouse and dependent children
1	Subhash C. Saraswat	President	10.65	DM (Engineering)	32	04.01.2023	53	Lumax Industries Ltd.	Nil
2	Adhir Sinha	Sr. Vice President	10.81	B.Tech, M.B.A.	30	01.02.2023	53	Varroc Engineering Ltd.	Nil

d) Statement showing names and other details of employees, who, if employed throughout the Financial Year or part thereof, was in receipt of remuneration for that year which, in the aggregate, or as the case may be, at a rate which, in the aggregate, is in excess of that drawn by the managing director, whole-time director or manager and also holds by himself or along with his spouse and dependent children, not less than 2% of the equity shares of the company: **There is no such employee during the year.**

e) Particulars of employees, posted and working in a country outside India, not being directors or their relatives, drawing more than Rupees 60 lakh per financial year or Rupees 5 lakh per month, as the case may be: **There is no such employee during the year.**

For and on behalf of the Board of
Fiem Industries Limited

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

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Management Discussion and Analysis

GLOBAL ECONOMIC OUTLOOK

On the surface, the global economy appears poised for a gradual recovery from the powerful blows of the pandemic and of Russia's war on Ukraine. China is rebounding strongly following the reopening of its economy. Supply-chain disruptions are unwinding, while the dislocations to energy and food markets caused by the war are receding. Simultaneously, the massive and synchronous tightening of monetary policy by most central banks should start to bear fruit, with inflation moving back toward its targets. As per April, 2023 IMF forecast, global growth will bottom out at 2.8 percent in 2023 before rising modestly to 3.0 percent in 2024.

The other major forces that shaped the world economy in 2022 seem set to continue into 2023 as well, but with changed intensities. Debt levels remain high, limiting the ability of fiscal policymakers to respond to new challenges. Commodity prices that rose sharply following Russia's invasion of Ukraine have moderated, but the war continues, and geopolitical tensions are high. Infectious COVID-19 strains caused widespread outbreaks last year, but economies that were hit hard—most notably China—appear to be recovering, easing supply-chain disruptions. Despite the fillips from lower food and energy prices and improved supply-chain functioning, risks are firmly to the downside with the increased uncertainty from the recent financial sector turmoil.

The baseline forecast, which assumes that the recent financial sector stresses are contained, is for growth to fall from 3.4 percent in 2022 to 2.8 percent in 2023. Advanced economies are expected to see growth slowdown, from 2.7 percent in 2022 to 1.3 percent in 2023. In a plausible alternative scenario with further financial sector stress, global growth declines to about 2.5 percent in 2023- the weakest growth since the global downturn of 2001, barring the initial COVID-19 crisis in 2020 and during the global financial crisis in 2009, with advanced economy growth falling below 1 percent.

Notably, emerging market and developing economies are already powering ahead in many cases, with growth rates (fourth quarter over fourth quarter) jumping from 2.8 percent in 2022 to 4.5 percent in 2023. The slowdown is concentrated in advanced economies, especially the euro area and the United Kingdom, where growth (also fourth quarter over fourth quarter) is expected to fall to 0.7 percent and −0.4 percent, respectively, this year before rebounding to 1.8 and 2.0 percent in 2024.

[Source: World Economic Outlook, IMF- April, 2023]

INDIAN ECONOMIC OUTLOOK

As per the Ministry of Statistics and Programme Implementation (MoSPI) press note dated February 28, 2023 on second advance estimates release, India's GDP for FY 2022-23 is estimated at 7%. Asian Development Bank (ADB) has also projected the Indian economy to expand 7%, while the International Monetary Fund (IMF) has pegged growth at 6.8% in FY 2022-23. In FY 2021-22, the growth in GDP was registered at 9.1%.

Going forward, Indian economy is expected for a significant rebound driven by multiple factors, including increased consumer spending, revived business scenario, and improved trade activity. Additionally, fiscal measures and government policies to incentivise the manufacturing, like PLI are likely to provide strong impetus to economic and manufacturing expansion.

To support economic recovery, the Indian government has implemented various policy measures, including infrastructure investments, financial sector reforms, efforts to enhance ease of doing business, reforms in labour laws, and digitization efforts aim to boost productivity, attract investments, and promote job creation. The government's focus on promoting sustainable growth, digital transformation, and campaign like Atmanirbhar Bharat (Self-Reliant India) have the potential to create a favourable environment for significant rebound in overall economic growth.

Moreover, India's demographic advantage, a large consumer base, and ongoing urbanization provide opportunities for domestic consumption and investment across sectors. However, political stability, public order, job creation, inclusive growth, addressing income disparities, and resolving challenges related to infrastructure development remain critical for sustained economic growth in India.

INDUSTRY STRUCTURE AND DEVELOPMENT

Company is one of the leading manufacturers of wide range of Automotive Lighting, Signaling Equipments, Rear View Mirrors, Sheet Metal and Plastic Molded Parts in India and added Canister and Bank Angle Sensors under technical collaborations.

We are a preferred tier-1 suppliers for Automotive Lighting and Rear View Mirrors and caters to esteemed OEMs not only in India but also in foreign countries like Japan, Europe, Asia, USA etc.

Company supply Automotive Lighting and Rear View Mirrors to Passenger Vehicle, Commercial Vehicle, off Highway and Tractor segment. However, Company's major business comes from the Two-wheeler Industry including fast emerging Electric 2 Wheeler segment (Electric-2W).

Company's R&D Centre in India is recognized by DSIR, Ministry of Science & Technology, Govt. of India. Further, Company's Design Centre in Italy is equipped with state-of-the-art software and testing facilities with highly experienced designers. As a preferred supplier for Two-wheeler Automotive Lighting, Company offer full range of Automotive Lighting products with cutting edge technology & design solutions.

Company has 9 state-of-the-art manufacturing facilities spread in major auto hubs in India and located at Kundli, Sonepat, Haryana (Unit-1), Hosur, Tamil Nadu (Unit-2, 3 & 5), Mysore, Karnataka (Unit-4), Nalagarh, Himachal Pradesh (Unit-6), Rai, Sonepat, Haryana (Unit-7), Tapukara, Rajasthan (Unit-8) and Karsan Pura, Ahmedabad, Gujarat (Unit-9). In quest for continuous improvement, Company has acquired certifications, such as IATF 16949:2016, ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018.

As Company's major business comes from the Two-wheeler Industry including fast emerging Electric-2W, hence Two-wheeler Industry's structure, development and outlook is most relevant for the Company.

The Electric-2W ecosystem is developing fast in the country and it has got unprecedented support and push from Central as well as State Governments.

As a Company, we have taken a very strong stride in EVs space and already working with all major EV-OEMs and adding more and more EV-OEMs in our customer list. Company strongly believe that

Two-wheeler Industry will transform itself into Electric-2W with a fast pace and will emerge as a sustainable and green mobility solution in time to come. Though, there may be short term problems, in mid to long-term the Electric-2W will be the future of two-wheeler Industry.

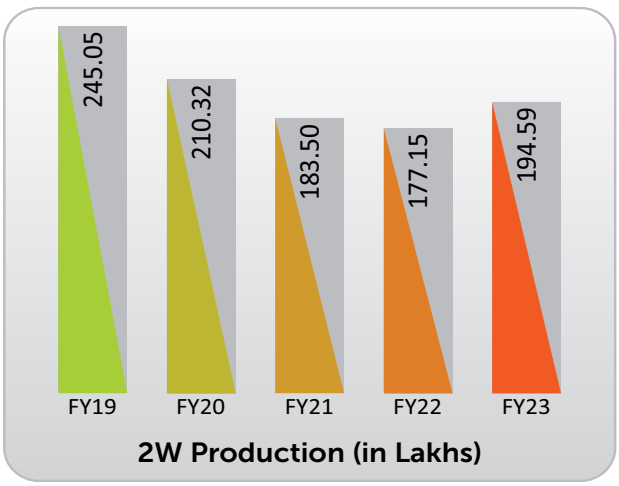
As Company's products i.e. Automotive Lighting and Rear View Mirrors etc. are essential for both EVs and ICE (Internal Combustion Engine) Two-wheelers, hence Company is taking the conversion towards EV with a very positive approach.

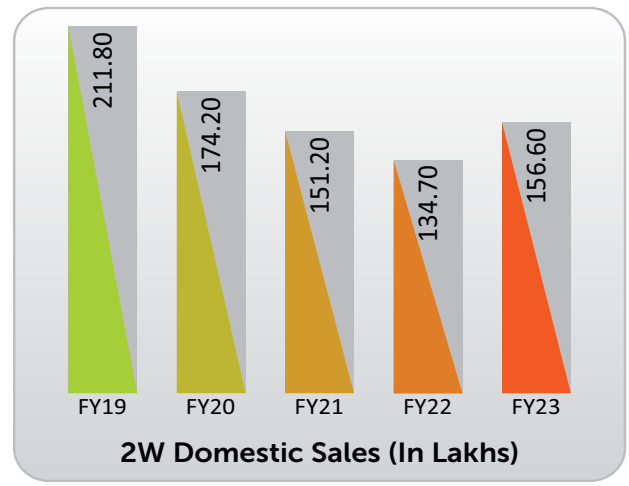
The overall volume growth in FY 2022-23 has also been supported by the increasing demand for electric vehicles (EVs). In FY 2022-23, EV sales reached approximately 0.73 million units, accounting for 3.7% of total two-wheeler sales (compared to 1.3% in the previous year), reflecting a remarkable year-on-year growth of 215% due to a low base. The demand for EVs is driven by a shift in consumer preferences towards options that offer lower fuel costs, reduced maintenance, and lower servicing requirements compared to internal combustion engine (ICE) models. Additionally, subsidised prices provided through the FAME II program have resulted in a lower ownership cost for EVs.

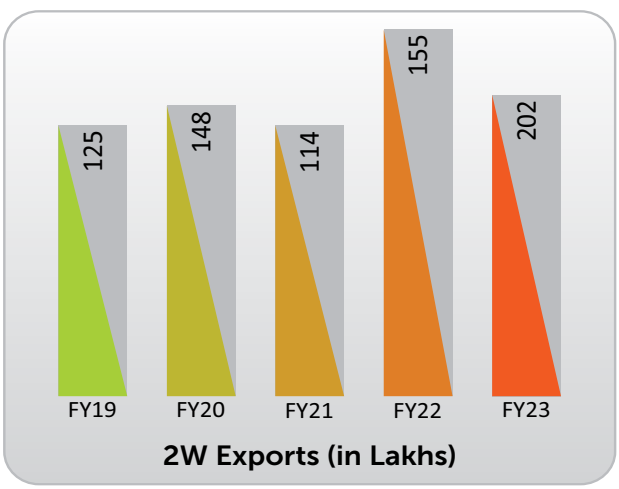
5 Year Production Data across Vehicle Categories at a Glance: Segment-wise automobile production trends of 5 Years (in '000)

[Source: SIAM data]

Category	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Passenger vehicles	4,028	3,424	3,062	3,651	4,579
Commercial vehicles	1,112	756	625	805	1,036
Three-Wheelers	1,269	1,133	611	758	856
Two-Wheelers	24,505	21,032	18,350	17,715	19,459
Grand total	**30,914**	**26,345**	**22,648**	**22,929**	**25,930**





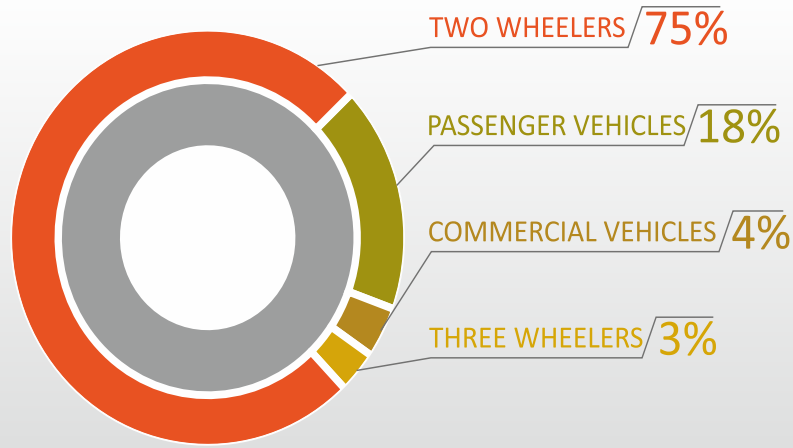




Within Two-wheelers, Motorcycles account for approximately 70% of the total two-wheeler volume sales, while scooters contribute around 30%. In FY 2022-23, motorcycles recorded a sales volume growth of 3%. The rural market and semi-urban market, known for their price sensitivity, drive nearly 50% of motorcycle sales.

(In Lakhs)

FY 22-23	Production Vol
Passenger vehicles	45.79
Commercial vehicles	10.36
Three-Wheelers	8.56
Two-Wheelers	194.59
Total	**259.30**



Category wise Vehicle Share (FY-2022-23)

OUTLOOK, OPPORTUNITIES AND THREATS:

The demand for two-wheelers, particularly in the rural segment, has remained subdued over the past four years due to significant increases in vehicle and fuel prices, as well as the impact of COVID and the semiconductor shortage. The moderation in exports can be attributed to a slowdown in demand from African and Asian countries.

However, the structural and long-term growth drivers for Two-wheeler industry remains intact. In addition to being a mean of transport for large part of population, two-wheelers also act as mean of livelihood in many cases. For a large part of Indian population, Two-wheeler still makes the first vehicle to ride and drive and a mean of transport for earning their livelihood.

Electric-2W In addition to positive outlook for overall Automotive sector, Company strongly believe that the growth prospects for Electric-2W in India are promising. Some of the factors to boost the positive outlook for EV sector are:	
Government support	The Indian government has been actively promoting the adoption of Electric Vehicles (EVs) through various initiatives. It offers financial incentives, such as subsidies and tax benefits, for EV purchases. Additionally, the Faster Adoption and Manufacturing of Hybrid and Electric Vehicles (FAME) scheme provides support for EV charging infrastructure development, research and development, and manufacturing capabilities.
Rising environmental concerns	Increased awareness about air pollution and the need to reduce greenhouse gas emissions have led to a growing demand for clean and sustainable mobility solutions. Electric-2W offer an eco-friendly alternative to traditional petrol powered 2-wheelers, making them an attractive option for environmentally conscious consumers.
Cost-effectiveness	It is expected that in near future EV components prices will start declining and advancements in battery technology will be a great advantage. EVs offer lower operational costs, as they require less maintenance and electricity is generally cheaper than fossil fuels.
Urban commuting needs	Indian cities face issues of traffic congestion, limited parking space, and high fuel costs. Electric-2W, with their compact size and manoeuvrability, provide a practical solution for urban commuting needs. They are well-suited for short-distance travel, offering convenience and flexibility.
Growing charging infrastructure	The development of a robust charging infrastructure network is critical for the widespread adoption of EVs. The Indian government, along with private entities, is investing in expanding the charging infrastructure across the country. This initiative aims to address range anxiety and provide convenient charging options for Electric-2W users.

FAME-II Modifications:

Recently, one important development happened to have direct impact on EV sector i.e. change in FAME-II subsidy regulations. The Heavy Industries Ministry has notified changes for reducing subsidy provided under FAME-II (Faster Adoption of Manufacturing of Electric Vehicles in India) scheme applicable on Electric-2W registered on or after June 1, 2023.

Post implementation of Notification, for Electric-2W, the demand incentive will be Rs. 10,000 per kWh. The cap on incentives for Electric-2W will be 15 percent of the ex-factory price of vehicles from 40 percent at present.

The FAME scheme was launched in April 2015 under the National Electric Mobility Mission, to encourage electric and hybrid vehicle purchase by providing subsidies. Subsidies are meant to bring a price parity between vehicles that have electric motors and fossil fuel-run engines, thereby nudging buyers to go for the cleaner option. Its first phase ran for four years until 2019.

In February 2019, the Government of India approved FAME-II scheme with a fund requirement of Rs. 10,000 crore.

Under the FAME-II scheme modification, effective from June 1, 2023, the government is increasing the outlay for two-wheelers but cutting the subsidy per vehicle. The budgetary allocation for Electric-2W has been enhanced to around Rs 3,500 crore from Rs 2,000 crore, but the subsidy per unit is being reduced to 15 per cent of the ex-factory price from 40 per cent at present.

The share of electric vehicles in total vehicle sales in India is currently around 5%. The government target for EV sales by 2030 is 30% of private cars, 70% for commercial vehicles and 80% for two and three-wheelers.

Electric-2W are main contributory in driving the EV revolution in India. Cumulative sales of electric vehicles (EVs) in India crossed the one-million milestone for the first time in 2022-23. Two-wheelers accounted for more than 60% of all EV sales with an increase of 183% over 2021-22.



Under the FAME-II scheme modification, effective from June 01, 2023, though the subsidy per vehicle is being slashed, a higher outlay will increase the proliferation of EV two-wheelers as the government would be able to support more vehicles with the funds available. It could lead to a rise in per-unit cost for consumers, but a larger number of buyers would be benefited.

The government estimates once the percentage of subsidy is lowered, 10 lakh Electric-2W can be supported by FAME till February 2024.

Industry experts also feel that more than subsidies, what is now needed is an ecosystem of EVs, and Production-Linked Incentive (PLI) scheme in automobile and battery cells will help plough enhanced investments into the sector over next three-four years. The emerging electric-mobility ecosystem will bring down costs for manufacturers.

Some industry experts vouch a different point of view on subsidies that there is a need for taking a holistic view of how the EV sector can grow post the reduction in FAME subsidy. The EV industry need to grow and strengthen itself to become self-sustainable and competitive, independent of subsidies.

During the year, the Company has entered into partnership and signed one MoU with Gogoro India to expand its product portfolio in the Electric-2W segment. Gogoro India is a group company of Gogoro Taiwan which is Taiwan's leading Electric-2W manufacturer and regarded as world leader in battery swapping technology. Under this partnership, in addition to our existing lighting and rear view mirror business, we will supply the Hub Motor Assemblies and Motor Control Units and also plan to gradually indigenize these in phased manner.

Gogoro will provide the technical know-how and other support in setting-up the manufacturing facility as well as production, quality, and testing support for the above new product line. This partnership will open up a new electronics segment for Fiem, which can provide significant growth and new opportunities in EV segment.

EV: Way forward 2030 < 5 kWh

- Electrification in 2W and 3W space is expected to be 80%+
- OEMs will move towards more standardization of electronics, motors to reduce cost.
- Competitive intensity will increase.
- Domestic cell manufacturing - availability of key raw material is crucial for viability.

Some of the long-term growth drivers for Automotive and Auto-component Industry are:

ROBUST DEMAND

- Growing working population and expanding middle class are expected to remain the key demand drivers.
- India is the fifth-largest automobile market globally. By 2025, 4 million EVs could be sold each year and 10 million by 2030.

COMPETITIVE ADVANTAGES

- A cost-effective manufacturing base keeps costs lower by 10-25% relative to operations in Europe and Latin America.
- Presence of a large pool of skilled & semi-skilled workforce amidst a strong educational system
- Second-largest steel producer globally, hence a cost advantage.

EXPORT OPPORTUNITIES

- India is emerging as a global hub for auto component sourcing and the industry exports over 25% of its production annually.
- Auto component exports from India is expected to reach US$ 30 billion by 2026.

POLICY SUPPORT

- Production Linked Incentive (PLI) schemes on automobile and auto components are expected to bring a capex of Rs. 74,850 crore in the next five years.

[Source: IBEF, February 2023 release on Auto-Component]

FINANCIAL AND OPERATIONAL PERFORMANCE REVIEW

Financial Year 2022-23 has been a year of recovery and transformation for the Indian economy. Despite number of challenges, including financial sector inflation and geo-political issues, Indian economy has demonstrated its strength and has emerged as one of the fastest-growing economies in the world, with a growth rate of 7%. This growth has been driven by a number of factors, including the recovery in domestic demand and the government's focus on infrastructure development. The Two-wheeler industry also posted a year on year growth of 9.8% in production volumes and 17.7% in domestic sales volumes.

In line with industry performance, Company's financial and operational performance highlights are as under:

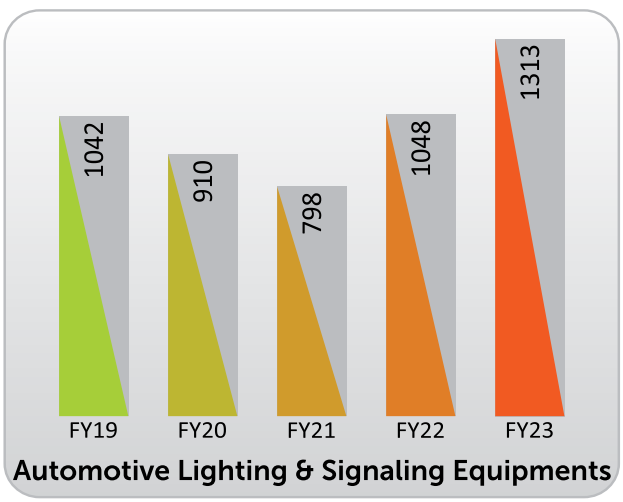
- During FY 2022-23, the Company has achieved Net Sales of Rs. 183404.26 Lakhs as compared to Rs. 155772.52 Lakhs in FY 2021-22, representing a growth of 17.7%.
- EBIDTA stood at Rs 24784.57 Lakhs, being 13.51% as compared to Rs. 19344.75 Lakhs, being 12.42% during FY 2021-22. This is a jump of over 28% driven by higher sales.
- PAT of the Company stood at Rs. 13962.72 Lakhs as compared to Rs. 9525.90 Lakhs during FY 2021-22, which is higher by 46.5%.
- During the year, the Company has achieved a zero debt status.
- During the year, the Company has made a capex of Rs. 5417 Lakhs in different units.

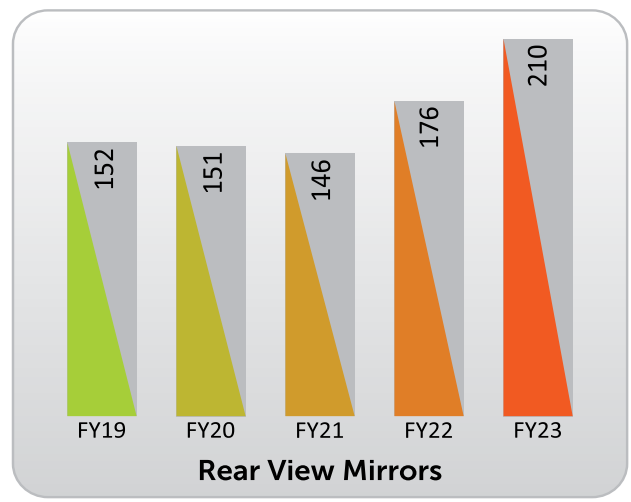
Company's EV customer base continues to grow, and now we have 28 customers in this segment, and effort are continually on to add more and more EV OEMs as well increase of business share from them. While the EV segment has seen some slowdown due to recent FAME subsidy challenges, the long term growth remains intact and we are committed to supporting our customers in this transition phase.

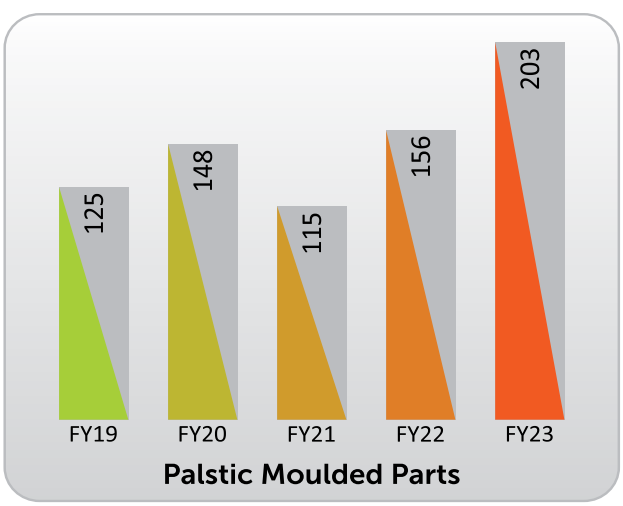
KEY FINANCIAL RATIOS:

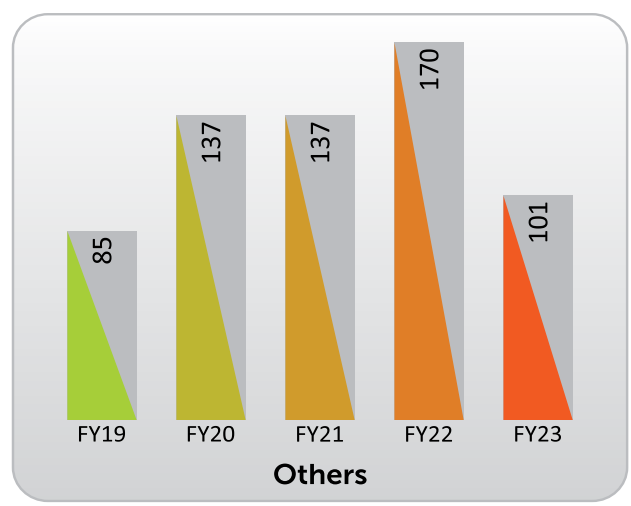
Please refer **Note No. 56** of Standalone Financial Statements forming part of this Annual Report.

COMPANY'S PRODUCT PORTFOLIO REVIEW: (Figures in Rs. Crores)









(i) Automotive Lighting and Signalling Equipments:

Company manufactures a large range of LED and conventional Head Lamps, Tail Lamps, Blinker Lamps, Fog Lamps, Warning Triangles and Interior Lamps, among others, for two, three and four-wheelers.

Lighting is one of the most important system of a vehicle from the perspective of safety, functionality as well as aesthetic. It is critical with regard to the safety of vehicle occupants and that of other road users. The innovation in Automotive Lighting is an ever evolving process and is currently witnessing a fast adoption of LED. In comparison to conventional bulbs, LED Lighting offer unlimited possibilities for designing and development from safety, functionality as well as aesthetic perspective.

The next technological advancement would be OLED and Laser. LED lighting is most suitable for Electric Vehicles (EVs) as it consume less power and present more options for functional as well as designing requirements. The Company is a leading player in innovation and new technology adoption, based on its in-house R&D, technological expertise, design and development strengths and world-class manufacturing facility to capitalize on these new growth opportunities and provide the vehicles, especially the 2–wheelers, the best-in-class LED lighting solutions with the latest technology.

Contribution to revenues (Net) over the past years has remained as under

(Rs. Crores)

FY2018-19	FY2019-20	FY2020-21	FY2021-22	FY2022-23
1042	910	798	1048	1313

(ii) Rear View Mirrors (RVM):

Company's second most selling product category is Rear View Mirror, which is being supplied to almost all OEM customers of the Company and for some of our valued OEM customers, we are sole supplier for their Rear View Mirror requirements. The Company has state-of-the-art mirror manufacturing plants across four units where plate making, profile cutting, washing, grinding, cleaning, coating (aluminium or chrome) and painting is carried out. The Company has installed injection moulding machines and rod making facilities in-house. All the sub-components are accumulated in the assembly lines to complete the entire process of assembling and testing under one roof.

Contribution to revenues (Net) over the past years has remained as under

(Rs. Crores)

FY2018-19	FY2019-20	FY2020-21	FY2021-22	FY2022-23
152	151	146	176	210

(iii) Plastic Moulded Parts:

Apart from manufacturing moulded parts for Automotive Lighting and Signalling Equipments and Rear View Mirrors, the Company is also manufacturing and supply standalone plastic parts as finished parts for Two-wheelers, like Front Fenders, Floor Panels, Side Covers, Rear Fenders, Handlebars, Seat Bases and many others. Company has installed best-in-class injection moulding machines across its 9 plants ranging from 50 tonnage to 1,400 tonnage, capable of making parts weighing 20 grams to 2.5 kilograms.

Contribution to revenues (Net) over the past years has remained as under

(Rs. Crores)

FY2018-19	FY2019-20	FY2020-21	FY2021-22	FY2022-23
125	148	114	156	203

(iv) Others:

These are all other items contributing individually less than 10% to the Company's revenue pie and mainly includes fabricated items like sheet metal parts, canisters, bank angle sensors, moulds etc. Company has full-fledged sheet metal fabrication facilities as well as mudguard rolling plants for manufacturing front and rear mudguards for motorcycles and mopeds.

Contribution to revenues (Net) over the past years has remained as under

(Rs. Crores)

FY2018-19	FY2019-20	FY2020-21	FY2021-22	FY2022-23
85	137	137	170	101

FIEM's LED SEGMENT (OTHER SEGMENT)

LED Segment (non-automotive) represent products under two categories: (i) LED luminaires for indoor and outdoor applications and (ii) integrated passenger information systems with LED displays for trains and buses. During FY2022-23, the Net Sales of Other Segment is Rs. 745.65 Lakhs as compared to Rs. 840.61 Lakhs in FY2021-22.

RISKS AND CONCERNS

Risk management is an area of continuous focus across all functions and operations, so that risk mitigation can be implemented on immediate basis to minimize adverse effect of any emerging risk.

Under risk management framework, Company consider both external and internal risks to devise effective mitigation strategies. Risk identification, analysis, mitigation and monitoring are undertaken periodically by the Management and overseen by the Risk Management Committee. Post-assessment, mitigation plans are developed and implemented under reporting to the Risk Management Committee (RMC) of the Board. RMC continues to monitor the risk management framework. Several senior management team members are actively involved in the process.

The risk management framework covers various categories of risks including market risk, credit risk, liquidity risk, cyber security risks, foreign currency exchange risk, interest rate risk, commodity price risk, natural calamities, safety & security of company's assets, accidents etc.

Our focus remain on agility, innovation, and risk mitigation strategies to capitalize on the positive trends while navigating potential uncertainties in the industry and economy.

HUMAN RESOURCES

On human resources development front we have special emphasis on employee well-being, performance management and leadership development. In this process we develop internal talent as well as induct key external talent for the leadership role.

With all these efforts we have been able to build a strong performing team. The efforts of the management remain to

support the key talent and resources to help them enhance their skills, improve their overall efficiency and productivity. Our performance management system has been working well to reward the high performers and help all employees to give their best.

Human resources development focusses on diversity and inclusion, and most importantly learning and development by way of training and programs.

The Company is committed to nurturing, enhancing and retaining talent through superior learning and organizational development programme. The other trainings like Fire & Safety, 5S, 7QC Tools, TQM, Environment Awareness, Emergency Plan, PDCA, KAIZEN and CSR awareness were conducted to hone the skills of the employees.

Company encourages the employees to maintain work-life balance and has introduced progressive policies and programs. During the year under review, industrial relations remained cordial in all plants of the Company.

At the close of the financial year under review, there were **2478** employees on the rolls of the Company.

INTERNAL CONTROL SYSTEM AND THEIR ADEQUACY

Company's internal control system constitute the policies, procedures, and practices put in place to safeguard its assets, ensure accurate financial reporting, and promote operational efficiency. The adequacy of an internal control system is crucial for the Company to mitigate risks, prevent fraud, and maintain transparency. Adequate internal controls is essential for long-term success and growth of the Company and safeguard the interest of all stakeholders. This includes measures such as segregation of duties, proper authorization and approval processes, regular monitoring and review of financial transactions, and comprehensive documentation and record-keeping. The adequacy of internal control system is periodically assessed and analysed by statutory as well internal auditors with regular monitoring by the management and Audit Committee. All these found the internal control systems of the Company adequate and effective as per size and scale of operations, industry regulations, and the complexity of its operations. Regular assessments and periodic evaluations are necessary to identify weaknesses, address gaps, and ensure continuous improvement in the internal control framework. Management strongly believe that a robust and well-designed internal control system enhances the organization's ability to manage risks, protect its resources, and maintain the trust of stakeholders.

The Company has proper and adequate internal control system to ensure that all its assets are safeguarded and protected against any loss and that all the transactions are properly authorized and recorded. It ensures the reliability of financial reporting and compliance with laws and regulations. The internal financial controls are commensurate with the size of the Company and the complexity of its operation and well capable of detection of frauds and errors, accuracy and completeness of the accounting records and timely preparation of reliable financial information. Internal financial controls have been operating effectively throughout the year.

Cautionary Statement

Statements / information in this Management Discussion and Analysis describing the Company's objectives, projections, estimates and growth expectations may be 'forward looking' within the meaning of applicable laws and regulations. Actual results may substantially differ from those expressed or implied. Important factors that could make a difference to the Company's operations include economic, political, changes in Government regulations, tax regimes, economic developments and various other internal and incidental factors. Company does not undertake to update any forward looking statements to reflect future events or circumstances. Investors are advised to exercise due care and caution while interpreting these statements. Further, various Industry and economic data used in this report is taken from the public sources and accuracy of such data cannot be verified or assured.

Corporate Governance Report

(The Report on Corporate Governance forms part of the Directors' Report for the financial year ended March 31, 2023)

Pursuant to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), as amended and requirements of the Companies Act, 2013, the Board of Directors of the Company present the Company's Report on Corporate Governance.

1. COMPANY PHILOSOPHY ON CORPORATE GOVERNANCE

Our philosophy on corporate governance is a statement of the values we stand by i.e. Integrity, Accountability, Fairness and Transparency, as we conduct our business and engage with our stakeholders. These values are foundation of good corporate governance and essential practices for sustainable growth and long-term value creation for stakeholders. In our value system, we are driven by passion and excellence in pursuit of growth. In all our actions and operations pursuit for overall growth and creating long-term value for stakeholders remain central.

With above philosophy and underlying values, we serve our valued OEM customers and care for all our business partners, associates, stakeholders, environment and society at large. As an integral part of this value system in all our processes, actions and operations, we act responsibly as a law-abiding organization and sensitive for our duty towards all stakeholders, environment as well as society at large.

2. BOARD OF DIRECTORS

We believe that diversified board is necessary to ensure the high standards of corporate governance. The Board oversees the Managements functions for furtherance of long-term interests of all our stakeholders. Company's Board is constituted in compliance with the Companies Act, 2013 and rules made thereunder, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), the Articles of Association of the Company and in accordance with the best practices in Corporate Governance. During the year 2022-23 and as on March 31, 2023, the Board of the Company consists of 13 Directors, including one Women Independent Director. All the Directors have diverse experience and background fulfilling the statutory as well as business requirements. **Further, w.e.f. May 01, 2023, Mr. Vineet Sahni has also been appointed as CEO & Whole-time Director (Key Managerial Personnel), taking the present strength of the Board to 14.**

Independent Directors: The Companies Act, 2013 and the Listing Regulations provide the definition of 'Independent Director'. All our Independent Directors fulfill the conditions of independence specified under section 149 of the Companies Act, 2013 and Regulation 16(1)(b) of the Listing Regulations. A formal letter of appointment to Independent Directors as provided in Companies Act, 2013 has been issued to all Independent Directors and format disclosed on website of the Company viz. **https://fiemindustries.com/independent-directors-appointment-terms/**

a. As at March 31, 2023 the Company's Board comprises of 13 Directors. Out of which, 7 are Independent Non-Executive Directors, which constitute more than 50% of the Board, in compliance with the Listing Regulations. Out of 7 Independent Directors, Ms. Shobha Khatri is Woman Independent Director of the Company. Mr. J.K. Jain is Chairman & Managing Director and 5 others are Whole-time Directors. None of the Independent Directors of the Company serve as an Independent Director in more than seven (7) listed companies.

b. The Committees of the Board forms the next level of governing bodies and complement the governing system of Company. In compliance with applicable provisions, Committees constituted to oversee specific areas of their domain and as per terms of reference. Overall direction and strategy, policy formulation, setting up of objectives, evaluation of performance and control functions vest with the Board. The Committees have specific area assigned to them by the Board through terms of reference. The notice and detailed agenda along with the relevant notes and other material information are sent in advance to each Director and in exceptional cases placed / presented in the Meeting with the approval of Chairman and at least one Independent Director. In urgent cases, approval of the Board sought through resolution by circulation. This ensures timely and informed decisions by the Board.

c. The Board Committees play an important role in the overall management and governance of the Company. The Board Committees meet at regular intervals and take necessary steps to perform duties as entrusted by the Board through terms of reference. The Minutes of the Committee Meetings are placed before the Board for noting.

Presently, Company's Board has constituted 5 Committees in compliance with the Companies Act, 2013 and rules made thereunder read with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ('Listing Regulations'), namely–

- Audit Committee,
- Nomination & Remuneration Committee,
- Stakeholders' Relationship Committee,
- Corporate Social Responsibility (CSR) Committee, and
- Risk Management Committee.

The Board is authorized to constitute additional functional committee(s), depending on business needs. Company Secretary of the Company act as the Secretary to all the Committees of the Board constituted and functioning under the Companies Act, 2013 and the Listing Regulations. The Management works under direction of the Board. Overall operations and functioning of the Company are managed by Chairman & Managing Director with five (5) Whole-time Directors and a core group of senior level executives.

d. The names and categories of the Directors on the Board, their attendance at Board Meetings held during the financial year under review and at last Annual General Meeting, the number of Directorships and Committee Chairmanships / Memberships held by them in other public companies as on March 31, 2023 are given herein below:

SN	Name of the Director	Designation	Category	Attendance at board meetings during the financial year 2022-23	Whether attended last AGM held on August 24, 2022	Number of directorships in other Boards and membership in Committees		Directorship in other Listed entities' Board (Name of Listed Entity)		Shareholding in Fiem Industries Limited (No. of Shares as on 31.03.2023)
						Number of other Boards in which Director is a Member or Chairman*	Number of other Public Company's Board Committees in which Director is a Member or Chairman**	Name of other Listed entities in which Director have Directorship	Category of Directorship	
1.	Mr. J. K. Jain	Chairman & Managing Director	PED	3/4	Yes	NIL	NIL	NIL	NA	2706000
2.	Mrs. Seema Jain	Whole–time Director	PED	3/4	Yes	NIL	NIL	NIL	NA	2705883
3.	Mr. Rahul Jain	Whole–time Director	PED	4/4	Yes	NIL	NIL	NIL	NA	1625668
4.	Ms. Aanchal Jain	Whole–time Director	PED	4/4	Yes	NIL	NIL	NIL	NA	1625668
5.	Mr. Rajesh Sharma	Whole–time Director	NPED	4/4	Yes	NIL	NIL	NIL	NA	NIL
6.	Mr. K. R. Yadav	Whole–time Director	NPED	4/4	Yes	NIL	NIL	NIL	NA	338
7.	Mr. Subodh Kumar Jain	Independent Director	ID	4/4	Yes	1*	1**	NIL	NA	NIL
8.	Mr. Mohan Bir Sahni	Independent Director	ID	3/4	No	1*	NIL	NIL	NA	NIL
9.	Mr. Iqbal Singh	Independent Director	ID	4/4	Yes	NIL	NIL	NIL	NA	20014
10.	Mr. Vinod K. Malhotra	Independent Director	ID	4/4	Yes	NIL	NIL	NIL	NA	NIL
11.	Mr. Ashok Kumar Sharma	Independent Director	ID	4/4	Yes	NIL	NIL	NIL	NA	NIL
12.	Mr. Jawahar Thakur	Independent Director	ID	4/4	Yes	NIL	NIL	NIL	NA	NIL
13.	Ms. Shobha Khatri	Independent Director	ID	4/4	Yes	NIL	NIL	NIL	NA	NIL

PED (Promoter Executive Director), NPED (Non-Promoter Executive Director), ID (Independent Director)

* Excludes directorship held in Private Companies, Section 8 Companies and Foreign Companies.

** As required under Regulation 26(1) of the Listing Regulations, the disclosure includes membership / chairpersonship of the audit committee and stakeholders' relationship committee in Indian public companies (listed and unlisted).

e. Atleast 50% of Directors on the Board of the Company are Independent Directors. None of the Directors of the Company is serving as an Independent Director or as a Director in more than 7 listed companies. Further, no Independent Director of the Company is a Whole-time Director in another listed company.

f. None of the Directors on the Board is a Director in more than 10 public companies or is a member in more than 10 Committees or Chairperson of more than 5 Committees.

g. Independent Directors are Non–Executive Directors as defined under Regulation 16(1)(b) of the Listing Regulations read with Section 149(6) of the Companies Act, 2013 ("the Act"). The maximum tenure of Independent Directors is in compliance with the Act. All the Independent Directors have confirmed that they meet the criteria as mentioned under Regulation 16(1)(b) of the Listing Regulations read with Section 149(6) of the Act.

h. The members of the Board have made the required disclosures to the Board regarding their direct or indirect concerns or interests in any contract or transaction with the Company.

i. Four (4) Board Meetings were held during the financial year under review and the gap between two consecutive meetings did not exceed one hundred and twenty days.

Dates on which the said meetings were held are as follows: May 30, 2022, August 13, 2022, November 10, 2022 and February 14, 2023.

The necessary quorum was present at all the meetings. All material information were circulated to the directors before the meeting or placed at the meeting, including minimum information required to be made available to the Board as prescribed under Part A of Schedule II of Sub-Regulation 7 of Regulation 17 of the Listing Regulations.

The important decisions taken at the Board/Board Committee Meetings are communicated to the concerned department/ division. The Chief Financial Officer and Company Secretary attend all the Board Meetings and assist and advise the Board on compliances with applicable laws and governance.

The Company has proper systems to enable the Board to review on quarterly basis compliance reports of all laws applicable to the Company, as prepared by the Company as well as to assess the steps taken by the Company to rectify instances of non-compliances, if any.

j. During the financial year under review one separate meeting of Independent Directors was also held on February 14, 2023 without the attendance of Non-Independent Directors and members of the Management. Except Mr. Mohan Bir Sahni, all other Independent Directors attended the said meeting. The Independent Directors, inter–alia, reviewed the performance of Non–Independent Directors, Chairman of the Company and the Board as a whole.

k. Inter–se relation among Directors: Mr. J.K. Jain, Chairman & Managing Director is husband of Mrs. Seema Jain and father of Mr. Rahul Jain and Ms. Aanchal Jain, Whole–time Directors of the Company. Hence, all four are related to each other. Further, these all are promoters of the Company. Except these, none of other directors are related to each other.

l. The Company has not issued any convertible instruments.

m. The details of the familiarization programme of the Independent Directors are available on the website of the Company at following link:**https://fiemindustries.com/familiarisation-programme/**

At the time of appointing an Independent Director, a formal letter of appointment is given to him/her, which inter-alia explains the role, function, duties and responsibilities expected from him/her as a Director of the Company. The Director is also briefed about his/her duties and compliance, disclosure requirement as well as Codes of Conduct he/she has to observe under the Companies Act, 2013, Listing Regulations, PIT Regulations and other various statutes. The Chairman & Managing Director also meet one-to-one with the newly appointed Director to familiarize him with the Company's operations. Periodic plant visits also facilitated to give them fist hand experience of manufacturing. Further, on an ongoing basis as a part of Agenda of Board / Committee Meetings, presentations are regularly made to the Independent Directors on various matters inter-alia covering the Company's and its subsidiaries/associates businesses and operations, industry and regulatory updates, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.

n. Matrix of Core Skills/Expertise/ Competencies of the Board

The Board of Directors has identified following matrix of core Skills/Expertise/ Competencies for itself, as required in the context of business of the Company and automotive sector, to function affectively:

(i)	Strategic Vision	Strategic, Futuristic and Growth oriented vision
(ii)	Industry knowledge	Domain Knowledge of Automotive Components business, especially Automotive lighting
(iii)	OEM Business	Indian and global Automobile Business matrix, especially OEMs
(iv)	Operational Skills	Manufacturing Operational skills and competencies
(v)	Finance & Marketing	Finance, Marketing and Business Development

Current Board of the Company is competent enough and possesses above core Skills/Expertise/ Competencies to function effectively and running the Company successfully. The details are as under:

Sr.	Skills & Expertise etc.	J. K. Jain	Seema Jain	Rahul Jain	Aanchal Jain	Vineet Sahni	Rajesh Sharma	K. R. Yadav	Iqbal Singh	V. K. Malhotra	S. K. Jain	M. B. Sahni	A.K. Sharma	Jawahar Thakur	Shobha Khatri
1	Strategic Vision	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Industry knowledge	✓	✓	✓	✓	✓	✓	✓	✓	-	-	✓	-	-	-
3	OEM Business	✓	✓	✓	✓	✓	✓	✓	✓	-	-	✓	-	-	-
4	Operational Skills	✓	✓	✓	✓	✓	✓	✓	✓	-	-	✓	-	-	✓
5	Finance & Marketing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

o. It is hereby confirmed that in the opinion of the Board, the Independent Directors fulfil the conditions specified in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, and they are independent of the management.

p. As no Independent Director has resigned from the Company during the year, hence requirement of giving detailed reasons for the resignation of an independent director along with a confirmation by such director that there are no other material reasons other than those provided, does not apply.

3. AUDIT COMMITTEE

The role, powers and terms of reference of the Audit Committee covers the areas as contemplated under Section 177 of the Companies Act, 2013 and Regulation 18 (3) read with Part C of Schedule II of the Listing Regulations, as applicable, besides other terms as referred by the Board of Directors. The Board reviews the working of the Committee from time to time to bring about greater effectiveness in order to comply with the various requirements under the Companies Act, 2013 and the SEBI Listing Regulations.

3.1 Brief Description of Terms of Reference

The terms of reference of the Audit Committee are in compliance with the Companies Act, 2013 and the SEBI Listing Regulations, as amended, which include the following:

a) oversight of the listed entity's financial reporting process and the disclosure of its financial information to ensure that the financial statement is correct, sufficient and credible;

b) recommendation for appointment, remuneration and terms of appointment of auditors of the listed entity;

c) approval of payment to statutory auditors for any other services rendered by the statutory auditors;

d) reviewing, with the management, the annual financial statements and auditor's report thereon before submission to the board for approval, with particular reference to:

i. matters required to be included in the director's responsibility statement to be included in the board's report in terms of clause (c) of subsection (3) of Section 134 of the Companies Act, 2013;

ii. changes, if any, in accounting policies and practices and reasons for the same;

iii. major accounting entries involving estimates based on the exercise of judgment by management;

iv. significant adjustments made in the financial statements arising out of audit findings;

v. compliance with listing and other legal requirements relating to financial statements;

vi. disclosure of any related party transactions;

vii. modified opinion(s) in the draft audit report;

e) reviewing, with the management, the quarterly financial statements before submission to the board for approval;

f) reviewing, with the management, the statement of uses / application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilized for purposes other than those stated in the offer document / prospectus / notice and the report submitted by the monitoring agency monitoring the utilisation of proceeds of a public or rights issue, and making appropriate recommendations to the board to take up steps in this matter;

g) reviewing and monitoring the auditor's independence and performance, and effectiveness of audit process;

h) approval or any subsequent modification of transactions of the listed entity with related parties;

i) scrutiny of inter-corporate loans and investments;

j) valuation of undertakings or assets of the listed entity, wherever it is necessary;

k) evaluation of internal financial controls and risk management systems;

l) reviewing, with the management, performance of statutory and internal auditors, adequacy of the internal control systems;

m) reviewing the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;

n) discussion with internal auditors of any significant findings and follow up there on;

o) reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the board;

p) discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;

q) to look into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;

r) to review the functioning of the whistle blower mechanism;

s) approval of appointment of chief financial officer after assessing the qualifications, experience and background, etc. of the candidate;

t) Carrying out any other function as is mentioned in the terms of reference of the audit committee.

u) reviewing the utilization of loans and/ or advances by the holding company to the subsidiaries and investment by the holding company in subsidiaries.

v) consider and comment on rationale, cost-benefits and impact of schemes involving merger, demerger, amalgamation etc., on the listed entity and its shareholders.

w) review the management discussion and analysis of financial condition and results of operations;

x) review the management letters / letters of internal control weaknesses issued by the statutory auditors;

y) review the internal audit reports relating to internal control weaknesses;

z) review the appointment, removal and terms of remuneration of the chief internal auditor; and

aa) review the statement of deviations which includes, quarterly statement of deviation(s) including report of monitoring agency, if applicable, submitted to stock exchange(s) in terms of Regulation 32(1) and annual statement of funds utilized for purposes other than those stated in the offer document/ prospectus/notice in terms of Regulation 32(7).

3.2 Composition of Committee

The Audit Committee comprises of three (3) members. All of them are Independent Directors. Mr. S.K. Jain is the Member Chairman and Mr. V.K. Malhotra and Mr. Iqbal Singh are the Members of the Committee. The Company Secretary acts as the Secretary to the Committee. The Chief Financial Officer is permanent invitee to the Meetings of the Audit Committee.

The Internal Auditor, the concerned partner/ representatives of Statutory Auditors and Cost Auditors are also invited to the meetings of the Audit Committee.

3.3 Meetings and Attendance

During the year, the Audit Committee met four (4) times on May 30, 2022, August 13, 2022, November 10, 2022 and February 14, 2023. The maximum gap between any two consecutive meetings was less than one hundred and twenty days.

The Chairman of the Audit Committee attended the last Annual General Meeting held on August 24, 2022, to answer the queries of shareholders at Annual General Meeting.

The status of attendance of Members in the Committee meeting held during the financial year is as follows:

SN	Name of Members	Position in Committee	Attendance at Committee meetings during the financial year 2022-23
1	Mr. S.K. Jain	Chairman	4/4
2	Mr. V.K. Malhotra	Member	4/4
3	Mr. Iqbal Singh	Member	4/4

4. NOMINATION & REMUNERATION COMMITTEE

The powers, role and terms of reference of the Nomination & Remuneration Committee covers the areas as contemplated under Section 178 of the Companies Act, 2013 and Regulation 19 of the Listing Regulations, besides other terms as referred by the Board of Directors. The terms of reference are in accordance with the Companies Act, 2013 and the SEBI Listing Regulations, as amended.

4.1 Brief Description of Terms of Reference

a) formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the board of directors a policy relating to the remuneration of the directors, key managerial personnel and other employees;

b) formulation of criteria for evaluation of performance of independent directors and the board of directors;

c) devising a policy on diversity of board of directors;

d) identifying persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the board of directors their appointment and removal.

e) Whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors.

f) Recommend to the board, all remuneration, in whatever form, payable to senior management.

g) For every appointment of an independent director, the Nomination and Remuneration Committee shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person to be recommended to the Board for appointment as an independent director shall have the capabilities identified in such description. For

the purpose of identifying suitable candidates, the Committee may use the services of external agencies, if required, consider candidates from a wide range of backgrounds, having due regard to diversity, and consider the time commitments of the candidates.

4.2 Composition of Committee

The Nomination & Remuneration Committee comprises of three (3) members. All of them are Independent Directors. Mr. S.K. Jain is the Member Chairman and Mr. V.K. Malhotra and Mr. Iqbal Singh are the Members of the Committee. The Company Secretary is the Secretary of the Committee.

4.3 Meetings and Attendance

During the year, the Nomination & Remuneration Committee met three (3) times on May 30, 2022, November 10, 2022 and February 14, 2023. The necessary quorum was present in all the meetings.

The Chairman of the Nomination & Remuneration Committee attended the last Annual General Meeting held on August 24, 2022, to answer the queries of shareholders at Annual General Meeting.

The status of attendance of Members in the Committee meeting held during the financial year are as follows:

SN	Name of Members	Position in Committee	Attendance at Committee meetings during the financial year 2022-23
1	Mr. S.K. Jain	Chairman	3/3
2	Mr. V.K. Malhotra	Member	3/3
3	Mr. Iqbal Singh	Member	3/3

4.4 Performance Evaluation Criteria for Independent Directors:

In terms of the provisions of the Companies Act, 2013 and Listing Regulations, Company has laid down criteria for performance evaluation of Directors, Chairman of Board, Board Committees and Board as a whole and also the evaluation of Independent Directors.

Performance Evaluation for Board is aimed to use constructively as a mechanism to improve Board's effectiveness, maximize strengths and tackle weaknesses. It involves questionnaires to be filled by every Director about his own performance (self-assessment), performance of Board as whole, performance of Chairman and performance of respective Committee(s) where he is a member.

Provision of Section 178 provides that the Nomination and Remuneration Committee shall specify the manner for effective evaluation of performance of Board, its committees and individual directors to be carried out, either by the Board, by the Nomination and Remuneration Committee or by an independent external agency and review its implementation and compliance. Though the above amendment permit that the evaluation of performance of Board, its committees and individual directors may be carried out by any one of the Board or by the Nomination and Remuneration Committee or by an independent external agency, still Company had designed the evaluation process to comply other applicable provisions of Schedule-IV of Companies Act and provisions of Listing Regulations as well, hence the existing framework of evaluation is continued which involves following method.

Initially, Nomination & Remuneration Committee carry out the preliminary evaluation of every Director's performance which is subject to next level of evaluation by the Board and Independent Directors. As per Section 178(2) of the Act, the Committee conduct the performance evaluation of every Individual Director. As per Performance Evaluation framework of the Company, the evaluation process consists of evaluation on the basis of filled questionnaires received from all directors and opinions, inputs from all Committee members and any other information as may be required by the Committee.

The outcome of Committee in respect of Independent Directors is subject to final evaluation by the Board. Outcome of Committee in respect of Non-Independent Directors is subject to final evaluation by the Independent Directors. Performance evaluation of Board as a whole as well as Chairman of the Board is also conducted by the Independent Directors.

5. REMUNERATION OF DIRECTORS

The Remuneration Policy as mandated under Section 178 of the Act has been formulated by the Company and the same has been enclosed with Directors' Report forming part of this Annual Report.

5.1 Pecuniary relationships or transactions between Non–Executive Directors vis–a–vis the Company:

There are no pecuniary relationships or transactions between Non–Executive Directors vis–a–vis the Company except payment of sitting fees and re-imbursement of travelling expenses etc., if any, for the meetings attended by them.

5.2 Criteria of Making payments to Non–Executive Directors:

The Non-Executive Directors are paid sitting fees for each of the meeting attended by them i.e. Board Meeting(s), Committee Meeting(s) and Separate Meeting(s) of Independent Directors. In addition to this, the Non-Executive Directors may also be provided conveyance facility, re-imbursement of

travelling expenses etc. for the meetings attended by them. Criteria of making payments to Non-Executive Directors is available on the website of the Company under following link: **https://fiemindustries.com/payment-critiria-to-neds/**

5.3 Disclosures with respect to remuneration of Directors:

The Company pays remuneration to Managing Director and to Whole-time Directors by way of salary, benefits, perquisites and allowances. Annual increments are considered and recommended by the Nomination & Remuneration Committee, subject to approval of Board and shareholders and are generally effective from the month of April of each year.

Details of Remuneration to all Directors

(a) Remuneration of Chairman & Managing Director and Whole–time Directors:

(Rs. in Lakhs)

SN	Particulars of Remuneration	Name of CMD / WTD						
		Mr. J. K. Jain	Mrs. Seema Jain	Mr. K. R. Yadav	Mr. Rajesh Sharma	Ms. Aanchal Jain	Mr. Rahul Jain	Total Amount
		(CMD)	(WTD)	(WTD)	(WTD)	(WTD)	(WTD)	-
1	Gross Salary	124.80	72.00	108.00	141.00	60.00	78.00	583.80
	a. Salary as per provisions contained in section 17(1) of the Income Tax Act, 1961	-	-	-	-	-	-	-
	b. Value of perquisites u/s 17(2) of Income tax Act, 1961	-	-	-	-	-	-	-
	c. Profit in lieu of Salary u/s 17(3) of Income Tax Act, 1961	-	-	-	-	-	-	-
2	Commission	-	-	-	-	-	-	-
	• As % of profit	-	-	-	-	-	-	-
	• Other, specify	-	-	-	-	-	-	-
3	Others (Company Contribution towards PF, Medical Reimbursement)	-	-	1.45	-	-	-	1.45
	Total (1+2+3)	**124.80**	**72.00**	**109.45**	**141.00**	**60.00**	**78.00**	**585.25**

(b) Remuneration to other Directors (all Non–executive Directors are Independent Directors):

(Rs. in Lakhs)

SN	Particulars of Remuneration Independent Director	Name of Directors							
		Mr. Iqbal Singh	Mr. Vinod K. Malhotra	Mr. Subodh Kumar Jain	Mr. Mohan Bir Sahni	Mr. A.K. Sharma	Mr. Jawahar Thakur	Ms. Shobha Khatri	Total Amount
1	Independent Directors								
	Fee for attending Board/ Committee meetings	4.70	5.55	4.70	1.80	4.00	3.40	4.00	28.15
	Stock Option	-	-	-	-	-	-	-	-
	Sweat Equity	-	-	-	-	-	-	-	-
	Commission	-	-	-	-	-	-	-	-
	• As % of profit • Other, specify	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-
	Others	-	-	-	-	-	-	-	-
	Total (1)	**4.70**	**5.55**	**4.70**	**1.80**	**4.00**	**3.40**	**4.00**	**28.15**

Notes:

a) The Company does not have any Stock Option Scheme or performance–linked incentives for the Directors.

b) The Nomination & Remuneration Committee considers and recommends the remuneration on appointment/ re-appointment of Directors or any change in remuneration during the currency of tenure as per Remuneration Policy of the Company. The appointment and remuneration of all the Whole–time Directors and Managing Director are approved at the Board Meeting subject to approval of Members in the General Meeting. There are no provisions for notice period, service contract and severance fees for the Directors.

c) Mr. Kashi Ram Yadav was elevated to the Board w.e.f. October 25, 2008. Prior to that he was in employment of the Company in Senior Management. The above remuneration of Rs. 109.45 Lakhs for Financial Year 2022-23 includes Rs. 1.45 Lakhs as Bonus and employer's contribution towards Provident Fund. Except Mr. Kashi Ram Yadav, no other Director is receiving these benefits.

d) Mr. Rajesh Sharma was elevated as Whole-time Director w.e.f. January 1, 2020. Before this, he was in employment of the Company in Senior Management.

e) The above remuneration of Whole-time Directors does not include provisions for leave encashment and gratuity as the same is provided on actuarial basis for the Company as a whole. The amount pertaining to directors is not separately ascertainable and therefore not included above.

f) The Company did not pay any amount to Directors by way of Commission as a percentage of profits.

6. STAKEHOLDERS' RELATIONSHIP COMMITTEE

The Stakeholders' Relationship Committee oversees, inter alia, redressal of shareholder and investor grievances, transposition / transmission of shares, issue of duplicate shares, recording rematerialization/ dematerialization of shares and related matters.

The Stakeholders' Relationship Committee is constituted in line with the provisions of Regulation 20 of the Listing Regulations read with Section 178 of the Companies Act, 2013.

In addition, the Committee also look into matters that can facilitate better investor services and relations. The Board was kept apprised of all the major developments, if any, on investors' issues throughout the year.

6.1 The brief terms of reference / role of the Committee inter-alia include the following:

a) resolving the grievances of the security holders of the Company including complaints related to transposition / transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/ duplicate shares, general meetings etc.

b) review of measures taken for effective exercise of voting rights by shareholders.

c) review of adherence to the service standards adopted by the listed entity in respect of various services being rendered by the Registrar & Share Transfer Agent.

d) review of the various measures and initiatives taken by the listed entity for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/ annual reports/statutory notices by the shareholders of the Company.

6.2 The Committee comprises of Mr. V. K. Malhotra, Independent Director, as the Member Chairman and Mr. Rahul Jain and Mr. Kashi Ram Yadav, Whole-time Directors as the Members of the Committee.

6.3 During the year, the Committee met only once on November 10, 2022. All members were present at the meeting.

6.4 Name and designation of Compliance Officer: Mr. Arvind K. Chauhan, Company Secretary.

6.5 With reference to Regulation 46 of the Listing Regulations, Company has designated an exclusive e–mail ID as **investor@fiemindustries.com** for investors to register their grievances, if any. This has been initiated by the Company to resolve such investors' grievances, immediately. The Company has displayed the said e–mail ID on its website for the use of investors.

6.6 The Status and details of the Shareholder's complaint received during the Financial Year 2022-23 is as follows:

Particulars / Details	Opening Complaints	No. of Complaints received	No. of Complaint resolved	No. of Complaint not solved to the satisfaction of Shareholders	Pending Complaints
Received directly from shareholders	00	76	76	NIL	NIL
Received through BSE	NIL	NIL	NIL	NIL	NIL
Received through NSE	NIL	NIL	NIL	NIL	NIL
Received through SEBI	NIL	NIL	NIL	NIL	NIL
Total	**NIL**	**76**	**76**	**NIL**	**NIL**

7. CORPORATE SOCIAL RESPONSIBILITY (CSR) COMMITTEE

The CSR Committee was constituted in the financial year 2014-15 in terms of section 135 of the Companies Act, 2013. Committee oversees all aspects of CSR, including CSR Policy formulation and its implementation, planning, implementation and operational aspects of CSR programs of the Company.

7.1 Brief description of Terms of Reference is as under:

a) formulation of CSR Policy and recommendation the same for Board's approval,

b) recommend to Board the amount to be incurred on CSR activities

c) formulation and any subsequent modification of CSR Annual Action Plan pursuant to CSR Policy and recommend the same for Board's approval.

7.2 The CSR Committee comprises of Mr. Rahul Jain, Whole-time Director as Member Chairman, Mr. Kashi Ram Yadav, Whole-time Director and Mr. V.K. Malhotra, Independent Director as members. The Company Secretary act as the Secretary to the Committee.

7.3 The Committee met three (3) times during the year on May 30, 2022, November 10, 2022 and February 14, 2023.

The status of attendance of Members in the Committee meeting held during the financial year are as follows:

SN	Name of Members	Position in Committee	Attendance at Committee meetings during the financial year 2022-23
1	Mr. Rahul Jain	Chairman	3/3
2	Mr. Kashi Ram Yadav	Member	3/3
3	Mr. V. K. Malhotra	Member	3/3

8. RISK MANAGEMENT COMMITTEE (RMC)

The Risk Management Committee was constituted in the financial year 2021-22, pursuant to applicability of Regulation 21(5) of Listing Regulations. Role & Responsibilities and terms of reference of the Risk Management Committee, included monitoring and reviewing of the risk management plan and other functions connected to the risk management, including cyber security. The Risk Management Committee shall have powers to seek information from any employee, obtain outside legal or other professional advice and secure attendance of outsiders with relevant expertise, if it considers necessary.

Risk Management Committee comprises following members: Mr. Rajesh Sharma, Whole-time Director (Chairman), Mr. Ashok Kumar Sharma, Independent Director (Member), Ms. Shobha Khatri, Independent Director (Member) and Chief Financial Officer as Permanent Invitee. Company Secretary act as Secretary to the Committee.

The terms of reference of the Committee are in accordance with the Companies Act, 2013 and the Listing Regulations, as amended.

8.1 Brief description of Terms of Reference is as under:

a) To formulate a detailed risk management policy which shall include:

   i. A framework for identification of internal and external risks specifically faced by the listed entity, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be determined by the Committee.

   ii. Measures for risk mitigation including systems and processes for internal control of identified risks.

   iii. Business continuity plan.

b) to ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company;

c) to monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management systems;

d) to periodically review the risk management policy, at least once in two years, including by considering the changing industry dynamics and evolving complexity;

e) to keep the board of directors informed about the nature and content of its discussions, recommendations and actions to be taken;

f) the appointment, removal and terms of remuneration of the Chief Risk Officer (if any) shall be subject to review by the Risk Management Committee.

The Risk Management Committee shall coordinate its activities with other committees (especially Audit Committee), in instances where there is any overlap with activities of such committees, as per the framework laid down by the board of directors.

8.2 Meetings and Attendance

During the financial year 2022-23, the Risk Management Committee met three (3) times on August 9, 2022, November 10, 2022 and February 14, 2023. The necessary quorum was present in all the meetings. The status of attendance of Members in the meetings is as under:

SN	Name of Members	Position in Committee	Attendance at Committee meetings during the financial year 2022-23
1	Mr. Rajesh Sharma	Chairman	3/3
2	Mr. Ashok Kumar Sharma	Member	3/3
3	Ms. Shobha Khatri	Member	3/3

9. GENERAL BODY MEETINGS

9.1 Details of the last three Annual General Meetings of Company are as follows:

Year	Date and Time	Venue	Details of Special Resolutions passed
2021-22	24.08.2022 at 10.30 am	Meeting was held through Video Conferencing/ Other Audio-Visual Means ("VC/ OAVM")	One Special Resolution passed to increase the remuneration of Mrs. Seema Jain as Whole-time Director of the Company.
2020-21	21.09.2021 at 10.30 am	Meeting was held through Video Conferencing/ Other Audio-Visual Means ("VC/ OAVM")	One Special Resolution passed for re-appointment of Mrs. Seema Jain as Whole-time Director of the Company for a term of 5 years w.e.f April 1, 2022.
2019-20	21.09.2020 at 10.00 am	Meeting was held through Video Conferencing/ Other Audio-Visual Means ("VC/ OAVM")	One Special Resolution passed for re-appointment of Mr. Jagjeevan Kumar Jain as Chairman & Managing Director of the Company for a term of 5 years w.e.f August 7, 2020.

* No "Extra Ordinary General Meeting" was held during the last three years.

9.2 Details of special resolution passed through postal ballot during last year, the persons who conducted the postal ballot exercise and details of the voting pattern.

During last financial year, no resolution was passed through Postal Ballot.

9.3 Details of special resolution proposed to be conducted through postal ballot and procedure for postal ballot:

The Company do not propose to pass any resolution through postal ballot at the ensuing Annual General Meeting of the Company. Hence, details for providing procedure for postal ballot not required. As and when company conducts the postal ballot, the Notice of Postal Ballot provides a detailed procedure thereof.

10. Means of communication

The Company provides adequate and timely information to its members, inter–alia through the following means:

Quarterly Results are communicated through publishing in newspaper advertisement in prominent national and regional dailies like the Financial Express (English–National) and Jansatta (Hindi– Delhi). The financial results are also hosted on the Company's website **(www.fiemindustries.com)** in addition to submission to stock exchanges.

Company's official news release including release of results are also displayed on the website of the Company.

Presentations made to the institutional investors and analysts are also hosted on the Company's website **(www.fiemindustries.com)** in addition to submission to the stock exchanges.

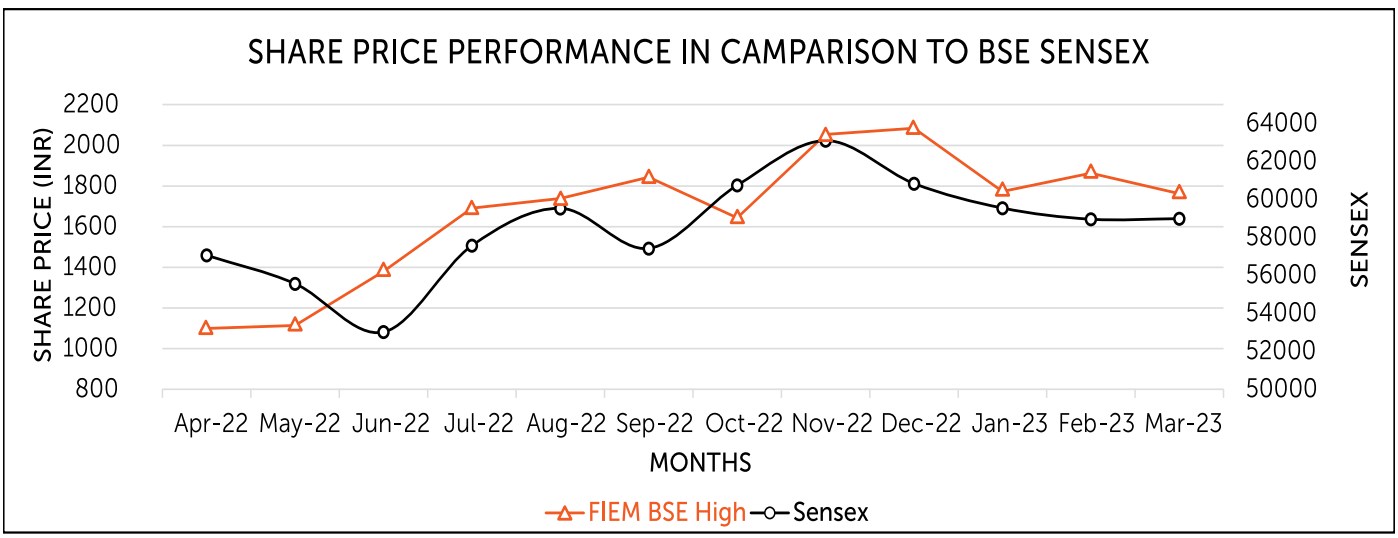
The disclosures and announcements filed by the Company from time to time to stock exchanges are also uploaded on the website of Company, if that is required pursuant to Listing Regulations.

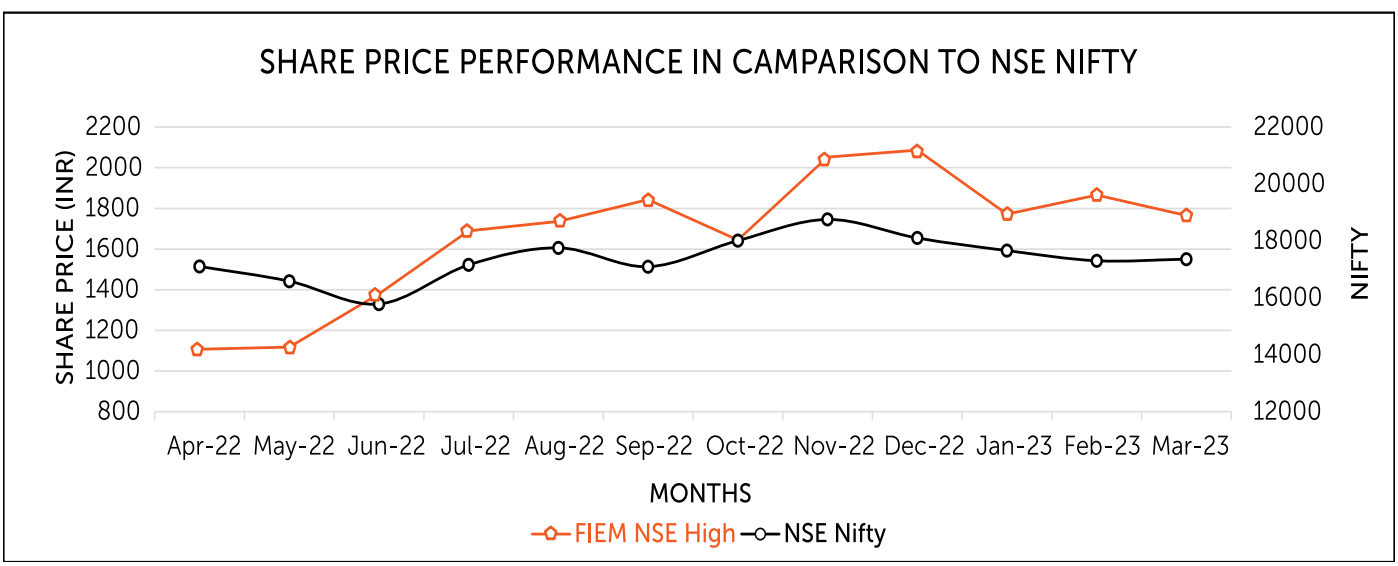
11. General Shareholder Information

a)	**Annual General Meeting for financial year 2022-23**	Friday, July 28, 2023
	Time:	10.30 AM
	Venue:	Meeting will be held through **Video Conference ('VC') / Other Audio-Visual Means ('OVAM')**
b)	**Financial Year**	April to March
c)	**Date of Book Closure**	July 22, 2023 to July 28, 2023 (Both days inclusive)
d)	**Dividend Payment Date**	The dividend, if declared, shall be paid/ credited on or before August 14, 2023.
e)	**Stock Exchanges Names and Address, where securities of the Company are listed**	**B S E Ltd.** P.J. Towers, Dalal Street, Fort, Mumbai - 400001 **National Stock Exchange of India Ltd.** Exchange Plaza, Bandra Kurla Complex, Mumbai -400051
f)	**Stock Codes**	The Stock Codes are 532768 (BSE) and FIEMIND (NSE)
g)	**Listing Fee**	Listing Fee as applicable for financial year 2022-23 has been paid to both Stock Exchanges.
h)	**Market Price Data**	High, Low in comparison to Sensex during each month in the financial year 2022-23 on NSE and BSE

Month	NSE		BSE		Sensex	NIFTY
	High Price	Low Price	High Price	Low Price	Closing	Closing
Apr 2022	1,106.65	904.90	1100.00	905.60	57060.87	17102.55
May 2022	1,117.95	806.60	1113.40	800.00	55566.41	16584.55
Jun 2022	1,380.00	983.00	1379.95	980.10	53018.94	15780.25
Jul 2022	1,690.00	1,291.15	1690.45	1284.75	57570.25	17158.25
Aug 2022	1,736.00	1,432.45	1738.50	1402.25	59537.07	17759.30
Sep 2022	1,843.05	1,364.00	1843.55	1362.80	57426.92	17094.35
Oct 2022	1,644.40	1,388.00	1643.15	1385.90	60746.59	18012.20
Nov 2022	2,052.00	1,523.70	2054.35	1502.45	63099.65	18758.35
Dec 2022	2,087.00	1,690.10	2084.60	1691.25	60840.74	18105.30
Jan 2023	1,772.05	1,474.00	1773.05	1473.65	59549.9	17662.15
Feb 2023	1,866.00	1,533.75	1862.90	1526.05	58962.12	17303.95
Mar 2023	1,765.00	1,416.25	1762.05	1420.80	58991.52	17359.75

i) Performance of share price of the Company in comparison to BSE Sensex and NSE Nifty:





j) The securities of the Company are never suspended for trading.

k) Share Transfer Agent: M/s. Link Intime India Pvt. Ltd.

Noble Heights, 1st Floor, Plot NH 2,
C-1 Block LSC, Near Savitri Market,
Janakpuri, New Delhi-110058
Ph: 011–41410592/93/94
Fax No: 011–41410591

l) Share Transfer System

All share transmission, transposition, duplicate share issuance and other communications regarding shares should be addressed to Registrar & Share Transfer Agent (RTA) of the Company.

RTA process the share transmission, transposition, duplicate share issuance requests and send to Company Secretary for approval. Under the authority of the Board, Company Secretary approves transmission, issuance of duplicate share, which are noted at subsequent Stakeholders' Relationship Committee and Board Meetings. All valid requests for share transmission, and transposition etc. are completed within statutory time limit from the date of receipt, provided the documents meet the stipulated requirement of statutory provisions in all respects.

Pursuant to amendments in Regulation 40(1) of the Listing Regulations and SEBI's Circular No. SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2021/655 dated November 03, 2021, Circular No. SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/8 dated January 25, 2022 and Circular No. SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/65 dated May 18, 2022 read with clarifications from time to time, all the services like transfers, transmission, transposition and issuance of duplicate shares will be processed in dematerialized form only. SEBI has issued various standardized forms for 'Investor Service Requests' namely ISR-1, ISR-2, ISR-3, ISR-4, ISR-5 as well as SH-13 and SH-14. All these measures are taken to streamline the KYC updation of all physical shareholders, encouraging shareholders to dematerialize all their physical holdings and move to a regime of seamless electronic holding of shares and a paperless regime of shareholders services, which is fast, secure and efficient.

m) Distribution of shareholding as on March 31, 2023:

Category code	Category of shareholder	Number of share holders	Total number of shares	As a % of Total Capital
(I)	(II)	(III)	(IV)	(V)
(A)	**Shareholding of Promoter Group**	**6**	**8759157**	**66.5598%**
(B)	**Public Shareholding**			
1	Institutions			
	(a) Mutual Funds	0	0	0.0000%
	(b) Foreign Portfolio Investors	61	514964	3.9132%
	(c) Financial Institutions / Banks	0	0	0.0000%
	(d) Alternate Investment Fund	2	105720	0.8034%
	Insurance Companies	0	0	0.0000%
	Central/State Government(s)	0	0	0.0000%
2	**Non–Institutions**			
	(a) Individuals	38162	2948490	22.4052%
	(b) NBFCs registered with RBI	0	0	0.0000%
	(d) Any Other (specify)–			
	i. Hindu Undivided Family	639	110319	0.8383%
	ii. Foreign Corporate Bodies	1	104051	0.7907%
	iii. Non-Resident Indians	1172	238980	1.8160%
	iv. Clearing Members	29	7458	0.0567%
	v. Bodies Corporate	255	327998	2.4924%
	vi. IEPF	1	491	0.0037%
	vii. Trust	10	13164	0.1000%
	viii. LLP	31	29038	0.2207%
	Total Public Shareholding			
	TOTAL (A)+(B)	**40369**	**13159830**	**100%**

n) Distribution by Size:

DISTRIBUTION OF SHAREHOLDING (SHARES)

SN	Shareholding of Shares	Shareholders	% of Total Shareholders	Total Shares	% of Total Shares
1	1 - 500	40130	97.4644	1548148	11.7642
2	501 - 1000	548	1.3309	402348	3.0574
3	1001 - 2000	245	0.595	350302	2.6619
4	2001 - 3000	90	0.2186	224015	1.7023
5	3001 - 4000	51	0.1239	178596	1.3571
6	4001 - 5000	15	0.0364	67420	0.5123
7	5001 - 10000	41	0.0996	294340	2.2367
8	10001 and above	54	0.1312	10094661	76.7081
Total (Folios Not Consolidated on PAN Basis		**41174**	**100**	**13159830**	**100**

o) **Dematerialization of shares and Liquidity status as on March 31, 2023**

SN	Demat / Physical	No. of Shares	Free to Trade / lock-in	%age of Total shares
1	NSDL	3093262	Free to trade	23.51
2	CDSL	9962464	Free to trade	75.70
3	Physical	104104	Free to trade	00.79
	Total	**13159830**		**100**

p) **Outstanding GDRs/ADRs/ Warrants or any Convertible Instruments, conversion date and likely impact on equity:**

The Company has not issued any GDRs/ADRs/ Warrants or any Convertible Instruments till date.

q) **Address for Correspondence:**
Registered Office Address:
D-5, Mansarover Garden, New Delhi - 110015, India
Tel: +91-11-25101002/03/04/05
Email: investor@fiemindustries.com
Website: www.fiemindustries.com
CIN: L36999DL1989PLC034928

r) **Address of Compliance Officer:**

Company Secretary
Plot No. 1915, Rai Industrial Estate,
Phase-V, Distt. Sonepat, Haryana, 131029, India
Tel: +91-130-2367905 to 10
Fax: +91-130-2367903
Email: investor@fiemindustries.com
Website: www.fiemindustries.com

s) **The Company has neither obtained any credit rating for any debt instrument or fixed deposit scheme, nor issued any debt instrument or fixed deposit.**

12. OTHER DISCLOSURES:

12.1 Disclosure on materially significant related party transactions that may have potential conflict with the interest of the Company at large:

There were no materially significant related party transactions during the financial year 2022-23 which may have conflict with the interest of the Company. Applicable disclosures have been made in notes to financial statements regarding all related party transactions.

12.2 Details of non–compliance by the company, penalties, and strictures imposed on the company by Stock Exchange or SEBI or any statutory authority, on any matter related to capital markets, during the last three years.

There was no instance of non–compliance by the Company for any matter related to capital markets during the last three years, requiring disclosure under above requirements, except one instance as under:

The Board Meeting and Audit Committee Meeting on June 30, 2021 were held with a gap of 137 days from the previous respective meetings held on February 12, 2021, which is in excess of permissible gap of 120 days as stipulated under Regulation 17(2) and Regulation 18(2)(a) of Listing Regulations. The reasons for the same was already explained in Directors' Report for previous financial year (2021-22).

12.3 Vigil Mechanism / Whistle Blower Policy and affirmation that no personnel have been denied access to the Audit Committee.

The Company has implemented the Whistle Blower Policy and established the necessary vigil mechanism as defined under Regulation 22 of the Listing Regulations pursuant to which Whistle Blowers can raise concerns relating to Reportable Matters (defined in the Policy). This includes the mechanism adopted by the Company to encourage the Whistle Blower to report genuine concerns or grievances and provides for adequate safeguard against victimization and also provides for access to the Chairman of the Audit Committee.

It is affirmed that no person has been denied access to Audit Committee.

The details of Whistle Blower Policy are available on the website of the Company **(https://fiemindustries.com/wb-policy/).**

12.4 Details of compliance with mandatory requirements and adoption of the non–mandatory requirements.

The Company has complied with all applicable mandatory requirements prescribed under the Listing Regulations.

12.5 Web link where policy for determining 'material' subsidiaries and policy on dealing with related party transactions is disclosed:

Company has adopted 'Subsidiary & Related Party Transactions Policy'. The web link for the same is: **https://fiemindustries.com/subsi-rpt-policy/**

12.6 Disclosure of foreign exchange risk & hedging activities and commodity price risk & commodity hedging activities:

The major turnover of the Company come from Auto components supply to Original Equipment Manufacturers (OEMs) in India for which the Company has suitable arrangements with OEMs for commodity price variations. For other sales, Company suitably adjusts the prices as per commodity prices movement. Regarding import of raw material and components, this is scattered throughout the year, so risk on foreign exchange movement remains there, though sometimes it is favorable and sometimes it is adverse. However, considering overall hedging cost and scattered timing of import and payments for these raw material and components, company don't go for hedging of these payments. As an aftereffect of COVID-19, some impact remained on overall worldwide supply chain as well as supply of some critical components like semi-conductors in general.

The Company does not have any exposure hedged through commodity derivatives. Therefore, details in prescribed format as per SEBI Circular No. SEBI/HO/CFD/CMD1/CIR/P/2018/0000000141 dated November 15, 2018 in compliance of Regulation 34(3) read with clause 9(n) of Part C of Schedule V of Listing Regulations, are not applicable.

12.7 Details of utilization of funds raised through preferential allotment or qualified institutions placement as specified under Regulation 32 (7A).

There is no such funds available with the Company during Financial Year 2022-23.

12.8 The Company has received a certificate from Mrs. Ranjana Gupta, Practicing Company Secretary to the effect that none of the directors on the Board of the Company has been debarred or disqualified from being appointed or continuing as directors of the Company by the Ministry of Corporate Affairs or any other statutory authority. The same forms part of this Report.

12.9 Recommendation of Committee(s) of the Board.

The Board has accepted all the mandatory recommendations of all the Committee(s), wherever applicable.

12.10 The details of total fees for all services paid by the listed entity (Company) and its subsidiaries, on a consolidated basis, to the statutory auditor and all entities in the network firm/network entity of which the statutory auditor is a part, is as under:

Company's Auditors are M/s. Anil S. Gupta & Associates, Chartered Accountants. It is a partnership firm (Audit Firm) and not a part of any network firm/network entity. Further, it has not taken any fee from any subsidiary of the Company. Details of total fee for all services paid to Company's Auditors by the listed entity / Company is provided in notes to the financial statements.

12.11 The disclosure in relation to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 are as under:

SN	Particulars	Nos.
a)	number of complaints filed during the financial year	Nil
b)	number of complaints disposed of during the financial year	Nil
c)	number of complaints pending as at the end of financial year	Nil

12.12 Disclosure by listed entity and its subsidiaries of 'Loans and advances' in the nature of loans to firms/companies in which directors are interested by name and amount:

There is no such Loan or Advance extended by the Company or its subsidiaries to any firms/companies in which directors are interested.

12.13 Details of material subsidiaries of the listed entity; including the date and place of incorporation and the name and date of appointment of the statutory auditors of such subsidiaries.

There is no material subsidiary of the Company.

13. The Company has complied with all requirements of corporate governance report of sub–para (2) to (10) of Para C of Schedule V read with Regulation 34(3) of the Listing Regulations.

14. The Company has duly adopted the following discretionary requirements as prescribed in Part E of Schedule II of the SEBI Listing Regulations:

a. Unmodified opinion(s) in audit report: Company endeavored to move towards a regime of financial statements with unmodified audit opinion.

b. Reporting of Internal Auditors: The Internal Auditor also reports to the Audit Committee while submitting internal audit report.

15. Company has adhered to all the mandatory requirements of Corporate Governance norms as prescribed by Regulations 17 to 27 and clause (b) to (i) of sub–regulation (2) of Regulation 46 of the Listing Regulations to the extent as applicable.

16. The members of the senior management have made disclosure to the Board relating to all material financial and other transactions, if any, stating that they did not have personal interest that could result in a conflict with the interest of the Company at large.

17. The Company has adopted the Indian Accounting Standards (Ind AS).

18. The Chairman & Managing Director, Chief Executive Officer and Chief Financial Officer of the Company have certified about financial statements, internal control and accounting policies etc. for Financial Year 2022-23 to the Board under Regulation 17(8) read with Part B of Schedule II of the Listing Regulations.

19. The Management Discussion & Analysis Report form part of Annual Report.

20. Code of Conduct

The Declaration/Confirmation from the Chairman & Managing Director and Chief Executive Officer regarding compliance with the Code of Conduct by all the Directors and Senior Management Personnel for F.Y. 2022-23, forms part of this Report. The Code of Conduct is available on the website of the Company **(www.fiemindustries.com).**

21. Code of Conduct for Prevention of Insider Trading

Pursuant to SEBI (Prohibition of Insider Trading) Regulations, 2015, as amended, following Codes has been approved and adopted by the Company:

1. Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons & their Immediate Relatives' (Code of Conduct-PIT),
2. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (Code of Fair Disclosure and Conduct).

22. Brief profile of the Directors retiring by rotation and eligible for re–appointment is attached to the Notice convening Annual General Meeting.

23. Disclosure about unpaid dividend transferable to Investor Education and Protection Fund

Section 124 of the Companies Act, 2013 read with Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 ('the Rules') mandates that companies transfer dividend that has remained unclaimed for a period of seven years from the unpaid dividend account to the Investor Education and Protection Fund (IEPF). Further, the Rules mandate the transfer of shares with respect to the dividend, which has not been paid or claimed for seven consecutive years or more to IEPF. Accordingly, the dividend for the year mentioned as follows will be transferred to IEPF on respective dates, if the dividend remains unclaimed for seven years, and the corresponding shares will also be transferred to IEPF if dividend is unclaimed for seven consecutive years:

Year	Type of Dividend	Dividend per share	Date of Declaration	Tentative due date of transfer to IEPF
2015-16	Final	3.00	September 20, 2016	November 25, 2023
2016-17	Final	8.00	August 21, 2017	October 26, 2024
2017-18	Final	9.00	September 17, 2018	November 22, 2025
2018-19	Interim	8.00	March 18, 2019	May 22, 2026
2018-19	Final	4.00	September 21, 2019	November 26, 2026
2019-20	Interim	10.00	March 11, 2020	May 15, 2027
2019-20	Final	03.00	September 21, 2020	November 26, 2027
2020-21	Final	16.00	September 21, 2021	November 26, 2028
2021-22	Final	20.00	August 24, 2023	October 30, 2029

The Company sends periodic intimation / reminders to the concerned shareholders, advising them to lodge their claims with respect to unclaimed dividends. Shareholders may note that both the unclaimed dividend and corresponding shares transferred to IEPF including all benefits accruing on such shares, if any can be claimed back from IEPF Authority following the procedure prescribed in the Rules. All unclaimed/unpaid Dividend for the Financial Years from 2006-07 to 2015-16(Interim) have been transferred to the IEPF established by the Central Government. No claim lies with the Company for the funds and shares transferred to Investor Education and Protection Fund.

24. Disclosure under Para F of Schedule V, Regulation 39(4) read with Schedule VI of the Listing Regulations

The Information and Disclosure for securities issued pursuant to the public issue or any other issue, physical or otherwise, which remain unclaimed and/or lying in the demat suspense account / unclaimed suspense account, are as under:

It is hereby informed that no share of the Company was left unclaimed in Escrow Account, therefore, requirement of opening a Demat Suspense Account / Unclaimed Suspense Account and applicable related disclosures and manner of dealing to such shares etc. as mandated under Part F of Schedule V, Regulation 39(4) read with Schedule VI of the Listing Regulations are not applicable on the Company.

25. Plant Locations:

Unit I	32 Mile Stone, G. T. Road, Kundli, Distt. Sonepat - 131028, Haryana
Unit II	219/2B, Thally Road, Kallukondapalli, Hosur - 635114, Tamil Nadu
Unit III	Kelamngalam, Achittapalli Post, Hosur - 635110, Tamil Nadu
Unit IV	133, KIADB Industrial Area, Kadakola Post, Mysore - 571311, Karnataka
Unit V	Kelamangalam, Achittapalli Post, Hosur - 635110, Tamil Nadu
Unit VI	Village Bhatian, Tehsil -Nalagarh - 174101, Himachal Pradesh
Unit VII	Plot No. 1915, Rai Industrial Estate, Phase -V, Distt. Sonepat - 131029, Haryana.
Unit VIII	Plot No. SP1-C, Industrial Area Tapukara, Distt. Alwar - 301707, Rajasthan.
Unit IX	Village Karsanpura, Taluka-Mandal, Distt. Ahmedabad - 382140, Gujarat

Certificate of Compliance of Conditions of Corporate Governance

[Pursuant to Regulation 34(3) read with Para E of Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

To,

The Members
Fiem Industries Limited
(CIN: L36999DL1989PLC034928)
D-5, Mansarover Garden
New Delhi-110015

We have examined the compliance of conditions of Corporate Governance by **Fiem Industries Limited** ('the Company') for the year ended on March 31, 2023, as prescribed under Regulations 17 to 27, clauses (b) to (i) and (t) of sub-regulation (2) of Regulation 46 and Paras C, D and E of Schedule V of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), as amended.

The compliance of conditions of Corporate Governance is the responsibility of the management. Our examination was limited to procedures and implementation thereof, adopted by the Company for ensuring the compliance of the conditions of Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In our opinion and to the best of our information and according to the explanations given to us, we certify that the Company has complied with the conditions of Corporate Governance as stipulated in the aforesaid provisions of the Listing Regulations.

We further state that such compliance is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For **RANJANA GUPTA & ASSOCIATES**
COMPANY SECRETARIES
ICSI Unique Code: S2011DE154200
Peer Review Cert. No.: 921/2020

Place : New Delhi
Date : *24th May, 2023*
UDIN : F008613E000370361

RANJANA GUPTA
Proprietor
FCS No : 8613 | CP No : 9920

Certificate of Non-Disqualification of Directors

[Pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

To,
The Members
Fiem Industries Limited
(CIN: L36999DL1989PLC034928)
D-5, Mansarover Garden
New Delhi-110015

We have examined the relevant registers, records, forms, returns and disclosures received from the Directors of Fiem Industries Limited having CIN L36999DL1989PLC034928 and having registered office at D-5, Mansarover Garden, New Delhi – 110015 (hereinafter referred to as "the Company"), produced before us by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para - C Sub clause 10(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In our opinion and to the best of our information and according to the verifications [including Directors Identification Number (DIN) status at the MCA portal www.mca.gov.in] as considered necessary and explanations furnished to us by the Company & its officers, we hereby certify that none of the Directors stated below who are on the Board of the Company as on 31st March, 2023 have been debarred or disqualified from being appointed or continuing as Directors of the Company, by Securities and Exchange Board of India, the Ministry of Corporate Affairs or any such other statutory authority.

Sr. No.	Name of the Director	DIN	Date of First Appointment in Company
1	Jagjeevan Kumar Jain	00013356	06-02-1989
2	Seema Jain	00013523	06-02-1989
3	Aanchal Jain	00013350	02-12-1999
4	Rahul Jain	00013566	14-11-2004
5	Iqbal Singh	00014256	05-10-2005
6	Kashi Ram Yadav	02379958	25-10-2008
7	Vinod Kumar Malhotra	03544095	04-08-2011
8	Subodh Kumar Jain	00165755	09-11-2012
9	Mohan Bir Sahni	00906251	12-02-2015
10	Ashok Kumar Sharma	07610447	10-09-2016
11	Jawahar Thakur	07650035	12-11-2016
12	Rajesh Sharma	08650703	01-01-2020
13	Shobha Khatri	08650727	01-01-2020

Ensuring the eligibility for the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these, based on our verification.

We further state that this certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For **RANJANA GUPTA & ASSOCIATES**
COMPANY SECRETARIES
ICSI Unique Code: S2011DE154200
Peer Review Cert. No.: 921/2020

Place : New Delhi
Date : *24th May, 2023*
UDIN : F008613E000370414

RANJANA GUPTA
Proprietor
FCS No : 8613 | CP No : 9920

CERTIFICATION BY MANAGING DIRECTOR, CEO AND CFO FOR FINANCIAL YEAR 2022-23

(Pursuant to Regulation 17(8) read with Part B of Schedule II of the Listing Regulations)

To
The Board of Directors
Fiem Industries Limited

We, the undersigned, in our respective capacities as Managing Director, Chief Executive Officer and Chief Financial Officer of Fiem Industries Limited ("the Company") to the best of our knowledge and belief certify that:

A. We have reviewed Financial Statements and the Cash Flow Statement for the year ended March 31, 2023 and that to the best of our knowledge and belief:

- **i.** these Statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
- **ii.** these Statements together present a true and fair view of the Company's affairs and are in compliance with Indian Accounting Standards (Ind AS), applicable laws and regulations.

B. There are, to the best of our knowledge and belief, no transactions entered into by the Company during the financial year which are fraudulent, illegal or violative of the Company's Code of Conduct.

C. We accept responsibility for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the Auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.

D. We have indicated to the Auditors and the Audit Committee
- **i.** significant changes in internal control over financial reporting during the year, if any;
- **ii.** significant changes in accounting policies during the financial year and that the same have been disclosed in the Notes to the Financial Statements; and
- **iii.** instances of significant fraud, if any, of which we have become aware and the involvement therein, if any, of the management or an employee having a significant role in the Company's internal control system over financial reporting.

Sd/- **J. K. Jain** **Chairman & Managing Director** **(DIN: 00013356)**	**Sd/-** **Vineet Sahni** **CEO & Director** **(DIN: 03616096)**	**Sd/-** **O.P. Gupta** **Chief Financial Officer**

Place : Rai, Sonepat (HR)
Date : May 30, 2023

Compliance With Code of Conduct

(Pursuant to Regulation 26(3) read with Para D of Schedule V of the Listing Regulations)

We, the undersigned, hereby certify that as required under Regulation 26(3) read with Schedule V(D) of the Listing Regulations, all the Directors and the Senior Management Personnel of the Company have affirmed compliance of the Code of Conduct of the company for the financial year ended March 31, 2023.

	Sd/- **J. K. Jain** **Chairman & Managing Director** **(DIN: 00013356)**	**Sd/-** **Vineet Sahni** **CEO & Director** **(DIN: 03616096)**

Place : Rai, Sonepat (HR)
Date : May 30, 2023

Business Responsibility & Sustainability Reporting

SECTION-A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L36999DL1989PLC034928	
2.	**Name of the Listed Entity**	Fiem Industries Limited	
3.	**Year of incorporation**	06-02-1989	
4.	**Rgistered office address**	D-5, Mansarover Garden, New Delhi-110015 (INDIA)	
5.	**Corporate address**	Unit No. 1A&1C, 1st Floor, Aria Commercial Towers, JW Marriott Hotel, Aerocity, New Delhi - 110037 (INDIA)	
6.	**E-mail**	info@fiemindustries.com	
7.	**Telephone**	+91-11-25101002/3/4/5	
8.	**Website**	www.fiemindustries.com	
9.	**Financial year for which reporting is being done**	**Start date**	**End date**
	Current Financial Year	01/04/2022	31/03/2023
	Previous Financial Year	01/04/2021	31/03/2022
	Prior to Previous Financial year	01/04/2020	31/03/2021
10.	**Name of the Stock Exchange(s) where shares are listed**	BSE Ltd., National Stock Exchange of India Ltd.	
11.	**Paid-up Capital (In Rs Lakhs)**	1315.983	
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**		
	Name	Arvind K. Chauhan	
	Contact	9991702468	
	E mail	arvind.chauhan@fiemindustries.com	
13.	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**	Standalone basis	

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

SN	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Automotive Lighting	71.58
2	Manufacturing	Manufacturing of Rear View Mirrors	11.47
3	Manufacturing	Manufacturing of Plastic Moulded Parts	11.06

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

SN	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Automotive Lighting	2740	71.58
2	Manufacturing of Rear View Mirrors	2310	11.47
3	Manufacturing of Plastic Moulded Parts	2930	11.06

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	9	2	11
International	0	3	3

17. Markets served by the entity:

A. Number of locations

Locations	Number
National(No.of States)	26
International (No.of Countries)	11
B. What is the contribution of exports as a percentage of the total turnover of the entity?	3%
C. A brief on types of customers	Automobile OEMs and Aftermarket Dealers

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

SN	Particulars	Total (A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No. (D)	% (D / A)
	EMPLOYEES							
1.	Permanent(D)	1166	1076	92%	90	8%	-	-
2.	Other than Permanent(E)	-	-		-		-	-
3.	**Total employees (D+E)**	**1166**	**1076**	**92%**	**90**	**8%**	**-**	**-**
	WORKERS							
4.	Permanent(F)	1312	941	72%	371	28%	-	-
5.	Other than Permanent(G)	5153	2942	57%	2211	43%	-	-
6.	**Total workers (F+G)**	**6465**	**3883**	**60%**	**2582**	**40%**	**-**	**-**

b. Differently abled Employees and workers:

SN	Particulars	Total (A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No. (D)	% (D / A)
	DIFFERENTLY ABLED EMPLOYEES							
1.	Permanent(D)	2	2	100%	-		-	-
2.	Other than Permanent(E)	-	-		-		-	-
3.	**Total differently abled employees (D + E)**	2	2	100%	-	-	-	-
	DIFFERENTLYABLED WORKERS							
4.	Permanent(F)	-	-	-	-	-	-	-
5.	Otherthan permanent(G)	-	-	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	13	3	23%
Key Management Personnel (excluding MD)	2	-	-

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)				FY 2021-22 (Turnover rate in previous FY)				FY 2020-21 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	30%	31%	-	30%	32%	25%	-	32%	32%	54%	-	33%
Permanent Workers	24%	10%	-	20%	20%	21%	-	20%	24%	14%	-	21%

V. Holding, Subsidiary and Associate Companies(including joint ventures)

21. (a) Names of holding / subsidiary /associate companies / joint ventures

SN	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Fiem Industries Japan Co., Ltd.	Subsidiary	100	No
2	Fiem Research & Technology S.R.L	Subsidiary	100	No
3	Centro Ricerche Fiem Horustech S.R.L	Joint Venture	50	No
4	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	50	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs. Lakhs)	183404.26
(iii) Networth (in Rs. Lakhs)	75945.69

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23				FY 2021-22		
		(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Shareholders	Yes	https://fiemindustries.com/email-for-shareholder-grievance-and-contact-info/	76	-	NA	34	-	NA
Employees and workers	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Customers	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Value Chain Partners	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Other (please specify)	NIL							

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

SN	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & Safety	Risk	"In our industry, Health & Safety can directly impact employees and disrupt the operations"	"Health & Safety Management Plan, Process Safety & Risk Management, Emergency Mitigation System etc"	Negative
2	Employee wellbeing	Opportunity	"Employee wellbeing is of utmost importance and Company continuously works towards the mental, physical, and financial needs of its employees."	-	Positive
3	Energy Efficiency	Opportunity	"This may minimise the greenhouse gas (GHG) emissions, improve resource efficiency, cost saving, cleaner environment etc. Hence, Company undertake key initiatives to optimise energy efficiency and keep exploring the opportunity for renewable energy sources."		Positive
4	Diversity and Inclusion	Opportunity	"Company believes in providing equal opportunity to all deserving candidates without any discrimination and adopt the policy of inclusivness and diversity."		Positive
5	Innovation & technology	Opportunity	"Innovation is imperative for building new products and meeting the needs of the company's OEM customers. Comnpany's R&D and Desgn facilities are one of the best in the Industry and offer best in class, latest technology product to its valued OEM customers."		Positive
6	Corporate Social Responsibility	Opportunity	CSR provide the structured framework to undertake projects of social and environmental cause and provide the budget to prusue the same. Company focus on 'health care' and other intitaives under its CSR projects to benefit the poor, disadvantaged, marginalised, vulnerable and underprivilleged.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://fiemindustries.com/wb-policy/	NA	https://fiemindustries.com/code-of-conduct-for-board-smps/	https://fiemindustries.com/csr-policy/	https://fiemindustries.com/code-of-conduct-for-board-smps/	NA	https://fiemindustries.com/wb-policy/	https://fiemindustries.com/csr-policy/	NA
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949:2016	ISO 14001: 2015	ISO 45001: 2018	-	-	ISO 14001: 2015	-	-	IATF 16949: 2016
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.					Specific commitments, goals, and targets are set and reviewed with the obejctive to cover all stakeholdrs' interest.				
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.					Performance is being reviewed by concerned person incharge/ Committee and external certifying agency periodically.				

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company is committed to integrate the Environmental, Social and Governance (ESG) principles into its business operations which is central to improve the quality of life of the communities it serves and protecting the interest of all stakeholders. Safety, Health and Environmental are the areas of continuous focus and improvement across its operations. The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community at large. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. J.K. Jain Chiarman & Managing Director (DIN: 00013356)
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If Yes, provide details.	Yes, Mr. J.K. Jain Chiarman & Managing Director is responsible for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency(Annually/Halfyearly/ Quarterly/ Any other – please specify)								
	P 1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, relevant policies of the Company are reviewed periodically on a need basis by Director / respective Committee. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies are implemented. The revised policies are approved by the approving body.									Annually / as and when needed								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and compliance is reported to the Board of Directros.									Qurterly / as and when needed								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If Yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency										NA	NA	NA	NA	NA	NA	NA	NA	NA

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Governance and business.	100%
Key Managerial Personnel	3	Governance, regulatory, social and environmental updates and issues.	100%
Employees other than BoD and KMPs	510	1.Health & safety. 2.Hazard identification and risk assessment, 3.Baisc awareness on SQM and QMS, 4.TPM awareness, 5.Leadership behaviour and attitude, 6.PPAP process, 7.Lean manufacturing, 8.Communication skills, 9. POSH 10. Others	95%
Workers	98	1.Health & safety. 2.Environment awareness. 3.Attitude and behaviour. 4 Kaizen. 5 Material handling and FIFO. 6. Awareness on 7QC tools. 7. Others	88%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non-Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**		**Has an appeal been**
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Does the entity have an anti-corruption or anti-bribery policy? If Yes, provide details in brief and if available, provide a web-link to the policy. - **Yes**

In addition to an internal Anti-bribery Policy, the Code of Conduct contains the provisions to hold ethical standards of integrity and probity and put the responsibility on Board members, Senior Management and all employees to conduct their affairs with honesty and integrity. The Code of Conduct for Board and Senior Management is available on the Company's website: www.fiemindustries.com

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. - **NIL**

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) - **Yes**

If Yes, provide details of the same.

Company's Code of Conduct for Board members & Senior Management provide the necessery provisions to avoid conflict of interest. Company also obtain requiste declaration, disclosure and confirmation on yearly basis from Board members and Senior Management personnel of having no conflict of interest in any transaction.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) - **No**

   However, the company has well defined procedure in place for sourcing from its vendor partners. Supplier Quality Assurance Manual (SQAM) is the guiding document for vendor partners and they need to comply the policies and procedures enumerated therein. In addition to the Quality Systems to be adhered by the vendor partners, it include the Quality Policy, Environment Policy and Occupational Health & Safety Policy expected to be adhered by the vendor partners. The SQAM has been formulated on the basis of Integrated Management System (IMS) requirements. Company continue its efforts for more sustainable sourcing practices

   b. If Yes, what percentage of inputs were sourced sustainably? - **NA**

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

   Our products are Automotive Parts which are used in vehicles, hence cannot be reclaimed at the end of the life cycle of the product in terms of plastic, E-waste, hazardous waste. However various activities are performed in the Company to reduce the generation of waste. All Hazardous waste generated is routed through the authorised recyclers.

(a) Plastics (including packaging)	NA
(b) E-waste	NA
(c) Hazardous waste	NA
(d) other waste	NA

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If Yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. - **No**

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? - **No**

   If Yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If Yes, provide the web-link.
NA	NA	NA	NA	NA	NA

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
NA	NA	NA

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
NIL	NA	NA

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NIL	NIL

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1076	54	5%	1076	100%	-	-	-	-	-	-
Female	90	7	8%	90	100%	90	100%	-	-	90	100%
Other	-	-	-	-	-	-	-	-	-	-	-
Total	**1166**	**61**	**5%**	**1166**	**100%**	**90**	**100%**	**-**	**-**	**90**	**100%**
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	941	704	75%	933	99%	-	-	-	-	-	-
Female	371	338	91%	371	100%	371	100%	-	-	371	100%
Other	-	-	-	-	-	-	-	-	-	-	-
Total	**1312**	**1042**	**79%**	**1304**	**99%**	**371**	**100%**	**-**	**-**	**371**	**100%**
Other than Permanent workers											
Male	2942	2393	81%	2634	90%	-	-	-	-	-	-
Female	2211	2004	91%	2118	96%	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	**5153**	**4397**	**85%**	**4752**	**92%**	**-**	**-**	**-**	**-**	**-**	**-**

2. Details of retirement benefits, for Current FY and Previous FY

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	82%	100%	Y	80%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	13%	77%	Y	19%	82%	Y
Others – please specify	Nil					

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? **- Yes**

If not, whether any steps are being taken by the entity in this regard. **- NA**

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? **- Yes**
If so, provide a web-link to the policy. **- NA**

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Other	-	-	-	-
Total	**100%**	**100%**	**100%**	**100%**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If Yes, give details of the mechanism in brief.

	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The adequate and open channel have been provided for workers and employees to discuss any work place related complaints with their HR Head, Department Head or Unit Head. In case of non-satisfactory resolution, the mechanism is in place to escalate the matter to Management.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	"Total employees / workers in respective category (c)"	"No. of employees/workers in respective category, who are part of association(s) or Union (D)"	"% (D / C)"
Total Permanent Employees	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
- Other	-	-	-	-	-	-
Total Permanent Workers	**1312**	**58**	**4%**	**1163**	**58**	**5%**
- Male	941	56	6%	818	56	7%
- Female	371	2	1%	345	2	1%
- Other	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1076	1008	94%	468	43%	1061	510	48%	579	55%
Female	90	90	100%	44	49%	83	43	52%	34	41%
Other	-	-	-	-	-	-	-	-	-	-
Total	**1166**	**1098**	**94%**	**512**	**44%**	**1144**	**553**	**48%**	**613**	**54%**
Workers										
Male	941	797	85%	533	57%	818	655	80%	619	76%
Female	371	360	97%	224	60%	345	181	52%	234	68%
Other	-	-	-	-	-	-	-	-	-	-
Total	**1312**	**1157**	**88%**	**757**	**58%**	**1163**	**836**	**72%**	**853**	**73%**

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,076	1,076	100%	1,061	1,061	100%
Female	90	90	100%	83	83	100%
Other	-	-	-	-	-	-
Total	**1,166**	**1,166**	**100%**	**1,144**	**1,144**	**100%**
Workers						
Male	941	941	100%	818	818	100%
Female	371	371	100%	345	345	100%
Other	-	-	-	-	-	-
Total	**1,312**	**1,312**	**100%**	**1,163**	**1,163**	**100%**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If Yes, the coverage such system?

- Yes, as per ISO 45001:2018

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The company identify the process / work related hazardous though HIRA (Hazard Identification and Risk Assessment) once in a year

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) - **Yes**

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/No)** - **Yes**

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.10	0.20
Total recordable work-related injuries	Employees	-	-
	Workers	2	4
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The measures taken are - Provided PPE's, Fire Hydrant system, Fire Suppression system, Sprinkler system, Fire Alarm, Safe Assembly point & MCB, Fire Extinguisher, Conducting Fire Drill / Mock Drill, Conducting Training - Health & Safety in work place

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (Third party audit, Govt. Authorities and Customers safety audit
Working Conditions	100% (Govt. Authorities - Joint Director of Industrial Safety and Health, Third party audit by Certified Agency)

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Review HIRA and near miss incident to reduce the safety related incident and risk by implementing POKA-YOKE & Kaizens through Continual Improvements.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

   (A) Employees (Y/N) **- Yes**

   (B) Workers (Y/N). **- Yes**

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

   Every month invoices from the value chain partners (Contractors) are processed upon production of documents evidencing timely payment of statutory dues for the previous month.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) **- Yes**

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	17%
Working Conditions	17%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

   No such instance

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

   The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes OEM customers, Shareholders, Employees, Suppliers, Regulators and Communities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

SN	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	OEM Customers	No	one-to-one meetings, in person engagements, e-mails, plant visits, web based - virtual meeting platforms, business forums, exhibitions etc.	need based	Business development, product development, quality, production, delivery and mutual business relationships.
2	Shareholders	No	stock exchnage intimations, earning calls and meetings, annual report, annual general meeting, quarterly results.	periodically and need based	regulatory compliance, company's business updates, fincial performance updates, growth outlook, shareholder services etc.
3	Employees	No	Formal and informal mechanisms to engage with employees inter-se, with management. Internal communication means, emails, web based - virtual meeting platforms, learning and development programs etc.	periodically and need based	Talent development and retention, work-culture initiatives, fulfilment of Company's vision and mission, capacity building, cordial industrial relation, occupational health and safety and safe, fair and equitable working environment.
4	Suppliers	No	one-to-one meetings, in person engagements, e-mails, plant visits, web based - virtual meeting platforms, business forums, exhibitions etc.	need based	Procurment and services availement, business development, product development, quality, cost, production, delivery and mutual business relationships.
5	Regulators	No	submission of reports, regulatory portals, compliance management and reporting, other need based enagagements on policy issues, conferences etc.	need based	Regulatory compliance requirements, policy issues, governance issues, environmental and social matters.
6	Communities	No	Formal and informal mechanisms to engage with employees inter-se, with management.Individual departments within the organization have roles and responsibilities to engage with employees.	need based	Community partcipation in environmental, social, developemental, public welfare, disaster management etc. In particular CSR intiatives are targated for marginalised and disadvataged groups of the community.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

   The Company's management regularly interacts with its key stakeholders i.e. OEM customers, shareholders, employees, suppliers etc. through formal and informal means. The management updates the progress on above matters to the Board and takes inputs and guidance from the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

   Yes, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. Inputs from stakeholders helped the Company to focus in its CSR Policy and programs on health-care and women empowerment.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

   Inputs from stakeholders helped the Company to focus in its CSR Policy and programs on health-care and women empowerment. In one such instance, Company selected to focus on awareness about Menstrual Hygiene Management (MHM) for vulnerable / marginalized women groups of society and set-up Sanitary Pad making machines at different loactions for free distribution of sanitry pads amongst vulnerable/ marginalized women groups and school going girls.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1166	600	51%	1144	563	49%
Other than permanent	-	-	-	-		-
Total Employees	**1166**	**600**	**51%**	**1144**	**563**	**49%**
Workers						
Permanent	1312	632	48%	1163	503	43%
Other than permanent	5153	3335	65%	4875	3194	66%
Total Workers	**6465**	**3967**	**61%**	**6038**	**3697**	**61%**

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**1166**	**-**	**-**	**1166**	**100%**	**1144**	**-**	**-**	**1144**	**100%**
Male	1076	-	-	1076	100%	1061	-	-	1061	100%
Female	90	-	-	90	100%	83	-	-	83	100%
Other	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	**1312**	**122**	**9%**	**1190**	**91%**	**1163**	**215**	**18%**	**948**	**82%**
Male	941	112	12%	829	88%	818	163	20%	655	80%
Female	371	10	3%	361	97%	345	52	15%	293	85%
Other	-	-	-	-	-	-	-	-	-	-
Other than permanent	**5153**	**3850**	**75%**	**1303**	**25%**	**4875**	**3772**	**77%**	**1103**	**23%**
Male	2942	2096	71%	846	29%	2914	2156	74%	758	26%
Female	2211	1754	79%	457	21%	1961	1616	82%	345	18%
Other	-	-	-							

3. Details of remuneration/salary/wages, in the following format:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	970000	2	550000	-	-
Key Managerial Personnel	2	627718	-	-	-	-
Employees other than BoD and KMP	1076	42170	90	25355	-	-
Workers	941	15774	371	13530	-	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) **- Yes**

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The proper channels have been provided for workers and employees to discuss any workplace-related complaint or human rights issues with Unit HR or Unit Head. If the grievance not satisfactorily resolved, it can be escalated to the Management.

6. Number of Complaints on the following made by employees and workers:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

In Whistle Blower Policy and POSH Policy, there are provisions on the protection of identity of the complainant and all such matters are dealt in strict confidence.

8. Do human rights requirements form part of your business agreements and contracts? **(Yes/No)** **- No**

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not assessed as there is no child labour in employment
Forced/involuntary labour	Not assessed as there is no forced/involuntary labour in employment
Sexual harassment	100% by internal committee
Discrimination at workplace	100% by internal team
Wages	100% by internal team
Others – please specify	NA

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Nil - as no such instance.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No business modification introduced.

2. Details of the scope and coverage of any Human rights due-diligence conducted - **NIL**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? - **Yes**
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	17%
Forced Labour/Involuntary Labour	17%
Wages	-
Others – please specify	-

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No such instance

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) - (in GJ)	217040	194096
Total fuel consumption (B) - (in GJ)	5480	3863
"Energy consumption through other sources (C)"	-	-
Total energy consumption (A+B+C) in (GJ)	**222520**	**197959**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000012	0.000013
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If Yes, name of the external agency. - **NA**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) - **No**

If Yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - **NA**

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	79450	77528
(iii) Third party water	1934	1400
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**81384**	**78928**
Total volume of water consumption (in kilolitres)	81384	78928
Waterintensity per rupee of turnover (Water consumed / turnover)	0.000004	0.000005
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		**- No**
If Yes, name of the external agency.		**- NA**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If Yes, provide details of its coverage and implementation.

Yes. The Company has implemented Zero Liquid Discharge (ZLD) across most of its Units, avoiding discharge of waste water and has set-up Effluent Treatment Plant (ETP) / STP. The recycled water used back to production processes and other usages like gardening etc.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	gm	335451	235170
SOx	gm	136992	96563
Particulate matter (PM)	gm	202174	144218
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	NA		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) **- Yes**

If Yes, name of the external agency.

Pollucare Engineers India Pvt Ltd. and Enviro Lab

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT	**1137**	**801**
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT	**45036**	**40275**
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	**-**	**-**
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	**-**	**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If Yes, name of the external agency. **- No**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. - **No**
   If Yes, then provide details. - **NA**

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	416.90	229.87
E-waste **(B)**	-	-
Bio-medical waste **(C)**	0.00	0.00
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	0.13	0.08
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	18.55	11.52
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,335.37	2,967.19
Total (A+B + C + D + E + F + G + H)	**3,770.94**	**3,208.67**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3.21	0.664
(ii) Re-used	12.46	5.39
(iii) Other recovery operations	-	-
Total	**15.67**	**6.054**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**-**	**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - **No**
If Yes, name of the external agency. - **NA**

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

   The Company has adopted mechanisms for treatment and reusing of waste water effluent across its operations. Further, hazardous waste management is done through partnerships with authorized agencies after due treatment of the disposal.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: - **NA**

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conductedby independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: **- Yes**

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources	-	-
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) in GJ	217,040	194,096
Total fuel consumption (E) in GJ	5,480	3,863
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) in GJ	**222,520**	**197,959**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **- No**

If Yes, name of the external agency. **- NA**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
With treatment – (Secondary Treatment)	31395	36728
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**31395**	**36728**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **- No**

If Yes, name of the external agency. **- NA**

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:
(i) Name of the area
(ii) Nature of operations
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **- No**

If Yes, name of the external agency. **- NA**

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **- No**

If Yes, name of the external agency. **- NA**

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. - **NA**

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

   Yes, the company has dedicated response team for emergency situations across all the Units to address any potential risks and ensure the continuity of operations. The team is well trained and experienced and mock drills are conducted to identify the gaps and ensure the right process is followed

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. - **No**

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. - **No**

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PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. - **6**

   b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

SN	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Automotive Component Manufacturers Association of India (ACMA)	National
2	Confederation of Indian Industry (CII)	National
3	Electronic Industries Association Of India (ELCINA)	National
4	Electric Lamp and Component Manufacturers Association of India ELCOMA)	National
5	EEPC India (Formerly Engineering Export Promotion Council)	National
6	Delhi Chamber of Commerce	State

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

SN	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others – please specify)	Web Link, if available
NA					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

SN	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

3. Describe the mechanisms to receive and redress grievances of the community.

   The Company's HR teams from the respective manufacturing units are tasked with receiving and redressing grievances of the communities close to the Units. Any major grievances to be esclated to Management.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	18%	16%
Sourced directly from within the district and neighbouring districts	24%	20%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

SN	State	Aspirational District	Amount spent (In INR Lakhs)
1.	Manipur	Chandel	0.40
2.	Assam	Goalpara	0.35
3.	Assam	Hailakandi	0.26

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) **- No**

Company does not have a preferential procurement policy for the marginalized/vulnerable group. Company procures from vendors based on quality, cost, delivery and other business aspects. Preference and specifications from the customers are also taken into consideration for procurement. Company has adopted a fair, transparent and inclusive procurement process that provides equal opportunities to all suppliers including marginalised and vulnerable groups.

(b) From which marginalized /vulnerable groups do you procure? **- NA**

(C) What percentage of total procurement (by value) does it constitute? **- NA**

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

SN	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
NA				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

SN	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sanitary Pad Project – Delhi	18500	60%
2	Sanitary Pad Project – Ghaziabad	20445	40%
3	Sanitary Pad Project – Lucknow	17800	45%
4	Sanitary Pad Project – Saran	23150	70%
5	Sanitary Pad Project – Varanasi	18035	70%
6	Sanitary Pad Project – Dehradun	14000	65%
7	Sanitary Pad Project – Mayurbhanj	3500	80%
8	Sanitary Pad Project – Hamirpur	16300	60%
9	Sanitary Pad Project – Phagwara	18000	65%
10	Sanitary Pad Project – Solan	900	60%
11	Financial Aid to needy Patients	15	100%
12	Project Swavlamban	288	100%
13	Eye Care Camps for Poor & Needy	1924	100%
14	PITHU-FIEM	66	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Company's major business is manufacturing and supply of automotive parts to OEM customers. Whatever complaints / issue raised by the OEM customers, there is a robust mechanism to resolve all these promptly and at times it require joint effort of OEM customer as well. Company also serve replacement market through its dealer and distributor network and consumer complaint, if any, is routed through respective dealer. After that Company's replacement market team resolve the same.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	NA
Safe and responsible usage Recycling and/or safe disposal	NA

3. Number of consumer complaints in respect of the following:

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) **- Yes**
   If available, provide a web-link of the policy **- NA**

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

   No such instance

Leadership Indicators

1.	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). https://fiemindustries.com/automotive-lighting-and-signaling-equipments/	Available
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	NA
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	NA
4.	Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Yes, on some products, Company provide information at specific place of the product, as mandated by the OEM customer and in compliance of applicable legal provisions.	Yes
	Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?	No
5.	Provide the following information relating to data breaches:	
	a. Number of instances of data breaches along-with impact	Nil
	b. Percentage of data breaches involving personally identifiable information of customers	NA

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STANDALONE
FINANCIAL STATEMENTS

Independent Auditor's Report

To the Members of
Fiem Industries Limited

Report on the Audit of the Standalone Financial Statements

Opinion

We have audited the accompanying standalone financial statements of Fiem Industries Limited (hereinafter referred as "the Company"), which comprise the Standalone Balance sheet as at 31st March 2023, the Standalone Statement of Profit and loss including other comprehensive income), Standalone Statement of changes in equity and standalone Statement of cash flows for the year then ended, and notes to the standalone financial statements, including a summary of significant accounting policies and other explanatory information. (hereinafter referred to as "the standalone financial statements" or "financial statements")

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by the Companies Act, 2013 ("the Act") in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards prescribed under section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015, as amended, ("Ind AS") and other accounting principles generally accepted in India, of the state of affairs of the Company as at 31st March 2023, the profit and other comprehensive income, changes in equity and its cash flows for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Companies Act, 2013. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Standalone Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Companies Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ICAI's Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined the matters described below to be the key audit maters to be communicated in our report.

SN	Key Audit Matter	Auditor's Response
1	**Revenue Recognition for sale of goods** Revenue from sale of goods is recognized upon the transfer of control of the goods sold to the customer. The performance obligations in the contracts are fulfilled at the time of dispatch, delivery or upon formal customer acceptance depending on customer terms and conditions. Revenue is measured at fair value of the consideration received or receivable, after deduction of any discounts/ rebates and any taxes or duties collected on behalf of the government such as goods and services tax, etc. Customer acceptance is used to estimate the provision for price increase/ decrease. Revenue is only recognised to the extent, that is highly probable, a significant reversal will not occur.	Our audit procedures included the following • Evaluating the company's accounting Policies in relation of the revenue recognition in terms of Ind AS 115- Revenue from Contracts with Customers. • Evaluating the design and implementation and testing operating effectiveness of Company's general IT controls, key manual and application controls over the Company's IT systems including controls over rebates agreements / arrangements, rebate payments / settlements and Company's review over the rebate accruals. • Testing by selecting samples of revenue transactions recorded during the year by verification of underlying documents. • Testing on a sample basis, key customer contracts/ purchase order to identify terms and conditions relating to goods acceptance and price adjustments. • Testing on a sample basis, the supporting documents for sales transactions recorded during the period closer to the year end and subsequent to the year end to determine whether revenue was recognised in the correct period.

2	**Evaluation of uncertain Direct and Indirect tax positions** The Company has uncertain tax positions matters under dispute which involves significant judgment to determine the possible outcome of these disputes. Refer Notes 33 to the Standalone Financial Statements	**Our audit procedures included the following** Obtained details of completed tax assessments upto the year ended March 31, 2023 from management. We considered, the management's underlying assumptions in estimating the tax provision and the possible outcome of the disputes. We also considered legal precedence and other rulings in evaluating management's position on these uncertain tax positions. Additionally, we considered the effect of new information in respect of uncertain tax positions as at April 1, 2022 to evaluate whether any change was required to management's position on these uncertainties. Satisfied ourselves that it is not probable that an outflow of economic benefits will be required and disclosed such obligation as a contingent liability.

Other Information

The Company's management and Board of Directors are responsible for the other information. The other information comprises the information included in the Company's annual report, but does not include the financial statements and our Auditor's Report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Management's Responsibility for the Standalone Financial Statements

The Company's management and Board of Directors are responsible for the matters stated in section 134(5) of the Companies Act, 2013 ("the Act") with respect to the preparation of these standalone financial statements that give a true and fair view of the state of affairs, profit/loss and other comprehensive income, changes in equity and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the accounting Standards specified under section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statement that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management and Board of Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is also responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the standalone financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the standalone financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the standalone financial statements, including the disclosures, and whether the standalone financial statements represent the underlying transactions and events in a manner that achieves fair presentation

Materiality is the magnitude of misstatements in the standalone financial statements that, individually or in aggregate, makes it probable that the economic decisions of a reasonably knowledgeable user of the standalone financial statements may be influenced. We consider quantitative materiality and qualitative factors in (i) planning the scope of our audit work and in evaluating the results of our work; and (ii) to evaluate the effect of any identified misstatements in the standalone financial statements.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the standalone financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

1. As required by the Companies (Auditor's Report) Order,2020 ("the Order") issued by the Central Government of India in terms of sub-section (11) of section 143 of the Act, we give in the "Annexure- A", a statement on the matters specified in the paragraph 3 and 4 of the Order, to the extent applicable.

2. A. As required by Section 143(3) of the Act, we report that:

   a. we have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.

   b. in our opinion proper books of account as required by law have been kept by the Company so far as appears from our examination of those books.

   c. the balance sheet, the statement of profit and loss including other comprehensive income, statement of changes in equity and cash flow statement and dealt with by this Report are in agreement with the books of account.

   d. In our opinion, the aforesaid standalone financial statements comply with the Ind AS specified under Section 133 of the Act

   e. On the basis of written representations received from the directors as on 31st March, 2023, taken on record by the Board of Directors, none of the directors is disqualified as on 31st March, 2023, from being appointed as a director in terms of Section 164(2) of the Act.

   f. With respect to the adequacy of the internal financial controls over financial reporting of the Company and the operating effectiveness of such controls, refer to our separate Report in "Annexure B" and

B. With respect to the other matters included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us :

   1. The Company has disclosed the impact of pending litigations as at 31st march 2023 on its financial position in its financial statements – Refer Note 33(A) to the standalone Ind AS financial statements;

   2. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses;

   3. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company.

4. a) The Management has represented that, to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person or entity, including foreign entity ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

   b) The Management has represented, that, to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been received by the Company from any person or entity, including foreign entity ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

   c) Based on such audit procedures that have been considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11(e), as provided under (a) and (b) above, contain any material misstatement.

5. As stated in Note 57 to the standalone financial statements

   (a) The final dividend proposed in the previous year, declared and paid by the Company during the year is in accordance with Section 123 of the Act, as applicable.

   (b) The Board of Directors of the Company have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The amount of dividend proposed is in accordance with section 123 of the Act, as applicable.

6. Proviso to Rule 3(1) of the Companies (Accounts) Rules, 2014 for maintaining books of account using accounting software which has a feature of recording audit trail (edit log) facility is applicable to the Company with effect from April 1, 2023, and accordingly, reporting under Rule 11(g) of Companies (Audit and Auditors) Rules, 2014 is not applicable for the financial year ended March 31, 2023.

C. With respect to the other matters to be included in the Auditor's Report in accordance with the requirements of section 197(16) of the Act, as amended:

   In our opinion and according to the explanations given to us, the remuneration paid by the Company to its directors during the year is in accordance with the provisions of section 197 of the Act. The remuneration paid to any director is not in excess of the limit laid down under Section 197 of the Act. The Ministry of Corporate Affairs has not prescribed other details under Section 197(16) which are required to be commented upon by us.

for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN 23083159BGWPXR6911

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Annexure-A to the Independent Auditors' Report

The Annexure referred to in our Independent Auditors' Report to the members of the Company on the standalone Ind AS financial statements for the year ended on 31.03.23, we report that:

1. a) (i) According to the information and explanations given to us and the records of the Company examined by us, in our opinion, the Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant and Equipment.

   (ii) According to the information and explanations given to us and the records of the Company examined by us, in our opinion, the Company has maintained proper records showing full particulars of Intangible assets

   b) As explained to us, the company has a planned programme for physically verifying all Property, Plant and Equipment once in three years which in our opinion, is reasonable having regard to the size and nature of assets. During the year, the fixed assets have been physically verified by the management in accordance with the programme and no material discrepancies were identified on such verification.

   c) According to the information and explanations given to us and on the basis of our examination of the records of the company, the title deeds of immovable properties (other than properties where the company is the lessee and the lease agreements are duly executed in favour of the lessee) disclosed in the financial statements are held in the name of the company except for freehold land situated in Ahmedabad, Gujarat, acquired during the Fy 16-17 for Rs 18.23 Lakhs, wherein final registration is pending as disclosed in Note 2 on "Property Plant and equipment "to the standalone Ind AS financial statements.

Description of Property	Gross Carrying Value (Rs.in Lakhs)	Held in the name of	Whether Promoter, director or their relative or employee	Period held	Reason for not being held in name of company
Land at Karsanpura, Gujarat	18.23	Not registered	No	7 years	Industrial land purchased from the other company (Seller) requiring approval from state govt which is already applied by the Seller. However, permission from the govt is still awaited.

   d) The company has not revalued its Property, Plant and Equipment (including Right of Use assets) or intangible assets or both during the year

   e) According to the information and explanations given to us and on the basis of our examination of the records of the company, no proceedings have been initiated or are pending against the company for holding any benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and rules made thereunder.

2. a) As informed to us, the inventories have been physically verified by the management at regular intervals during the year. In our opinion, the coverage and procedure of such verification is appropriate and there were no material discrepancies of 10% or more in aggregate for each class of inventory were not noticed on physical verification of the inventory as compared to the book of accounts.

   b) According to the information and explanations given to us and on the basis of our examination of the records of the company, the quarterly returns or statements filed by the company with banks or financial institutions who has sanctioned working capital limits in excess of Rs 5 crores, are in agreement with the books of account of the Company.

3. a) During the year, the Company has provided loans to its employees as follows:

Particulars	Loans (Rs in Lakhs)
Aggregate amount granted/ provided during the year	
-Loan to employees	144.83
Balance outstanding as at balance sheet date in respect of above cases	
Loan to employees	158.13

   b) According to the information and explanations given to us and based on the audit procedures conducted by us, in our opinion the investments made and the terms and condition of the grant of employee loans provided during the year are, prima facie, not prejudicial to the interest of the Company

c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, in the case of loans given, in our opinion the repayment of principal has been stipulated and the repayments or receipts have been regular. Further, the Company has not given any advance in the nature of loan to any party during the year

d) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there is no overdue amount for more than ninety days in respect of loans given. Further, the Company has not given any advances in the nature of loan to any party during the year.

e) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there is no loan or advance in the nature of loan granted falling due during the year, which has been renewed or extended or fresh loans granted to settle the overdues of existing loans given to same parties.

f) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not granted any loans or advance in the nature of loan or advance in the nature of loan either repayable on demand or without specifying any terms or period of repayment.

4. Loans, investments and guarantees, in respect of which provisions of sections 185 and 186 of the Companies Act, 2013 are applicable have been complied with by the Company. The Company has not provided securities hence not commented upon.

5. According to the information and explanation given to us and the records of the Company examined by us, the Company has neither accepted any deposits from the public nor accepted any amounts which are deemed to be deposits within the meaning of sections 73 to 76 of the Companies Act and the rules made thereunder, to the extent applicable. Therefore, the clause (v) of para 3 of the order is not applicable to the Company.

6. We have broadly reviewed the books of account maintained by the Company pursuant to the rules made by the Central Government for the maintenance of cost records under section 148(1) of the Companies Act, 2013, and are of the opinion that prima facie, the specified accounts and records have been made and maintained. However, no detailed examination of the same has been carried out by us.

7. a) According to the records of the company and also the information and explanations given to us, the company is generally regular in depositing with appropriate authorities all undisputed statutory dues including provident fund, employees' state insurance, income tax, sales tax, service tax, Goods and Service tax, duty of customs, duty of excise, value added tax, cess and other material statutory dues applicable to it.

According to the information and explanations given to us, there are no undisputed amounts payable in respect of provident fund, employees' state insurance, income tax, sales tax, service tax, duty of customs, duty of excise, value added tax, cess and other material statutory dues as at the year end for a period of more than six months from the date they became payable.

b) According to the records of the Company, the dues outstanding of income tax, sales-tax, wealth tax, service tax, Goods and Service tax, duty of customs, duty of excise and cess on account of any dispute are as follows

(Rs. in Lakhs)

S.N.	Name of Statue	Nature of Due	Period to which it Pertains	Amount Involved	Amount Deposited	Net Amount	Forum where dispute is Pending
1	The Central Excise Act, 1944	Custom Duty demand on sale of Moulds	F.Y. 2007-08	57.87	14.47	43.40	CESTAT, Chennai
2	Haryana Value Added Tax 2003	Sales tax Assessment Dues	F.Y. 2010-11	23.75	3.75	20.00	Punjab and Haryana High court
3	Tamil Nadu VAT Act 2006	Sales tax demand on reversal of input tax credit pertaining to CST Sales	F.Y. 2014-15	150.07	-	150.07	Chennai High court
4	Income Tax Act 1961	Disallowance of Loss on account of foreign exchange derivative contracts	Assessment Year 2011-12	617.71	See Note *	617.71	ITAT, New Delhi
5	Custom Act 1962	Short payment of custom duty on imported Raw materials	FY 2020-21	3.49	0.26	3.23	Commissioner of Customs, Appeals Chennai
			Total	**852.89**	**18.48**	**834.41**	

Note:- No demand is outstanding as on the reporting date as the matter has been decided in favour of the company by the CIT (Appeal). However the issue has been challenged in ITAT by the income tax department.

8. According to the information and explanations given to us and based on the records, the Company has not surrendered or disclosed any transaction, previously unrecorded in the books of account, in the tax assessments under the Income Tax Act, 1961 as income during the year. Accordingly, the requirement to report on Clause 3(viii) of the Order is not applicable to the Company.

9. On the basis of verification of records, on an overall examination of the financial statements of the Company and according to the information and explanations given to us,

   a) the company has not defaulted in repayment of dues to a financial institution or banks..

   b) the company has not been declared wilful defaulter by any bank or financial institution or other lender;

   c) In our opinion and according to the information and explanations given to us, the Company has not taken any term loan during the year.

   d) On an overall examination of the financial statements of the Company, funds raised on short-term basis have, prima facie, not been used during the year for long-term purposes by the Company.

   e) According to the information and explanation given to us and on overall examination of the financial statements of the Company, the Company has not taken funds from any entities and persons on account of or to meet the obligations of its subsidiaries or associates.

   f) According to the information and explanations given to us and based on the records of the Company examined by us, the Company has not raised loans during the year on the pledge of securities held in its subsidiaries or associate companies. Hence, the requirement to report on clause (ix)(f) of the Order is not applicable to the Company.

10. a) The company has not raised any money by way of initial public offer or further public offer (including debt instruments) during the year.

    b) the company has not made any preferential allotment or private placement of shares or convertible debentures (fully, partially or optionally convertible) during the year

11. a) Based on examination of the books and records of the Company and according to the information and explanations given to us, considering the principles of materiality outlined in Standards on Auditing, we report that no fraud by the Company or on the Company has been noticed or reported during the course of the audit.

    b) During the year, no report under sub-section (12) of Section 143 of the Companies Act, 2013 has been filed by us in Form ADT - 4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government. According to the information and explanations given to us and based on the information provided to us and records verified by us, the Secretarial Auditor and the Cost Auditor have not filed report in Form ADT - 4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government.

    c) According to the information and explanations given to us and as represented to us by the management, there are no whistle blower complaints received by the Company during the year.

12. In our opinion and according to the information and explanations given to us, the Company is not a nidhi company. Accordingly, paragraph 3(xii) of the Order is not applicable.

13. According to the information and explanations given to us and based on our examination of the records of the Company, transactions with the related parties are in compliance with sections 177 and 188 of the Act wherever applicable and details of such transactions have been disclosed in the standalone Ind AS financial statements as required by the applicable accounting standards.

14. (a). According to the information and explanations given to us and based on our examination of the records of the Company the company has an internal audit system commensurate with the size and nature of its business;

    (b). We have considered, the internal audit reports for the year under audit, issued to the Company during the year and till date.

15. According to the information and explanations given to us and based on our examination of the records of the Company, the Company has not entered into any non-cash transactions with directors or persons connected with him. Accordingly, paragraph 3(xv) of the Order is not applicable to the Company.

16. (a) In our opinion, the Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Hence, reporting under clause 3(xvi)(a), (b) and (c) of the Order is not applicable.

    (b) In our opinion, there is no core investment company (as defined in the Core Investment Companies (Reserve Bank) Directions, 2016) and accordingly reporting under clause 3(xvi)(d) of the Order is not applicable.

17. The company has not incurred cash losses in the current financial year and in the immediately preceding financial year.

18. There has been no resignation of the statutory auditors of the Company during the year and accordingly requirement to report on Clause 3(xviii) of the Order is not applicable to the Company.

19. According to the information and explanations given to us and on the basis of the financial ratios disclosed in note 56 to the standalone financial statment , ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the financial statements and our knowledge of the Board of Directors and Management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report indicating that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the Company as and when they fall due.

20. The Company has fully spent the required amount towards Corporate Social Responsibility (CSR) and there are no unspent CSR amount for the year requiring a transfer to a Fund specified in Schedule VII to the Companies Act or special account in compliance with the provision of sub-section (6) of section 135 of the said Act. Accordingly, reporting under clause (xx) of the Order is not applicable for the year.

for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN 23083159BGWPXR6911

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Annexure "B" to the independent auditor's report of even date on the standalone Ind AS financial statements of fiem industries limited

Report on the Internal Financial Controls under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

Opinion

1. We have audited the internal financial controls over financial reporting of FIEM INDUSTRIES LIMITED ("the Company") as of March 31, 2023 in conjunction with our audit of the standalone Ind AS financial statements of the Company for the year ended on that date.

2. In our opinion, the Company has, in all material respects, adequate internal financial controls with reference to financial statements and such internal financial controls were operating effectively as at 31st March 2023, based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (the "Guidance Note").

Management's Responsibility for Internal Financial Controls

3. The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

Auditors' Responsibility

4. Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing, to the extent applicable to an audit of internal financial controls, both issued by the Institute of Chartered Accountants of India. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting was established and maintained and if such controls operated effectively in all material respects.

5. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the Ind AS financial statements, whether due to fraud or error.

6. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on the Company's internal financial controls system over financial reporting.

Meaning of Internal Financial Controls Over Financial Reporting

7. A company's internal financial control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of Ind AS financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of Ind AS financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the Ind AS financial statements.

Inherent Limitations of Internal Financial Controls Over Financial Reporting

8. Because of the inherent limitations of internal financial controls over financial reporting, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting to future periods are subject to the risk that the internal financial control over financial reporting may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN 23083159BGWPXR6911

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Standalone Balance Sheet as at 31.03.2023

(Amount Rs in Lakhs)

Particulars	Note No.	As At 31.03.2023		As At 31.03.2022	
ASSETS					
1 NON CURRENT ASSETS					
(a) Property, plant and equipment	2	46,036.06		47,393.21	
(b) Capital work-in-progress	2	534.61		70.57	
(c) Right-of-use assets	3	3,092.02		3,240.00	
(d) Intangible assets	4	139.03		84.24	
(e) Financial Assets					
(i) Investments	5	478.51		311.49	
(ii) Trade receivables	6	-		192.67	
(iii) Loans	7	94.31		56.10	
(iv) Other Financial Assets	8	1,131.61		1,024.05	
(f) Other non-current assets	9	718.11		533.91	
Total Non Current Assets			52,224.26		52,906.24
2 CURRENT ASSETS					
(a) Inventories	10	17,569.84		18,473.79	
(b) Financial Assets					
(i) Investments	11	-		8,289.40	
(ii) Trade receivables	6	14,080.24		17,460.07	
(iii) Cash and cash equivalents	12	17,993.47		6,678.85	
(iv) Bank balances other than (iii) above	13	10.58		9.11	
(v) Loans	7	63.82		56.39	
(vi) Other Financial Assets	8	704.22		93.24	
(c) Other current assets	9	2,339.79		1,453.11	
Total Current Assets			52,761.96		**52,513.96**
TOTAL ASSETS			**104,986.22**		**105,420.20**
EQUITY AND LIABILITIES					
1 EQUITY					
(a) Equity Share Capital	14	1,315.98		1,315.98	
(b) Other Equity	15	74,629.71		63,426.88	
Total Equity			**75,945.69**		**64,742.86**
2 LIABILITIES					
NON CURRENT LIABILITIES					
(a) Financial Liabilities					
(i) Borrowings	16	-		751.67	
(ia) Lease liabilities	40	2,311.45		2,382.73	
(ii) Trade payables		-		-	
(iii) Other financial liabilities		-		-	
(b) Provisions	17	1,250.79		465.77	
(c) Deferred tax liabilities (Net)	39	2,220.37		3,262.26	
(d) Other non-current liabilities		-		-	
Total Non Current Liabilities			**5,782.61**		**6,862.43**
CURRENT LIABILITIES					
(a) Financial Liabilities					
(i) Borrowings	18	-		1,365.78	
(ia) Lease liabilities	40	71.28		67.25	
(ii) Trade payables					
-Total outstanding dues of micro and small enterprises	19	1,578.02		2,435.31	
-Total outstanding dues of creditors other than micro and small enterprises	19	14,918.48		23,662.39	
		16,496.50		26,097.70	
(iii)Other financial liabilities	20	2,554.75		2,397.69	
(b) Other current liabilities	21	3,137.48		2,964.84	
(c) Provisions	17	995.04		545.27	
(d) Current Tax Liabilities (Net)	22	2.87		376.38	
Total Current Liabilities			**23,257.92**		**33,814.91**
TOTAL LIABILITIES			**29,040.53**		**40,677.34**
TOTAL EQUITY AND LIABILITIES			**104,986.22**		**105,420.20**

Significant Accounting Policies and Notes to financial Statements. 1 to 59

The accompanying notes are an integral part of the financial statements.

For and on behalf of the Board of Directors

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-	Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**	**(Anil Kumar Gupta)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary	Partner
				Membership No.:-083159

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Standalone Statement of Profit and Loss for the year ended 31.03.2023

(Amount Rs in Lakhs)

	Particulars	Note No.	Current Year F.y. 2022-23		Previous Year F.y. 2021-22	
	INCOME					
	Revenue From Operations					
	a) Net Sales	23	183,404.26		155,772.52	
	b) Other Operating Income	24	1,394.05		1,453.42	
I	Revenue from Operations (a+b)			184,798.31		157,225.94
II.	Other Income	25		1,080.28		259.77
III	**TOTAL INCOME (I+II)**			**185,878.59**		**157,485.71**
IV	**EXPENSES**					
a)	Cost of Raw Materials and Components Consumed	26		111,946.03		97,873.12
b)	Purchase of Stock-in-Trade	27		808.43		585.99
c)	Changes in Inventories of Finished Goods, Work in progress and Stock in trade	28		388.86		149.19
d)	Employees benefits expenses	29		23,647.83		20,479.74
e)	Finance costs	30		743.07		859.24
f)	Depreciation and amortization expense	31		6,295.69		5,865.44
g)	Other expenses	32		23,222.59		18,793.14
	TOTAL EXPENSES			**167,052.50**		**144,605.86**
V	**PROFIT BEFORE TAX (III-IV)**			**18,826.09**		**12,879.85**
VI	**TAX EXPENSES**					
	a) Current Tax Expense		5,822.04		3,683.64	
	b) (Excess)/Short Tax provision for earlier years		83.22		32.38	
	c) Deferred Tax Liability/ (Assets)		(1,041.89)		(362.07)	
				4,863.37		3,353.95
VII	**PROFIT AFTER TAX FOR THE YEAR FROM CONTINUING OPERATIONS (V-VI)**			**13,962.72**		**9,525.90**
VIII	**OTHER COMPREHENSIVE INCOME/(LOSS)**					
	A) Items that will not be reclassified subsequently to the statement of profit and loss					
	(i) Remeasurement of Defined Benefit Plans		(171.00)		(34.33)	
	(ii) Income tax on items Items that will not be reclassified subsequently to the statement of profit and loss		43.04		8.64	
			(127.96)		(25.69)	
	B) Items that will be reclassified subsequently to the statement of profit and loss		-		-	
	TOTAL OTHER COMPREHENSIVE INCOME (NET OF TAX)			(127.96)		(25.69)
IX	**TOTAL COMPREHENSIVE INCOME (NET OF TAX) (VII+ VIII)**			**13,834.76**		**9,500.21**
	Basic and Diluted Weighted Earning per Equity Share (Nominal value Rs 10 per share)	43		**106.10**		**72.39**

Significant Accounting Policies and Notes to financial Statements. 1 to 59
The accompanying notes are an integral part of the financial statements.

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N
Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

Standalone Statement of Changes in Equity for the year ended 31.03.2023

(Amount Rs in Lakhs)

PARTICULARS	Note No.	Number of shares	(Amount Rs in Lakhs)
A Equity Share Capital			
Equity share of Rs 10/- each Issued, subscribed and fully paid			
Balance as at 1st April 2021		13,159,830	1,315.98
Change in equity share capital due to prior period errors		-	-
Restated balance at the beginning of the reporting period		-	-
Changes in equity share capital during the year		-	-
Balance as at 1st April 2022		13,159,830	1,315.98
Change in equity share capital due to prior period errors		-	-
Restated balance at the beginning of the reporting period		-	-
Changes in equity share capital during the year		-	-
Balance as at 31st March 2023	14	13,159,830	1,315.98

B. Other Equity

PARTICULARS	Note No.	Securities Premium Reserve	General Reserve	Retained Earnings	Total
Balance as at 1st April 2021		16,722.77	5,140.00	34,169.50	56,032.27
Changes in Accounting policy or prior period errors		-	-	-	-
Restated Balance as at 1st April 2021		**16,722.77**	**5,140.00**	**34,169.50**	**56,032.27**
Addition during the year					
1) Profit for the year				9,525.90	9,525.90
2) Remeasurement of Defined Benefit Plans (Net of tax)				(25.69)	(25.69)
Deduction during the year					
1) Transfer to General Reserve			1,000.00	(1,000.00)	-
2) Dividend Paid (Rs 16 per share)				(2,105.57)	(2,105.57)
Balance as at 1st April 2022		**16,722.77**	**6,140.00**	**40,564.14**	**63,426.88**
Changes in Accounting policy or prior period errors		-	-	-	-
Restated Balance as at 1st April 2022		**16,722.77**	**6,140.00**	**40,564.14**	**63,426.88**
Addition during the year					
1) Profit for the year				13,962.73	13,962.73
2) Remeasurement of Defined Benefit Plans (Net of tax)				(127.96)	(127.96)
Deduction during the year					
1) Transfer to General Reserve			1,400.00	(1,400.00)	-
2) Dividend Paid (Rs 20 per share)				(2,631.97)	(2,631.97)
Balance as at 31st March 2023	15	**16,722.77**	**7,540.00**	**50,366.94**	**74,629.71**

Significant Accounting Policies and Notes to financial Statements. 1 to 59

The accompanying notes are an integral part of the financial statements.

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N
Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

Standalone Cash Flow Statement for the year ended 31.03.2023

(Amount Rs in Lakhs)

PARTICULARS		Year ended 31st March, 2023	Year ended 31st March, 2022
A	**Cash flow from Operating Activities:**		
	Profit (Loss) Before Tax	**18,826.09**	12,879.85
	Adjustments for:		
	Depreciation & amortisation expense	**6,295.69**	5,865.44
	Net loss (gain) on sale of property plant and equipment	**(9.66)**	-
	Loss on discarded property plant and equipment	**90.33**	55.46
	Unrealised foreign exchange (gain)/Loss	**(59.99)**	(29.29)
	Provision for bad and doubtful debt	**633.98**	9.42
	Provision for doubtful advances	**40.05**	-
	Provision for Warranties	**1,180.00**	195.00
	Bad debts written-off	**37.09**	70.42
	Finance costs	**743.07**	859.24
	Interest Income on fixed deposits, Mutual fund and others deposits	**(1,051.47)**	(236.51)
	Operating Profit (Loss) before Working Capital changes	**26,725.18**	**19,669.03**
	Adjustment for changes in Working Capital:		
	Decrease/(Increase) in loans (non-current)	**(38.21)**	(9.28)
	Decrease/(Increase) in other financial assets (non-current)	**(175.80)**	10.36
	Decrease/(Increase) in other non-current assets	**59.46**	154.00
	Decrease/(Increase) in inventories	**903.95**	(6,779.15)
	Decrease/(Increase) in trade receivables	**2,725.60**	(9,426.80)
	Decrease/(Increase) in trade receivables (non-current)	**192.67**	292.75
	Decrease/(Increase) in loans (current)	**(7.43)**	(14.97)
	Decrease/(Increase) in other financial assets (current)	**(610.98)**	87.15
	Decrease/(Increase) in other current assets	**(926.73)**	127.79
	(Decrease)/Increase in non-current provisions	**54.20**	(3.12)
	(Decrease)/Increase in trade payables	**(9,558.05)**	8,887.01
	(Decrease)/Increase in other financial liabilities (current)	**(45.13)**	493.20
	(Decrease)/Increase in current provisions	**(170.41)**	(50.04)
	(Decrease)/Increase in other current liabilities	**172.64**	(622.29)
	Cash generated from Operating Activities	**19,300.96**	12,815.64
	Income tax paid	**(6,235.71)**	(3,554.62)
	Net cash from/(used in) Operating Activities (A)	**13,065.25**	9,261.02
B	**Cash flow from Investing Activities:**		
	Payments for purchase of property, plant and equipment, intangible assets, capital work in progress and capital advances	**(5,455.77)**	(1,910.20)
	Proceeds from sale of property, plant and equipment	**28.01**	-
	Maturity from (Investment in) Liquid Mutual Fund	**5,689.40**	(5,689.40)
	Exit from Joint Venture (JV)	**2,600.00**	-
	Investment in Subsidiary Company	**(167.02)**	-
	Maturity from (Investment in) other bank balance	**(1.47)**	7.85
	Interest Income on fixed deposits, Mutual fund and others deposits	**1,051.47**	236.51
	Net cash from/(used in) Investing Activities (B)	**3,744.62**	(7,355.24)

Standalone Cash Flow Statement for the year ended 31.03.2023

(Amount Rs in Lakhs)

C	**Cash flow from Financing Activities:**		
	Repayment of long term borrowings	**(2,049.21)**	(3,027.66)
	Finance cost paid other than finance lease	**(599.84)**	(718.02)
	Payment of Final dividend on equity shares	**(2,631.97)**	(2,105.57)
	Payment of finance lease	**(214.25)**	(209.59)
	Net cash from/(used in) Financing Activities (C)	**(5,495.27)**	**(6,060.84)**
D	**Net Increase/(Decrease) in cash & cash equivalents (A+B+C)**	**11,314.60**	**(4,155.06)**
	Add:-Cash and cash equivalents at the beginning of the period	**6,678.85**	10,833.90
	Cash and cash equivalents at the end of period	**17,993.48**	6,678.85
E	**Component of cash and cash equivalents**		
	Cash on hand	**34.12**	24.14
	Balance with Banks:		
	Balance with bank in Cash Credit Account	**398.16**	456.17
	Deposits with original maturity of less than three months (net of book overdraft)	**17,456.80**	5,955.55
	Balance with bank in current accounts	**104.38**	242.99
	Total cash and cash equivalents	**17,993.48**	**6,678.85**

Note:1. The above Statement of Cash Flows has been prepared under the 'Indirect Method' as set out in Ind AS 7, 'Statement of Cash Flows'.

Note:2. Previous year's figures have been regrouped/reclassified wherever necessary to correspond with the current year's classification/disclosure

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N
Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

Notes on Financial Statements for the year ended 31.03.2023

1. General Information

Fiem Industries Limited ("The Company") is a public limited company domiciled in India and incorporated under the provisions of the Companies Act, 1956. The address of its registered office is D-5, Mansarover Garden, New Delhi-110015. Its shares are listed on National Stock Exchange and Bombay Stock Exchange in India. The Company is in the business of manufacturing and supply of auto components comprising of automotive lighting & signalling equipments, rear-view mirror, prismatic mirror, plastic moulded parts, bank angle sensor, canister and sheet metal components for motorised vehicles, and LED luminaries comprising of indoor and outdoor lighting, display panels and integrated passengers information system.

Significant Accounting Policies

(A) Statement of Compliance

The financial statement has been prepared as a going concern in accordance with Indian Accounting Standards (Ind AS) notified under the Section 133 of the Companies Act, 2013 ("the Act) read with the Companies (Indian Accounting Standards) Rules, 2015 and other relevant provision of the Act.

These standalone financial statements are approved by the Company's Board of Directors on May 30, 2023.

(B) Accounting Convention

The financial statements have been prepared on the historical cost convention on accrual basis except for certain financial instruments which are measured at fair value at end of each reporting period, as explained in the accounting polices mentioned below. The accounting policies have been applied consistently over all the periods presented in these financial statements.

(C) Use of Estimates and Judgements

The preparation of financial statements in conformity with Ind AS requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and reported amount of assets, liabilities, income, expenses and disclosures of contingent assets and liabilities at the date of these financial statements and the reported amount of revenues and expenses for the years presented. Actual results may differ from the estimates.

Estimates and underlying assumptions are reviewed at each balance sheet date. Revision to accounting estimates are recognised in the period in which the estimates are revised and in which future periods are also affected.

Significant Estimates and Judgments

The Areas involving critical estimates or judgement are:-

(i) Defined Benefits Obligation refer note 47

(ii) Estimation of useful life of property plant and equipment (PPE)

(iii) Estimation and evaluation of provisions and contingencies

(iv) Recognition of deferred tax assets and provision for income tax refer note 39

Recent Accounting Developments

Ministry of Corporate Affairs (MCA), vide notification dated 31st March, 2023 has made the following amendments to Ind AS which are effective 1st April 2023. Below is a summary of such relevant amendments and requirements. Based on preliminary assessment, the Company does not expect these amendments to have any significant impact on its standalone financial statements.

Ind AS 1-Presentation of Financial Statements

Amendment to Ind AS 1, Presentation of Financial Statements where the companies are now required to disclose material accounting policies rather than their significant accounting policies. Accounting policy information, together with other information, is material when it can reasonably be expected to influence decisions of primary users of general purpose financial statements.

Ind AS 8-Accounting Policies, Changes in Accounting Estimates and Errors

Amendment to Ind AS 8, Accounting policies, Change in Accounting estimates and errors where the definition of 'change in account estimate' has been replaced by revised definition of 'accounting estimate' Under the new definition, accounting estimates are "monetary amounts in financial statements that are subject to measurement uncertainty". Entities develop accounting estimates if accounting policies require items in financial statements to be measured in a way that involves measurement uncertainty. The amendments will help entities to distinguish between accounting policies and accounting estimates.

Ind AS 12 – Income Taxes

Amendment to Ind AS 12, Income Taxes where the scope of Initial Recognition Exemption (IRE) has been narrowed down. The amendments clarify how companies account for deferred tax on transactions such as leases and decommissioning obligations. The amendments narrowed the scope of the recognition exemption in paragraphs 15 and 24 of Ind AS 12 (recognition exemption) so that it no longer applies to transactions that, on initial recognition, give rise to equal taxable and deductible temporary differences.

(D) Current-Non Current Classification

All assets and liabilities are classified into current and non-current.

Assets

An asset is classified as current when it satisfies any of the following criteria:

(a) it is expected to be realised in, or is intended for sale or consumption in, the Company's normal operating cycle;

(b) it is held primarily for the purpose of being traded;

(c) it is expected to be realised within 12 months after the reporting date; or;

(d) it is cash or cash equivalent unless it is restricted from being exchanged or used to settle a liability for a least 12 months after the reporting date

Liabilities

A liability is classified as current when it satisfies any of the following criteria:

(a) it is expected to be settled in the Company's normal operating cycle;

(b) it is held primarily for the purpose of being traded;

(c) it is due to be settled within 12 months after the reporting date; or;

(d) the company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date. Terms of a liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

Operating Cycle

Based on the nature of products/activities of the Company and the normal time between the acquisition of assets for processing and their realisation in cash or cash equivalents, the Company has determined its operating cycle as 12 months for the purpose of current and non current classification of assets and liabilities

(E) Property, Plant and Equipment

Property, plant and equipment held for use in the production or supply of goods or services, or for administrative purposes, are stated in the balance sheet at cost less accumulated depreciation and accumulated impairment losses. Cost of acquisition is inclusive of freight, duties, taxes, and other incidental expenses. Freehold land is not depreciated.

Properties in the course of production, supply or administrative purposes are carried at cost, less any recognised impairment loss. Cost includes items directly attributable to the construction or acquisition of the items of property, plant and equipment. For qualifying assets borrowing costs are capitalised in accordance with the Company's accounting policy. Such properties are classified to the appropriate categories of property, plant and equipment when completed and ready for intended use. Depreciation of these assets is provided on the same basis as-other property assets & commences when the assets are ready for their intended use.

Subsequent costs are included in the asset's carrying amount only when it is probable that future economic benefits associated with the items will flow to the Company and the cost of the item can be measured reliably. The cost for day-to-day servicing of property, plant and equipment are recognized in Statement of Profit and Loss as and when incurred.

Notes on Financial Statements for the year ended 31.03.2023

The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

Depreciation is calculated using the straight-line method on a pro-rata basis from the date in which each asset is put to use to allocate their cost, net of their residual values, over their useful life generally in accordance with that provided in the Schedule II to the Act. The estimated useful lives of property, plant and equipment are as follows.

Assets	Estimated useful lives	Useful lives as per schedule II
Factory Buildings	30 years	30 years
Other Building	60 years	60 years
Plant and Equipment	3-15 years	15 years
Furniture and Fixture	10 years	10 years
Motor Vehicles	8-10 years	8-10 years
Office Equipment	3-5 years	5 years
Electrical Installation	10 years	10 years
Computers	3 years	3 years

Based on technical evaluation and internal assessment of useful lives, the management believes that its estimate of useful lives as given above best represent the period over which management expects to use these assets.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in statement of profit and loss.

Capital Work-in-Progress

Capital work-in-progress comprises the cost of property, plant and equipment that are not yet ready for their intended use at the balance sheet date & expenditure during construction period pending allocation and fixed assets in transit that are not yet received for their intended use at the balance sheet date. Depreciation is not charged on capital work in progress until construction and installation are complete and asset ready for its intended use.

Capital Advances

Advances given towards acquisition of fixed assets outstanding at each Balance Sheet date are disclosed as Other Non-Current Assets.

(F) Intangible Assets

Intangible assets acquired separately

Intangible assets with finite useful lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortization is recognised on a straight-line basis over their estimated useful lives. The estimated useful life and amortization are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis.

Intangible Assets Under Development

Intangible Assets Under Development comprises the cost of intangible assets that are not yet ready for their intended use at the balance sheet date. Amortization is not charged on intangible assets under development.

(G) Financial Instruments

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument. Financial assets and liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value measured on initial recognition of financial asset or financial liability.

Cash and cash equivalents

The Company considers all highly liquid financial instruments, which are readily convertible into known amounts of cash that are subject to an insignificant risk of change in value and having original maturities of three months or less from the date of purchase, to be cash equivalents. Cash and cash equivalents includes balances with banks which are unrestricted for withdrawal and usage.

Financial assets:- Initial Recognition and Measurement

All financial assets are recognized initially at fair value, plus in the case of financial assets not recorded at fair value through profit or loss (FVTP L), transaction costs that are attributable to the acquisition of the financial asset. However, trade receivables that do not contain a significant financing component are measured at transaction price.

Financial assets at amortised cost

Financial assets are subsequently measured at amortised cost if these financial assets are held within a business whose objective is to hold these assets in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through other comprehensive income

Financial assets are measured at fair value through other comprehensive income if these financial assets are held within a business whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gain and losses which are recognised in profit and loss.

Financial assets at fair value through profit or loss

Financial assets are measured at fair value through profit or loss unless it is measured at amortised cost or at fair value through other comprehensive income on initial recognition. The transaction costs directly attributable to the acquisition of assets and liabilities at fair value through profit and loss are immediately recognised in the statement of profit and loss.

Trade Receivables

Trade receivables are initially recognised at transaction price as they do not contain to a significant financing component. This implies that the effective interest rate for these receivables is zero. Subsequently, the company applies lifetime expected credit loss model for measurement of trade receivables.

Investment in subsidiaries and Joint Ventures

Investment in subsidiaries and joint ventures are measured at cost. Cost represents amount paid for acquisition of the said investment.

Financial liabilities

Financial liabilities are measured at amortised cost using the effective interest method.

Equity instruments

An equity instrument is a contract that evidences residual interest in the assets of the company after deducting all of its liabilities. Company recognises equity instruments at proceeds received net off direct issue cost.

Notes on Financial Statements for the year ended 31.03.2023

Reclassification of Financial Assets

The Company determines classification of financial assets and liabilities on initial recognition. After initial recognition, no reclassification is made for financial assets which are equity instruments and financial liabilities. For financial assets which are debt instruments, a reclassification is made only if there is a change in the business model for managing those assets. Changes to the business model are expected to be infrequent. The Company's senior management determines change in the business model as a result of external or internal changes which are significant to the company's operations. Such changes are evident to external parties. A change in the business model occurs when a company either begins or ceases to perform an activity that is significant to its operations. If the Company reclassifies financial assets, it applies the reclassification prospectively from the reclassification date which is the first day of the immediately next reporting period following the change in business model. The Company does not restate any previously recognized gains, losses (including impairment gains and losses) or interest.

Impairment of Financial Assets

The Company applies expected credit loss (ECL) model for measurement and recognition of impairment loss on the following financial assets and credit risk exposure:

(i) financial assets measured at amortised cost (ii) financial assets measured at FVOCI (iii) trade receivables under Ind-As 18

The company follows 'simplified approach' for recognition of impairment loss allowance on trade receivables. The application of simplified approach does not require the Company to track changes in credit risk. Rather it recognises impairment loss allowance based on lifetime ECLs at each reporting date, right from its initial recognition.

Write-off of Financial Assets

The gross carrying amount of a financial asset is written off (either partially or in full) to the extent that there is no realistic prospect of recovery. The management considers internal and external information up to the date of approval of financial results including probability of credit impairment and economic forecast.

Offsetting of Financial Instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Balance Sheet if there is currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, to realize the assets and settle the liabilities simultaneously.

(H) Measurement of Fair Values

A number of the Company's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. The Company has an established control framework with respect to the measurement of fair values. The Company regularly reviews significant unobservable inputs and valuation adjustments.

Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs)

When measuring the fair value of an asset or a liability, the Company uses observable market data as far as possible. If the inputs used to measure the fair value of an asset or a liability fall into different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

(I) Inventory

(i) Raw materials, components, stores and spares are valued at lower of cost or net realizable value. However, raw materials and other supplies held for use in the production of finished products are not written down below cost if the finished products in which they will be incorporated are expected to be sold at or above cost. In determining the cost, moving weighted average method is used.

(ii) Semi-finished goods and finished goods are valued lower of cost or net realizable value. Cost includes direct materials and direct labour and a proportion of manufacturing overheads based on normal operating capacity.

(iii) Moulds, block & dies are valued at lower of cost or net realizable value. Manufactured moulds, block & dies include direct material, direct labour and a proportion of manufacturing overhead based on normal operating capacity.

(iv) Inventories of non-reusable waste say scrap for which facilities for reprocessing do not exist have been valued at net realizable value.

(v) Cost of inventories comprises all cost of purchase, cost of conversion and other costs incurred in bringing the inventories to their present location and condition.

(vi) Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and the estimated costs necessary to make the sale.

(vii) Goods in transit are stated as a component of inventories if the significant risk and rewards of ownership have passed to the company and valued at actual cost incurred up to the date of Balance Sheet.

(viii) During the year, the Company has implemented SAP system in all its units and depots. The valuation of inventories of raw material & component, traded goods and stores & spares (including packaging material) has been done on the basis of moving weighted average method instead of FIFO basis as applied in the earlier years. The change in accounting policy has not resulted in any material impact on the value of inventories in the statement of profit and loss.

(J) Revenue from contracts with customers

Revenue towards satisfaction of a performance obligation is measured at the amount of transaction price (net of variable consideration) allocated to that performance obligation. The transaction price of goods sold and services rendered is net of variable consideration on account of various discounts and scheme offered by the Company as part of the contract. Transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third party. Amounts disclosed as revenue are net of goods and service tax (GST).

Sale of Goods

Revenue arising from the sale of goods (including moulds) is recognized when the customer obtains control of the promised goods, i.e. either at the delivery or dispatch of goods (based on the agreed terms of sale with the respective customers), which is the point in time when the customer has the ability to direct the use of the goods and obtain substantially all of the remaining benefits of the goods.

Sale of Services

Customers obtain control of design and testing services when the services are completed to the satisfaction of the Customer.

Insurance Claim

Insurance claims lodged with insurance companies are accounted for on the basis of claim admitted/expected to be admitted and to the extent that there is no uncertainty in receiving the claims.

Dividend and Interest Income

Dividend income from investments is recognized when the right to receive the dividend is established at the Balance Sheet date.

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Company and the amount of income can be measured reliably. Interest income is accrued on, time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

(K) Government Grants, Subsidies and Export Incentives

(i) Where the grant or subsidy relates to an asset, it is recognized by deducting the grant in arriving at the carrying amount of asset. However, when the grant or subsidy relates to an expenses item, it is recognised as income. Grants and subsidies from the government are recognized when there is reasonable assurance that the grant/subsidy will be received and all attaching conditions will be complied with.

(ii) Export incentives are accounted for in the year of exports based on eligibility and when there is no uncertainty in receiving the same.

Notes on Financial Statements for the year ended 31.03.2023

(L) Foreign Currency Transactions

Functional and Presentation Currency

The functional currency of the Company is Indian rupee (INR).

Transactions and balances

Transactions in foreign currencies are recorded at the exchange rates prevailing on the date of transaction

Foreign currency monetary assets and liabilities such as cash, receivables, payables, etc., are translated at year end exchange rates.

Non-monetary items denominated in foreign currency such as investments, fixed assets, inventories etc., are valued at the exchange rate prevailing on the date of transaction.

Exchange differences arising on settlement of transactions and translation of monetary items are recognised as income or expense in the year in which they arise.

(M) Research and Development

Revenue expenditure pertaining to research is charged to Statement of Profit and Loss. Development costs of products expenses are capitalized when the Company is certain to recover the development cost from future economic benefits. Property, plant and equipment utilized for research and development are capitalized and depreciated/amortised in accordance with the policies stated for property, plant and equipment & intangible assets.

(N) Employee Benefits

Short Term Employee Benefits:

All employee benefits payable wholly within twelve months of rendering the service are classified as short term employee benefits and they are recognized in the period in which the employee renders the related service. These benefits include salaries and wages, bonus etc. The Company recognizes the undiscounted amount of short term employee benefits expected to be paid in exchange for services rendered as a liability (accrued expense) after deducting any amount already paid.

Post Employment Benefits:

Provident Fund & Employee State Insurance

Retirement Benefits in the form of Provident Fund and ESI schemes are a defined contribution plans as the Company does not carry any further obligations, apart from the contributions made on a monthly basis and the contributions are charged to Statement of Profit & Loss of the year when the contributions to the respective funds are due.

Earned Leave

Leave encashment is applicable to all permanent and full time employees of the company and is provided for on the basis of actuarial valuation made at the end of each financial year using Projected Unit Credit Method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of government bonds. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the statement of profit or loss in the period in which they arise. Past-service costs are recognised immediately in statement of profit or loss.

Gratuity

The Company provides for gratuity, a defined benefit plan (the "Gratuity Plan") covering eligible employees in accordance with the Payment of Gratuity Act, 1972. The Gratuity Plan provides a lump sum payment to vested employees at retirement, death, incapacitation or termination of employment, of an amount based on the respective employee's salary and the tenure of employment. The gratuity plan in Company is funded through annual contributions to HDFC Life Insurance Company under its Company's Gratuity Scheme.

The liability or asset recognised in the balance sheet in respect of defined benefit gratuity plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The Company's liability is actuarially determined (using the Projected Unit Credit method) at the end of each year. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of government bonds. Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the period in which they arise. They are included in retained earnings in the statement of changes in equity and in the balance sheet. Past-service costs are recognised immediately in statement of profit or loss.

(O) Provisions and Contingent Liabilities

Provision

A provision is recognized when the Company has a present obligation as a result of past event, and it is probable that an outflow of resources will be required to settle the obligation, in respect of which reliable estimate can be made.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the end of the reporting period. The discount rate used to determine the present value is a pre-tax rate the reflects current market assessment of the time value of money and the risk specific to the liability. The increase in the provision due to the passage of time is recognised as interest expenses.

Product Warranties

A provision for warranties is recognised when the underlying products or services are sold. The provision is based on historical warranty data and weighting of all possible outcomes by their associated probabilities. Provisions for warranties are adjusted regularly to take account of new circumstances and the impact of any changes recoginsed in the statement of profit and loss.

Contingent Liabilities

Wherever there is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity or a present obligation that arises from past events but is not recognised because (a) it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or (b) the amount of the obligation cannot be measured with sufficient reliability. Show cause notices are not considered as Contingent Liabilities unless converted into demand.

(P) Taxation

Income Tax expense represent the sum of the tax currently payable and deferred tax

Current Income Tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from profit before tax as reported in the statement of profit and loss because of income or expense that are taxable or deductible in other years and items that are never taxable or deductible. The Company's current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period. Advance taxes and provisions for current income taxes are presented in the balance sheet after off-setting advance tax paid and income tax provision arising in the same tax jurisdiction and where the relevant tax paying unit intends to settle the asset and liability on a net basis.

Deferred Income Tax

Deferred income tax is recognised using the balance sheet approach. Deferred Tax is recognised on temporary differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax base used in the computation of taxable profit. Deferred tax liabilities are generally recognised for all taxable temporary differences. Deferred tax assets are generally recognised for all deductible temporary differences to the extent it is probable that taxable profits will be available against which those deductible temporary differences can be utilised.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax liabilities and assets are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realised, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Company expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax liabilities and assets are offset when they relate to income taxes levied by the same taxation authority and the relevant entity intends and has ability to settle its current tax assets and liabilities on a net basis.

Current and Deferred Tax For The Year

Current and deferred tax are recognised in profit or loss, except when they relate to item that are recognised in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognised in other comprehensive income or directly in equity respectively.

Notes on Financial Statements for the year ended 31.03.2023

(Q) Borrowing Cost

Borrowing costs are interest and other costs that incurs in connection with the borrowing of funds and include interest expense calculated using the effective interest method as described in Ind AS 39 Financial Instruments: Recognition and Measurement, exchange differences arising from foreign currency borrowings to the extent they are regarded as an adjustment to the interest cost.

Borrowing costs in connection with the borrowing of funds to the extent not directly related to the acquisition of qualifying assets are charged to the Statement of Profit and Loss.

Borrowing costs, allocated to and utilised for qualifying assets, pertaining to the period from commencement of activities relating to construction / development of the qualifying asset up to the date of capitalisation of such asset is added to the cost of the assets.

For general borrowing used for the purpose of obtaining a qualifying asset, the amount of borrowing costs eligible for capitalization is determined by applying a capitalization rate to the expenditures on that asset. The capitalization rate is the weighted average of the borrowing costs applicable to the borrowings of the Company that are outstanding during the period, other than borrowings made specifically for the purpose of obtaining a qualifying asset. The amount of borrowing costs capitalized during a period does not exceed the amount of borrowing cost incurred during that period.

Capitalisation of borrowing costs is suspended and charged to the Statement of Profit and Loss during extended periods when active development activity on the qualifying assets is interrupted.

(R) Impairment

Assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of cash inflows from other assets or groups of assets (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

(S) Cash Flow Statement

The Cash Flow Statement is prepared by the indirect method set out in Ind AS-7 on Cash Flow Statements and presents cash flows by operating, investing and financing activities of the Company.

(T) Derivatives Instruments and Hedge Accounting

The Company enters into derivatives contracts in the nature of foreign currency swaps, currency options, forward contracts etc. to hedge its exposure to movements in foreign exchange rates. The use of these contracts reduces the risk or cost to the Company and the Company does not use those for trading or speculative purposes.

(U) Segment Reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the Core Management Committee which includes the Managing Director who is the Chief Operating Decision Maker. The Core Management Committee examines performance both from product and a geographical perspective. The Company has identified two reportable business segments viz. Automotive and Other Segment comprising LED Luminaries on the basis of the nature of products, the risk and return profile of individual business and the internal business reporting systems.

(V) Lease

The Company has applied Ind AS 116 using modified retrospective approach.

The Company's lease asset classes primarily consist of leases for land and building. The Company assesses whether a contract is or contains a lease, at inception of a contract. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether:

(i) the contract involves the use of an identified asset

(ii) the Company has substantially all of the economic benefits from use of the asset through the period of the lease and

(iii) the Company has the right to direct the use of the asset.

At the date of commencement of the lease, the Company recognise a right-of-use asset ("ROU") and a corresponding lease liability for all lease arrangements in which it is a lessee, except for leases with a term of twelve months or less (short-term leases) and leases of low value assets. For these short term and leases of low value assets, the Company recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The right-of-use assets are initially recognised at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or prior to the commencement date of the lease plus any initial direct costs less any lease incentives. They are subsequently measured at cost less accumulated depreciation and impairment losses, if any. Right-of-use assets are depreciated from the commencement date on a straight-line basis over the shorter of the lease term and useful life of the underlying asset.

The lease liability is initially measured at the present value of the future lease payments. The lease payments are discounted using the interest rate implicit in the lease or, if not readily determinable, using the incremental borrowing rates. The lease liability is subsequently remeasured by increasing the carrying amount to reflect interest on the lease liability, reducing the carrying amount to reflect the lease payments made.

A lease liability is remeasured upon the occurrence of certain events such as a change in the lease term or a change in an index or rate used to determine lease payments. The remeasurement normally also adjusts the leased assets.

Lease liability and ROU asset have been separately presented in the Balance Sheet and lease payments have been classified as financing cash flows.

(W) Dividend on Equity Share

Dividends on equity shares are recorded on the date of approval by the shareholders of the Company.

(X) Corporate Social Responsibility (CSR) Expenditure

CSR Expenditure incurred by the Company is charged to the standalone statement of the profit and loss

(Y) Earnings Per Share

The Basic and Diluted Earnings Per Share ("EPS") is computed by dividing the profit after tax (loss) for the year by weighted average number of equity shares outstanding during the year. For the purpose of calculating diluted earning per share, the net profit (loss) for the year attributable to equity shareholder and the weighted average number of share outstanding during the year are adjusted for the effect of all dilutive potential equity shares. The weighted average number of shares outstanding during the year are adjusted for events of bonus issue and share split, if any.

2. PROPERTY, PLANT AND EQUIPMENT

(Amount Rs in Lakhs)

Particulars	Land	Buildings	Plant & Equipment	Furniture & Fixtures	Vehicles	Office Equipment	Electrical Installation	Computers	Total
Gross Block									
As at 31 March, 2021	3,636.63	21,968.05	55,870.48	3,038.26	1,970.02	627.92	2,301.80	703.95	90,117.11
Additions	-	434.08	1,281.53	103.27	34.03	56.90	65.87	23.59	1,999.27
Disposals/adjustments	-	-	517.41	48.32	-	31.32	4.70	39.13	640.87
As at 31 March, 2022	3,636.63	22,402.13	56,634.60	3,093.21	2,004.05	653.50	2,362.97	688.42	91,475.51
Additions	**-**	**308.77**	**3,670.15**	**115.53**	**423.62**	**62.29**	**99.53**	**109.15**	**4,789.03**
Disposals/adjustments	-	72.64	1,138.92	17.17	156.75	182.11	5.03	19.74	1,592.35
As at 31 March, 2023	**3,636.63**	**22,638.26**	**59,165.83**	**3,191.56**	**2,270.91**	**533.68**	**2,457.47**	**777.83**	**94,672.19**
Depreciation									
As at 31 March, 2021		4,957.14	28,823.46	1,580.66	1,192.01	478.97	1,485.45	617.21	39,134.90
For the year		734.06	4,082.84	265.28	207.04	67.09	124.41	51.94	5,532.66
Disposals/adjustments		-	469.87	44.64	-	28.87	4.47	37.42	585.27
As at 31 March, 2022	-	5,691.20	32,436.43	1,801.30	1,399.05	517.19	1,605.40	631.73	44,082.30
For the year	**-**	**784.80**	**4,573.97**	**252.99**	**167.76**	**67.87**	**147.81**	**41.35**	**6,036.56**
Disposals/adjustments		13.89	1,120.76	13.42	138.03	172.98	4.45	19.19	1,482.72
As at 31 March, 2023	**-**	**6,462.11**	**35,889.64**	**2,040.87**	**1,428.78**	**412.09**	**1,748.75**	**653.89**	**48,636.13**
Net Block									
As at 31 March, 2022	**3,636.63**	**16,710.93**	**24,198.17**	**1,291.91**	**604.99**	**136.31**	**757.57**	**56.69**	**47,393.21**
As at 31 March, 2023	**3,636.63**	**16,176.15**	**23,276.19**	**1,150.69**	**842.13**	**121.59**	**708.72**	**123.94**	**46,036.06**

1. Gross block to land includes an amount of Rs.18.23 Lakhs for purchase of factory land, the registration of which is still pending in the name of Company
2. Property, plant and equipment amounting to Rs 1976.45 Lakhs (31 March 2022-Rupee 25,378.28 Lakhs) have been pledged as security by the Company.

CAPITAL WORK-IN PROGRESS	As at 31 March, 2023	As at 31 March, 2022
Building	85.33	-
Plant & Equipment (under installation)	449.29	70.57
Total	**534.61**	70.57

(i) **Ageing of Capital work-progress as at 31.03.2023**

Particulars	Amount in Capital work-in progress for a period of				
	<1year	1-2 years	2-3 year	More than 3 years	Total
Building	85.33	-	-	-	85.33
Plant & Equipment (Projects In progress)	449.29				449.29
					534.61

(ii) **Ageing of Capital work-progress as at 31.03.2022**

Particulars	Amount in Capital work-in progress for a period of				
	<1year	1-2 years	2-3 year	More than 3 years	Total
Building	-	-	-	-	-
Plant & Equipment (Projects In progress)	70.57	-	-	-	70.57

LIGHT UP THE WORLD

Notes on Financial Statements for the year ended 31.03.2023

3. RIGHT-OF-USE ASSETS

(Amount Rs. In Lakhs)

Particulars	Land	Bulding	Total
Gross Block			
As at 31 March, 2021	1,843.43	2,072.98	3,916.41
Additions	-	-	-
Disposals/adjustments	-	-	-
As at 31 March, 2022	1,843.43	2,072.98	3,916.41
Additions	-	-	-
Disposals/adjustments	-	-	-
As at 31 March, 2023	1,843.43	2,072.98	**3,916.41**
Depreciation			
As at 31 March, 2021	262.44	259.12	**521.57**
For the year	25.27	129.56	154.84
Disposals/adjustments	-	-	-
As at 31 March, 2022	287.71	388.68	676.41
For the year	18.42	129.56	147.98
Disposals/adjustments	-	-	-
As at 31 March, 2023	306.13	518.24	**824.39**
Net Block			
As at 31 March, 2022	1,555.72	1,684.30	3,240.00
As at 31 March, 2023	1,537.30	1,554.74	**3,092.02**

4. INTANGIBLE ASSETS

Particulars	Computer Software	Technical Knowhow	Total
Gross Block			
As at 31 March, 2021	790.45	70.74	861.19
Additions	0.51	-	0.51
Disposals/adjustments	3.16	70.74	73.90
As at 31 March, 2022	787.80	-	787.80
Additions	164.57	-	164.57
Disposals/adjustments	121.77	-	121.77
As at 31 March, 2023	**830.60**	**-**	**830.60**
Amortization			
As at 31 March, 2021	552.57	46.94	599.51
For the year	154.15	23.80	177.95
Disposals/adjustments	3.16	70.74	73.90
As at 31 March, 2022	703.56	-	703.56
For the year	111.15	-	111.15
Disposals/adjustments	123.14	-	123.14
As at 31 March, 2023	**691.57**	**-**	**691.57**
Net Block			
As at 31 March, 2022	84.24	-	84.24
As at 31 March, 2023	**139.03**	**-**	**139.03**

Notes on Financial Statements for the year ended 31.03.2023

5 NON - CURRENT INVESTMENTS

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
UNQUOTED EQUITY SHARES (At cost)				
1 in wholly owned Subsidiaries (Overseas)				
a) Fiem Industries Japan Co., Ltd.				
100 (Previous Year- 100) fully Paid Equity shares of 50,000 JPY each	29.49		29.49	
b) Fiem Research and technology S.r.l.				
a Limited Liability Company incorporated in Italy- Amount invested 5.00 Lakhs Euros (Previous Year -3.00 Lakhs Euros)	405.46		238.44	
		434.95		267.93
2 in Joint Ventures (JVs) Overseas				
a) Centro Ricerche FIEM Horustech S.r.l.				
a Limited Liability Company incorporated in Italy on 50:50 JV basis with Horustech Lighting S.r.l. Italy. Total amount invested 0.40 Lakhs Euros. (Previous Year 0.40 Lakhs Euros)	33.16		33.16	
b) Fiem Kyowa (HK) Mould Company Limited				
Company incorporated in Hong Kong on 50:50 basis with Kyowa Co., ltd. Japan. 1,000 fully paid shares (Previous Year -1000) of 100 Hong Kong dollar each	8.40		8.40	
		41.56		41.56
3 in Others				
a) **M/s Shivalik Solid Waste Management Ltd.**				
20,000 equity shares (Previous Year 20,000) of Rs 10 each fully paid up	2.00		2.00	
		2.00		2.00
TOTAL		**478.51**		**311.49**

6 TRADE RECEIVABLES (Unsecured but considered Good)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Retention money with Customers	-	192.67	307.62	153.81
b) Trade receivables				
Considered Good		-	13,772.62	17,306.26
Credit Impaired			982.00	348.02
Total	-	-	14,754.62	17,654.28
Less:- Allowances for Credit losses	-	-	982.00	348.02
Total			13,772.62	17,306.26
T O T A L	**-**	**192.67**	**14,080.24**	**17,460.07**

7 LOANS (Unsecured but considered Good)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Loan to employees	94.31	56.10	63.82	56.39
T O T A L	**94.31**	**56.10**	**63.82**	**56.39**

(Includes Loan to director as on 31.03.23 Rs 49.07 lakhs , previous year Nil)

Notes on Financial Statements for the year ended 31.03.2023

8 OTHER FINANCIAL ASSETS (Unsecured but considered Good)

(Amount Rs in Lakhs)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Security deposit	1,044.00	925.42	-	-
b) Term deposit held as margin money, with more than 12 months maturity	87.61	30.38	-	-
c) Income accrued on deposits	-	-	491.31	39.74
d) Export Incentive Receivables	-	-	53.81	14.58
e) Derivative Assets -Long term	-	68.24	-	-
f) Other Advances recoverable	-	-	159.09	38.92
TOTAL	**1,131.61**	**1,024.05**	**704.22**	**93.24**

9 OTHER ASSETS (Unsecured but considered Good)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Capital Advances	716.30	472.64	-	-
b) Advances other than capital advances				
i) Advances to Suppliers	-	-	1,388.85	770.85
Less Provision fo doubtful advances			(48.15)	(8.10)
Net Advances to suppliers			1,340.70	762.75
ii) Balance with Customs or GST departments	-	-	719.40	399.66
iii) Prepaid Expenses	1.81	61.27	279.69	290.70
TOTAL	**718.11**	**533.91**	**2,339.79**	**1,453.11**

10 INVENTORIES

(As per Inventory taken valued & certified by the management and valued at lower of cost or net realisable value)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
a) Raw Materials and Components	13,698.36		14,247.56	
b) Work in Progress	1,538.43		1,442.73	
c) Finished Goods	1,788.63		2,273.19	
d) Stores and Spares (including Packing Material)	544.42		510.31	
		17,569.84		18,473.79
TOTAL		**17,569.84**		**18,473.79**

11 CURRENT INVESTMENTS

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
Investments In Associates				
1 Indian Associates				
a) Aisan Fiem Automotive India P. ltd.				
Nil as on 31.03.23 (Previous year - 2,60,00,000 Equity Share of Rs 10 Each of the company)				2,600.00
INVESTMENT IN LIQUID MUTUAL FUNDS (QUOTED)				
1 **Tata Arbitrage Fund- Regular Plan- Growth**				
NIL Unit as on 31.03.23 (400,63,788.626 units as on 31.03.22 face Value of Rs 10 each)	-		4,683.26	

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

2 **Kotak Low Duration Fund Standard Growth (Regular plan)**				
Nil Unit as on 31.03.23 (36878.262 units as on 31.03.22 face Value of Rs 10 each)	-		1,006.14	
		-		5,689.40
		-		**8,289.40**
Aggregate value of unquoted investments		-		2,600.00
Aggregate value of quoted investments		-		5,689.40
Market value of quoted investments		-		5,689.40
Aggregate value of diminution other than temporary in value of investments		-		-

12 CASH AND CASH EQUIVALENTS

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
a) Balances with Banks in current account		104.38		242.99
b) Balances with Banks in Cash Credit Account		398.16		456.17
c) Book Overdraft (see also note 18 also below for security given)	(1,468.20)		(1,159.77)	
d) Deposits with original maturity of less than three months	18,925.00		7,115.32	
		17,456.80		5,955.55
e) Cash on Hand		34.12		24.14
TOTAL		**17,993.47**		**6,678.85**

13 OTHER BANK BALANCES

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
1) Unpaid Dividend Account	9.18		9.11	
2) Earmarked balance with CSR (See note 51)	1.40		-	
3) Margin money deposit with original maturity for more than 3 months but less than 12 months	-		-	
		10.58		9.11
TOTAL		**10.58**		**9.11**

14 EQUITY SHARE CAPITAL

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
Authorised				
3,00,00,000 (as at 31.03.22- 3,00,00,000) Equity shares of Rs 10 each		3,000.00		3,000.00
Issued, Subscribed and Paid-up				
1,31,59,830 (as at 31.03.22- 1,31,59,830, Equity Shares of Rs. 10/- each fully paid up)		1,315.98		1,315.98
TOTAL		**1,315.98**		**1,315.98**

a) Terms/rights attached to equity shares

The company has only one class of shares referred to as equity shares having a par value of Rs 10 each. Each holder of equity shares is entitled to one vote per share. The company declares and pays dividends in Indian rupees. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting except in case of interim dividend. In the event of liquidation of the company, the holders of equity shares will be entitled to receive any of the remaining assets of the company, after distribution of all preferential amounts. However, no such preferential amount exist currently. The distribution will be in proportion to the number of the equity shares held by the shareholders.

(Amount Rs in Lakhs)

b) The Details of shareholder holding more than 5% shares in the company (Equity share of Rs 10 each fully paid up)

Name of the Shareholder	AS AT 31.03.2023		AS AT 31.03.2022	
	No of Shares	% held	No of Shares	% held
1) J.K. Jain	2,706,000	20.56%	2,706,000	20.56%
2) Seema Jain	2,705,883	20.56%	2,705,883	20.56%
3) Rahul Jain	1,625,668	12.35%	1,625,668	12.35%
4) Aanchal Jain	1,625,668	12.35%	1,625,668	12.35%
5) Elevation Capital V Fii Holdings Limited		0.00%	952,467	7.24%

c) Reconciliation of Number of Shares

	AS AT 31.03.2023		AS AT 31.03.2022	
Equity shares	No of shares	Amount (In Rs Lakhs)	No of shares	Amount (In Rs Lakhs)
Opening Balance	13,159,830	1,315.98	13,159,830	1,315.98
Add:- Issued During the Year	-	-	-	-
Closing balance	13,159,830	1,315.98	13,159,830	1,315.98

d) SHAREHOLDING OF PROMOTORS AND CHANGES THEREIN

	AS AT 31.03.2023		% change during the year	
Promoter name	No of Shares	% held	change in shares	% change
1) J.K. Jain	2,706,000	20.56%	-	-
2) Seema Jain	2,705,883	20.56%	-	-
3) Rahul Jain	1,625,668	12.35%	-	-
4) Aanchal Jain	1,625,668	12.35%	-	-
5) Jagjeevan Kumar Jain (HUF)	11,538	0.09%	-	-
6) Fiem Applied Technologies Private Limited (formerly known as Fiem Auto Private Limited)	84,400	0.64%	-	-

15 OTHER EQUITY

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
SECURITIES PREMIUM				
As Per Last Balance Sheet		16,722.77		16,722.77
GENERAL RESERVE				
As Per Last Balance Sheet	6,140.00		5,140.00	
Add :- Transferred from Surplus in the statement of Profit and Loss	1,400.00		1,000.00	
Closing balance		7,540.00		6,140.00
SURPLUS -OPENING BALANCE	40,564.14		34,169.50	
Add:- Profit after tax	13,962.73		9,525.90	
Add:- Other Comprehensive Income	(127.96)		(25.69)	
Amount Available for Appropriation	54,398.91		43,669.71	
Less :- Appropriations				
i) Final Dividend Paid Rs 20 per share- (Previous Year Rs 16 per share)	2,631.97		2,105.57	
ii) Transfer to General Reserve	1,400.00		1,000.00	
	4,031.97		3,105.57	
SURPLUS -CLOSING BALANCE		50,366.94		40,564.14
TOTAL		**74,629.71**		**63,426.88**

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

	Description of nature and purpose of each reserve
1)	General Reserve - General reserve is created from time to time by way of transfer profits from retained earnings for appropriation purposes. General reserve is created by a transfer from one component of equity to another and is not an item of other comprehensive income.
2)	Securities premium account is used to record the premium on issue of equity shares. The same is utilised in accordance with the provisions of the Companies Act, 2013.

16 NON-CURRENT BORROWINGS

PARTICULARS		NON CURRENT PORTION		CURRENT MATURITIES	
		AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
	SECURED LOANS				
1)	**TERM LOANS FROM BANKS**				
	a) Foreign Currency Loan	-	744.71	-	1,471.42
		-	744.71	-	1,471.42
2)	**VEHICLE LOANS**				
	a) from Banks	-	6.96	-	33.77
		-	6.96	-	33.77
	T O T A L	**-**	**751.67**	**-**	**1,505.19**

FOREIGN CURRENCY TERM LOAN FROM BANKS INCLUDE

a) From Standard Chartered Bank ECB -3 for 55 lakh USD :- Loan outstanding as on 31.03.23- NIL (as on 31.03.22- Rs 435.89 lakhs). The loan was for 6 years with 16 equal quarterly repayment beginning from the end of 15 months from the drawdown. Interest was quarterly payable. The loan carried fully hedged interest cost of 8.90% p.a. The Loan was secured on first pari passu charge basis with HSBC INDIA, HSBC Mauritius and CITIBANK FCNR TERM LOAN-3 on all assets of Tapukara plant (Present and future) and secured against exclusive charge on movable fixed assets situated at Mysore unit-4, and Hosur Unit-3 Kelamangalam Road. the loan was fully repaid during the year.

b) From Citibank FCNR Term Loan -4:- Outstanding as on 31.03.23 is NIL (as on 31.03.22- Rs 484.70 lakhs) The Loan is for 5 year and has 17 quarterly equal repayment starting from the end of 12 months of drawdown. Interest is monthly payable. The loan carried fully hedged interest cost of 9.00% p.a.. The Loan is Secured against exclusive charge on fixed assets financed out of the term loan and first exclusive charge of the movable assets of Unit-V situated at Hosur, Tamilnadu and exclusive charge on Plant and Machinery and Land and Building of unit-VI Located at Village Bhatian, tehsil Nalagarh, Distt. Solan -174101. The loan was fully prepaid during the year.

c) From Citibank FCNR Term Loan -5 :- Outstanding as on 31.03.23 is NIL (31.03.22- 1295.54 lakhs) the Loan is for 5 year and has 17 quarterly equal repayment starting from the end of 12 months of drawdown .The Loan carried fully hedged interest cost of 8.80% p.a..The Loan is Secured against exclusive charge on fixed assets financed out of the term loan and first charge of the movable assets of Unit-V situated at Hosur, Tamilnadu The loan was fully prepaid during the year.

VEHICLE LOANS FROM BANKS

Vehicle loan from banks:- outstanding as on 31.03.23- NIL (31.03.22- Rs 40.73 Lakhs), secured against hypothecation of the respective vehicles acquired out of proceeds thereof. The Loans carried interest rate between 8.50% p.a.to 9.50% p.a...The loans were fully repaid during the year.

17 PROVISIONS

PARTICULARS		NON -CURRENT		CURRENT	
		AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
1	Provision for Retirement Benefits				
	a) Leave Encashment	519.97	465.77	76.71	98.14
	b) Gratuity	-	-	93.02	70.99
2	Provision for Warranties	730.82	-	825.32	376.14
	T O T A L	**1,250.79**	**465.77**	**995.04**	**545.27**

(Amount Rs in Lakhs)

Provision for Warranties

The company gives warranties on certain products and services, undertaking to repair and replace the items that fails to perform satisfactorily during the warranty period. Provision made as at 31.03.23 represents the amount of the expected cost of meeting such obligation of rectification or replacement. The timing of the outflow is expected to be within warranty period.

Particulars	31.03.2023	31.03.2022
Opening Balance	376.14	181.14
Addition	1,556.14	376.14
Utilization /reversal	376.14	181.14
Closing Balance	1,556.14	376.14
Current Portion	825.32	376.14
Non Current Portion	730.82	-

18 CURRENT BORROWINGS

PARTICULARS		AS AT 31.03.2023		AS AT 31.03.2022	
	SECURED LOANS				
a)	Current maturity of Long term debt	-		1,505.19	
	Less - Derivative Assets Short Term	-		(139.42)	
			-		1,365.78
b)	Cash Credit/Working Capital Loans repayable on demand from Banks				
	Indian Rupee Loan (see note 12 above also)		-		-
	TOTAL		-		**1,365.78**

Indian Rupee Loan includes

a) From Citibank NA :- Loan outstanding as at 31.03.23 - NIL, (as on 31.03.22- Nil). Interest is payable with monthly rest on the last date of each month in each year or at such other rest as determined by the bank. The rate of interest is based on relevant circumstances, including market conditions. The loan is secured against First Pari Passu Charge on all present and future receivables, stocks/Inventories with Standard Chartered Bank Cash Credit Loan, HDFC Bank Cash Credit Loan , Indusind Bank Bank Guarantee Limit and secured against First Pari Passu charge on all the fixed assets of the company (excluding assets specifically purchased out of the term loans from Citibank and other term loan lenders) including equitable mortgage charge on first pari passu basis on Land and Building situated at 32nd Milestone, GT Road, Kundli,Haryana and 219/2B,Thally Road Hosur,Tamilnadu with Standard Chartered Bank, HDFC Bank,

b) From Standard Chartered Bank :- Loan outstanding as at 31.03.23- NIL (as on 31.03.22- NIL), Interest is monthly payable. Interest is payable at base rate plus margin basis which may be agreed with bank from time to time . The loan is secured against First Pari Passu Charge on all present and future receivables, stocks/Inventories with Citibank Cash Credit Loan, HDFC Bank Cash Credit Loan , Indusind bank Bank Guarantee Limit and secured against First Pari Passu Charge on present and future moveable fixed assets of the company with Citibank , HDFC Bank, Indusind Bank (excluding assets specifically purchased out of term loan from term loan lenders) including equitable mortgage charge on first pari passu basis on Land and Building situated at 32nd Milestone, GT Road, Kundli,Haryana and 219/2B,Thally Road Hosur,Tamilnadu with Citibank , HDFC Bank

c) From HDFC BANK :- Loan outstanding as at 31.03.23- NIL (as on 31.03.22- NIL), Interest is monthly payable. Interest is payable at base rate plus margin basis which may be agreed with bank from time to time. The loan is secured against First Pari Passu charge on all present and future receivables, stocks/Inventories with Citibank Cash Credit Loan, Standard Chartered Bank Cash Credit Loan, Indusind bank Bank Guarantee Limit and secured against First Pari Passu Charge on all fixed assets of the company (excluding assets specifically purchased out of term loan from term loan lenders) with Citibank, Standard Chartered Bank, Indusind Bank including equitable mortgage charge on first pari passu basis on Land and Building situated at 32nd Milestone, GT Road, Kundli,Haryana and 219/2B,Thally Road Hosur,Tamilnadu with Citibank, Standard Chartered Bank,

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

19 CURRENT TRADE PAYABLES

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
- Micro and Small enterprises	1,578.02		2,435.31	
-Other than Micro and Small enterprises	14,918.48		23,662.39	
		16,496.50		26,097.70
TOTAL		**16,496.50**		**26,097.70**

Considering the company has been extended credit period upto 45 days by its vendors and payments being released on a timely basis, there is no liability towards interest on delayed payments under "The Micro, Small and Medium Enterprises Development Act 2006" during the year.

There is also no amount of outstanding interest in this regard, brought forward from previous years. The above information is on basis of intimations received, from the vendors who have communicated their status with regards to vendors registration under the said Act on requests made by the company,

20 OTHER FINANCIAL LIABILITIES- CURRENT

(Amount Rs in Lakhs)

PARTICULARS		31.03.2023	31.03.2022
a)	Trade Security Deposits	292.43	305.48
b)	Interest accrued	-	3.77
c)	Unpaid Dividend - (Investor Education and Protection Fund will be credited by this amount (as and when due))	9.18	9.11
d)	Creditors for Capital Expenditure	242.36	36.40
e)	Payable to employees	977.09	823.14
f)	Other payable (Includes accrued expense/liabilities)	1,033.68	1,219.80
	TOTAL	**2,554.75**	**2,397.69**

21 OTHER CURRENT LIABILITIES

PARTICULARS		31.03.2023	31.03.2022
a)	Advances received from Customers	1,607.91	1,616.99
b)	Statutory Dues payable	1,529.57	1,347.85
	TOTAL	**3,137.48**	**2,964.84**

22 CURRENT TAX LIABILITIES (NET)

PARTICULARS	31.03.2023	31.03.2022
Provision for Income tax (Net of advance tax and Tds)	2.87	376.38
TOTAL	**2.87**	**376.38**

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

23 NET SALES

PARTICULARS	CURRENT YEAR FY 2022-23		PREVIOUS YEAR FY 2021-22	
Sales of Products				
- Sales of Finished Goods				
Automotive Segment	181,744.25		154,225.12	
Others Segment comprising LED Luminaries etc.	745.65		840.61	
	182,489.91		155,065.72	
- Sales of Raw material/Traded goods				
Automotive Segment	914.36		706.80	
Others Segment comprising LED Luminaries etc.	-		-	
	914.36		706.80	
TOTAL		**183,404.26**		**155,772.52**

24 OTHER OPERATING INCOME

PARTICULARS	CURRENT YEAR FY 2022-23	PREVIOUS YEAR FY 2021-22
1) Scrap sales	569.20	435.36
2) Testing, Design and Development charges received	255.05	372.14
3) Support fee received (Aisan Fiem Automotives India Pvt Ltd)	48.44	260.00
4) Duty Drawback Received	96.79	91.36
5) Merchandise export and RODTEP Incentive received	100.60	14.52
6) Rebate and Discount Received	116.91	111.80
7) Govt subsidy received	-	73.61
8) Difference in foreign exchange	145.26	20.94
9) Segregation, Packing and Forwarding charges Received	61.80	73.69
TOTAL	**1,394.05**	**1,453.42**

25 OTHER INCOME

(Amount Rs in Lakhs)

PARTICULARS	CURRENT YEAR FY 2022-23	PREVIOUS YEAR FY 2021-22
1) Interest income on Fixed Deposits and others Deposits	820.15	60.88
2) Income from Mutual fund	231.32	175.65
3) Sundry Creditors written back	8.70	19.00
4) Rental Income received	1.98	1.98
5) Profit/(Loss) on sale of Property, Plant and Equipment	9.66	-
6) Other Non Operating Income	8.47	2.26
TOTAL	**1,080.28**	**259.77**

26 COST OF RAW MATERIALS AND COMPONENTS CONSUMED

PARTICULARS	CURRENT YEAR FY 2022-23	PREVIOUS YEAR FY 2021-22
Opening Stock	14,247.56	7,404.79
Add : Purchases	111,396.83	104,715.89
Less :- Inventories at the end of the year	13,698.36	14,247.56
TOTAL	**111,946.03**	**97,873.12**

27 PURCHASE OF STOCK IN TRADE

PARTICULARS	CURRENT YEAR FY 2022-23	PREVIOUS YEAR FY 2021-22
Purchase of Traded Goods	808.43	585.99
TOTAL	**808.43**	**585.99**

28 CHANGES IN INVENTORIES OF FINISHED GOODS, WORK IN PROGRESS AND STOCK IN TRADE

PARTICULARS	CURRENT YEAR FY 2022-23		PREVIOUS YEAR FY 2021-22	
Inventories at the end of the year				
a) Finished Goods	1,788.63		2,273.19	
b) Work -in- Progress	1,538.43		1,442.73	
		3,327.06		3,715.92
Inventories at the beginning of the year				
a) Finished Goods	2,273.19		2,565.03	
b) Work -in- Progress	1,442.73		1,300.08	
		3,715.92		3,865.11
TOTAL		**388.86**		**149.19**

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

29 EMPLOYEES BENEFITS EXPENSES

PARTICULARS	CURRENT YEAR FY 2022-23		PREVIOUS YEAR FY 2021-22	
Salaries,Wages and Bonus to employees		22,089.03		19,100.35
Contribution to Provident and other Funds		540.76		477.66
Staff Welfare Expenses		715.27		694.66
Gratuity Expenses		201.03		187.86
Earned Leave to staff		101.74		19.21
TOTAL		**23,647.83**		**20,479.74**

30 FINANCE COSTS

PARTICULARS	CURRENT YEAR FY 2022-23		PREVIOUS YEAR FY 2021-22	
Interest Expense				
a) Interest on borrowings	580.82		633.24	
b) Interest on leasehold obligation	147.00		150.54	
		727.82		783.78
Other Borrowing Costs		15.25		75.46
TOTAL		**743.07**		**859.24**

31 DEPRECIATION AND AMORTIZATION EXPENSES

(Amount Rs in Lakhs)

PARTICULARS	CURRENT YEAR FY 2022-23		PREVIOUS YEAR FY 2021-22	
Depreciation on Property,plant and equipment (see note -2)		6,036.56		5,532.66
Depreciation on Right of Use assets (see Note-3)		147.98		154.83
Amortization of Intangible assets (See Note-4)		111.15		177.95
TOTAL		**6,295.69**		**5,865.44**

32 OTHER EXPENSES

PARTICULARS	CURRENT YEAR FY 2022-23		PREVIOUS YEAR FY 2021-22	
Manufacturing Expenses				
1) Consumption of Stores and Spare parts	1,823.80		1,377.17	
2) Packing Expenses	3,213.04		2,548.04	
3) Power and Fuel	5,360.71		4,533.93	
4) Machinery running and Maintenance	362.13		467.61	
5) Testing and Design Fees	1,075.30		782.39	
6) Other Manufacturing exp	1,341.42		2,615.21	
TOTAL		13,176.39		12,324.35
Administrative and Selling Expenses				
1) Advertisement, Sub & Membership Exp.	91.80		31.55	
2) Payment to Auditors	108.40		81.90	
3) Donation	87.75		40.67	
4) Rates and taxes	299.66		174.84	
5) Insurance	323.73		252.81	
6) Bad debt written off	37.09		70.42	
7) Provision for Bad and Doubtful Debt	633.98		9.42	
8) Rent#	130.64		101.81	
9) Repair & Maintenance- Building	119.30		68.21	
10) Repair & Maintenance- Other	213.15		243.29	
11) Royalty	81.03		89.55	
12) Selling & Distribution Expenses	4,600.62		2,690.06	
13) Travelling and Conveyance Expenses	623.78		447.98	
14) Contribution toward CSR (Note-51)	191.74		159.82	
15) Provision for doubtful advances	40.05		-	
16) Other Office Expenses	2,463.49		2,006.46	
		10,046.20		6,468.79
TOTAL		**23,222.59**		**18,793.14**

Represents lease rentals for short term leases and leases of low value assets

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

33	Contingent Liabilities	AS AT 31.03.2023	AS AT 31.03.2022
(A)	Claims against the Company/disputed liabilities not acknowledged as debts (See Note-1)		
(i)	Income Tax		
	Case decided in the Company's favour by First Appellate Authorities for AY 2011-12 and for which the department has filed further appeals, No demand is outstanding as on the reporting date as the matter has been decided in favour of the company by the CIT(Appeal).However the issue has been challenged in ITAT, New Delhi by the income tax department.	617.71	617.71
(ii)	Custom Duty		
	(a) Import Duty Demand towards imported capital goods which were sold to the customer in relation to nil import duty being paid at the time of import of said capital goods in FY 2007-08 as a 100% EOU unit for which the company has filed an appeal with CESTAT Chennai (Net of deposit)	43.40	43.40
	(b) Import Duty Demand towards short payment of import duty on raw material imported in FY 2020-21 for which the company has filed an appeal with Commissioner of Customs Appeals, Chennai (Net of deposit)	3.23	-
(iii)	Sales Tax		
	(a) Sales Tax Demand for FY 2014-15 on Central Sales Tax Reversal under Section 19(2)(v) of the TNVAT Act, 2006 for which company has filed appeal with High Court, Chennai	150.07	150.07
	(b) Sales Tax Demand for FY 2010-11 for which company has filed appeal with High Court of Punjab & Haryana (net of deposit)	20.00	20.00
	Note:-1- Based on the advice taken by the company, the company believes that it has good case in respect of all the items under (i) to (iii) above and hence no provision is considered necessary against the same.		

(B)	Other Money for which the Company is contingently liable	AS AT 31.03.2023	AS AT 31.03.2022
	Liability in respect of bill of exchange discounted from bank	5,097.99	5,509.27
		5,097.99	5,509.27

(C) The Hon'ble Supreme Court of India, through a ruling in February 2019, provided interpretation on the components of Salary on which the Company and its employees are to contribute towards Provident Fund under the Employee's Provident Fund Act. Based on the current evaluation, the Company believes it is not probable that certain components of Salary paid by the Company will be subject to contribution towards Provident Fund due to the Supreme Court order. The Company will continue to monitor and evaluate its position based on future events and developments.

34	Capital & Other Commitments	AS AT 31.03.2023	AS AT 31.03.2022
(i)	Estimated amount of contracts remaining to be executed on capital contracts and not provided, (net of advances)*	579.64	469.44
(ii)	Estimated amount of contracts remaining to be executed on purchase contracts not provided, (net of advances)**	813.43	694.16
		1,393.07	**1,163.60**
	*Capital contracts primarily comprise commitments for building and plant & equipment.		
	**Purchase contracts primarily comprise commitments for moulds & dies for customers.		

35	Earning in Foreign Exchange	2022-23	2021-22
	Export of Goods (FOB)	5,391.90	5,155.60
	Export of Services	95.24	735.82
	Sales of Moulds & Dies (the goods did not cross the custom frontiers of India)	-	1,417.20
	Total	**5,487.14**	**7,308.62**

36	CIF Value of Import	2022-23	2021-22
	Raw Material	26,930.09	25,921.88
	Capital Goods	1,168.32	358.96
	Components and Spare Parts	75.58	76.97
	Total	**28,173.99**	**26,357.81**

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

37 Expenditure in Foreign Exchange	2022-23	2021-22
Finance Cost	5.08	19.94
Design & Testing Charges	960.31	655.25
Royalty on Sales	31.03	39.55
Travelling Expenses	41.17	48.55
Others	118.70	86.74
Total	**1,156.30**	**850.03**

38 (a) Auditor's Remuneration	2022-23	2021-22
For Statutory Audit	53.00	53.00
For Tax Audit	5.00	4.00
For Limited Review	7.50	7.00
For Other Services	40.00	15.00
	105.50	**79.00**
(b) Cost Auditors Remuneration		
For Cost Audit Fees	2.90	2.90
Total (a)+(b)	**108.40**	81.90

39 Deferred Tax Liabilities (Net)	As at March 31, 2023	As at March 31, 2022
Deferred Tax Liability		
Property, Plant and Equipment & Intangible Assets	3,373.59	3,818.78
Total (a)	**3,373.59**	3,818.78
Allowances for Credit Losses	247.17	87.59
Provision for Leave Encashment	150.19	141.95
Provision for Gratuity	23.56	18.02
Provision for Bonus	121.46	20.91
Welfare Fund	0.57	0.64
Provision for Warranties	391.68	94.67
Lease Liabilities	208.41	192.72
Others	10.17	-
Total (b)	**1,153.22**	**556.51**
Net Deferred Tax Liability (a-b)	**2,220.37**	**3,262.26**

Movement in Deferred Tax Liabilities and Deferred Tax Assets

Particulars	As on 31st March, 2023	Recognised in profit and loss	As on 31st March, 2022
Movement in Deferred Tax Liabilities			
Property, Plant and Equipment & Intangible Assets	3,373.59	(445.19)	3,818.78
Total (a)	**3,373.59**	**(445.19)**	**3,818.78**
Movement in Deferred Tax Assets			
Allowances for Credit Losses	247.17	159.57	87.59
Provision for Leave Encashment	150.19	8.25	141.95
Provision for Gratuity	23.56	5.54	18.02
Provision for Bonus	121.46	100.55	20.91
Welfare Fund	0.57	(0.07)	0.64
Provision for Warranties	391.68	297.01	94.67
Lease Liabilities	208.41	15.68	192.72
Others	10.17	10.17	-
Total (b)	**1,153.22**	**596.71**	**556.51**
Net Deferred Tax Liability (a-b)	**2,220.37**	**(1,041.89)**	**3,262.26**

(Amount Rs in Lakhs)

(a)	Tax expense	2022-23	2021-22
	Current Tax		
	Current tax on profit for the year	5,822.04	3,683.64
	(Excess)/short current tax of prior periods	83.22	32.38
	Total current tax expense	**5,905.26**	**3,716.02**
	Deferred tax		
	(Increase)/Decrease in deferred tax assets	(596.71)	(69.72)
	(Decrease)/Increase in deferred tax liabilities	(445.19)	(292.34)
	Total deferred tax expense (benefit)	**(1,041.89)**	**(362.07)**
	Tax Expense (Current Tax plus Deferred tax)	**4,863.37**	**3,353.95**

(b)	Income Tax recognised in other comprehensive income (Loss)		
	Particulars	**Year Ended 31 March, 2023**	**Year Ended 31 March, 2022**
	Remeasurement of Defined Benefit Plans	(171.00)	(34.33)
	Tax Expense (Benefit)	43.04	8.64
	Remeasurement of Defined Benefit Plans (Net of Tax)	**(127.96)**	**(25.69)**

(c)	Reconciliation of Effective Tax Rate	Year Ended 31 March, 2023	Year Ended 31 March, 2022
	(a) Profit before tax	**18,826.09**	12,879.85
	(b) Enacted tax rate in India	25.17%	25.17%
	(c) Expected tax expenses	**4,738.53**	3,241.86
	(d) difference due to		
	Disallowances of CSR Expenditure	48.26	40.23
	Deferred Tax Liability (Assets)	(1,041.89)	(362.07)
	Tax related to prior periods	83.22	32.38
	Others	1,035.26	401.56
	Income Tax Expenses	**4,863.37**	3,353.95
	Effective tax rate	**25.83%**	**26.04%**

Amount on which deferred tax assets has not been created and related expiry period

Deferred tax assets has not been recognised in respect of deductible temporary differences arising from exit in subsidiary/ joint venture and transfer of land allotment rights because it is not probable that future taxable profit will be available against which the Company can use the benefit therefrom.

Assessment Year	Particulars	Nature of Loss	As at March 31, 2023	As at March 31, 2022	Available up to A.Y.
2019-20	Transfer of land allotment rights	Long-term capital loss	185.03	185.03	**2027-28**
2019-20	Unquoted equity share	Long-term capital loss	0.06	0.06	**2027-28**
2023-24	Unquoted equity share	Long-term capital loss	473.57	-	**2031-32**
			658.66	185.09	

Aggregate amount of temporary differences associated with investment in subsidiaries/joint venture for which deferred tax liability has not been recognised

Name of Company	Nature of Entity	As at March 31, 2023	As at March 31, 2022
Fiem Industries Japan Co., Ltd	**Subsidiary**	112.78	118.98
Fiem Research and Technology Srl	**Subsidiary**	31.91	0.66
Fiem Kyowa (HK) Mould Company Ltd	**Joint Venture**	3.84	6.34
Centro Ricerche Fiem Horustech Srl	**Joint Venture**	3.07	4.36
Total		**151.61**	**130.35**

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

40 Operating Lease Transaction

A. Lease as Lessee

The company has taken commercial premises under cancellable operating lease. Minimum lease payments in respect of assets taken on operating lease are as follows:-

	2022-23	2021-22
Total of future minimum lease payments under operating lease for following periods:		
Not later than one year	84.50	-
Later than one year and not later than five years	-	-
later than five years	-	-
Total	**84.50**	**-**
Information about leases for which the Company is a lessee.		
Lease liabilities	**As at March 31, 2023**	**As at March 31, 2022**
Balance as at the beginning of the year	2,449.98	2,509.03
Add: Addition during the year	-	-
Less: Deletion during the year	-	-
Add: Finance cost	147.00	150.54
Less: Repayment	214.25	209.59
Balance as at the end of the year	2,382.73	2,449.98
Current	71.28	67.25
Non-current	2,311.45	2,382.73
Amounts recognised in Statement of Profit and Loss		
Interest on lease liabilities	147.00	150.54
Depreciation expense	147.98	154.83
Expenses relating to short-term leases and leases of low-value assets	130.64	101.82
Total	**425.62**	**407.19**

B. Lease as Lessor

The Company has leased out a portion of its building and subleased a building under a operating lease arrangement. The leases may be renewed for a further period based on mutual agreement of the parties. During the year, an amount of Rupee 1.98 lakhs (previous year Rupee 1.98 lakhs) was recognised as rental income in the Statement of Profit and Loss. As at March 31, 2023, there are no future minimum lease payments under non-cancellable operating lease as receivable.

41 Trade Receivables Ageing Schedule

The trade receivables (current & non current) ageing schedule for the years ended as at March 31, 2023

Particulars	Not Due	Outstanding for following periods from due date of payment					Total
Trade Receivables		Less than 6 months	6 months - 1 year	1-2 years	2-3 years	More than 3 years	
Undisputed Trade Receivables-considered good	13,450.29	553.87	673.51	332.61	26.29	3.25	15,039.82
Undisputed Trade Receivables-which have significant increase in credit risk	-	-	-	-	-	-	-
Undisputed Trade Receivables-credit impaired							
Disputed Trade Receivables-considered good	-	0.66	0.31	10.62	8.15	2.68	22.42
Disputed Trade Receivables-which have significant increase in credit risk							
Disputed Trade Receivables-credit impaired	-	-	-	-	-	-	-
Total Trade Receivables (without allowances for credit allowances)							**15,062.24**

The trade receivables (current & non current) ageing schedule for the years ended as at March, 31 2022

Particulars	Not Due	Outstanding for following periods from due date of payment					Total
Trade Receivables		Less than 6 months	6 months-1year	1-2 years	2-3 years	More than 3 years	
Undisputed Trade Receivables-considered good	15,491.83	1,559.83	753.00	150.98	5.21	20.00	17,980.85
Undisputed Trade Receivables-which have significant increase in credit risk	-	-	-	-	-	-	-
Undisputed Trade Receivables-credit impaired							
Disputed Trade Receivables-considered good	-	-	-	-	19.43	0.48	19.91
Disputed Trade Receivables-which have significant increase in credit risk							
Disputed Trade Receivables-credit impaired	-	-	-	-	-	-	-
Total Trade Receivables (without allowances for credit allowances)							**18,000.76**

(Amount Rs in Lakhs)

42 Trade Payables Ageing Schedule

Ageing for trade payables outstanding as at March 31, 2023 is as follows

Particulars	Not Due	Outstanding for following periods from due date				Total
Trade Payables		Less than 1 year	1-2 years	2-3 years	More than 3 years	
MSME	1,578.02	-	-	-	-	1,578.02
Others	14,275.33	251.74	53.51	12.14	74.04	14,666.76
Disputed dues-MSME	-	-	-	-	-	-
Disputed dues-Others	-	-	-	-	-	-
Total	15,853.35	251.74	53.51	12.14	74.04	16,244.78
Unbilled dues						251.72
						16,496.50

Ageing for trade payables outstanding as at March 31, 2022 is as follows

Particulars	Not Due	Outstanding for following periods from due date				Total
Trade Payables		Less than 1 year	1-2 years	2-3 years	More than 3 years	
MSME	2,435.31	-	-	-	-	2,435.31
Others	14,792.41	7,925.02	35.63	17.79	72.17	22,843.02
Disputed dues-MSME	-	-	-	-	-	-
Disputed dues-Others	-	-	-	-	-	-
Total	17,227.72	7,925.02	35.63	17.79	72.17	25,278.33
Unbilled dues						819.37
						26,097.70

43 Earning Per Share

Particulars	2022-23	2021-22
Net Profit after tax attributable to equity shareholders	13,962.72	9,525.90
Weighted average number of equity shares outstanding during the year (Nos in lakhs)	131.60	131.60
Basic/diluted earning per share* (In Rs.)	106.10	72.39
Face value per equity share (In Rs.)	10	10

*There are no dilutive instruments issued by the Company.

44 Government Grant

Particulars	2022-23	2021-22
Duty Drawback on Export in Foreign Currency	96.79	91.36
Merchandise Export & RODTEP Incentive on Export in Foreign Currency	100.60	14.52
Interest Subsidy Under the Scheme for Assistance to Labour Intensive Industries	-	73.61
Total	**197.39**	**179.50**

45 Other Segment Reporting

(a) Identification of Segments:

Primary-Business Segments

The Company has identified two reportable business segments viz. Automotive and Other segment comprising LED Luminaries on the basis of the nature of products, the risk and return profile of individual business and the internal business reporting systems. The products included in each of the reported business segments are as follows:-

(i) Automotive comprising of automotive lighting & signalling equipment, rear view mirror, prismatic mirror, plastic moulded parts, sheet metal components, bank angle sensor and canisters for motorised vehicles and others parts for automotive.

(ii) Other Segment comprising of led luminaries viz. indoor and outdoor lighting, display panel, LED integrated passenger information system etc.

(iii) Revenue and expenses have been identified to a segment on the basis of relationship to operating activities of the segment. Revenue and expenses which relates to enterprise as a whole and not allocable to a segment on reasonable basis have been disclosed as "unallocated"

(iv) Segment assets and segment liabilities represent assets and liabilities in respective segments. Income tax related assets/ liabilities, borrowings, deferred tax liabilities (net) and other assets and liabilities that can not be allocated to a segment on reasonable basis have been disclosed as "Unallocated".

Notes on Financial Statements for the year ended 31.03.2023

(i) Primary-Business Segments (Amount Rs in Lakhs)

Segment Revenue	2022-23			2021-22		
	Automotive	Other Segment	Total	Automotive	Other Segment	Total
External Sales	182,658.61	745.65	183,404.26	154,931.91	840.61	155,772.52
Other Operating Income	1,387.10	6.96	1,394.06	1,453.42	-	1,453.42
Inter-Segment Sales	-	-	-	-	-	-
Total	**184,045.71**	**752.61**	**184,798.31**	**156,385.33**	**840.61**	**157,225.94**
Results						
Segment Results (Earning Before Interest & Tax)	20,699.63	(54.62)	20,645.01	15,652.24	(495.65)	15,156.59
Unallocated corporate expenses (net of unallocable income)			1,075.85			1,417.49
Operating Profit			19,569.16			13,739.09
Cost of Finance			743.07			859.24
Profit before tax			**18,826.09**			**12,879.85**
Tax expense			4,863.37			3,353.95
Profit after tax (PAT)			13,962.72			9,525.90
Other Comprehensive Income (Loss) (Net of tax)			(127.96)			(25.69)
Total Comprehensive Income			**13,834.76**			**9,500.21**
Depreciation & Amortization	**6,227.09**	**68.60**	**6,295.69**	5,678.89	186.55	5,865.44

	As at 31st March, 2023			As at 31st March, 2022		
Segment Assets						
Segment Assets	82,999.19	1,612.43	84,611.62	88,813.10	2,135.97	90,949.07
Unallocated Corporate Assets			20,374.60			14,471.13
Total Assets			**104,986.22**			**105,420.20**
Segment Liabilities						
Segment Liabilities	**24,139.14**	**56.33**	**24,195.47**	32,095.87	132.09	32,227.96
Unallocated Corporate Liabilities			**4,845.06**			**8,449.38**
Total Liabilities			29,040.53			40,677.34
Capital Employed (Total Assets Minus Total Liabilities)			75,945.69			64,742.86
Capital Expenditure During the year (Net of CWIP)	**5,417.64**	**-**	**5,417.64**	1,804.70	-	1,804.70

Note - The capital employed of Automotive and Other Segment comprising LED luminaries has been worked out by excluding the amount of common financial facilities viz. Term loans and working capital limits. The common financial facilities are reflected under unallocable corporate liabilities.

(ii) Secondary-Geographical Segments:-

The analysis of geographical segments is based on geographical location of the customers

The following is the distribution of Company's revenue by geographical market, regardless of where the goods were produced

(a) Revenue from External Customers	2022-23	2021-22
India	179,288.59	149,863.08
Outside India	5,509.72	7,362.86
Total	**184,798.31**	**157,225.94**

(b) Segment Trade Receivables	As at March 31, 2023	As at March 31, 2022
India	12,095.88	16,043.03
Outside India	1,984.36	1,609.71
Total	**14,080.24**	**17,652.74**

1. The Company has common assets for producing goods for domestic market and overseas market. Hence, separate figures for fixed assets have not be furnished.

(c) Major Customers (Amount Rs in Lakhs)

Details of customers which accounts for more than 10% of Company's total revenue are as follows

Particulars	Segment	2022-23	in %	2021-22	in %
Honda Motorcycle and Scooter India Pvt. Ltd.	Automotive	48,731.59	26.37%	40,399.46	25.70%
TVS Motors Company Ltd.	Automotive	44,861.99	24.28%	37,370.53	23.77%
India Yamaha Motor Pvt. Ltd.	Automotive	28,131.60	15.22%	28,766.76	18.30%

46 Related Party Disclosures Under Ind AS 24

Name of Related Parties, Transactions and Balances at Reporting date are as follows

Name of Related Party	
(i) Key Management Personnel	
Mr. Jagjeevan Kumar Jain	Chairman and Managing Director
Mrs. Seema Jain	Whole-time Director
Ms. Aanchal Jain	Whole-time Director
Mr. Rahul Jain	Whole-time Director
Mr. Kashi Ram Yadav	Whole-time Director
Mr. Rajesh Sharma	Whole-time Director
Mr. Ashok Kumar Sharma	Independent Director
Mr. Iqbal Singh	Independent Director
Mr. Jawahar Thakur	Independent Director
Mr. Mohan Bir Sahni	Independent Director
Mr. Subodh Kumar Jain	Independent Director
Mr. Vinod Kumar Malhotra	Independent Director
Ms. Shobha Khatri	Independent Director
Mr. Om Prakash Gupta	Chief Financial Officer
Mr. Arvind Kumar Chauhan	Company Secretary
(ii) Relative of Key Management Personnel with whom transactions have taken place	
Mrs. Pallavi Jain	Vice President (Spouse of Mr. Rahul Jain, Whole-time Director)
(iii) Related Parties Controlled by Key Management personnel and/or their Relatives	
Fiem Applied Technologies Private Limited	Entity Controlled by Mr. Jagjeevan Kumar Jain
Jagjeevan Kumar Jain (HUF)	Entity Controlled by Mr. Jagjeevan Kumar Jain
Fiem Auto & Electrical Industries	Entity Controlled by Mr. Jagjeevan Kumar Jain
(iv) Subsidiaries Company	
Fiem Industries Japan Co., Limited	100% Subsidiary Company incorporated in Japan
Fiem Research & Technology S.R.L	100% Subsidiary Company incorporated in Italy
(v) Joint Ventures	
Aisan Fiem Automotives India Pvt Limited	JV incorporated in India, 26% ownership interest held by the company (The Company has exit from JV Company during the year)
Centro Ricerche Fiem Horustech S.R.L	JV incorporated in Italy, 50% ownership interest held by the company
Fiem Kyowa (HK) Mould Company Ltd	JV incorporated in Hong Kong, 50% ownership interest held by the company
(vi) Other Related Party	
Fiem Industries Limited Group Gratuity Trust	Post-employment benefit plan of Fiem Industries Limited

Notes on Financial Statements for the year ended 31.03.2023

Transaction with related party

(Amount Rs in Lakhs)

(a)	**Rendering of Services to:**	**Nature of Related Party**	**2022-23**	**2021-22**
	Aisan Fiem Automotive India Pvt Limited (For Support Fee)	Joint Venture	48.44	260.00
			48.44	**260.00**

(b)	**Purchase of Goods from:**	**Nature of Related Party**	**2022-23**	**2021-22**
	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	58.97	-
			58.97	**-**

(c)	**Interest Received on unsecured loan (home loan) to:**	**Nature of Related Party**	**2022-23**	**2021-22**
	Mr. Rajesh Sharma	Whole-time Director	3.28	-
			3.28	**-**

(d)	**Services received from**	**Nature of Related Party**	**2022-23**	**2021-22**
	Fiem Research & Technology S.R.L	Subsidiary Company	763.73	489.01
	Fiem Auto & Electrical Industries (For Brand Royalty)	Related party controlled by KMP	50.00	50.00
			813.73	**539.01**

(e)	**Lease Rent Paid (for premises) to**	Nature of Related Party	**2022-23**	**2021-22**
	Ms. Aanchal Jain	Key Management Personnel	144.62	141.47
	Mr. Rahul Jain	Key Management Personnel	69.62	68.12
			214.24	**209.59**

(f)	**Dividend on Equity Paid to**	**Nature of Related Party**	**Final Dividend**	
			2022-23	**2021-22**
	Mr. Jagjeevan Kumar Jain	Chairman and Managing Director	541.20	500.70
	Mrs. Seema Jain	Whole-time Director	541.18	481.60
	Ms. Aanchal Jain	Whole-time Director	325.13	143.71
	Mr. Rahul Jain	Whole-time Director	325.13	260.11
	Mr. Kashi Ram Yadav	Whole-time Director	0.07	0.05
	Mr. Iqbal Singh	Independent Director	4.00	3.20
	Fiem Applied Technologies Private Limited	Related party controlled by KMP	16.88	13.50
	Jagjeevan Kumar Jain (HUF)	Related party controlled by KMP	2.31	1.85
			1,755.90	**1,404.72**

(g)	**Benefits to Key Management and their relative**		**2022-23**	**2021-22**
	Short-term benefits		769.92	712.63
	Sitting Fee		28.15	20.20
	Total Compensation		**798.07**	**732.83**

	Short-term employee benefits	**Nature of Related Party**	**2022-23**	**2021-22**
	Mr. Jagjeevan Kumar Jain	Chairman and Managing Director	124.80	124.80
	Mrs. Seema Jain	Whole-time Director	72.00	66.00
	Mr. Rahul Jain	Whole-time Director	78.00	66.00
	Ms. Aanchal Jain	Whole-time Director	60.00	54.00
	Mr. Kashi Ram Yadav	Whole-time Director	109.45	103.45
	Mr. Rajesh Sharma	Whole-time Director	141.00	129.00
	Mr. Om Prakash Gupta	Chief Financial Officer	70.20	63.90
	Mr. Arvind Kumar Chauhan	Company Secretary	84.47	75.48
	Mrs. Pallavi Jain	Spouse of Mr. Rahul Jain	30.00	30.00
			769.92	**712.63**

	Sitting Fee	**Nature of Related Party**	**2022-23**	**2021-22**
	Mr. Iqbal Singh	Independent Director	4.70	3.10
	Mr. Ashok Kumar Sharma	Independent Director	4.00	2.70
	Mr. Jawahar Thakur	Independent Director	3.40	2.50
	Mr. Mohan Bir Sahni	Independent Director	1.80	2.50
	Mr. Subodh Kumar Jain	Independent Director	4.70	3.20
	Mr. Vinod Kumar Malhotra	Independent Director	5.55	3.60
	Ms. Shobha Khatri	Independent Director	4.00	2.60
			28.15	**20.20**

Note:1. The above short-term benefits does not include provisions for incremental gratuity and leave encashment liabilities since the provisions are based on actuarial valuations for the Company as a whole.

(Amount Rs in Lakhs)

(h) Purchase of Fixed Assets (Mould & Machinery)	Nature of Related Party	2022-23	2021-22
Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	-	31.63
		-	**31.63**

(i) Contribution to Gratuity Fund	Nature of Related Party	2022-23	2021-22
Fiem Industries Limited Group Gratuity Trust	Post-employment Benefit Plan	350.00	233.21
		350.00	233.21

(j) Discount Received against purchase made in earlier year	Nature of Related Party	2022-23	2021-22
Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	-	21.57
		-	**21.57**

(k) Unsecured Loan Given to:	Nature of Related Party	2022-23	2021-22
Mr. Rajesh Sharma (including interest of Rs. 1.93 lakhs on moratorium period)	Whole-time Director	51.93	-
		51.93	**-**

(l) Investment/contribution in share capital	Nature of Related Party	2022-23	2021-22
Fiem Research & Technology S.R.L	Subsidiary Company	167.01	-
		167.01	**-**

(m) Investment received from exit of:	Nature of Related Party	2022-23	2021-22
Aisan Fiem Automotives India Pvt Limited	Joint Venture	2,600.00	-
		2,600.00	**-**

Balances outstanding at Year-end

(a) Other Current Assets (Advance to Suppliers other than capital goods):	Nature of Related Party	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	-	6.36
Fiem Research & Technology S.R.L	Subsidiary Company	-	63.49
		-	**69.86**

(b) Non-Current Investment:	Nature of Related Party	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Centro Ricerche Fiem Horustech Srl	Joint Venture	33.16	33.16
Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	8.40	8.40
Fiem Industries Japan Co. Ltd	Subsidiary Company	29.49	29.49
Fiem Research & Technology S.R.L	Subsidiary Company	405.46	238.45
		476.51	**309.50**

(c) Current Investment:	Nature of Related Party	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Aisan Fiem Automotives India Pvt Limited	Joint Venture	-	2,600.00

(d) Security Deposit Paid Against Lease Rent on premises	Nature of Related Party	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Ms. Aanchal Jain	Whole-time Director	54.68	54.68
Mr. Rahul Jain	Whole-time Director	26.33	26.33
		81.01	**81.01**

(e) Unsecured Loan Receivables from:	Nature of Related Party	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Mr. Rajesh Sharma	Whole-time Director	49.07	-
		49.07	**-**

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

(f)	Other Current Financial Liabilities:		Nature of Related Party	For the year ended 31st March, 2023	For the year ended 31st March, 2022
	Mr. Jagjeevan Kumar Jain	Short term benefits payable	Chairman and Managing Director	16.02	7.74
	Mrs. Seema Jain	Short term benefits payable	Whole-time Director	22.13	7.01
	Ms. Aanchal Jain	Short term benefits & lease rent payable	Whole-time Director	1.70	5.05
	Mr. Rahul Jain	Short term benefits & lease rent payable	Whole-time Director	4.57	7.47
	Mr. Rajesh Sharma	Short term benefits payable	Whole-time Director	6.67	7.20
	Mr. Kashi Ram Yadav	Short term benefits payable	Whole-time Director	5.98	5.91
	Mr. OP Gupta	Short term benefits payable	Chief Financial Officer	4.25	4.18
	Mr. Arvind Kumar Chauhan	Short term benefits payable	Company Secretary	4.36	4.01
	Mrs. Pallavi Jain	Short term benefits payable	Spouse of Mr. Rahul Jain	1.44	5.26
	Fiem Auto & Electrical Industries	For Brand Royalty	Related party controlled by KMP	29.50	8.58
	Fiem Research & Technology S.R.L	Other Payable	Subsidiary Company	-	134.52
				96.60	196.93

47 Post Employment Benefits Plan

Defined Contribution Plans

Contribution to Defined Contribution Plan, recognized as 'Employee Benefits Expenses' for the year are as under:

Particulars	2022-23	2021-22
Employer's Contribution to Provident Fund	**463.59**	410.46
Employer's Contribution to ESI Fund	**67.26**	58.11
Employer's Contribution to Wages Welfare Fund	**9.91**	9.09
Total	**540.76**	477.66

Defined Benefit Plans

(a) Gratuity

The Company has defined benefit gratuity plan for its employees, which requires contributions to be made to a separately administered fund. It is governed by the Payment of Gratuity Act, 1972. Under the Act, employee who has completed five years of service is entitled to specific benefit. The level of benefits provided depends on the member's length of service and salary at retirement age. The scheme is funded with HDFC Life Insurance Company Limited in the form of qualifying insurance policy.

(b) Earned Leave

The Present value obligation of Leave Encashment is determined based on actuarial valuation using projected unit credit method.

Disclosure requirement as per Indian Accounting Standard on Employee Benefits-Ind AS (19)-As per actuarial valuation as on 31/03/2023 are as follows:

(i) Expenses recognised in the Statement of Profit and Loss under the head employee benefits expense

	Gratuity		Leave Encashment	
Particulars	2022-23	2021-22	2022-23	2021-22
Current service cost	208.90	190.48	101.74	19.21
Interest cost	(7.87)	(2.62)	-	-
Actuarial (Gain)/Loss	-	-	-	-
Expenses recognized in Statement of Profit and Loss	**201.03**	187.86	**101.74**	19.21

Notes on Financial Statements for the year ended 31.03.2023

Amount to be recognised in the Balance Sheet (Amount Rs in Lakhs)

Particulars	For the year ended 31st March, 2023	For the year ended 31st March, 2022	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Liability at the end of the year	1,775.94	1,585.03	596.68	563.91
Fair value of plan assets at the end of the year	1,682.92	1,514.04	-	-
Amount to be recognised in Balance Sheet	93.02	70.99	596.68	563.91
Current	93.02	70.99	76.71	98.14
Non-Current	-	-	519.97	465.77

Reconciliation of benefit obligation

Particulars	For the year ended 31st March, 2023	For the year ended 31st March, 2022	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Liability at the beginning of the year	70.99	82.02	563.91	571.71
Interest cost	-	-	-	-
Recognised in Accumulated Other Comprehensive Income	(182.50)	(148.17)	-	-
Current service cost	201.03	187.86	101.74	19.21
Employers Contribution	(350.00)	(233.21)	(68.98)	(27.01)
Remeasurement (gain) / loss	353.49	182.50	-	-
Liability at the end of the year	93.02	70.99	596.68	563.91

Reconciliation of fair value of plan assets:

Particulars	For the year ended 31st March, 2023	For the year ended 31st March, 2022	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Fair value of plan assets at the beginning of the year	1,514.04	1,368.33	-	-
Interest income	119.01	107.02	-	-
Employers Contribution	350.00	233.21	68.98	27.01
Benefits paid	(233.73)	(142.53)	(68.98)	(27.01)
Return on plan assets-gain /(loss)	(66.40)	(51.99)	-	-
Fair value of plan assets at the end of the year	1,682.92	1,514.04	-	-
Actual return on plan assets	52.61	55.02	-	-

Amount recognised in statement of other comprehensive income (OCI)

Particulars	For the year ended 31st March, 2023	For the year ended 31st March, 2022	For the year ended 31st March, 2023	For the year ended 31st March, 2022
Opening amount recognised in OCI	182.50	148.17	-	-
Remeasurement for the year - Obligation (gain)/ loss	104.60	(17.67)	-	-
Remeasurement for the year - plan assets (gain)/ loss	66.40	51.99	-	-
Net Increasing in OCI	353.49	182.50	-	-
Total remeasurements cost / (credit) for the year recognised in OCI	353.49	182.50	-	-
Closing amount recognised in OCI	353.49	182.50	-	-

Principal actuarial assumptions

Particulars	2022-23	2021-22	2022-23	2021-22
Discount rate	7.53%	7.57%	7.53%	7.57%
Salary escalation	6.00%	6.00%	6.00%	6.00%
Expected return on assets	7.57%	7.21%	7.57%	7.21%
Attrition rate	2.00%	2.00%	2.00%	2.00%
Retirement age	58	58	58	58

(a) The discount rate is based on the prevailing market yields of Indian Government securities as at the balance sheet date for the estimated terms of the obligations.

(b) Salary escalation rate: The estimates of future salary increases considered taking into the account the inflation, seniority, promotion and other relevant factors.

(c) Expected return on assets is expected return on plan assets over the accounting period, based on an assumed rete of return.

(d) Attrition rate is employee turnover rate based on the Company's past and expected employee turnover.

(e) Disclosure related to indication of effect of the defined benefit plan on the entity's future cash flows:

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

Expected benefit payments (discounted values/present value) for the year ending:

Year ending	Gratuity		Leave Encashment	
	For the year ended 31st March, 2023	For the year ended 31st March, 2022	For the year ended 31st March, 2023	For the year ended 31st March, 2022
31-Mar-24	65.85	117.87	15.48	43.27
31-Mar-25	67.78	53.06	14.55	9.98
31-Mar-26	65.97	47.13	15.93	8.33
31-Mar-27	88.25	83.55	25.83	26.80
31-Mar-28	75.81	69.88	17.36	21.78
31 March, 2029-2033	**416.20**	**323.79**	**102.38**	**72.75**

(f) Weighted Average duration of defined benefit obligation for gratuity and earned leave: 17.75 years (Previous year 17.73 years)

(g) **Sensitivity analysis:**

Sensitivity analysis indicates the influence of a reasonable change in principal assumptions, while keeping other things constant, on the outcome of the present value of Defined Benefit Obligation. In reality, the plan is subject to multiple external experience items which may move the Defined Benefit Obligation in similar or opposite directions, while the Plan's sensitivity to such changes can vary over time.

(Amount Rs in Lakhs)

A quantitative sensitivity analysis for significant assumption as at March 31, 2023 is as shown below:

Gratuity

A. Effect of 1% Change in the assumed discount rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	31st March 2023	31st March 2022	31st March 2023	31st March 2022
Defined Benefit Obligation	1,609.68	1,441.42	1,972.15	1,754.84

B. Effect of 1% Change in the assumed salary escalation rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	31st March 2023	31st March 2022	31st March 2023	31st March 2022
Defined Benefit Obligation	1,955.47	1,740.84	1,619.10	1,448.10

C. Effect of 1% Change in the assumed Attrition Rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	31st March 2023	31st March 2022	31st March 2023	31st March 2022
Defined Benefit Obligation	1,786.40	1,594.51	1,763.55	1,573.73

Leave Encashment

A. Effect of 1% Change in the assumed discount rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	31st March 2023	31st March 2022	31st March 2023	31st March 2022
Defined Benefit Obligation	554.26	526.67	646.60	607.57

B. Effect of 1% Change in the assumed salary escalation rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	31st March 2023	31st March 2022	31st March 2023	31st March 2022
Defined Benefit Obligation	645.25	606.39	554.68	527.04

C. Effect of 1% Change in the assumed Attrition Rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	31st March 2023	31st March 2022	31st March 2023	31st March 2022
Defined Benefit Obligation	596.23	563.36	596.75	564.13

Notes on Financial Statements for the year ended 31.03.2023

48 Fair Value Measurements

(Amount Rs in Lakhs)

Set out below is the comparison by class of the carrying amounts and fair value of the Company's financial instruments

Particulars	Carrying Amount		Fair Value	
	As at 31st March, 2023	As at 31st March, 2022	As at 31st March, 2023	As at 31st March, 2022
FINANCIAL ASSETS				
Financial assets measured at amortised cost				
Security Deposits	1,044.00	925.42	1,044.00	925.42
Loan to Employees	158.13	112.49	158.13	112.49
Trade receivables	14,080.24	17,652.74	14,080.24	17,652.74
Term Deposit held as margin money, with more than 12 month maturity	87.61	30.38	87.61	30.38
Income accrued on deposits	491.31	39.74	491.31	39.74
Export incentive receivables	53.81	14.58	53.81	14.58
Other advance Recoverable	159.09	38.92	159.09	38.92
Cash & Cash Equivalents	17,993.47	6,678.85	17,993.47	6,678.85
Other Bank Balances	10.58	9.11	10.58	9.11
	34,078.24	25,502.23	**34,078.24**	25,502.23
Financial assets measured at Cost				
Investment in subsidiaries and joint venture (unquoted equity share)	476.51	2,909.49	-	-
	476.51	2,909.49	-	-
Financial assets measured at FVTPL				
Investment in unquoted equity shares	2.00	2.00	-	-
Investment in quoted Liquid mutual fund	-	5,689.40	-	5,689.40
	2.00	5,691.40	-	5,689.40
FINANCIAL LIABILITIES				
Financial liabilities measured at amortised cost				
Non Current Borrowings	-	751.67	-	751.67
Current maturities of long-term debt	-	1,365.78	-	1,365.78
Trade Security deposits	292.43	305.48	292.43	305.48
Current Maturity of Lease liability	71.28	67.25	71.28	67.25
Interest accrued on borrowings	-	3.77	-	3.77
Creditors for capital expenditures	242.36	36.40	242.36	36.40
Trade Payables	16,496.50	26,097.69	16,496.50	26,097.69
Unpaid Dividend	9.18	9.11	9.18	9.11
Liabilities for expenses	2,010.77	2,042.94	2,010.77	2,042.94
	19,122.52	30,680.09	**19,122.52**	30,680.09

Financial assets and liabilities measured at fair value-recurring fair value measurements

Particulars	As at 31st March, 2023			As at 31st March, 2022		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Non-current Investment	-	-	2.00	-	-	2.00
Current Investment	-	-	-	5,689.40	-	-

The management assessed that the fair values of short term financial assets and liabilities significantly approximate their carrying amounts largely due to the short-term maturities of these instruments. The fair value of the financial assets and liabilities is included at the amount at which the instrument could be exchanged in a current transaction among willing parties, other than in a forced or liquidation sale.

The Company maintains policies and procedures to value financial assets or financial liabilities using the best and most relevant data available. In addition, the Company internally reviews valuation, including independent price validation for certain instruments.

Fair value of financial assets and liabilities is the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique.

The following methods and assumptions were used to estimate fair value:

(a) Fair value of short term financial assets and liabilities significantly approximate their carrying amounts largely due to the short term maturities of these instruments.

(b) Fair value of quoted mutual funds is based on the net assets value at the reporting date.

Notes on Financial Statements for the year ended 31.03.2023

49 Financial Instruments and Risk Review

Financial Risk Management Framework

The Company's financial liabilities comprise mainly of borrowings, trade payables and other payable. The Company's financial assets comprise mainly of investments, cash and cash equivalents, other balances with banks, loans, trade receivables and other receivables.

The Company is exposed to Market risk, Credit risk and Liquidity risk. The Company oversee the management of these financial risks. The Company's approach to address uncertainties in its endeavor to achieve its stated and implicit objectives. It prescribes the roles and responsibilities of the Company's management, the structure for managing risks and the framework for risk management. The framework seeks to identify, assess and mitigate financial risks in order to minimize potential adverse effects on the Company's financial performance.

i) Capital Management

The Company's capital management objectives are:

The Company is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business.

The Company manages capital risk by maintaining sound/optimal capital structure through monitoring of financial ratios, such as debt-to-equity ratio and net borrowings-to-equity ratio on a monthly basis and implements capital structure improvement plan when necessary.

The Company uses debt ratio as a capital management index and calculates the ratio as Net debt divided by total equity. Net debt and total equity are based on the amounts stated in the financial statements.

Debt-to-equity ratio is as follows: (Amount Rs in Lakhs)

Particulars	As at 31st March, 2023	As at 31st March, 2022
Non Current Borrowing	-	751.67
Derivative Liability (Assets) on Non-Current Borrowings	-	(68.24)
Current Maturities of Non-Current Borrowing	-	1,365.78
Current Borrowing	-	-
Interest Accrued on Non-Current Borrowing	-	3.77
Net Debt (A)	-	2,052.98
Equity (B)	75,945.69	64,742.86
Debt Ratio (A/B)*	-	0.03: 1

* The Company has no outstanding borrowings as at 31/03/2023.

ii) Credit Risk

Credit risk refers to risk that a counterparty will default on its contractual obligations resulting in financial loss to the Company. Credit risk arises primarily from financial assets such as trade receivables, other balances with banks, loans and other receivables.

In assessing, recoverability of receivables, the management has considered the asset type, past due status and other relevant factors considering the age of receivables. The provision for expected credit losses (ECL) are revised at each reporting date by the use of practical expedients viz provision matrix.

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk was Rs. 14,080.24 Lakhs (net of write-off/provisions) (Previous Year Rs. 17,652.74 Lakhs) respectively, being the total of the carrying amount of balances with trade receivables. An amount of Rs. 37.09 lakhs (previous year Rs. 70.42 lakhs) has been written-off during the year after re-assessing long outstandings and obtaining objective evidences on the impairment of the trade receivables.

Ind AS requires expected credit losses to be measured through a loss allowance. The Company assesses at each date of financial statement whether a financial asset or a group of financial assets is impaired. The Company recognises lifetime expected losses for all contract assets and / or all trade receivables that do not constitute a financing transaction. For all other financial assets, expected credit losses are measured at an amount equal to the 12 months expected credit losses or at an amount equal to the life time expected credit losses if the credit risk on the financial asset has increased significantly since initial recognition.

The Company's primary customers are major automobile manufacturers (OEMs) with good credit ratings. Company's exposure to customers is diversified and some customers contribute more than 10% of outstanding accounts receivable which forms 50% of total receivables as at 31 March, 2023 (46% as at 31 March, 2022), however there was no default on account of those customers in the past.

The Company performs credit assessment for customers on an annual basis and recognizes credit risk, on the basis lifetime expected losses and where receivables are due for more than six months.

(Amount Rs in Lakhs)

Movement in the expected credit loss allowance:

Particulars	As at 31st March, 2023	As at 31st March, 2022
Balance at the beginning of the year	348.02	338.60
Movement in the expected credit loss allowance on trade receivables calculated at lifetime expected credit losses	633.98	9.42
Balance at the end of the year	982.00	348.02

iii) Liquidity Risk

a) Liquidity risk management

Liquidity risk is defined as the risk that the Company will not be able to settle or meet its obligations on time. The objective of liquidity risk management is to maintain sufficient liquidity and ensure that funds are available for use as per requirements. The Company's principal sources of liquidity are cash and cash equivalents and the cash flow that is generated from operations. The Company has no outstanding borrowings as at 31/03/2023. The Company believes that the working capital is sufficient to meet its current requirements. As at March 31, 2023, the Company had a working capital of Rs. 29,504.04 Lakhs including cash and cash equivalents of Rs.17,993.47 Lakhs and current investments of Rs. Nil Lakhs. As at March 31, 2022, the Company had a working capital of Rs. 18,699.05 lakhs including cash and cash equivalents of Rs. 6678.85 Lakhs and current investments of Rs. 8,289.40 Lakhs.

b) Maturities of financial liabilities

The following tables detail the Company's remaining contractual maturity for its financial liabilities with agreed repayment periods. The amount disclosed in the tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the Company can be required to pay. The tables include both interest and principal cash flows.

Particulars	31st March, 2023		31st March, 2022	
	Less than 1 Year	1-5 Years	Less than 1 Year	1-5 Years
Financial liabilities				
Trade payables	16,496.50		26,097.70	-
Trade Security Deposits	292.43		305.48	
Unpaid Dividend	9.18		9.11	
Creditors for Capital Expenditure	242.36		36.40	-
Payable to employees	977.09		823.14	
Other Payable (includes accrued expense/liabilities)	1,033.68		1,219.80	
Term loans (Net of Derivative Assets)	-	-	1,365.78	683.43
Lease Liabilities	71.28		67.25	-
Interest Accrued	-		3.77	-
	19,122.52	**-**	**29,928.42**	**683.43**

c) Maturities of financial liabilities

The following table details the Company's expected maturity for financial assets. The table has been drawn up based on the undiscounted contractual maturities of the financial assets including interest that will be earned on such assets.

Particulars	31st March, 2023		31st March, 2022	
	Less than 1 Year	1-5 Years	Less than 1 Year	1-5 Years
Non-derivative Financial assets				
Trade receivables	14,080.24	-	17,460.07	192.67
Loan to employees	63.82	94.31	56.39	56.10
Security Deposit	-	1,044.00	-	925.42
Other Financial Assets	704.22	87.61	93.24	98.62
Other Bank Balance	10.58	-	9.11	-
Cash & Cash Equivalents	17,993.47	-	6,678.85	-
Investment in Liquid Mutual Fund	-	-	5,689.40	-
Investment in Joint Ventures & Subsidiaries	-	478.51	2,600.00	311.49
	32,852.33	**1,704.43**	**32,587.06**	**1,584.30**

iv) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Such changes in the values of financial instruments may result from changes in the foreign currency exchange rates, interest rates, credit, liquidity and other market changes. The Company's exposure to market risk is primarily on account of foreign currency exchange rate risk.

Notes on Financial Statements for the year ended 31.03.2023

a) Foreign Currency exchange rate risk (Amount Rs in Lakhs)

The fluctuation in foreign currency exchange rates may have potential impact on the statement of profit or loss and other comprehensive income and equity, where any transaction references more than one currency or where assets / liabilities are denominated in a currency other than the functional currency of the respective entities. Considering the countries and economic environment in which the Company operates, its operations are subject to risks arising from fluctuations in exchange rates in those countries. The risks primarily relate to fluctuations in US Dollar, Euro, and Japanese Yen against the respective functional currencies of the Company. The Company, as per its risk management policy, uses derivative instruments primarily to hedge foreign exchange.

The Company evaluates the impact of foreign exchange rate fluctuations by assessing its exposure to exchange rate risks. It hedges a part of these risks by using derivative financial instruments. The information on foreign currency exposures that are not hedged by derivative instruments is as follows.

Particulars		As at 31st March, 2023		As at 31st March, 2022	
Foreign Currency exposures that are not hedged by derivative instruments	**Currency**	**Foreign Currency**	**Rupees in Lakhs**	**Foreign Currency**	**Rupees in Lakhs**
(a) Trade payables (including capital assets and accrued expenses)	USD	48.06	3,951.56	55.46	4,204.08
	EURO	-	-	1.66	140.17
	JPY	289.66	179.01	265.28	165.08
	AUD	0.55	30.47	-	-
	GBP	-	-	-	-
			4,161.04		4,509.33
(b) Trade receivables & cash and cash equivalents	USD	23.50	1,932.31	20.69	1,568.39
	EURO	0.65	58.44	0.49	41.32
	JPY	-	-	-	-
	AUD	-	-	-	-
	GBP	0.08	8.12	-	-
			1,998.88		1,609.71
Total (a-b)	USD	24.56	2,019.25	34.77	2,635.69
	EURO	(0.65)	(58.44)	1.17	98.85
	JPY	289.66	179.01	265.28	165.08
	AUD	0.55	30.47	-	-
	GBP	(0.08)	(8.12)	-	-
	Total (Net)		**2,162.16**		2,899.62

Foreign Currency Sensitivity

The following table demonstrates the sensitivity to a reasonable possible change in USD, EURO and JPY exchange rates, with all other variables held constant, the impact on the Company's profit before tax due to changes in the fair value of monetary assets and liabilities. The Company's exposure to foreign currency changes for all other currencies is not material. The sensitivity analysis is prepared on the net unhedged exposure of the Company as at the reporting date. 10% represents company's assessment of reasonably possible change in foreign exchange rate.

Particulars	As At 31st March, 2023			As At 31st March, 2022		
	Currency	**Change in rate**	**Effect on pre-tax equity**	**Currency**	**Change in rate**	**Effect on pre-tax equity**
	USD	10.00%	201.92	USD	10.00%	263.57
	USD	-10.00%	(201.92)	USD	-10.00%	(263.57)
	EURO	10.00%	(5.84)	EURO	10.00%	9.88
	EURO	-10.00%	5.84	EURO	-10.00%	(9.88)
	JPY	10.00%	17.90	JPY	10.00%	16.51
	JPY	-10.00%	(17.90)	JPY	-10.00%	(16.51)

In management's opinion, the sensitivity analysis is unrepresentative of the inherent foreign exchange risk because the exposure at the end of the reporting period does not reflect the exposure during the year.

b) Interest rate risk (Amount Rs in Lakhs)

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of change in market interest rates. The Company's exposure to the risk of changes in market interest rates relates primarily to the Company's customer discount scheme from banks with floating interest rates. The Company has no long term/short term outstanding borrowings (except customer finance scheme from banks) as at 31 March, 2023.

Particulars	31st March, 2023	31st March, 2022
Variable rate borrowings		
(i) Cash Credit/Working Capital Loans	-	-
(ii) Customer Finance Scheme from Banks	5,097.99	5,509.27
Fixed rate borrowings		
Term Loan (net of derivative liability)	**-**	2,049.21

Interest rate sensitivity

The sensitivity analysis below have been determined based on exposure to interest rate. For floating rate liabilities, analysis is prepared assuming the amount of liability outstanding at the end of the reporting period was outstanding for the whole year. With all other variables held constant, the Company's profit before tax is affected through the impact on floating rate borrowings, as follows:

Particulars	31st March, 2023	31st March, 2022
Increase by 1.00%	50.98	55.09
Decrease by 1.00%	**(50.98)**	(55.09)

c) Commodity price risk

Movement in commodity price in market affects directly or indirectly the price of raw material and components used by the Company. The Company sells its products mainly to auto makers (Original Equipment Manufacturer) whereby there is a regular negotiation/adjustment of prices on the basis of changes in commodity prices.

50 Research and Development Expenses

The Company has incurred following expenses on its research, development and design activities.

Particulars	2022-23	2021-22
Capital Expenditure		
Capital Expenditure	255.20	3.10
Total (A)	255.20	3.10
Revenue Expenditure		
Employee Benefits	1,008.84	406.04
Design Charges	763.73	489.01
Other Expenses	63.64	33.34
Depreciation & Amortization	39.21	27.33
Total (B)	1,875.42	955.72
Grand Total (A+B)	2,130.62	958.83

51 Corporate Social Responsibility Activities

As required by section 135 of the Companies Act, 2013, CSR committee has been formed by the company. The company has formed Fiem Foundation Trust as on dated 2nd March, 2015 with an object to undertake CSR projects, programs and activities in India as listed under Schedule VII of the Act. The company has no outstanding commitment as on 31st March, 2023 towards corporate social responsibility projects. The break-up of expenditure/contribution towards under corporate social responsibility as under:-

Particulars	2022-23	2021-22
(a) Amount required to be spent by the company during the year	189.24	159.76
(b) Amount of expenditure incurred on:		
(i) Construction/acquisition of any asset	-	-
(ii) On purposes other than (i) above	191.74	159.82
	191.74	159.82
Excess (Short) Amount Spent	2.50	0.06
Details of Unspent CSR amount for the preceding financial year-2021-22		
Amount transferred to unspent CSR account under section 135 (6)		14.33
Amount spent in the reporting financial year-2022-23		12.93
Amount remaining to be spent in succeeding financial years		1.40

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

	List of Nature of CSR Activities
	(i) Health Care-COVID-19 Relief & Support
	(ii) Health Care-Financial Aid to Needy Patients
	(iii) Health Care-for Cancer Patients, Eye Operations Camps
	(iv) Health Care-Medical Support Initiatives
	(v) Armed Forces Veterans Support
	(vi) Woman Empowerment/Health Care-Sanitary Pad Projects

52 Joint Venture Company

1.	**Centro Ricerche Fiem Horustech SRL**	
	Description of Interest	Joint Venture
	Country of Incorporation	Italy
	Proportion of Ownership Interest	50%
2.	**Fiem Kyowa (HK) Mould Company Ltd**	
	Description of Interest	Joint Venture
	Country of Incorporation	Hong Kong
	Proportion of Ownership Interest	50%
3.	**Aisan Fiem Automotives India Pvt Ltd***	
	Description of Interest	Joint Venture
	Country of Incorporation	India
	Proportion of Ownership Interest	26%
	*Exit from JV Company during the year	

In respect of jointly control entity, the company's share of assets, liabilities, incomes and expenses are as follows-

Particulars	Centro Ricerche Fiem Horustech SRL		Fiem Kyowa (HK) Mould Company Ltd		Aisan Fiem Automotives India Pvt Ltd	
	Year ended 31.03.2023	Year ended 31.03.2022	Year ended 31.03.2023	Year ended 31.03.2022	Year ended 31.03.2023	Year ended 31.03.2022
Non Current Assets	0.00	0.02		-	-	2,693.71
Current Assets	27.00	27.78	20.06	17.75	-	1,699.70
Non Current Liabilities	-	-		-	-	531.85
Current Liabilities	11.96	12.11	5.57	1.43	-	1,954.11
Revenue (total Income)	-	-	29.95	4.85	-	2,816.45
Expenses	1.50	2.50	32.95	17.28		2,948.28
Profit or (loss) from continuing operations	-	-	(3.00)	(12.43)	-	(101.49)
Post-tax profit or (loss) from discontinuing operations	(1.50)	(2.50)			-	-
Other comprehensive income (Loss)					-	(1.47)
Total comprehensive income (Loss)	(1.50)	(2.50)	(3.00)	(12.43)	-	(100.02)

(Amount Rs in Lakhs)

53 Disclosure required by Ind AS 115

(i) Revenue from contracts with customers is disaggregated by major products and service lines and is disclosed in Note no. 23 to the standalone financial statements. Further, the revenue is disclosed in the said note is net of Rs. 726.52 lakhs (previous year Rs. 703.20 lakhs) representing discount to customers. The following table provides further information as required by Ind AS 115.

Reconciliation of Revenue from sale of products with the contracted price	2022-23	2021-22
Contracted Price	184,130.78	156,475.72
Less: Trade discounts, cash discount, volume rebates, etc.	726.52	703.20
Sale of Products	183,404.26	155,772.52

54 ADDITIONAL REGULATORY DISCLOSURES AS PER SCHEDULE III OF COMPANIES ACT, 2013

(i) Title Deed of the Immovable Properties

The title deeds of the immovable properties (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee) are held in the name of the Company, except a piece of land (area approx.. 1913 sqm) adjacent to unit-9 at Karsanpura, Gujarat, purchased for Rs. 18.23 Lakhs from other company. The seller company require permission from the state government for registration of sale deed, which is already applied by seller company. However, the permission could not be obtained during the year under reporting. The Company is regularly following-up with the seller company for getting the registration.

(ii) Investment Property

The Company does not have any investment property.

(iii) Revaluation of Property Plant and Equipment & Intangible Assets

As per the Company's accounting policy, Property, Plant and Equipment (including Right of Use Assets) and intangible assets are carried at historical cost (less accumulated depreciation & impairment, if any), hence the revaluation related disclosures required as per Additional Regulatory Information of Schedule III (revised) to the Companies Act, is not applicable.

(iv) Disclosure on Loan Given to Specified Persons (Promotors, Directors, KMPs and their Related Parties)

During the year on dated 09 June, 2022, the Company has given home loan of Rs. 50.00 Lakhs at interest rate of 8.00% p.a (fixed) to whole-time director (Mr. Rajesh Sharma), which are repayable in 60 equal monthly installment of Rs.1.05 lakhs each. The amount outstanding and percentage of total loan is as below.

Particulars	As At March 31,2023		As At March 31,2022	
Name of Employee	Amount Outstanding	% of Total Loan	Amount Outstanding	% of Total Loan
Mr Rajesh Sharma-Director	49.07	31%	-	-
Total Loan to Employees (Non current & current)	158.13		112.49	

(v) Detail of Benami Property held.

No proceedings have been initiated or pending against the Company for holding any Benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and the rules made thereunder.

(vi) Borrowings obtained on the basis of Current Assets

The Company has sanctioned facilities from banks on the basis of security of current assets. The periodic returns filed by the Company with such banks are in agreement with the books of accounts of the Company.

(vii) Disclosure Related to Wilful Defaulter against Borrowings

The Company has adhered to debt repayment and interest service obligations on time. Wilful defaulter related disclosures required as per Additional Regulatory Information of Schedule III (revised) to the Companies Act, is not applicable.

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

(viii) Disclosure of Transactions with Struck Off Companies

There are no transactions with the Companies whose name are struck off under Section 248 of The Companies Act, 2013 or Section 560 of the Companies Act, 1956 during the year ended March 31, 2023.

(ix) Disclosure of Registration of Charges or Satisfaction with ROC

All applicable cases where registration of charges or satisfaction is required to be filed with Registrar of Companies have been filed. No registration or satisfaction is pending at the year ended March 31, 2023.

(x) Compliance with Number of Layers of Companies

The Company has complied with the number of layers prescribed under clause (87) of Section 2 of the Companies Act, 2013 read with Companies (Restriction on number of Layers) Rules, 2017.

(xi) Compliance with Approved Scheme's of Arrangement

No scheme of arrangement has been approved by the competent authority in terms of Section 230 to 237 of the Companies Act, 2013.

(xii) Utilisation of Borrowed Fund and Share Premium

The Company has not advanced or loaned or invested funds to any other person(s) or entity(ies), including foreign entities (Intermediaries) with the understanding that the Intermediary shall: (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company (Ultimate Beneficiaries) (b) provide any guarantee, security or the like to or on behalf of the ultimate beneficiary

(xiii) The Company have not received any fund from any person(s) or entity(ies), including foreign entities (Funding Party) with the understanding (whether recorded in writing or otherwise) that the Company shall: (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company (Ultimate Beneficiaries) (b) provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries

(xiv) Details of Crypto Currency or Virtual Currency

The Company has not operated in any crypto currency or Virtual Currency transactions.

(xv) Disclosure in relation to Undisclosed Income

During the year, the Company has not disclosed or surrendered, any income other than the income recoginsed in the books of accounts in the tax assessments under Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961). Accordingly there are no transaction which are not recorded in the books of accounts.

55 Dues to Micro, Small and Medium Enterprises

The Ministry of Micro, Small and Medium Enterprises has issued an office memorandum dated August 26, 2008 which recommends that the Micro and Small Enterprises should mention in their correspondence with its customers the Entrepreneurs Memorandum Number as allocated after filing of the Memorandum in accordance with the 'Micro, Small and Medium Enterprises Development Act, 2006' ('the Act'). Accordingly, the disclosure in respect of the amounts payable to such enterprises as at March 31, 2023 and as at March 31, 2022 has been made in the financial statements based on information received and available with the Company. The Company has not received any claim for interest from any supplier as at the balance sheet date.

Particulars	Year ended 31.03.2023	Year ended 31.03.2022
The principal amount remaining unpaid to any supplier at the end of each accounting year;	1,578.02	2,435.31
The interest due thereon remaining unpaid to any supplier at the end of each accounting year;	-	-
The amount of interest paid by the buyer in terms of section 16 of the Micro, Small and Medium Enterprises Development Act, 2006 (27 of 2006), along with the amount of the payment made to the supplier beyond the appointed day during each accounting year;	-	-
The amount of interest due and payable for the period of delay in making payment (which has been paid but beyond the appointed day during the year) but without adding the interest specified under the Micro, Small and Medium Enterprises Development Act, 2006	-	-
The amount of interest accrued and remaining unpaid at the end of each accounting year; and	-	-
The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprise, for the purpose of disallowance of a deductible expenditure under section 23 of the Micro, Small and Medium Enterprises Development Act, 2006	-	-

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

56 KEY FINANCIAL RATIOS

Particulars	Numerator	Denominator		Current year FY 22-23	Previous Year FY 21-22	Variance	Reason for Variance if More than 25% (+/-)
1. Current Ratio	Current assets	Current liabilities	Times	2.27	1.55	46.08%	Due to decrease in trade payable and current borrowings
2. Debt Equity Ratio	Total debt	Equity	Times	-	0.03	-100.00%	Due to repayment of all loans
3. Debt Equity Service Coverage Ratio	Earning for Debt Service = Net Profit after taxes + Non-cash operating expenses like depreciation and other amortizations + Interest + other adjustments like loss on sale of Fixed assets etc.	Debt service = Interest & Lease Payments + Principal Repayments	Times	7.55	4.17	81.36%	Increase due to higher cash profits earned
4. Return on Equity	Net Profits after taxes – Preference Dividend (if any)	Average Shareholder's Equity	%	19.85%	15.60%	27.20%	Due to higher profit earned
5. Inventory Turnover Ratio	Net sales	Avg Inventory	Times	10.18	10.33	-1.45%	
6. Trade receivable Turnover Ratio	Net sales	Avg trade receivables	Times	11.63	12.20	-4.64%	
7. Trade payable Turnover Ratio	Total purchases	Avg trade payables	Times	5.27	4.86	8.35%	
8. Net Capital Turnover Ratio	Net sales	Working Capital (current assets Less current liabilities)	Times	6.22	8.33	-25.38%	Due to better working capital in current year
9. Net Profit Ratio	Net profit	Net sales	%	7.61%	6.12%	24.49%	
10. Return on Capital employed	Earning Before Interest and Tax (EBIT)	(Tangible Net Worth + Total Debt + Deferred Tax Liability)	%	25.08%	19.62%	27.85%	Better Operational performance
11. Return on Investment	Income generated from invested funds	Average Income generated from invested funds	%	6.63%	1.69%	293.24%	Better return earned from investment in FD and mutual fund

Notes on Financial Statements for the year ended 31.03.2023

(Amount Rs in Lakhs)

57 Dividend on Equity Share

(a) Dividend on Equity Shares paid during the year

Particulars	2022-23	2021-22
Final dividend for the FY 2021-22 [Rs. 20 (Previous Year Rs. 16) per equity share of Rs. 10 each]	2,631.96	2,105.57
Total	2,631.96	2,105.57

(b) Proposed Dividend

The Board has recommended the final dividend of Rs. 30 per equity share (300% of nominal value of Rs. 10 per share) for the financial year ended 31 March, 2023 for amounting to Rs. 3947.95 Lakhs/- on equity share capital of the company. The final dividend is subject to the approval of shareholders in the ensuing Annual General Meeting (AGM) of the Company and hence is not recognised as a liability.

58 The Code on Social Security, 2020 ('Code') relating to employee benefits during employment and post-employment benefits received Presidential assent in September, 2020. The Code has been published in the Gazette of India. However, the date on which the Code will come in to the effect has not been notified. The Company will assess the impact of the Code when it comes into effect and will record any related impact in the period the Code becomes effective.

59 Previous year's figures have been regrouped/reclassified wherever necessary. The Figures are rounded off to nearest rupees in lakhs unless otherwise stated.

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N
Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

CONSOLIDATED
FINANCIAL STATEMENTS

Independent Auditor's Report

To the Members of
Fiem Industries Limited

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the accompanying consolidated financial statements of Fiem Industries Limited (hereinafter referred to as the 'Holding Company") its subsidiaries (Holding Company and its subsidiaries together referred to as "the Group"), its jointly controlled entities, which comprise the consolidated Balance Sheet as at 31st March, 2023, and the consolidated statement of profit and loss(including Other Comprehensive Income), the consolidated statement of changes in equity and the consolidated cash flows Statement for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies (hereinafter referred to as "the consolidated financial statements" or " financial statements").

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid Consolidated financial statements give the information required by the Companies Act, 2013 ("the Act") in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards prescribed under section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015, as amended, ("Ind AS") and other the accounting principles generally accepted in India, of their consolidated state of affairs of the Company as at 31st March, 2023, of consolidated profits and Consolidated total comprehensive income , consolidated changes in equity and its consolidated cash flows for the year then ended.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Companies Act, 2013. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the Consolidated financial statements under the provisions of the Companies Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ICAI's Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Consolidated financial statements of the current period. These matters were addressed in the context of our audit of the Consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined the matters described below to be the key audit maters to be communicated in our report.

SN	Key Audit Matter	Auditor's Response
1	**Revenue Recognition for sale of goods** Revenue from sale of goods is recognized upon the transfer of control of the goods sold to the customer. The performance obligations in the contracts are fulfilled at the time of dispatch, delivery or upon formal customer acceptance depending on customer terms and conditions. Revenue is measured at fair value of the consideration received or receivable, after deduction of any discounts/ rebates and any taxes or duties collected on behalf of the government such as goods and services tax, etc. Customer acceptance is used to estimate the provision for price increase/ decrease. Revenue is only recognised to the extent, that is highly probable, a significant reversal will not occur.	Our audit procedures included the following • Evaluating the company's accounting Policies in relation of the revenue recognition in terms of Ind AS 115- Revenue from Contracts with Customers. • Evaluating the design and implementation and testing operating effectiveness of Company's general IT controls, key manual and application controls over the Company's IT systems including controls over rebates agreements / arrangements, rebate payments / settlements and Company's review over the rebate accruals. • Testing by selecting samples of revenue transactions recorded during the year by verification of underlying documents. • Testing on a sample basis, key customer contracts/ purchase order to identify terms and conditions relating to goods acceptance and price adjustments. • Testing on a sample basis, the supporting documents for sales transactions recorded during the period closer to the year end and subsequent to the year end to determine whether revenue was recognised in the correct period.

2	**Evaluation of uncertain Direct and Indirect tax positions** The Company has uncertain tax positions matters under dispute which involves significant judgment to determine the possible outcome of these disputes. Refer Notes 33 to the Consolidated Financial Statements	**Our audit procedures included the following** Obtained details of completed tax assessments upto the year ended March 31, 2023 from management. We considered, the management's underlying assumptions in estimating the tax provision and the possible outcome of the disputes. We also considered legal precedence and other rulings in evaluating management's position on these uncertain tax positions. Additionally, we considered the effect of new information in respect of uncertain tax positions as at April 1, 2022 to evaluate whether any change was required to management's position on these uncertainties. Satisfied ourselves that it is not probable that an outflow of economic benefits will be required and disclosed such obligation as a contingent liability

Other information

The Company's management and Board of Directors are responsible for the other information. The other information comprises the information included in the Company's Annual report but does not include the Consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard

Management's Responsibility for the Consolidated Financial Statements

The Holding Company's management and Board of Directors are responsible for the preparation and presentation of these consolidated financial statements in term of the requirements of the Companies Act, 2013 that give a true and fair view of the consolidated state of affairs, consolidated profit/loss and other comprehensive income, consolidated changes in equity and consolidated cash flows of the Group including its Jointly controlled entities in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under section 133 of the Act. The respective Board of Directors of the companies included in the Group and of its jointly controlled entities are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Group and for preventing and detecting frauds and other irregularities; the selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and the design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring accuracy and completeness of the accounting records, relevant to the preparation and presentation of the Consolidated financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error, which have been used for the purpose of preparation of the consolidated financial statements by the Directors of the Holding Company, as aforesaid.

In preparing the consolidated financial statements, the respective Board of Directors of the companies included in the Group and of its jointly controlled entities are responsible for assessing the ability of the Group and of its jointly controlled entities to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The respective Board of Directors of the companies included in the Group and of its jointly controlled entities are responsible for overseeing the financial reporting process of the Group and of its jointly controlled entities.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management and Board of directors.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

  Materiality is the magnitude of misstatements in the financial statements that, individually or in aggregate, makes it probable that the economic decisions of a reasonably knowledgeable user of the financial statements may be influenced. We consider quantitative materiality and qualitative factors in (i) planning the scope of our audit work and in evaluating the results of our work; and (ii) to evaluate the effect of any identified misstatements in the financial statements.

  We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

  We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

  From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Matters

a) We did not audit the financial statement of two overseas 50:50 Joint Venture, Centro Ricerche Fiem Horustech Srl (CRFH) and Fiem Kyowa (HK) Mould Company Limited, whose Net loss of Rs 1.50 lakhs and Rs 3.00 lakhs respectively for the year ended 31st March 2023, are included in the accompanying consolidated financial statements, Such financial information have not been audited and have been approved by the Board of directors of the respective Companies. The management of the company has converted these financial statements as per Ind As and other accounting principle generally accepted in India, and certified these financial statements for the purpose of preparation of consolidated financial statement. Our report, in so far as it relates to these jointly controlled entities, is based solely on such unaudited financial statements. In our opinion and according to the information and explanations given to us by the management, these financial statements are not material to the Group

   Our opinion on the Consolidated financial statements above, and our report on Other Legal and Regulatory Requirements below, is not modified in respect of the above matters.

Report on Other Legal and Regulatory Requirements

A. As required by Section 143(3) of the Act, we report, to the extent applicable, that:

   a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit of the aforesaid consolidated financial statements.

b) In our opinion, proper books of account as required by law relating to preparation of the aforesaid consolidated financial statements have been kept so far as it appears from our examination of those books and the reports of the other auditors.

c) The Consolidated Balance Sheet, the Consolidated Statement of Profit and Loss, and the Consolidated Cash Flow Statement dealt with by this Report are in agreement with the relevant books of account maintained for the purpose of preparation of the consolidated financial statements

d) In our opinion, the aforesaid consolidated financial statements comply with the Accounting Standards specified under Section 133 of the Act.

e) On the basis of the written representations received from the directors of the Company as on 31st March, 2023 taken on record by the Board of Directors of the Company, none of the directors of the Group companies, is disqualified as on 31st March, 2023 from being appointed as a director in terms of Section 164 (2) of the Act.

f) With respect to the adequacy of internal financial controls over financial reporting of the Group and the operating effectiveness of such controls, refer to our separate report in Annexure B and

B. With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditor's) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:

1) The consolidated financial statements disclose the impact of pending litigations on the consolidated financial position of the Group– Refer Note 33 to the consolidated financial statements.

2) The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses;

3) There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Holding Company.

4) (a) The respective Managements of the Company and its subsidiaries which are companies incorporated in India, whose financial statements have been audited under the Act, have represented to us that, to the best of their knowledge and belief, no funds (which are material either individually or in the aggregate) have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company or any of such subsidiaries to or in any other person or entity, including foreign entity ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company or any of such subsidiaries ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

(b) The respective Managements of the Company and its subsidiaries which are companies incorporated in India, whose financial statements have been audited under the Act, have represented to us that, to the best of their knowledge and belief, no funds (which are material either individually or in the aggregate) have been received by the Company or any of such subsidiaries from any person or entity, including foreign entity ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company or any of such subsidiaries shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

(c) Based on the audit procedures that have been considered reasonable and appropriate in the circumstances performed by us on the Company and its subsidiaries which are companies incorporated in India whose financial statements have been audited under the Act, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11(e), as provided under (a) and (b) above, contain any material misstatement.

5) As stated in Note 52 to the consolidated financial statements

(i) The final dividend proposed in the previous year, declared and paid by the Holding Company during the year is in accordance with Section 123 of the Act, as applicable.

(ii) The Board of Directors of the Holding Company have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The amount of dividend proposed is in accordance with section 123 of the Act, as applicable.

6) Proviso to Rule 3(1) of the Companies (Accounts) Rules, 2014 for maintaining books of account using accounting software which has a feature of recording audit trail (edit log) facility is applicable to the Group with effect from April 1, 2023, and accordingly, reporting under Rule 11(g) of Companies (Audit and Auditors) Rules, 2014 is not applicable for the financial year ended March 31, 2023.

C. With respect to the other matters to be included in the Auditor's Report in accordance with the requirements of section 197(16) of the Act, as amended:

In our opinion and to the best of our information and according to the explanations given to us, the remuneration paid by the holding company and its subsidiaries which are incorporated in India to its directors during the year is in accordance with the provisions of section 197 of the Act. The remuneration paid to any director by the holding company and its subsidiaries which are incorporated in India is not in excess of the limit laid down under Section 197 of the Act. The Ministry of Corporate Affairs has not prescribed other details under Section 197(16) which are required to be commented upon by us.

D. With respect to the matters specified in paragraphs 3(xxi) and 4 of the Companies (Auditor's Report) Order, 2020 (the "Order"/ "CARO") issued by the Central Government in terms of Section 143(11) of the Act, to be included in the Auditor's report, according to the information and explanations given to us, and based on the CARO reports issued by us for the Company and its subsidiaries included in the consolidated financial statements of the Company, to which reporting under CARO is applicable, we report that there are no qualifications or adverse remarks in these CARO reports.

for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN 23083159BGWPXS1174

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

ANNEXURE "A" TO THE INDEPENDENT AUDITOR'S REPORT OF EVEN DATE ON THE CONSOLIDATED IND AS FINANCIAL STATEMENTS OF FIEM INDUSTRIES LIMITED

Report on the Internal Financial Controls under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

Opinion

1. In conjunction with our audit of the consolidated Ind AS financial statements of the Company as of and for the year ended 31st March, 2023, We have audited the internal financial controls over financial reporting of FIEM INDUSTRIES LIMITED (hereinafter referred to as "the Holding Company")

2. There is no subsidiary company or jointly controlled company, which are companies Incorporated in India as of 31.03.23, therefore reporting on internal financial controls over financial reporting is given only in respect of the Holding Company.

3. In our opinion the Holding Company, in all material respects, adequate internal financial controls with reference to financial statements and such internal financial controls were operating effectively as at 31st March 2023, based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (the "Guidance Note").

Management's Responsibility for Internal Financial Controls

4. The Board of Directors of the of the Holding company are responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (ICAI)". These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to the respective company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

Auditor's Responsibility

5. Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") issued by the ICAI and the Standards on Auditing, issued by ICAI and deemed to be prescribed under section 143(10) of the Companies Act, 2013, to the extent applicable to an audit of internal financial controls, both issued by the Institute of Chartered Accountants of India. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting was established and maintained and if such controls operated effectively in all material respects.

6. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

7. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system over financial reporting.

Meaning of Internal Financial Controls Over Financial Reporting

8. A company's internal financial control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the

company's assets that could have a material effect on the financial statements.

Inherent Limitations of Internal Financial Controls Over Financial Reporting

9. Because of the inherent limitations of internal financial controls over financial reporting, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting to future periods are subject to the risk that the internal financial control over financial reporting may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159
UDIN 23083159BGWPXS1174

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Consolidated Balance Sheet as at 31.03.2023

(Amount Rs in Lakhs)

Particulars	Note No.	AS AT 31.03.2023		AS AT 31.03.2022	
ASSETS					
1 NON CURRENT ASSETS					
(a) Property, plant and equipment	2	46,092.63		47,417.16	
(b) Capital work-in-progress	2	534.61		70.57	
(c) Right-of-use assets	3	3,092.02		3,240.00	
(d) Intangible assets	4	177.31		137.07	
(e) Investment accounted for using equity method	5	22.94		27.45	
(f) Financial Assets					
(i) Investments	5	2.00		2.00	
(ii) Trade receivables	6	-		192.67	
(iii) Loans	7	94.31		56.10	
(iv) Other Financial Assets	8	1,147.08		1,029.98	
(g) Income tax assets (net)		222.15		135.26	
(h) Other non-current assets	9	718.11		533.91	
Total Non Current Assets			**52,103.16**		**52,842.17**
2 CURRENT ASSETS					
(a) Inventories	10	17,569.84		18,473.79	
(b) Financial Assets					
(i) Investments	11	-		7,646.22	
(ii) Trade receivables	6	14,080.24		17,460.07	
(iii) Cash and cash equivalents	12	18,301.69		6,831.03	
(iv) Bank balances other than (iii) above	13	10.58		9.11	
(v) Loans	7	63.82		56.39	
(vi) Other Financial Assets	8	704.71		93.73	
(c) Other current assets	9	2,468.44		1,439.46	
Total Current Assets			**53,199.32**		**52,009.80**
TOTAL ASSETS			**105,302.48**		**104,851.96**
EQUITY AND LIABILITIES					
1 EQUITY					
(a) Equity Share Capital	14	1,315.98		1,315.98	
(b) Other Equity	15	74,800.56		62,907.21	
Total Equity			**76,116.54**		**64,223.19**
2 LIABILITIES					
NON CURRENT LIABILITIES					
(a) Financial Liabilities					
(i) Borrowings	16	-		751.67	
(ia) Lease liabilities	37	2,311.45		2,382.73	
(ii) Trade payables		-		-	
(iii) Other financial liabilities		-		-	
(b) Provisions	17	1,316.83		506.53	
(c) Deferred tax liabilities (Net)	36	2,220.37		3,262.26	
(d) Other non-current liabilities		-		-	
Total Non Current Liabilities			**5,848.65**		**6,903.19**
CURRENT LIABILITIES					
(a) Financial Liabilities					
(i) Borrowings	18	-		1,365.78	
(ia) Lease liabilities	37	71.28		67.25	
(ii) Trade payables					
-Total outstanding dues of micro and small enterprises	19	1,578.02		2,435.31	
-Total outstanding dues of creditors other than micro and small enterprises	19	14,935.82		23,674.99	
		16,513.84		26,110.30	
(iii)Other financial liabilities	20	2,580.91		2,276.60	
(b) Other current liabilities	21	3,172.91		2,982.32	
(c) Provisions	17	995.04		545.27	
(d) Current Tax Liabilities (Net)	22	3.30		378.06	
Total Current Liabilities			**23,337.29**		**33,725.58**
TOTAL LIABILITIES			**29,185.94**		**40,628.77**
TOTAL EQUITY AND LIABILITIES			**105,302.48**		**104,851.96**

Significant Accounting Policies and Notes to financial Statements. 1 to 54

The accompanying notes are an integral part of the financial statements.

For and on behalf of the Board of Directors

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-	Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**	**(Anil Kumar Gupta)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary	Partner
				Membership No.:-083159

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Consolidated Statement of Profit and Loss for the year ended 31.03.2023

(Amount Rs in Lakhs)

Particulars		Note No.	CURRENT YEAR FY 2022-23		PREVIOUS YEAR F.Y. 2021-22	
	INCOME					
	Revenue From Operations					
	a) Net Sales	23	183,404.26		155,772.52	
	b) Other Operating Income	24	1,401.73		1,453.42	
I	Revenue from Operations (a+b)			184,805.99		157,225.94
II	Other Income	25		1,080.34		259.77
III	**TOTAL INCOME (I+II)**			**185,886.33**		**157,485.71**
IV	**EXPENSES**					
a)	Cost of Raw Materials and Components Consumed	26		111,946.03		97,873.12
b)	Purchase of Stock-in-Trade	27		808.43		585.99
c)	Changes in Inventories of Finished Goods, Work in progress and Stock in trade	28		388.86		149.19
d)	Employees benefits expenses	29		24,106.58		20,758.36
e)	Finance costs	30		743.07		859.24
f)	Depreciation and amortization expense	31		6,339.02		5,900.11
g)	Other expenses	32		22,692.53		18,463.19
	TOTAL EXPENSES			**167,024.52**		**144,589.20**
V	**PROFIT BEFORE TAX (III-IV)**			**18,861.81**		**12,896.51**
VI	**TAX EXPENSES**					
	a) Current Tax Expense		5,829.04		3,685.40	
	b) (Excess)/Short Tax provision for earlier years		83.22		32.38	
	c) Deferred Tax Liability/ (Assets)		(1,038.13)		(352.31)	
				4,874.13		3,365.47
VII	**PROFIT AFTER TAX FOR THE YEAR FROM CONTINUING OPERATIONS (V-VI)**			**13,987.68**		**9,531.04**
VIII	**ADD:- SHARE OF PROFIT/(LOSS) OF ASSOCIATES**			**(4.50)**		**(114.95)**
IX	**PROFIT AFTER TAX FOR THE YEAR AFTER SHARE OF PROFIT OF ASSOCIATE**			**13,983.18**		**9,416.09**
	OTHER COMPREHENSIVE INCOME/(LOSS)					
	A) Items that will not be reclassified subsequently to the statement of profit and loss					
	(i) Remeasurement of Defined Benefit Plans		(171.00)		(34.33)	
	(ii) Income tax on items Items that will not be reclassified subsequently to the statement of profit and loss		43.04		8.64	
			(127.96)		(25.69)	
	B) Items that will be reclassified subsequently to the statement of profit and loss		**-**		-	
X	**TOTAL OTHER COMPREHENSIVE INCOME (NET OF TAX)**			**(127.96)**		(25.69)
XI	**TOTAL COMPREHENSIVE INCOME (NET OF TAX) (IX+X)**			**13,855.22**		**9,390.40**
	Basic and Diluted Weighted Earning per Equity Share (Nominal value Rs 10 per share)	40		**106.26**		**71.55**

Significant Accounting Policies and Notes to financial Statements. 1 to 54

The accompanying notes are an integral part of the financial statements.

For and on behalf of the Board of Directors

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-	Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**	**(Anil Kumar Gupta)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary	Partner
				Membership No.:-083159

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

Consolidated Statement of Changes In Equity for the year ended 31.03.2023

(Amount Rs in Lakhs)

Particulars	Note No.	Number of shares	(Amount Rs in Lakhs
A Equity Share Capital			
Equity share of Rs 10/- each Issued, subscribed and fully paid			
Balance as at 1st April 2021		13,159,830	1,315.98
Change in equity share capital due to prior period errors		-	-
Restated balance at the beginning of the reporting period		-	-
Changes in equity share capital during the year		-	-
Balance as at 1st April 2022		13,159,830	1,315.98
Change in equity share capital due to prior period errors		-	-
Restated balance at the beginning of the reporting period		-	-
Changes in equity share capital during the year		-	-
Balance as at 31st March 2023	**14**	**13,159,830**	**1,315.98**

B Other Equity

Particulars	Note No.	Securities Premium Reserve	General Reserve	Translation reserve	Retained Earnings	Total
Balance as at 1st April 2021		16,722.77	5,140.00	17.15	33,739.05	55,618.97
Changes in Accounting policy or prior period errors		-	-	-	-	-
Restated Balance as at 1st April 2021		**16,722.77**	**5,140.00**	**17.15**	**33,739.05**	**55,618.97**
Addition during the year						
1) Profit for the year					9,416.09	9,416.09
2) Remeasurement of Defined Benefit Plans (Net of tax)					(25.69)	(25.69)
3) Exchange Difference on translation				3.41		3.41
Deduction during the year						
1) Transfer to General Reserve			1,000.00		(1,000.00)	-
2) Dividend Paid (Rs 16 per share)					(2,105.57)	(2,105.57)
Balance as at 1st April 2022		16,722.77	6,140.00	20.56	40,023.88	**62,907.21**
Changes in Accounting policy or prior period errors		-	-	-	-	-
Restated Balance as at 1st April 2022		**16,722.77**	**6,140.00**	**20.56**	**40,023.88**	**62,907.21**
Addition during the year						
1) Profit for the year					13,983.18	13,983.18
2) Remeasurement of Defined Benefit Plans (Net of tax)					(127.96)	(127.96)
3) Effect of JV exit - Aisan Fiem Automotive India Private Limited					643.18	643.18
4) Exchange Difference on translation				26.92		26.92
Deduction during the year						
1) Transfer to General Reserve			1,400.00		(1,400.00)	-
2) Dividend Paid (Rs 20 per share)					**(2,631.97)**	**(2,631.97)**
Balance as at 31st March 2023	15	**16,722.77**	**7,540.00**	**47.49**	**50490.31**	**74,800.56**

Significant Accounting Policies and Notes to 1 to 54 financial Statements.

The accompanying notes are an integral part of the financial statements.

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

Consolidated Cash Flow Statement as at 31.03.2023

(Amount Rs in Lakhs)

Particulars	Year Ended 31st March, 2023	Year Ended 31st March, 2022
A Cash flow from Operating Activities:		
Profit (Loss) Before Tax	18,861.81	12,896.51
Adjustments for:		
Depreciation & amortisation expense	6,339.02	5,900.11
Net loss (gain) on sale of property plant and equipment	(9.66)	-
Loss on discarded property plant and equipment	90.33	55.46
Unrealised foreign exchange (gain)/Loss	(59.99)	(29.29)
Provision for bad and doubtful debt	633.98	9.42
Provision for doubtful advances	40.05	-
Provision for Warranties	1,180.00	195.00
Bad debts written-off	37.09	70.42
Finance costs	743.07	859.24
Interest Income on fixed deposits, Mutual fund and others deposits	(1,051.53)	(236.53)
Operating Profit (Loss) before Working Capital changes	**26,804.17**	**19,720.34**
Adjustment for changes in Working Capital:		
Decrease/(Increase) in loans (non-current)	(38.21)	(9.28)
Decrease/(Increase) in other financial assets (non-current)	(185.34)	10.46
Decrease/(Increase) in other non-current assets	59.46	154.00
Decrease/(Increase) in inventories	903.95	(6,779.15)
Decrease/(Increase) in trade receivables	2,725.60	(9,426.80)
Decrease/(Increase) in trade receivables (non-current)	192.67	292.75
Decrease/(Increase) in loans (current)	(7.43)	(14.97)
Decrease/(Increase) in other financial assets (current)	(610.98)	87.18
Decrease/(Increase) in other current assets	(1,069.03)	183.20
(Decrease)/Increase in non-current provisions	79.48	6.55
(Decrease)/Increase in trade payables	(9,553.32)	8,891.05
(Decrease)/Increase in other financial liabilities (current)	102.12	364.69
(Decrease)/Increase in current provisions	(170.41)	(50.04)
(Decrease)/Increase in other current liabilities	190.59	(609.80)
Cash generated from Operating Activities	**19,423.32**	**12,820.18**
Income tax paid	(6,334.63)	(3,594.73)
Net cash from/(used in) Operating Activities (A)	**13,088.69**	**9,225.45**
B Cash flow from Investing Activities:		
Payments for purchase of property, plant and equipment, intangible assets, capital work in progress and capital advances	(5,517.17)	(1,929.73)
Proceeds from sales of property, plant and equipment	28.01	-
Exit from Joint Venture (JV)	2,600.00	-
Maturity from (Investment in) Liquid Mutual Fund	5,689.40	(5,689.40)
Maturity from (Investment in) other bank balance	(1.47)	7.85
Interest Income on fixed deposits, Mutual fund and others deposits	1,051.53	236.53
Net cash from/(used in) Investing Activities (B)	**3,850.30**	**(7,374.75)**
C Cash flow from Financing Activities:		
Repayment of long term borrowings	(2,049.21)	(3,027.66)
Finance cost paid other than finance lease	(599.84)	(718.02)
Payment of Final dividend on equity shares	(2,631.97)	(2,105.57)
Payment of finance lease	(214.25)	(209.59)
Net cash from/(used in) Financing Activities (C)	**(5,495.27)**	**(6,060.84)**

Consolidated Cash Flow Statement as at 31.03.2023

(Amount Rs in Lakhs)

D	**Net Increase/(Decrease) in cash & cash equivalents (A+B+C)**	**11,443.72**	**(4,210.14)**
	Add:-Cash and cash equivalents at the beginning of the period	6,831.03	11,037.76
	Effect of Translation Reserve	26.92	3.41
	Cash and cash equivalents at the end of period	**18,301.69**	**6,831.03**
E	**Component of cash and cash equivalents**		
	Cash on hand	34.12	24.14
	Balance with Banks:		
	Balance with bank in Cash Credit Account	398.16	456.17
	Deposits with original maturity of less than three months (net of book overdraft)	17,456.80	5,955.55
	Balance with bank in current accounts	412.60	395.17
	Total cash and cash equivalents	**18,301.69**	**6,831.03**

Note:1. The above Statement of Cash Flows has been prepared under the 'Indirect Method' as set out in Ind AS 7, 'Statement of Cash Flows'.

Note:2. Previous year's figures have been regrouped/reclassified wherever necessary to correspond with the current year's classification/disclosure

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N
Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

Notes to the Consolidated Financial Statements as at 31.03.2023

1. General Information

Fiem Industries Limited ("The Company") is a public limited company domiciled in India and incorporated under the provisions of the Companies Act, 1956. The address of its registered office is D-5, Mansarover Garden, New Delhi-110015. Its shares are listed on National Stock Exchange and Bombay Stock Exchange in India. The Company is in the business of manufacturing and supply of auto components comprising of automotive lighting & signalling equipments, rear-view mirror, prismatic mirror, plastic moulded parts, bank angle sensor, canister and sheet metal components for motorised vehicles, and LED luminaries comprising of indoor and outdoor lighting, display panels and integrated passengers information system.

Significant Accounting Policies

(A) Statement of Compliance

The financial statement has been prepared as a going concern in accordance with Indian Accounting Standards (Ind AS) notified under the Section 133 of the Companies Act, 2013 ("the Act) read with the Companies (Indian Accounting Standards) Rules, 2015 and other relevant provision of the Act.

These consolidated financial statements are approved by the Company's Board of Directors on May 30, 2023.

(Aa) (Aa) Accounting Policies Applicable in Consolidated Financial Statement

(i) The Company combines the financial statements of the parent and its subsidiaries line by line adding together like items of assets, liabilities, equity, income and expenses. Inter-company transactions, balances and unrealised gains on transactions between group companies are eliminated.

(ii) Interests in joint ventures are accounted for using the equity method, after initially being recognised at cost in the consolidated balance sheet.

(iii) The results and financial position of foreign operations that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities are translated at the closing rate at the date of that Balance Sheet
- income and expenses are translated at average exchange rates
- All resulting exchange differences are recognised in statement of profit & loss

(iv) Deferred tax liabilities are not recognised for temporary differences between the carrying amount and tax bases of investments in subsidiaries where the Company is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

(v) In case of foreign subsidiaries being non-integral foreign operations, any exchange difference arising on consolidation is recognised in the Translation reserve.

(vi) The company has two wholly owned foreign subsidiary i.e. Fiem Industries Japan Co. Ltd. incorporated in Japan and Fiem Research & Technology SRL incorporated in Italy and two joint venture i.e. Centro Ricerche Fiem Horustech SRL and Fiem Kyowa (HK) Mould Company Limited and which have been considered for consolidation.

(B) Accounting Convention

The financial statements have been prepared on the historical cost convention on accrual basis except for certain financial instruments which are measured at fair value at end of each reporting period, as explained in the accounting polices mentioned below. The accounting policies have been applied consistently over all the periods presented in these financial statements.

(C) Use of Estimates and Judgements

The preparation of financial statements in conformity with Ind AS requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and reported amount of assets, liabilities, income, expenses and disclosures of contingent assets and liabilities at the date of these financial statements and the reported amount of revenues and expenses for the years presented. Actual results may differ from the estimates.

Estimates and underlying assumptions are reviewed at each balance sheet date. Revision to accounting estimates are recognised in the period in which the estimates are revised and in which future periods are also affected.

Significant Estimates and Judgments

The Areas involving critical estimates or judgement are:-

(i) Defined Benefits Obligation refer note 44

(ii) Estimation of useful life of property plant and equipment (PPE)

(iii) Estimation and evaluation of provisions and contingencies

(iv) Recognition of deferred tax assets and provision for income tax refer note 36

Recent Accounting Developments

Ministry of Corporate Affairs (MCA), vide notification dated 31st March, 2023 has made the following amendments to Ind AS which are effective 1st April 2023. Below is a summary of such relevant amendments and requirements. Based on preliminary assessment, the Company does not expect these amendments to have any significant impact on its consolidated financial statements.

Ind AS 1-Presentation of Financial Statements

Amendment to Ind AS 1, Presentation of Financial Statements where the companies are now required to disclose material accounting policies rather than their significant accounting policies. Accounting policy information, together with other information, is material when it can reasonably be expected to influence decisions of primary users of general purpose financial statements.

Ind AS 8-Accounting Policies, Changes in Accounting Estimates and Errors

Amendment to Ind AS 8, Accounting policies, Change in Accounting estimates and errors where the definition of 'change in account estimate' has been replaced by revised definition of 'accounting estimate' Under the new definition, accounting estimates are "monetary amounts in financial statements that are subject to measurement uncertainty". Entities develop accounting estimates if accounting policies require items in financial statements to be measured in a way that involves measurement uncertainty. The amendments will help entities to distinguish between accounting policies and accounting estimates.

Ind AS 12 – Income Taxes

Amendment to Ind AS 12, Income Taxes where the scope of Initial Recognition Exemption (IRE) has been narrowed down. The amendments clarify how companies account for deferred tax on transactions such as leases and decommissioning obligations. The amendments narrowed the scope of the recognition exemption in paragraphs 15 and 24 of Ind AS 12 (recognition exemption) so that it no longer applies to transactions that, on initial recognition, give rise to equal taxable and deductible temporary differences.

(D) Current-Non Current Classification

All assets and liabilities are classified into current and non-current.

Assets

An asset is classified as current when it satisfies any of the following criteria:

(a) it is expected to be realised in, or is intended for sale or consumption in, the Company's normal operating cycle;

(b) it is held primarily for the purpose of being traded;

(c) it is expected to be realised within 12 months after the reporting date; or;

(d) it is cash or cash equivalent unless it is restricted from being exchanged or used to settle a liability for a least 12 months after the reporting date

Liabilities

A liability is classified as current when it satisfies any of the following criteria:

(a) it is expected to be settled in the Company's normal operating cycle;

(b) it is held primarily for the purpose of being traded;

(c) it is due to be settled within 12 months after the reporting date; or;

Notes to the Consolidated Financial Statements as at 31.03.2023

(d) the company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date. Terms of a liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

Operating Cycle

Based on the nature of products/activities of the Company and the normal time between the acquisition of assets for processing and their realisation in cash or cash equivalents, the Company has determined its operating cycle as 12 months for the purpose of current and non current classification of assets and liabilities

(E) Property, Plant and Equipment

Property, plant and equipment held for use in the production or supply of goods or services, or for administrative purposes, are stated in the balance sheet at cost less accumulated depreciation and accumulated impairment losses. Cost of acquisition is inclusive of freight, duties, taxes, and other incidental expenses. Freehold land is not depreciated.

Properties in the course of production, supply or administrative purposes are carried at cost, less any recognised impairment loss. Cost includes items directly attributable to the construction or acquisition of the items of property, plant and equipment. For qualifying assets borrowing costs are capitalised in accordance with the Company's accounting policy. Such properties are classified to the appropriate categories of property, plant and equipment when completed and ready for intended use. Depreciation of these assets is provided on the same basis as-other property assets & commences when the assets are ready for their intended use.

Subsequent costs are included in the asset's carrying amount only when it is probable that future economic benefits associated with the items will flow to the Company and the cost of the item can be measured reliably. The cost for day-to-day servicing of property, plant and equipment are recognized in Statement of Profit and Loss as and when incurred.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

Depreciation is calculated using the straight-line method on a pro-rata basis from the date in which each asset is put to use to allocate their cost, net of their residual values, over their useful life generally in accordance with that provided in the Schedule II to the Act. The estimated useful lives of property, plant and equipment are as follows.

Assets	Estimated useful lives	Useful lives as per schedule II
Factory Buildings	30 years	30 years
Other Building	60 years	60 years
Plant and Equipment	3-15 years	15 years
Furniture and Fixture	10 years	10 years
Motor Vehicles	8-10 years	8-10 years
Office Equipment	3-5 years	5 years
Electrical Installation	10 years	10 years
Computers	3 years	3 years

Based on technical evaluation and internal assessment of useful lives, the management believes that its estimate of useful lives as given above best represent the period over which management expects to use these assets.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in statement of profit and loss.

Capital Work-in-Progress

Capital work-in-progress comprises the cost of property, plant and equipment that are not yet ready for their intended use at the balance sheet date & expenditure during construction period pending allocation and fixed assets in transit that are not yet received for their intended use at the balance sheet date. Depreciation is not charged on capital work in progress until construction and installation are complete and asset ready for its intended use.

Capital Advances

Advances given towards acquisition of fixed assets outstanding at each Balance Sheet date are disclosed as Other Non-Current Assets.

(F) Intangible Assets

Intangible assets acquired separately

Intangible assets with finite useful lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortization is recognised on a straight-line basis over their estimated useful lives. The estimated useful life and amortization are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis.

Intangible Assets Under Development

Intangible Assets Under Development comprises the cost of intangible assets that are not yet ready for their intended use at the balance sheet date. Amortization is not charged on intangible assets under development.

(G) Financial Instruments

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument. Financial assets and liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value measured on initial recognition of financial asset or financial liability.

Cash and cash equivalents

The Company considers all highly liquid financial instruments, which are readily convertible into known amounts of cash that are subject to an insignificant risk of change in value and having original maturities of three months or less from the date of purchase, to be cash equivalents. Cash and cash equivalents includes balances with banks which are unrestricted for withdrawal and usage.

Financial assets:- Initial Recognition and Measurement

All financial assets are recognized initially at fair value, plus in the case of financial assets not recorded at fair value through profit or loss (FVTP L), transaction costs that are attributable to the acquisition of the financial asset. However, trade receivables that do not contain a significant financing component are measured at transaction price.

Financial assets at amortised cost

Financial assets are subsequently measured at amortised cost if these financial assets are held within a business whose objective is to hold these assets in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through other comprehensive income

Financial assets are measured at fair value through other comprehensive income if these financial assets are held within a business whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gain and losses which are recognised in profit and loss.

Financial assets at fair value through profit or loss

Financial assets are measured at fair value through profit or loss unless it is measured at amortised cost or at fair value through other comprehensive income on initial recognition. The transaction costs directly attributable to the acquisition of assets and liabilities at fair value through profit and loss are immediately recognised in the statement of profit and loss.

Trade Receivables

Trade receivables are initially recognised at transaction price as they do not contain to a significant financing component. This implies that the effective interest rate for these receivables is zero. Subsequently, the company applies lifetime expected credit loss model for measurement of trade receivables.

Investment in Joint Ventures

Investment in joint ventures are measured at equity method.

Notes to the Consolidated Financial Statements as at 31.03.2023

Financial liabilities

Financial liabilities are measured at amortised cost using the effective interest method.

Equity instruments

An equity instrument is a contract that evidences residual interest in the assets of the company after deducting all of its liabilities. Company recognises equity instruments at proceeds received net off direct issue cost.

Reclassification of Financial Assets

The Company determines classification of financial assets and liabilities on initial recognition. After initial recognition, no reclassification is made for financial assets which are equity instruments and financial liabilities. For financial assets which are debt instruments, a reclassification is made only if there is a change in the business model for managing those assets. Changes to the business model are expected to be infrequent. The Company's senior management determines change in the business model as a result of external or internal changes which are significant to the company's operations. Such changes are evident to external parties. A change in the business model occurs when a company either begins or ceases to perform an activity that is significant to its operations. If the Company reclassifies financial assets, it applies the reclassification prospectively from the reclassification date which is the first day of the immediately next reporting period following the change in business model. The Company does not restate any previously recognized gains, losses (including impairment gains and losses) or interest.

Impairment of Financial Assets

The Company applies expected credit loss (ECL) model for measurement and recognition of impairment loss on the following financial assets and credit risk exposure:

(i) financial assets measured at amortised cost (ii) financial assets measured at FVOCI (iii) trade receivables under Ind-As 18

The company follows 'simplified approach' for recognition of impairment loss allowance on trade receivables. The application of simplified approach does not require the Company to track changes in credit risk. Rather it recognises impairment loss allowance based on lifetime ECLs at each reporting date, right from its initial recognition.

Write-off of Financial Assets

The gross carrying amount of a financial asset is written off (either partially or in full) to the extent that there is no realistic prospect of recovery. The management considers internal and external information up to the date of approval of financial results including probability of credit impairment and economic forecast.

Offsetting of Financial Instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Balance Sheet if there is currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, to realize the assets and settle the liabilities simultaneously.

(H) Measurement of Fair Values

A number of the Company's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. The Company has an established control framework with respect to the measurement of fair values. The Company regularly reviews significant unobservable inputs and valuation adjustments.

Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs)

When measuring the fair value of an asset or a liability, the Company uses observable market data as far as possible. If the inputs used to measure the fair value of an asset or a liability fall into different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

(I) Inventory

(i) Raw materials, components, stores and spares are valued at lower of cost or net realizable value. However, raw materials and other supplies held for use in the production of finished products are not written down below cost if the finished products in which they will be incorporated are expected to be sold at or above cost. In determining the cost, moving weighted average method is used.

(ii) Semi-finished goods and finished goods are valued lower of cost or net realizable value. Cost includes direct materials and direct labour and a proportion of manufacturing overheads based on normal operating capacity.

(iii) Moulds, block & dies are valued at lower of cost or net realizable value. Manufactured moulds, block & dies include direct material, direct labour and a proportion of manufacturing overhead based on normal operating capacity.

(iv) Inventories of non-reusable waste say scrap for which facilities for reprocessing do not exist have been valued at net realizable value.

(v) Cost of inventories comprises all cost of purchase, cost of conversion and other costs incurred in bringing the inventories to their present location and condition.

(vi) Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and the estimated costs necessary to make the sale.

(vii) Goods in transit are stated as a component of inventories if the significant risk and rewards of ownership have passed to the company and valued at actual cost incurred up to the date of Balance Sheet.

(viii) During the year, the Company has implemented SAP system in all its units and depots. The valuation of inventories of raw material & component, traded goods and stores & spares (including packaging material) has been done on the basis of moving weighted average method instead of FIFO basis as applied in the earlier years. The change in accounting policy has not resulted in any material impact on the value of inventories in the statement of profit and loss.

(J) Revenue from contracts with customers

Revenue towards satisfaction of a performance obligation is measured at the amount of transaction price (net of variable consideration) allocated to that performance obligation. The transaction price of goods sold and services rendered is net of variable consideration on account of various discounts and scheme offered by the Company as part of the contract. Transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third party. Amounts disclosed as revenue are net of goods and service tax (GST).

Sale of Goods

Revenue arising from the sale of goods (including moulds) is recognized when the customer obtains control of the promised goods, i.e. either at the delivery or dispatch of goods (based on the agreed terms of sale with the respective customers), which is the point in time when the customer has the ability to direct the use of the goods and obtain substantially all of the remaining benefits of the goods.

Sale of Services

Customers obtain control of design and testing services when the services are completed to the satisfaction of the Customer.

Insurance Claim

Insurance claims lodged with insurance companies are accounted for on the basis of claim admitted/expected to be admitted and to the extent that there is no uncertainty in receiving the claims.

Dividend and Interest Income

Dividend income from investments is recognized when the right to receive the dividend is established at the Balance Sheet date.

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Company and the amount of income can be measured reliably. Interest income is accrued on, time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

Notes to the Consolidated Financial Statements as at 31.03.2023

(K) Government Grants, Subsidies and Export Incentives

(i) Where the grant or subsidy relates to an asset, it is recognized by deducting the grant in arriving at the carrying amount of asset. However, when the grant or subsidy relates to an expenses item, it is recognised as income. Grants and subsidies from the government are recognized when there is reasonable assurance that the grant/subsidy will be received and all attaching conditions will be complied with.

(ii) Export incentives are accounted for in the year of exports based on eligibility and when there is no uncertainty in receiving the same.

(L) Foreign Currency Transactions

Functional and Presentation Currency

The functional currency of the Company is Indian rupee (INR).

Transactions and balances

Transactions in foreign currencies are recorded at the exchange rates prevailing on the date of transaction

Foreign currency monetary assets and liabilities such as cash, receivables, payables, etc., are translated at year end exchange rates.

Non-monetary items denominated in foreign currency such as investments, fixed assets, inventories etc., are valued at the exchange rate prevailing on the date of transaction.

Exchange differences arising on settlement of transactions and translation of monetary items are recognised as income or expense in the year in which they arise.

(M) Research and Development

Revenue expenditure pertaining to research is charged to Statement of Profit and Loss. Development costs of products expenses are capitalized when the Company is certain to recover the development cost from future economic benefits. Property, plant and equipment utilized for research and development are capitalized and depreciated/amortised in accordance with the policies stated for property, plant and equipment & intangible assets.

(N) Employee Benefits

Short Term Employee Benefits:

All employee benefits payable wholly within twelve months of rendering the service are classified as short term employee benefits and they are recognized in the period in which the employee renders the related service. These benefits include salaries and wages, bonus etc. The Company recognizes the undiscounted amount of short term employee benefits expected to be paid in exchange for services rendered as a liability (accrued expense) after deducting any amount already paid.

Post Employment Benefits:

Provident Fund & Employee State Insurance

Retirement Benefits in the form of Provident Fund and ESI schemes are a defined contribution plans as the Company does not carry any further obligations, apart from the contributions made on a monthly basis and the contributions are charged to Statement of Profit & Loss of the year when the contributions to the respective funds are due.

Earned Leave

Leave encashment is applicable to all permanent and full time employees of the company and is provided for on the basis of actuarial valuation made at the end of each financial year using Projected Unit Credit Method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of government bonds. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the statement of profit or loss in the period in which they arise. Past-service costs are recognised immediately in statement of profit or loss.

Gratuity

The Company provides for gratuity, a defined benefit plan (the "Gratuity Plan") covering eligible employees in accordance with the Payment of Gratuity Act, 1972. The Gratuity Plan provides a lump sum payment to vested employees at retirement, death, incapacitation or termination of employment, of an amount based on the respective employee's salary and the tenure of employment. The gratuity plan in Company is funded through annual contributions to HDFC Life Insurance Company under its Company's Gratuity Scheme.

The liability or asset recognised in the balance sheet in respect of defined benefit gratuity plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The Company's liability is actuarially determined (using the Projected Unit Credit method) at the end of each year. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of government bonds. Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the period in which they arise. They are included in retained earnings in the statement of changes in equity and in the balance sheet. Past-service costs are recognised immediately in statement of profit or loss.

(O) Provisions and Contingent Liabilities

Provision

A provision is recognized when the Company has a present obligation as a result of past event, and it is probable that an outflow of resources will be required to settle the obligation, in respect of which reliable estimate can be made.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the end of the reporting period. The discount rate used to determine the present value is a pre-tax rate the reflects current market assessment of the time value of money and the risk specific to the liability. The increase in the provision due to the passage of time is recognised as interest expenses.

Product Warranties

A provision for warranties is recognised when the underlying products or services are sold. The provision is based on historical warranty data and weighting of all possible outcomes by their associated probabilities. Provisions for warranties are adjusted regularly to take account of new circumstances and the impact of any changes recoginsed in the statement of profit and loss.

Contingent Liabilities

Wherever there is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity or a present obligation that arises from past events but is not recognised because (a) it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or (b) the amount of the obligation cannot be measured with sufficient reliability. Show cause notices are not considered as Contingent Liabilities unless converted into demand.

(P) Taxation

Income Tax expense represent the sum of the tax currently payable and deferred tax

Current Income Tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from profit before tax as reported in the statement of profit and loss because of income or expense that are taxable or deductible in other years and items that are never taxable or deductible. The Company's current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period. Advance taxes and provisions for current income taxes are presented in the balance sheet after off-setting advance tax paid and income tax provision arising in the same tax jurisdiction and where the relevant tax paying unit intends to settle the asset and liability on a net basis.

Deferred Income Tax

Deferred income tax is recognised using the balance sheet approach. Deferred Tax is recognised on temporary differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax base used in the computation of taxable profit. Deferred tax liabilities are generally recognised for all taxable temporary differences. Deferred tax assets are generally recognised for all deductible temporary differences to the extent it is probable that taxable profits will be available against which those deductible temporary differences can be utilised.

Notes to the Consolidated Financial Statements as at 31.03.2023

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax liabilities and assets are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realised, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Company expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax liabilities and assets are offset when they relate to income taxes levied by the same taxation authority and the relevant entity intends and has ability to settle its current tax assets and liabilities on a net basis.

Current and Deferred Tax For The Year

Current and deferred tax are recognised in profit or loss, except when they relate to item that are recognised in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognised in other comprehensive income or directly in equity respectively.

(Q) Borrowing Cost

Borrowing costs are interest and other costs that incurs in connection with the borrowing of funds and include interest expense calculated using the effective interest method as described in Ind AS 39 Financial Instruments: Recognition and Measurement, exchange differences arising from foreign currency borrowings to the extent they are regarded as an adjustment to the interest cost.

Borrowing costs in connection with the borrowing of funds to the extent not directly related to the acquisition of qualifying assets are charged to the Statement of Profit and Loss.

Borrowing costs, allocated to and utilised for qualifying assets, pertaining to the period from commencement of activities relating to construction / development of the qualifying asset up to the date of capitalisation of such asset is added to the cost of the assets.

For general borrowing used for the purpose of obtaining a qualifying asset, the amount of borrowing costs eligible for capitalization is determined by applying a capitalization rate to the expenditures on that asset. The capitalization rate is the weighted average of the borrowing costs applicable to the borrowings of the Company that are outstanding during the period, other than borrowings made specifically for the purpose of obtaining a qualifying asset. The amount of borrowing costs capitalized during a period does not exceed the amount of borrowing cost incurred during that period.

Capitalisation of borrowing costs is suspended and charged to the Statement of Profit and Loss during extended periods when active development activity on the qualifying assets is interrupted.

(R) Impairment

Assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of cash inflows from other assets or groups of assets (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

(S) Cash Flow Statement

The Cash Flow Statement is prepared by the indirect method set out in Ind AS-7 on Cash Flow Statements and presents cash flows by operating, investing and financing activities of the Company.

(T) Derivatives Instruments and Hedge Accounting

The Company enters into derivatives contracts in the nature of foreign currency swaps, currency options, forward contracts etc. to hedge its exposure to movements in foreign exchange rates. The use of these contracts reduces the risk or cost to the Company and the Company does not use those for trading or speculative purposes.

(U) Segment Reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the Core Management Committee which includes the Managing Director who is the Chief Operating Decision Maker. The Core Management Committee examines performance both from product and a geographical perspective. The Company has identified two reportable business segments viz. Automotive and Other Segment comprising LED Luminaries on the basis of the nature of products, the risk and return profile of individual business and the internal business reporting systems.

(V) Lease

The Company has applied Ind AS 116 using modified retrospective approach.

The Company's lease asset classes primarily consist of leases for land and building. The Company assesses whether a contract is or contains a lease, at inception of a contract. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether:

(i) the contract involves the use of an identified asset

(ii) the Company has substantially all of the economic benefits from use of the asset through the period of the lease and

(iii) the Company has the right to direct the use of the asset.

At the date of commencement of the lease, the Company recognise a right-of-use asset ("ROU") and a corresponding lease liability for all lease arrangements in which it is a lessee, except for leases with a term of twelve months or less (short-term leases) and leases of low value assets. For these short term and leases of low value assets, the Company recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The right-of-use assets are initially recognised at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or prior to the commencement date of the lease plus any initial direct costs less any lease incentives. They are subsequently measured at cost less accumulated depreciation and impairment losses, if any. Right-of-use assets are depreciated from the commencement date on a straight-line basis over the shorter of the lease term and useful life of the underlying asset.

The lease liability is initially measured at the present value of the future lease payments. The lease payments are discounted using the interest rate implicit in the lease or, if not readily determinable, using the incremental borrowing rates. The lease liability is subsequently remeasured by increasing the carrying amount to reflect interest on the lease liability, reducing the carrying amount to reflect the lease payments made.

A lease liability is remeasured upon the occurrence of certain events such as a change in the lease term or a change in an index or rate used to determine lease payments. The remeasurement normally also adjusts the leased assets.

Lease liability and ROU asset have been separately presented in the Balance Sheet and lease payments have been classified as financing cash flows.

(W) Dividend on Equity Share

Dividends on equity shares are recorded on the date of approval by the shareholders of the Company.

(X) Corporate Social Responsibility (CSR) Expenditure

CSR Expenditure incurred by the Company is charged to the consolidated statement of the profit and loss

(Y) Earnings Per Share

The Basic and Diluted Earnings Per Share ("EPS") is computed by dividing the profit after tax (loss) for the year by weighted average number of equity shares outstanding during the year. For the purpose of calculating diluted earning per share, the net profit (loss) for the year attributable to equity shareholder and the weighted average number of share outstanding during the year are adjusted for the effect of all dilutive potential equity shares. The weighted average number of shares outstanding during the year are adjusted for events of bonus issue and share split, if any.

2. PROPERTY, PLANT AND EQUIPMENT

(Amount Rs. In Lakhs)

Particulars	Land	Buildings	Plant & Equipment	Furniture & Fixtures	Vehicles	Office Equipment	Electrical Installation	Computers	Total
Gross Block									
As at 31 March, 2021	3,636.63	21,968.05	55,870.48	3,040.24	1,970.90	631.53	2,301.80	737.32	90,156.94
Additions	-	434.08	1,281.53	103.27	34.03	59.92	65.87	23.59	2,002.29
Disposals/adjustments	-	-	517.41	48.32	-	31.32	4.70	39.13	640.87
As at 31 March, 2022	3,636.63	22,402.13	56,634.60	3,095.19	2,004.93	660.13	2,362.97	721.79	91,518.36
Additions	-	308.77	3,670.15	124.35	423.62	77.90	99.53	130.45	4,834.76
Disposals/adjustments	-	72.64	1,138.92	17.17	156.75	182.11	5.03	19.74	1,592.35
As at 31 March, 2023	**3,636.63**	**22,638.26**	**59,165.83**	**3,202.36**	**2,271.79**	**555.92**	**2,457.47**	**832.50**	**94,760.78**
Depreciation									
As at 31 March, 2021		4,957.14	28,823.31	1,582.74	1,192.72	480.23	1,485.45	627.26	39,148.85
For the year		734.06	4,082.84	266.46	207.04	67.72	124.41	57.06	5,539.59
Disposals/adjustments		-	469.87	44.64	-	28.87	4.47	39.40	587.25
As at 31 March, 2022	-	5,691.20	32,436.28	1,804.56	1,399.76	519.08	1,605.40	644.92	44,101.19
For the year	-	784.80	4,573.97	255.11	167.76	70.88	147.81	49.34	6,049.68
Disposals/adjustments		13.89	1,120.76	13.42	138.03	172.98	4.45	19.19	1,482.72
As at 31 March, 2023	**-**	**6,462.11**	**35,889.49**	**2,046.25**	**1,429.49**	**416.99**	**1,748.75**	**675.07**	**48,668.15**
Net Block									
As at 31 March, 2022	3,636.63	16,710.93	24,198.32	1,290.63	605.16	141.05	757.57	76.87	47,417.16
As at 31 March, 2023	**3,636.63**	**16,176.15**	**23,276.34**	**1,156.11**	**842.30**	**138.93**	**708.72**	**157.43**	**46,092.63**

1. Gross block to land includes an amount of Rs.18.23 Lakhs for purchase of factory land, the registration of which is still pending in the name of Company
2. Property, plant and equipment amounting to Rs 1976.45 Lakhs (31 March 2022-Rupee 25,378.28 Lakhs) have been pledged as security by the Company.

2. CAPITAL WORK-IN PROGRESS

Particulars	As at 31 March, 2023	As at 31 March, 2022
Building	85.33	
Plant & Equipment (Under Installation)	449.29	70.57
Total	**534.61**	**70.57**

(i) **Ageing of Capital work-progress as at 31.03.2023**	Amount in Capital work-in progress for a period of				
Particulars	**<1year**	**1-2 years**	**2-3 year**	**More than 3 years**	**Total**
Plant & Equipment (Projects In progress)	449.29				449.29
Building	85.33	-	-	-	85.33
					534.61

(ii) **Ageing of Capital work-progress as at 31.03.2022**	Amount in Capital work-in progress for a period of				
Particulars	**<1year**	**1-2 years**	**2-3 year**	**More than 3 years**	**Total**
Plant & Equipment (Projects In progress)	70.57	-	-	-	70.57
Building	-	-	-	-	-

LIGHT UP THE WORLD

Notes to the Consolidated Financial Statements as at 31.03.2023

3. RIGHT-OF-USE ASSETS

(Amount Rs. In Lakhs)

Gross Block	Land	Building	Total
As at 31 March, 2021	1,843.43	2,072.98	3,916.41
Additions	-	-	-
Disposals/adjustments	-	-	-
As at 31 March, 2022	1,843.43	2,072.98	3,916.41
Additions	-	-	-
Disposals/adjustments	-	-	-
As at 31 March, 2023	**1,843.43**	**2,072.98**	**3,916.41**
Depreciation			
As at 31 March, 2021	262.44	259.12	521.57
For the year	25.27	129.56	154.84
Disposals/adjustments	-	-	-
As at 31 March, 2022	287.71	388.68	676.41
For the year	18.42	129.56	147.98
Disposals/adjustments	-	-	-
As at 31 March, 2023	**306.13**	**518.24**	**824.39**
Net Block			
As at 31 March, 2022	1,555.72	1,684.30	3,240.00
As at 31 March, 2023	**1,537.30**	**1,554.74**	**3,092.02**

4. INTANGIBLE ASSETS

(Amount Rs. In Lakhs)

Particulars	Computer Software	Technical Knowhow	Total
As at 31 March, 2021	907.17	70.74	977.91
Additions	0.51	-	0.51
Disposals/adjustments	3.16	70.74	73.90
As at 31 March, 2022	904.52	-	904.52
Additions	180.24	-	180.24
Disposals/adjustments	121.77	-	121.77
As at 31 March, 2023	**962.99**	**-**	**962.99**
Amortization			
As at 31 March, 2021	603.28	46.95	650.22
For the year	181.89	23.80	205.69
Disposals/adjustments	17.71	70.74	88.45
As at 31 March, 2022	767.46	-	767.46
For the year	141.37	-	141.37
Disposals/adjustments	123.14	-	123.14
As at 31 March, 2023	**785.69**	**-**	**785.69**
Net Block			
As at 31 March, 2022	137.07	-	137.07
As at 31 March, 2023	**177.31**	**-**	**177.31**

Notes to the Consolidated Financial Statements as at 31.03.2023

5 NON - CURRENT INVESTMENTS

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
UNQUOTED EQUITY SHARES				
1 in Joint Ventures (JVs) Overseas (Equity Method)				
a) **Centro Ricerche FIEM Horustech S.r.l.**				
a Limited Liability Company incorporated in Italy on 50:50 JV basis with Horustech Lighting S.r.l. Italy. Total amount invested 0.40 Lakhs Euros. (Previous Year 0.40 Lakhs Euros)	12.64		14.14	
b) **Fiem Kyowa (HK) Mould Company Limited**				
Company incorporated in Hong Kong on 50:50 basis with Kyowa Co., ltd. Japan. 1,000 fully paid shares (Previous Year -1000) of 100 Hong Kong dollar each	10.31		13.31	
		22.94		**27.45**
2 in Others				
a) M/s Shivalik Solid Waste Management Ltd.				
20,000 equity shares (Previous Year 20,000) of Rs 10 each fully paid up	2.00		2.00	
		2.00		**2.00**

6 TRADE RECEIVABLES (Unsecured but considered Good)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Retention money with Customers	-	192.67	307.62	153.81
b) Trade receivables				
Considered Good			13,772.62	17,306.26
Credit Impaired			982.00	348.02
Total	-	-	14,754.62	17,654.28
Less:- Allowances for Credit losses	**-**	**-**	982.00	348.02
Total			13,772.62	17,306.26
TOTAL	**-**	**192.67**	**14,080.24**	**17,460.07**

7 LOANS (Unsecured but considered Good)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
Loan to employees	94.31	56.10	63.82	56.39
TOTAL	**94.31**	**56.10**	**63.82**	**56.39**

(Includes Loan to director as on 31.03.23 Rs 49.07 lakhs , previous year Nil)

8 OTHER FINANCIAL ASSETS (Unsecured but considered Good)

(Amount Rs in Lakhs)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Security deposit	1,059.47	931.35	0.49	0.49
b) Term deposit held as margin money, with more than 12 months maturity	87.61	30.38	-	-
c) Income accrued on deposits	-	-	491.31	39.74
d) Export Incentive Receivables	-	-	53.81	14.58
e) Derivative Assets -Long term	-	68.24		
f) Other Advances recoverable	-	-	159.09	38.92
TOTAL	**1,147.08**	**1,029.98**	**704.71**	**93.73**

Notes to the Consolidated Financial Statements as at 31.03.2023

9 OTHER ASSETS (Unsecured but Considered Good)

(Amount Rs in Lakhs)

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
a) Capital Advances	716.30	472.64	-	-
b) Advances other than capital advances				
i) Advances to Suppliers	-	-	1,388.04	714.42
Less Provision fo doubtful advances			(48.15)	(8.10)
Net Advances to suppliers			1,339.89	706.32
ii) Balance with Customs or GST departments	-	-	774.25	434.19
iii) Prepaid Expenses	1.81	61.27	354.30	298.95
TOTAL	**718.11**	**533.91**	**2,468.44**	**1,439.46**

10 INVENTORIES

(As per Inventory taken valued & certified by the management and valued at lower of cost or net realisable value)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
a) Raw Materials and Components	13,698.36		14,247.56	
b) Work in Progress	1,538.43		1,442.73	
c) Finished Goods	1,788.63		2,273.19	
d) Stores and Spares (including Packing Material)	544.42		510.31	
		17,569.84		18,473.79
TOTAL		**17,569.84**		**18,473.79**

11 CURRENT INVESTMENTS

INVESTMENTS IN ASSOCIATES	AS AT 31.03.2023		AS AT 31.03.2022	
1 Indian Associates				
a) Aisan Fiem Automotive India P. ltd.				
Nil as on 31.03.23 (Previous year - 2,60,00,000 Equity Share of Rs 10 Each of the company)		-		1,956.82
INVESTMENT IN LIQUID MUTUAL FUNDS (QUOTED)				
1 Tata Arbitrage Fund- Regular Plan- Growth				
(NIL Unit as on 31.03.23 , 400,63,788.626 units as on 31.03.22 face Value of Rs 10 each)	-		4,683.26	
2 Kotak Low Duration Fund Standard Growth (Regular plan)				
(Nil Unit as on 31.03.23 , 36878.262 units as on 31.03.22 face Value of Rs 10 each)	-		1,006.14	
				5,689.40
		-		7,646.22
		-		-
Aggregate value of unquoted investments		-		1,956.82
Aggregate value of quoted investments		-		5,689.40
Market value of quoted investments		-		5,689.40
Aggregate value of diminution other than temporary in value of investments				

12 CASH AND CASH EQUIVALENTS

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
a) Balances with Banks in current account		412.60		395.17
b) Balances with Banks in Cash Credit Account		398.16		456.17
c) Book Overdraft (see also note 18 also below for security given)	(1,468.20)		(1,159.77)	
d) Deposits with original maturity of less than three months	18,925.00		7,115.32	
		17,456.80		5,955.55
e) Cash on Hand		34.12		24.14
TOTAL		**18,301.69**		**6,831.03**

Notes to the Consolidated Financial Statements as at 31.03.2023

13 OTHER BANK BALANCES

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
1) Unpaid Dividend Account	9.18		9.11	
2) Earmarked balance with CSR	1.40		-	
3) Margin money deposit with original maturity for more than 3 months but less than 12 months	-		-	
		10.58		9.11
TOTAL		**10.58**		**9.11**

14 EQUITY SHARE CAPITAL

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
Authorised				
3,00,00,000 (as at 31.03.22- 3,00,00,000) Equity shares of Rs 10 each		3,000.00		3,000.00
Issued, Subscribed and Paid-up				
1,31,59,830 (as at 31.03.22- 1,31,59,830, Equity Shares of Rs. 10/- each fully paid up)		1,315.98		1,315.98
TOTAL		**1,315.98**		**1,315.98**

a) Terms/rights attached to equity shares

The company has only one class of shares referred to as equity shares having a par value of Rs 10 each. Each holder of equity shares is entitled to one vote per share. The company declares and pays dividends in Indian rupees. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting except in case of interim dividend. In the event of liquidation of the company, the holders of equity shares will be entitled to receive any of the remaining assets of the company, after distribution of all preferential amounts. However, no such preferential amount exist currently. The distribution will be in proportion to the number of the equity shares held by the shareholders.

b) The Details of shareholder holding more than 5% shares in the company (Equity share of Rs 10 each fully paid up)

Name of the Shareholder	AS AT 31.03.2023		AS AT 31.03.2022	
	No of Shares	% held	No of Shares	% held
1) J.K. Jain	2,706,000	20.56%	2,706,000	20.56%
2) Seema Jain	2,705,883	20.56%	2,705,883	20.56%
3) Rahul Jain	1,625,668	12.35%	1,625,668	12.35%
4) Aanchal Jain	1,625,668	12.35%	1,625,668	12.35%
5) Elevation Capital V Fii Holdings Limited	-	0.00%	952,467	7.24%

c) Reconciliation of Number of Shares

Equity shares	AS AT 31.03.2023		AS AT 31.03.2022	
	No of shares	Amount (In Rs Lakhs)	No of shares	Amount (In Rs Lakhs)
Opening Balance	13,159,830	1,315.98	13,159,830	1,315.98
Add:- Issued During the Year	-	-	-	-
Closing balance	**13,159,830**	**1,315.98**	**13,159,830**	**1,315.98**

d) Shareholding of Promotors and Changes Therein

	Promoter name	AS AT 31.03.2023		% change during the year	
		No of Shares	% held	change in shares	% change
1)	J.K. Jain	2,706,000	20.56%	-	0.00%
2)	Seema Jain	2,705,883	20.56%	-	0.00%
3)	Rahul Jain	1,625,668	12.35%	-	0.00%
4)	Aanchal Jain	1,625,668	12.35%	-	0.00%
5)	Jagjeevan Kumar Jain (HUF)	11,538	0.09%	-	0.00%
6)	Fiem Applied Technologies Private Limited (formerly known as Fiem Auto Private Limited)	84,400	0.64%	-	0.00%

15 OTHER EQUITY

(Amount Rs in Lakhs)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
SECURITIES PREMIUM				
As Per Last Balance Sheet		16,722.77		16,722.77
GENERAL RESERVE				
As Per Last Balance Sheet	6,140.00		5,140.00	
Add :- Transferred from Surplus in the statement of Profit and Loss	1,400.00		1,000.00	
Closing balance		7,540.00		6,140.00
Translation Reserve		47.49		20.57
SURPLUS -OPENING BALANCE	40,023.88		33,739.05	
Add:- Profit after tax	13,983.18		9,416.09	
Add:- Other Comprehensive Income	(127.96)		(25.69)	
Add:- Effect of JV exit Aisan Fiem Automotive India Private Limited	643.18		-	
Amount Available for Appropriation	54,522.28		43,129.45	
Less :- Appropriations				
i) Final Dividend Paid Rs 20 per share- (Previous Year Rs 16 per share)	2,631.97		2,105.57	
ii) Transfer to General Reserve	1,400.00		1,000.00	
	4,031.97		3,105.57	
SURPLUS -CLOSING BALANCE		50,490.31		40,023.88
TOTAL		**74,800.56**		**62,907.21**

Description of nature and purpose of each reserve

1 General Reserve - General reserve is created from time to time by way of transfer profits from retained earnings for appropriation purposes. General reserve is created by a transfer from one component of equity to another and is not an item of other comprehensive income.

2 Securities premium account is used to record the premium on issue of equity shares. The same is utilised in accordance with the provisions of the Companies Act, 2013.

3 Translation Reserve :-Exchange differences arising on translation of assets, liabilities, income and expenses of the Group's foreign subsidiaries, associates and joint ventures are recognised and separately disclosed in translation reserve.

16 NON-CURRENT BORROWINGS

PARTICULARS	NON CURRENT PORTION		CURRENT MATURITIES	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
SECURED LOANS				
1) **TERM LOANS FROM BANKS**				
a) Foreign Currency Loan	-	744.71	-	1,471.42
	-	744.71	-	1,471.42
2) **VEHICLE LOANS**				
a) from Banks	-	6.96	-	33.77
	-	6.96	-	33.77
TOTAL	**-**	**751.67**	**-**	**1,505.19**

FOREIGN CURRENCY TERM LOAN FROM BANKS INCLUDE

a) From Standard Chartered Bank ECB -3 for 55 lakh USD :- Loan outstanding as on 31.03.23- NIL (as on 31.03.22- Rs 435.89 lakhs). The loan was for 6 years with 16 equal quarterly repayment beginning from the end of 15 months from the drawdown. Interest was quarterly payable. The loan carried fully hedged interest cost of 8.90% p.a. The Loan was secured on first pari passu charge basis with HSBC INDIA, HSBC Mauritius and CITIBANK FCNR TERM LOAN-3 on all assets of Tapukara plant (Present and future) and secured against exclusive charge on movable fixed assets situated at Mysore unit-4, and Hosur Unit-3 Kelamangalam Road. the loan was fully repaid during the year.

b) From Citibank FCNR Term Loan -4:- Outstanding as on 31.03.23 is NIL (as on 31.03.22- Rs 484.70 lakhs) The Loan is for 5 year and has 17 quarterly equal repayment starting from the end of 12 months of drawdown. Interest is monthly payable. The loan carried fully hedged interest cost of 9.00% p.a.. The Loan is Secured against exclusive charge on fixed assets financed out of the term loan and first exclusive charge of the movable assets of Unit-V situated at Hosur, Tamilnadu and exclusive charge on Plant and Machinery and Land and Building of unit-VI Located at Village Bhatian, tehsil Nalagarh, Distt. Solan -174101. The loan was fully prepaid during the year.

Notes to the Consolidated Financial Statements as at 31.03.2023

(Amount Rs in Lakhs)

c) From Citibank FCNR Term Loan -5 :- Outstanding as on 31.03.23 is NIL (31.03.22- 1295.54 lakhs) the Loan is for 5 year and has 17 quarterly equal repayment starting from the end of 12 months of drawdown .The Loan carried fully hedged interest cost of 8.80% p.a..The Loan is Secured against exclusive charge on fixed assets financed out of the term loan and first charge of the movable assets of Unit-V situated at Hosur, Tamilnadu The loan was fully prepaid during the year.

VEHICLE LOANS FROM BANKS

Vehicle loan from banks:- outstanding as on 31.03.23- NIL (31.03.22- Rs 40.73 Lakhs), secured against hypothecation of the respective vehicles acquired out of proceeds thereof. The Loans carried interest rate between 8.50% p.a.to 9.50% p.a...The loans were fully repaid during the year.

17 PROVISIONS

PARTICULARS	NON -CURRENT		CURRENT	
	AS AT 31.03.2023	AS AT 31.03.2022	AS AT 31.03.2023	AS AT 31.03.2022
1 Provision for Retirement Benefits				
a) Leave Encashment	519.97	465.77	76.71	98.14
b) Gratuity	66.04	40.76	93.02	70.99
2 Provision for Warranties	730.82	-	825.32	376.14
TOTAL	**1,316.83**	**506.53**	**995.04**	**545.27**

Provision for Warranties

The company gives warranties on certain products and services, undertaking to repair and replace the items that fails to perform satisfactorily during the warranty period. Provision made as at 31.03.23 represents the amount of the expected cost of meeting such obligation of rectification or replacement. The timing of the outflow is expected to be within warranty period.

PARTICULARS	AS AT 31.03.2023	AS AT 31.03.2022
Opening Balance	376.14	181.14
Addition	1,556.14	376.14
Utilization /reversal	376.14	181.14
Closing Balance	1,556.14	376.14
Current Portion	825.32	376.14
Non Current Portion	730.82	-

18 CURRENT BORROWINGS

PARTICULARS	AS AT 31.03.2023	AS AT 31.03.2022
SECURED LOANS		
a) Current maturity of Long term debt		1,505.19
Less - Derivative Asstes Short Term		(139.42)
		1,365.78
b) Cash Credit/Working Capital Loans repayable on demand from Banks		
Indian Rupee Loan (see note 12 above also)	-	-
TOTAL	-	1,365.78
Indian Rupee Loan includes	-	

a) From Citibank NA :- Loan outstanding as at 31.03.23 - NIL, (as on 31.03.22- Nil). Interest is payable with monthly rest on the last date of each month in each year or at such other rest as determined by the bank. The rate of interest is based on relevant circumstances, including market conditions. The loan is secured against First Pari Passu Charge on all present and future receivables, stocks/Inventories with Standard Chartered Bank Cash Credit Loan, HDFC Bank Cash Credit Loan , Indusind Bank Bank Guarantee Limit and secured against First Pari Passu charge on all the fixed assets of the company (excluding assets specifically purchased out of the term loans from Citibank and other term loan lenders) including equitable mortgage charge on first pari passu basis on Land and Building situated at 32nd Milestone, GT Road, Kundli,Haryana and 219/2B,Thally Road Hosur,Tamilnadu with Standard Chartered Bank, HDFC Bank,

b) From Standard Chartered Bank :- Loan outstanding as at 31.03.23- NIL (as on 31.03.22- NIL), Interest is monthly payable. Interest is payable at base rate plus margin basis which may be agreed with bank from time to time . The loan is secured against First Pari Passu Charge on all present and future receivables, stocks/Inventories with Citibank Cash Credit Loan, HDFC Bank Cash Credit Loan , Indusind bank Bank Guarantee Limit and secured against First Pari Passu Charge on present and future moveable fixed assets of the company with Citibank , HDFC Bank, Indusind Bank (excluding assets specifically purchased out of term loan from term loan lenders) including equitable mortgage charge on first pari passu basis on Land and Building situated at 32nd Milestone, GT Road, Kundli,Haryana and 219/2B,Thally Road Hosur,Tamilnadu with Citibank , HDFC Bank

(Amount Rs in Lakhs)

c) From HDFC BANK :- Loan outstanding as at 31.03.23- NIL (as on 31.03.22- NIL), Interest is monthly payable. Interest is payable at base rate plus margin basis which may be agreed with bank from time to time. The loan is secured against First Pari Passu charge on all present and future receivables, stocks/Inventories with Citibank Cash Credit Loan, Standard Chartered Bank Cash Credit Loan, Indusind bank Bank Guarantee Limit and secured against First Pari Passu Charge on all fixed assets of the company (excluding assets specifically purchased out of term loan from term loan lenders) with Citibank, Standard Chartered Bank, Indusind Bank including equitable mortgage charge on first pari passu basis on Land and Building situated at 32nd Milestone, GT Road, Kundli,Haryana and 219/2B,Thally Road Hosur,Tamilnadu with Citibank, Standard Chartered Bank,

19 CURRENT TRADE PAYABLES

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
- Micro and Small enterprises	1,578.02		2,435.31	
-Other than Micro and Small enterprises	14,935.82		23,674.99	
		16,513.84		26,110.30
TOTAL		**16,513.84**		**26,110.30**

Considering the company has been extended credit period upto 45 days by its vendors and payments being released on a timely basis, there is no liability towards interest on delayed payments under "The Micro, Small and Medium Enterprises Development Act 2006" during the year.

There is also no amount of outstanding interest in this regard, brought forward from previous years. The above information is on basis of intimations received, from the vendors who have communicated their status with regards to vendors registration under the said Act on requests made by the company,

20 OTHER FINANCIAL LIABILITIES- CURRENT

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
a) Trade Security Deposits		292.43		305.48
b) Interest accrued		-		3.77
c) Unpaid Dividend - (Investor Education and Protection Fund will be credited by this amount (as and when due))		9.18		9.11
d) Creditors for Capital Expenditure		242.36		36.40
e) Payable to employees		998.87		852.53
f) Other payable (Includes accrued expense/liabilities)		1,038.06		1,069.31
TOTAL		2,580.91		2,276.60

21 OTHER CURRENT LIABILITIES

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
a) Advances received from Customers		1,607.91		1,622.16
b) Statutory Dues payable		1,565.00		1,360.16
TOTAL		**3,172.91**		**2,982.32**

22 CURRENT TAX LIABILITIES (NET)

PARTICULARS	AS AT 31.03.2023		AS AT 31.03.2022	
Provision for Income tax (Net of advance tax and Tds)	3.30		378.06	
		3.30		**378.06**

Notes to the Consolidated Financial Statements as at 31.03.2023

23 NET SALES

(Amount Rs in Lakhs)

Particulars	Current Year FY 22-23		Previous Year FY 21-22	
- Sales of Finished Goods				
Automotive Segment	181,744.25		154,225.12	
Others Segment comprising LED Luminaries etc.	745.65		840.61	
	182,489.91		155,065.72	
- Sales of Raw material/Traded goods				
Automotive Segment	914.36		706.80	
Others Segment comprising LED Luminaries etc.	-		-	
	914.36		706.80	
TOTAL		**183,404.26**		**155,772.52**

24 OTHER OPERATING INCOME

Particulars	Current Year FY 22-23		Previous Year FY 21-22	
1) Scrap sales		569.20		435.36
2) Testing, Design and Development charges received		255.05		372.14
3) Support fee received (Aisan Fiem Automotives India Pvt Ltd)		48.44		260.00
4) Duty Drawback Received		96.79		91.36
5) Merchandise export and RODTEP Incentive received		100.60		14.52
6) Rebate and Discount Received		116.91		111.80
7) Govt subsidy received		7.68		73.61
8) Difference in foreign exchange		145.26		20.94
9) Segregation, Packing and Forwarding charges Received		61.80		73.69
TOTAL		**1,401.73**		**1,453.42**

25 OTHER INCOME

Particulars	Current Year FY 22-23		Previous Year FY 21-22	
1) Interest income on Fixed Deposits and others Deposits		820.21		60.88
2) Income from Mutual fund		231.32		175.65
3) Sundry Creditors written back		8.70		19.00
4) Rental Income received		1.98		1.98
5) Profit/(Loss) on sale of Property, Plant and Equipment		9.66		-
6) Other Non Operating Income		8.47		2.26
TOTAL		**1,080.34**		**259.77**

26 COST OF RAW MATERIALS AND COMPONENTS CONSUMED

Particulars	Current Year FY 22-23		Previous Year FY 2021-22	
Opening Stock		14,247.56		7,404.79
Add : Purchases		111,396.83		104,715.89
Less :- Inventories at the end of the year		13,698.36		14,247.56
TOTAL		**111,946.03**		**97,873.12**

27 PURCHASE OF STOCK IN TRADE

Particulars	Current Year FY 22-23		Previous Year FY 2021-22	
Purchase of Traded Goods		808.43		585.99
TOTAL		**808.43**		**585.99**

28 CHANGES IN INVENTORIES OF FINISHED GOODS, WORK IN PROGRESS AND STOCK IN TRADE

Particulars	Current Year FY 22-23		Previous Year FY 2021-22	
Inventories at the end of the year				
a) Finished Goods	1,788.63		2,273.19	
b) Work -in- Progress	1,538.43		1,442.73	
		3,327.06		3,715.92
Inventories at the beginning of the year				
a) Finished Goods	2,273.19		2,565.03	
b) Work -in- Progress	1,442.73		1,300.08	
		3,715.92		3,865.11
		388.86		**149.19**

Notes to the Consolidated Financial Statements as at 31.03.2023

29 EMPLOYEES BENEFITS EXPENSES

(Amount Rs in Lakhs)

Particulars	Current Year FY 22-23	Previous Year FY 2021-22
Salaries,Wages and Bonus to employees	22,421.37	19,300.73
Contribution to Provident and other Funds	640.31	536.76
Staff Welfare Expenses	742.13	694.66
Gratuity Expenses	201.03	207.00
Earned Leave to staff	101.74	19.21
TOTAL	**24,106.58**	**20,758.36**

30 FINANCE COSTS

Particulars	Current Year FY 22-23		Previous Year FY 2021-22	
Interest Expense				
a) Interest on borrowings	580.82		633.24	
b) Interest on leasehold obligation	147.00		150.54	
		727.82		783.78
Other Borrowing Costs		15.25		75.46
TOTAL		**743.07**		**859.24**

31 DEPRECIATION AND AMORTIZATION EXPENSES

Particulars	Current Year FY 22-23	Previous Year FY 2021-22
Depreciation on Property,plant and equipment (see note -2)	6,049.70	5,560.09
Depreciation on Right of Use assets (see Note-3)	147.98	154.83
Amortization of Intangible assets (See Note-4)	141.34	185.19
	6,339.02	**5,900.11**

32 OTHER EXPENSES

Particulars	Current Year FY 22-23		Previous Year FY 2021-22	
Manufacturing Expenses				
1) Consumption of Stores and Spare parts	1,376.51		1,377.86	
2) Packing Expenses	3,213.04		2,548.04	
3) Power and Fuel	5,812.43		4,533.93	
4) Machinery running and Maintenance	362.13		467.61	
5) Testing and Design Fees	311.58		293.38	
6) Other Manufacturing exp	1,341.42		2,671.88	
		12,417.09		11,892.70
Administrative and Selling Expenses				
1) Advertisement, Sub & Membership Exp.	91.80		31.55	
2) Payment to Auditors	108.40		81.90	
3) Donation	87.75		40.67	
4) Rates and taxes	306.43		178.32	
5) Insurance	323.95		253.33	
6) Bad debt written off	37.09		70.42	
7) Provision for Bad and Doubtful Debt	633.98		9.42	
8) Rent#	271.07		150.77	
9) Repair & Maintenance- Building	119.30		68.21	
10) Repair & Maintenance- Other	213.64		243.70	
11) Royalty	81.03		89.55	
12) Selling & Distribution Expenses	4,600.62		2,690.07	
13) Travelling and Conveyance Expenses	631.63		449.10	
14) Contribution toward CSR	191.74		159.82	
15) Provision for doubtful advances	40.05		-	
16) Other Office Expenses	2,536.96		2,053.66	
		10,275.44		6,570.48
TOTAL		**22,692.53**		**18,463.19**
# Represents lease rentals for short term leases and leases of low value assets		-		

Notes to the Consolidated Financial Statements as at 31.03.2023

33 Contingent Liabilities

(Amount Rs in Lakhs)

Particulars	As at March 31, 2023	As at March 31, 2022
(A) Claims against the Company/disputed liabilities not acknowledged as debts (See Note-1)		
(i) **Income Tax**		
Case decided in the Company's favour by First Appellate Authorities for AY 2011-12 and for which the department has filed further appeals, No demand is outstanding as on the reporting date as the matter has been decided in favour of the company by the CIT(Appeal).However the issue has been challenged in ITAT, New Delhi by the income tax department.	617.71	617.71
(ii) **Custom Duty**		
(a) Import Duty Demand towards imported capital goods which were sold to the customer in relation to nil import duty being paid at the time of import of said capital goods in FY 2007-08 as a 100% EOU unit for which the company has filed an appeal with CESTAT Chennai (Net of deposit)	43.40	43.40
(b) Import Duty Demand towards short payment of import duty on raw material imported in FY 2020-21 for which the company has filed an appeal with Commissioner of Customs Appeals, Chennai (Net of deposit)	3.23	-
(iii) **Sales Tax**		
(a) Sales Tax Demand for FY 2014-15 on Central Sales Tax Reversal under Section 19(2)(v) of the TNVAT Act, 2006 for which company has filed appeal with High Court, Chennai	150.07	150.07
(b) Sales Tax Demand for FY 2010-11 for which company has filed appeal with High Court of Punjab & Haryana (net of deposit)	20.00	20.00
Total	**834.41**	831.18

Note:-1- Based on the advice taken by the company, the company believes that it has good case in respect of all the items under (i) to (iii) above and hence no provision is considered necessary against the same.

(B) Other Money for which the Company is contingently liable

Particulars	As at March 31, 2023	As at March 31, 2022
Liability in respect of bill of exchange discounted from bank	5,097.99	5,509.27
Total	**5,097.99**	5,509.27

(c) The Hon'ble Supreme Court of India, through a ruling in February 2019, provided interpretation on the components of Salary on which the Company and its employees are to contribute towards Provident Fund under the Employee's Provident Fund Act. Based on the current evaluation, the Company believes it is not probable that certain components of Salary paid by the Company will be subject to contribution towards Provident Fund due to the Supreme Court order. The Company will continue to monitor and evaluate its position based on future events and developments.

34 Capital & Other Commitments

Particulars	As at March 31, 2023	As at March 31, 2022
(i) Estimated amount of contracts remaining to be executed on capital contracts and not provided, (net of advances)*	579.64	469.44
(ii) Estimated amount of contracts remaining to be executed on purchase contracts not provided, (net of advances)**	813.43	656.06
Total	**1,393.07**	1,125.50

*Capital contracts primarily comprise commitments for building and plant & equipment.

**Purchase contracts primarily comprise commitments for moulds & dies for customers.

35 (a) Auditor's Remuneration	2022-23	2021-22
For Statutory Audit	53.00	53.00
For Tax Audit	5.00	4.00
For Limited Review	7.50	7.00
For Other Services	40.00	15.00
	105.50	79.00
(b) Cost Auditors Remuneration		
For Cost Audit Fees	2.90	2.90
Total (a)+(b)	**108.40**	81.90

36 Deferred Tax Liabilities (Net)

(Amount Rs in Lakhs)

Particulars	As at March 31, 2023	As at March 31, 2022
Deferred Tax Liability		
Property, Plant and Equipment & Intangible Assets	3,373.59	3,818.78
Total (a)	**3,373.59**	**3,818.78**
Deferred Tax Assets		
Allowances for Credit Losses	247.17	87.59
Provision for Leave Encashment	150.19	141.95
Provision for Gratuity	23.56	18.02
Provision for Bonus	121.46	20.91
Welfare Fund	0.57	0.64
Provision for Warranties	391.68	94.67
Lease Liabilities	208.41	192.72
Others	10.17	-
Total (b)	1,153.22	556.51
Net Deferred Tax Liability (a-b)	**2,220.37**	**3,262.26**

Movement in Deferred Tax Liabilities and Deferred Tax Assets

Particulars	As at March 31, 2023	Recognised in profit and loss	As at March 31, 2022
Movement in Deferred Tax Liabilities			
Property, Plant and Equipment & Intangible Assets	3,373.59	(445.19)	3,818.78
Total (a)	**3,373.59**	**(445.19)**	**3,818.78**
Movement in Deferred Tax Assets			
Allowances for Credit Losses	247.17	159.57	87.59
Provision for Leave Encashment	150.19	8.25	141.95
Provision for Gratuity	23.56	5.54	18.02
Provision for Bonus	121.46	100.55	20.91
Welfare Fund	0.57	(0.07)	0.64
Provision for Warranties	391.68	297.01	94.67
Lease Liabilities	208.41	15.68	192.72
Differences for subsidiary company	-	(3.76)	-
Others	10.17	10.17	-
Total (b)	1,153.22	592.95	556.51
Net Deferred Tax Liability (a-b)	**2,220.37**	**(1,038.13)**	3,262.26

(a) Tax expense	2022-23	2021-22
Current Tax		
Current tax on profit for the year	5,829.04	3,685.40
(Excess)/short current tax of prior periods	83.22	32.38
Total current tax expense	**5,912.26**	**3,717.78**
Deferred tax		
(Increase)/Decrease in deferred tax assets	(592.95)	(59.96)
(Decrease)/Increase in deferred tax liabilities	(445.19)	(292.34)
Total deferred tax expense (benefit)	**(1,038.13)**	**(352.31)**
Tax Expense (Current Tax plus Deferred tax)	**4,874.13**	**3,365.47**

(b) Income Tax recognised in other comprehensive income (Loss)	As at March 31, 2023	As at March 31, 2022
Remeasurement of Defined Benefit Plans	(171.00)	(34.33)
Tax Expense (Benefit)	43.04	8.64
Remeasurement of Defined Benefit Plans (Net of Tax)	**(127.96)**	(25.69)

Notes to the Consolidated Financial Statements as at 31.03.2023

(Amount Rs in Lakhs)

(c) Reconciliation of Effective Tax Rate Particulars	As at March 31, 2023	As at March 31, 2022
(a) Profit before tax	18,861.81	12,896.51
(b) Enacted tax rate in India	25.17%	25.17%
(c) Expected tax expenses	4,747.52	3,246.05
(d) difference due to		
Disallowances of CSR Expenditure	48.26	40.23
Deferred Tax Liability (Assets)	(1,038.13)	(352.31)
Tax related to prior periods	83.22	32.38
Others	1,033.27	399.12
Income Tax Expenses	4,874.13	3,365.47
Effective tax rate	**25.84%**	**26.10%**

Amount on which deferred tax assets has not been created and related expiry period

Deferred tax assets has not been recognised in respect of deductible temporary differences arising from exit in subsidiary/ joint venture and transfer of land allotment rights because it is not probable that future taxable profit will be available against which the Company can use the benefit therefrom.

Assessment Year	Particulars	Nature of Loss	As at March 31, 2023	As at March 31, 2022	Available up to A.Y.
2019-20	Transfer of land allotment rights	Long-term capital loss	185.03	185.03	**2027-28**
2019-20	Unquoted equity share	Long-term capital loss	0.06	0.06	**2027-28**
2023-24	Unquoted equity share	Long-term capital loss	473.57	-	**2031-32**
			658.66	185.09	

37 Operating Lease Transaction

A. Lease as Lessee

The company has taken commercial premises under cancellable operating lease. Minimum lease payments in respect of assets taken on operating lease are as follows:-

Particulars	2022-23	2021-22
Total of future minimum lease payments under operating lease for following periods:		
Not later than one year	84.50	-
Later than one year and not later than five years	-	-
later than five years	-	-
Total	**84.50**	-

Information about leases for which the Company is a lessee.

Lease liabilities	As at March 31, 2023	As at March 31, 2022
Balance as at the beginning of the year	2,449.98	2,509.03
Add: Addition during the year	-	-
Less: Deletion during the year	-	-
Add: Finance cost	147.00	150.54
Less: Repayment	214.25	209.59
Balance as at the end of the year	2,382.73	2,449.98
Current	71.28	67.25
Non-current	**2,311.45**	2,382.73

Amounts recognised in Statement of Profit and Loss	2022-23	2021-22
Interest on lease liabilities	147.00	150.54
Depreciation expense	147.98	154.83
Expenses relating to short-term leases and leases of low-value assets	271.07	150.77
Total	**566.05**	**456.14**

B. Lease as Lessor

The Company has leased out a portion of its building and subleased a building under a operating lease arrangement. The leases may be renewed for a further period based on mutual agreement of the parties. During the year, an amount of Rupee 1.98 lakhs (previous year Rupee 1.98 lakhs) was recognised as rental income in the Statement of Profit and Loss. As at March 31, 2023, there are no future minimum lease payments under non-cancellable operating lease as receivable.

(Amount Rs in Lakhs)

38 Trade Receivables Ageing Schedule

The trade receivables (current & non current) ageing schedule for the years ended as at March 31, 2023

Particulars	Not Due	Outstanding for following periods from due date of payment					Total
Trade Receivables		Less than 6 months	6 months-1year	1-2 years	2-3 years	More than 3 years	
Undisputed Trade Receivables-considered good	13,450.29	553.87	673.51	332.61	26.29	3.25	15,039.82
Undisputed Trade Receivables-which have significant increase in credit risk	-	-	-	-	-	-	-
Undisputed Trade Receivables-credit impaired							
Disputed Trade Receivables-considered good	-	0.66	0.31	10.62	8.15	2.68	22.42
Disputed Trade Receivables-which have significant increase in credit risk							
Disputed Trade Receivables-credit impaired	-	-	-	-	-	-	-
Total Trade Receivables (without allowances for credit allowances)							**15,062.24**

The trade receivables (current & non current) ageing schedule for the years ended as at March, 31 2022

Particulars	Not Due	Outstanding for following periods from due date of payment					Total
Trade Receivables		Less than 6 months	6 months-1year	1-2 years	2-3 years	More than 3 years	
Undisputed Trade Receivables-considered good	15,491.83	1,559.83	753.00	150.98	5.21	20.00	17,980.85
Undisputed Trade Receivables-which have significant increase in credit risk	-	-	-	-	-	-	-
Undisputed Trade Receivables-credit impaired							
Disputed Trade Receivables-considered good	-	-	-	-	19.43	0.48	19.91
Disputed Trade Receivables-which have significant increase in credit risk							
Disputed Trade Receivables-credit impaired	-	-	-	-	-	-	-
Total Trade Receivables (without allowances for credit allowances)							**18,000.76**

Notes to the Consolidated Financial Statements as at 31.03.2023

39 Trade Payables Ageing Schedule

(Amount Rs in Lakhs)

Ageing for trade payables outstanding as at March 31, 2023 is as follows

Particulars / Trade Payables	Not Due	Outstanding for following periods from due date				Total
		Less than 1 year	1-2 years	2-3 years	More than 3 years	
MSME	1,578.02	-	-	-	-	1,578.02
Others	14,292.67	251.74	53.51	12.14	74.04	14,684.10
Disputed dues-MSME	-	-	-	-	-	-
Disputed dues-Others	-	-	-	-	-	-
Total	15,870.69	251.74	53.51	12.14	74.04	16,262.12
Unbilled dues						251.72
						16,513.84

Ageing for trade payables outstanding as at March 31, 2022 is as follows

Particulars / Trade Payables	Not Due	Outstanding for following periods from due date				Total
		Less than 1 year	1-2 years	2-3 years	More than 3 years	
MSME	2,435.31	-	-	-	-	2,435.31
Others	14,805.01	7,925.02	35.63	17.79	72.17	22,855.62
Disputed dues-MSME	-	-	-	-	-	-
Disputed dues-Others	-	-	-	-	-	-
Total	17,240.32	7,925.02	35.63	17.79	72.17	25,290.93
Unbilled dues						819.37
						26,110.30

40 Earning Per Share

Particulars	2022-23	2021-22
Net Profit after tax attributable to equity shareholders	**13,983.18**	9,416.09
Weighted average number of equity shares outstanding during the year (Nos in lakhs)	**131.60**	131.60
Basic/diluted earning per share* (In Rs.)	**106.26**	71.55
Face value per equity share (In Rs.)	**10**	10

*There are no dilutive instruments issued by the Company.

41 Government Grant

Particulars	2022-23	2021-22
Duty Drawback on Export in Foreign Currency	96.79	91.36
Merchandise Export & RODTEP Incentive on Export in Foreign Currency	100.60	14.52
Other Govt Subsidy	7.68	73.61
Total	**205.07**	**179.50**

42 Other Segment Reporting

(Amount Rs in Lakhs)

(a) Identification of Segments:

Primary-Business Segments

The Company has identified two reportable business segments viz. Automotive and Other segment comprising LED Luminaries on the basis of the nature of products, the risk and return profile of individual business and the internal business reporting systems. The products included in each of the reported business segments are as follows:-

(i) Automotive comprising of automotive lighting & signalling equipment, rear view mirror, prismatic mirror, plastic moulded parts, sheet metal components, bank angle sensor and canisters for motorised vehicles and others parts for automotive.

(ii) Other Segment comprising of led luminaries viz. indoor and outdoor lighting, display panel, LED integrated passenger information system etc.

(iii) Revenue and expenses have been identified to a segment on the basis of relationship to operating activities of the segment. Revenue and expenses which relates to enterprise as a whole and not allocable to a segment on reasonable basis have been disclosed as "unallocated"

(iv) Segment assets and segment liabilities represent assets and liabilities in respective segments. Income tax related assets/ liabilities, borrowings, deferred tax liabilities (net) and other assets and liabilities that can not be allocated to a segment on reasonable basis have been disclosed as "Unallocated".

(i) Primary-Business Segments

Segment Revenue

Particulars	2022-23			2021-22		
	Automotive	Other Segment	Total	Automotive	Other Segment	Total
External Sales	182,658.61	745.65	183,404.26	154,931.91	840.61	155,772.52
Other Operating Income	1,394.77	6.96	1,401.73	1,453.42	-	1,453.42
Inter-Segment Sales	-	-	-	-	-	-
Total	**184,053.37**	**752.61**	**184,805.99**	**156,385.33**	**840.61**	**157,225.94**
Results						
Segment Results (Earning Before Interest & Tax)	20,735.35	(54.62)	20,680.73	15,668.89	(495.65)	15,173.24
Unallocated corporate expenses (net of unallocable income)			1,075.85			1,417.49
Operating Profit			**19,604.88**			13,755.75
Cost of Finance			743.07			859.24
Profit before tax			18,861.81			12,896.51
Tax expense			4,874.13			3,365.47
Profit after tax (PAT)			13,987.68			9,531.04
Share of profit & (loss) of associates			(4.50)			(114.95)
Profit after tax but before total comprehensive income			13,983.18			9,416.09
Other Comprehensive Income (Loss) (Net of tax)			(127.96)			(25.69)
Total Comprehensive Income			**13,855.22**			9,390.40
Depreciation & Amortization	**6,270.42**	**68.60**	**6,339.02**	5,713.56	186.55	5,900.11

Particulars	As at 31st March, 2023			As at 31st March, 2022		
Segment Assets						
Segment Assets	83,093.30	1,612.43	84,705.73	88,109.60	2,135.97	90,245.57
Unallocated Corporate Assets			20,596.75			14,606.39
Total Assets			**105,302.48**			**104,851.96**
Segment Liabilities						
Segment Liabilities	24,284.11	56.33	24,340.45	32,045.62	132.09	32,177.71
Unallocated Corporate Liabilities			4,845.49			8,451.06
Total Liabilities			**29,185.94**			**40,628.77**
Capital Employed (Total Assets Minus Total Liabilities)			**76,116.54**			**64,223.19**
Capital Expenditure During the year (Net of CWIP)	5,479.04	-	**5,479.04**	1,807.72	-	1,807.72

Note - The capital employed of Automotive and Other Segment comprising LED luminaries has been worked out by excluding the amount of common financial facilities viz. Term loans and working capital limits. The common financial facilities are reflected under unallocable corporate liabilities.

Notes to the Consolidated Financial Statements as at 31.03.2023

(ii) Secondary-Geographical Segments:- (Amount Rs in Lakhs)

The analysis of geographical segments is based on geographical location of the customers

The following is the distribution of Company's revenue by geographical market, regardless of where the goods were produced

(a) Revenue from External Customers	2022-23	2021-22
India	179,296.27	149,863.08
Outside India	5,509.72	7,362.86
Total	**184,805.99**	**157,225.94**

(b) Segment Trade Receivables	As at March 31, 2023	As at March 31, 2022
India	12,095.88	16,043.03
Outside India	1,984.36	1,609.71
Total	**14,080.24**	**17,652.74**

1. The Company has common assets for producing goods for domestic market and overseas market. Hence, separate figures for fixed assets have not be furnished.

(c) Major Customers

Details of customers which accounts for more than 10% of Company's total revenue are as follows

Particulars	Segment	2022-23	in %	2021-22	in %
Honda Motorcycle and Scooter India Pvt. Ltd.	Automotive	48,731.59	26.37%	40,399.46	25.70%
TVS Motors Company Ltd.	Automotive	44,861.99	24.28%	37,370.53	23.77%
India Yamaha Motor Pvt. Ltd.	Automotive	28,131.60	15.22%	28,766.76	18.30%

43 Related Party Disclosures Under Ind AS 24

Name of Related Parties, Transactions and Balances at Reporting date are as follows

	Name of Related Party	
(i)	**Key Management Personnel**	
	Mr. Jagjeevan Kumar Jain	Chairman and Managing Director
	Mrs. Seema Jain	Whole-time Director
	Ms. Aanchal Jain	Whole-time Director
	Mr. Rahul Jain	Whole-time Director
	Mr. Kashi Ram Yadav	Whole-time Director
	Mr. Rajesh Sharma	Whole-time Director
	Mr. Ashok Kumar Sharma	Independent Director
	Mr. Iqbal Singh	Independent Director
	Mr. Jawahar Thakur	Independent Director
	Mr. Mohan Bir Sahni	Independent Director
	Mr. Subodh Kumar Jain	Independent Director
	Mr. Vinod Kumar Malhotra	Independent Director
	Ms. Shobha Khatri	Independent Director
	Mr. Om Prakash Gupta	Chief Financial Officer
	Mr. Arvind Kumar Chauhan	Company Secretary
(ii)	**Relative of Key Management Personnel with whom transactions have taken place**	
	Mrs. Pallavi Jain	Vice President (Spouse of Mr. Rahul Jain, Whole-time Director)
(iii)	**Related Parties Controlled by Key Management personnel and/or their Relatives**	
	Fiem Applied Technologies Private Limited	Entity Controlled by Mr. Jagjeevan Kumar Jain
	Jagjeevan Kumar Jain (HUF)	Entity Controlled by Mr. Jagjeevan Kumar Jain
	Fiem Auto & Electrical Industries	Entity Controlled by Mr. Jagjeevan Kumar Jain
(iv)	**Joint Ventures**	
	Aisan Fiem Automotives India Pvt Limited	JV incorporated in India, 26% ownership interest held by the company (The Company has exit from JV Company during the year)
	Centro Ricerche Fiem Horustech S.R.L	JV incorporated in Italy, 50% ownership interest held by the company
	Fiem Kyowa (HK) Mould Company Ltd	JV incorporated in Hong Kong, 50% ownership interest held by the company
(v)	**Other Related Party**	
	Fiem Industries Limited Group Gratuity Trust	Post-employment benefit plan of Fiem Industries Limited

Transaction with related party (Amount Rs in Lakhs)

(a)	Rendering of Services to:	Nature of Related Party	2022-23	2021-22
	Aisan Fiem Automotive India Pvt Limited (For Support Fee)	Joint Venture	48.44	260.00
			48.44	**260.00**

(b)	Purchase of Goods from:	Nature of Related Party	2022-23	2021-22
	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	58.97	-
			58.97	**-**

(c)	Interest Received on unsecured loan (home loan) to:	Nature of Related Party	2022-23	2021-22
	Mr. Rajesh Sharma	Whole-time Director	3.28	-
			3.28	**-**

(d)	Services received from	Nature of Related Party	2022-23	2021-22
	Fiem Auto & Electrical Industries (For Brand Royalty)	Related party controlled by KMP	50.00	50.00
			50.00	**50.00**

(e)	Lease Rent Paid (for premises) to	Nature of Related Party	2022-23	2021-22
	Ms. Aanchal Jain	Key Management Personnel	144.62	141.47
	Mr. Rahul Jain	Key Management Personnel	69.62	68.12
			214.24	**209.59**

(f)	Dividend on Equity share Paid to	Nature of Related Party	Final Dividend	
			2022-23	2021-22
	Mr. Jagjeevan Kumar Jain	Chairman and Managing Director	541.20	500.70
	Mrs. Seema Jain	Whole-time Director	541.18	481.60
	Ms. Aanchal Jain	Whole-time Director	325.13	143.71
	Mr. Rahul Jain	Whole-time Director	325.13	260.11
	Mr. Kashi Ram Yadav	Whole-time Director	0.07	0.05
	Mr. Iqbal Singh	Independent Director	4.00	3.20
	Fiem Applied Technologies Private Limited	Related party controlled by KMP	16.88	13.50
	Jagjeevan Kumar Jain (HUF)	Related party controlled by KMP	2.31	1.85
			1,755.90	**1,404.72**

(g)	Benefits to Key Management and their relative	2022-23	2021-22
	Short-term benefits	769.92	712.63
	Sitting Fee	28.15	20.20
	Total Compensation	**798.07**	**732.83**

	Short-term employee benefits	Nature of Related Party	2022-23	2021-22
	Mr. Jagjeevan Kumar Jain	Chairman and Managing Director	124.80	124.80
	Mrs. Seema Jain	Whole-time Director	72.00	66.00
	Mr. Rahul Jain	Whole-time Director	78.00	66.00
	Ms. Aanchal Jain	Whole-time Director	60.00	54.00
	Mr. Kashi Ram Yadav	Whole-time Director	109.45	103.45
	Mr. Rajesh Sharma	Whole-time Director	141.00	129.00
	Mr. Om Prakash Gupta	Chief Financial Officer	70.20	63.90
	Mr. Arvind Kumar Chauhan	Company Secretary	84.47	75.48
	Mrs. Pallavi Jain	Spouse of Mr. Rahul Jain	30.00	30.00
			769.92	**712.63**

Notes to the Consolidated Financial Statements as at 31.03.2023

(Amount Rs in Lakhs)

	Sitting Fee	Nature of Related Party	2022-23	2021-22
	Mr. Iqbal Singh	Independent Director	4.70	3.10
	Mr. Ashok Kumar Sharma	Independent Director	4.00	2.70
	Mr. Jawahar Thakur	Independent Director	3.40	2.50
	Mr. Mohan Bir Sahni	Independent Director	1.80	2.50
	Mr. Subodh Kumar Jain	Independent Director	4.70	3.20
	Mr. Vinod Kumar Malhotra	Independent Director	5.55	3.60
	Ms. Shobha Khatri	Independent Director	4.00	2.60
			28.15	**20.20**

Note:1. The above short-term benefits does not include provisions for incremental gratuity and leave encashment liabilities since the provisions are based on actuarial valuations for the Company as a whole.

(h)	Purchase of Fixed Assets (Mould & Machinery)	Nature of Related Party	2022-23	2021-22
	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	-	31.63
			-	**31.63**

(i)	Contribution to Gratuity Fund	Nature of Related Party	2022-23	2021-22
	Fiem Industries Limited Group Gratuity Trust	Post-employment Benefit Plan	350.00	233.21
			350.00	**233.21**

(j)	Discount Received against purchase made in earlier year	Nature of Related Party	2022-23	2021-22
	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	-	21.57
			-	**21.57**

(k)	Unsecured Loan Given to:	Nature of Related Party	2022-23	2021-22
	Mr. Rajesh Sharma (including interest of Rs. 1.93 lakhs on moratorium period)	Whole-time Director	51.93	-
			51.93	**-**

(l)	Investment received from exit of:	Nature of Related Party	2022-23	2021-22
	Aisan Fiem Automotives India Pvt Limited	Joint Venture	2,600.00	-
			2,600.00	**-**

Balances outstanding at Year-end

(a)	Other Current Assets (Advance to Suppliers other than capital goods):	Nature of Related Party	As at March 31, 2023	As at March 31, 2022
	Fiem Kyowa (HK) Mould Company Ltd	**Joint Venture**	-	6.36
			-	**6.36**

(b)	Non-Current Investment:	Nature of Related Party	As at March 31, 2023	As at March 31, 2022
	Centro Ricerche Fiem Horustech Srl	Joint Venture	12.64	14.14
	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	10.31	13.31
			22.94	**27.45**

(c)	Current Investment:	Nature of Related Party	As at March 31, 2023	As at March 31, 2022
	Aisan Fiem Automotives India Pvt Limited	Joint Venture	-	1,956.82

(Amount Rs in Lakhs)

(d) **Security Deposit Paid Against Lease Rent on premises**	**Nature of Related Party**	**As at March 31, 2023**	**As at March 31, 2022**
Ms. Aanchal Jain	Whole-time Director	54.68	54.68
Mr. Rahul Jain	Whole-time Director	26.33	26.33
		81.01	**81.01**

(e) **Unsecured Loan Receivables from:**	**Nature of Related Party**	**As at March 31, 2023**	**As at March 31, 2022**
Mr. Rajesh Sharma	Whole-time Director	49.07	-
		49.07	-

(f) **Other Current Financial Liabilities:**		**Nature of Related Party**	**As at March 31, 2023**	**As at March 31, 2022**
Mr. Jagjeevan Kumar Jain	Short term benefits payable	Chairman and Managing Director	16.02	7.74
Mrs. Seema Jain	Short term benefits payable	Whole-time Director	22.13	7.01
Ms. Aanchal Jain	Short term benefits & lease rent payable	Whole-time Director	1.70	5.05
Mr. Rahul Jain	Short term benefits & lease rent payable	Whole-time Director	4.57	7.47
Mr. Rajesh Sharma	Short term benefits payable	Whole-time Director	6.67	7.20
Mr. Kashi Ram Yadav	Short term benefits payable	Whole-time Director	5.98	5.91
Mr. OP Gupta	Short term benefits payable	Chief Financial Officer	4.25	4.18
Mr. Arvind Kumar Chauhan	Short term benefits payable	Company Secretary	4.36	4.01
Mrs. Pallavi Jain	Short term benefits payable	Spouse of Mr. Rahul Jain	1.44	5.26
Fiem Auto & Electrical Industries	For Brand Royalty	Related party controlled by KMP	29.50	8.58
			96.60	62.41

Notes to the Consolidated Financial Statements as at 31.03.2023

44 Post Employment Benefits Plan

(Amount Rs in Lakhs)

Defined Contribution Plans

Contribution to Defined Contribution Plan, recognized as 'Employee Benefits Expenses' for the year are as under:

Particulars	2022-23	2021-22
Employer's Contribution to Provident Fund	463.59	410.46
Employer's Contribution to ESI Fund	67.26	58.11
Employer's Contribution to Wages Welfare Fund	9.91	9.09
Others	99.55	59.10
Total	**640.31**	**536.76**

Defined Benefit Plans

(a) Gratuity

The Company has defined benefit gratuity plan for its employees, which requires contributions to be made to a separately administered fund. It is governed by the Payment of Gratuity Act, 1972. Under the Act, employee who has completed five years of service is entitled to specific benefit. The level of benefits provided depends on the member's length of service and salary at retirement age. The scheme is funded with HDFC Life Insurance Company Limited in the form of qualifying insurance policy.

(b) Earned Leave

The Present value obligation of Leave Encashment is determined based on actuarial valuation using projected unit credit method.

Disclosure requirement as per Indian Accounting Standard on Employee Benefits-Ind AS (19)-As per actuarial valuation as on 31/03/2023 are as follows:

(i) Expenses recognised in the Statement of Profit and Loss under the head employee benefits expense

Particulars	Gratuity		Leave Encashment	
	2022-23	2021-22	2022-23	2021-22
Current service cost	208.90	190.48	101.74	19.21
Interest cost	(7.87)	(2.62)	-	-
Actuarial (Gain)/Loss	-	-	-	-
Expenses recognized in Statement of Profit and Loss	**201.03**	187.86	**101.74**	19.21

Amount to be recognised in the Balance Sheet

Particulars	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Liability at the end of the year	1,775.94	1,585.03	596.68	563.91
Fair value of plan assets at the end of the year	1,682.92	1,514.04	-	-
Amount to be recognised in Balance Sheet	**93.02**	70.99	**596.68**	563.91
Current	93.02	70.99	76.71	98.14
Non-Current	-	-	519.97	465.77

Reconciliation of benefit obligation

Particulars	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Liability at the beginning of the year	70.99	82.02	563.91	571.71
Interest cost	-	-	-	-
Recognised in Accumulated Other Comprehensive Income	(182.50)	(148.17)	-	-
Current service cost	201.03	187.86	101.74	19.21
Employers Contribution	(350.00)	(233.21)	(68.98)	(27.01)
Remeasurement (gain) / loss	353.49	182.50	-	-
Liability at the end of the year	**93.02**	70.99	**596.68**	563.91

Reconciliation of fair value of plan assets: (Amount Rs in Lakhs)

Particulars	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Fair value of plan assets at the beginning of the year	1,514.04	1,368.33	-	-
Interest income	119.01	107.02	-	-
Employers Contribution	350.00	233.21	68.98	27.01
Benefits paid	(233.73)	(142.53)	(68.98)	(27.01)
Return on plan assets-gain /(loss)	(66.40)	(51.99)	-	-
Fair value of plan assets at the end of the year	1,682.92	1,514.04	-	-
Actual return on plan assets	52.61	55.02	-	-

Amount recognised in statement of other comprehensive income (OCI)

Particulars	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Opening amount recognised in OCI	182.50	148.17	-	-
Remeasurement for the year - Obligation (gain)/ loss	104.60	(17.67)	-	-
Remeasurement for the year - plan assets (gain)/ loss	66.40	51.99	-	-
Net Increasing in OCI	353.49	182.50	-	-
Total remeasurements cost / (credit) for the year recognised in OCI	353.49	182.50	-	-
Closing amount recognised in OCI	353.49	182.50	-	-

Principal actuarial assumptions

Particulars	2022-23	2021-22	2022-23	2021-22
Discount rate	7.53%	7.57%	7.53%	7.57%
Salary escalation	6.00%	6.00%	6.00%	6.00%
Expected return on assets	7.57%	7.21%	7.57%	7.21%
Attrition rate	2.00%	2.00%	2.00%	2.00%
Retirement age	58	58	58	58

(a) The discount rate is based on the prevailing market yields of Indian Government securities as at the balance sheet date for the estimated terms of the obligations.

(b) Salary escalation rate: The estimates of future salary increases considered taking into the account the inflation, seniority, promotion and other relevant factors.

(c) Expected return on assets is expected return on plan assets over the accounting period, based on an assumed rete of return.

(d) Attrition rate is employee turnover rate based on the Company's past and expected employee turnover.

(e) Disclosure related to indication of effect of the defined benefit plan on the entity's future cash flows:

Expected benefit payments (discounted values/present value) for the year ending:

Year ending	Gratuity		Leave Encashment	
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
31-Mar-24	65.85	117.87	15.48	43.27
31-Mar-25	67.78	53.06	14.55	9.98
31-Mar-26	65.97	47.13	15.93	8.33
31-Mar-27	88.25	83.55	25.83	26.80
31-Mar-28	75.81	69.88	17.36	21.78
31March, 2029-2033	416.20	323.79	102.38	72.75

Notes to the Consolidated Financial Statements as at 31.03.2023

(Amount Rs in Lakhs)

(f) Weighted Average duration of defined benefit obligation for gratuity and earned leave: 17.75 years (Previous year 17.73 years)

(g) Sensitivity analysis:

Sensitivity analysis indicates the influence of a reasonable change in principal assumptions, while keeping other things constant, on the outcome of the present value of Defined Benefit Obligation. In reality, the plan is subject to multiple external experience items which may move the Defined Benefit Obligation in similar or opposite directions, while the Plan's sensitivity to such changes can vary over time.

A quantitative sensitivity analysis for significant assumption as at March 31, 2023 is as shown below:

A. Effect of 1% Change in the assumed discount rate	Gratuity			
	1% Increase	1% Increase	1% Decrease	1% Decrease
Defined Benefit Obligation	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
	1,609.68	1,441.42	1,972.15	1,754.84

B. Effect of 1% Change in the assumed salary escalation rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Defined Benefit Obligation	1,955.47	1,740.84	1,619.10	1,448.10

C. Effect of 1% Change in the assumed Attrition Rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Defined Benefit Obligation	1,786.40	1,594.51	1,763.55	1,573.73

A. Effect of 1% Change in the assumed discount rate	Leave Encashment			
	1% Increase	1% Increase	1% Decrease	1% Decrease
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Defined Benefit Obligation	554.26	526.67	646.60	607.57

B. Effect of 1% Change in the assumed salary escalation rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Defined Benefit Obligation	645.25	606.39	554.68	527.04

C. Effect of 1% Change in the assumed Attrition Rate	1% Increase	1% Increase	1% Decrease	1% Decrease
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
Defined Benefit Obligation	596.23	563.36	596.75	564.13

Notes to the Consolidated Financial Statements as at 31.03.2023

45 Fair Value Measurements

(Amount Rs in Lakhs)

Set out below is the comparison by class of the carrying amounts and fair value of the Company's financial instruments

Particulars	Carrying Amount		Fair Value	
	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023	As at March 31, 2022
FINANCIAL ASSETS				
Financial assets measured at amortised cost				
Security Deposits	**1,059.96**	931.84	**1,059.96**	931.84
Loan to Employees	**158.13**	112.49	**158.13**	112.49
Trade receivables	**14,080.24**	17,652.74	**14,080.24**	17,652.74
Term Deposit held as margin money, with more than 12 month maturity	**87.61**	30.38	**87.61**	30.38
Income accrued on deposits	**491.31**	39.74	**491.31**	39.74
Export incentive receivables	**53.81**	14.58	**53.81**	14.58
Other advance Recoverable	**159.09**	38.92	**159.09**	38.92
Cash & Cash Equivalents	**18,301.69**	6,831.03	**18,301.69**	6,831.03
Other Bank Balances	**10.58**	9.11	**10.58**	9.11
	34,402.42	25,660.83	**34,402.42**	25,660.83
Financial assets measured at equity method				
Investment in joint venture (unquoted equity share)	**22.94**	1,984.27	**-**	-
	22.94	1,984.27	**-**	-
Financial assets measured at FVTPL				
Investment in unquoted equity shares	**2.00**	2.00	**-**	-
Investment in quoted Liquid mutual fund	**-**	5,689.40	**-**	5,689.40
	2.00	5,691.40	**-**	5,689.40
FINANCIAL LIABILITIES				
Financial liabilities measured at amortised cost				
Non Current Borrowings	**-**	751.67	**-**	751.67
Current maturities of long-term debt	**-**	1,365.78	**-**	1,365.78
Trade Security deposits	**292.43**	305.48	**292.43**	305.48
Current Maturity of Lease liability	**71.28**	67.25	**71.28**	67.25
Interest accrued on borrowings	**-**	3.77	**-**	3.77
Creditors for capital expenditures	**242.36**	36.40	**242.36**	36.40
Trade Payables	**16,513.84**	26,110.30	**16,513.84**	26,110.30
Unpaid Dividend	**9.18**	9.11	**9.18**	9.11
Liabilities for expenses	**2,036.33**	1,921.84	**2,036.33**	1,921.84
	19,165.42	30,571.60	**19,165.42**	30,571.60

Financial assets and liabilities measured at fair value-recurring fair value measurements

Particulars	As at March 31, 2023			As at March 31, 2022		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Non-Current Investment	**-**	**-**	**2.00**	-	-	2.00
Current Investment	**-**	**-**	**-**	5,689.40	-	-

The management assessed that the fair values of short term financial assets and liabilities significantly approximate their carrying amounts largely due to the short-term maturities of these instruments. The fair value of the financial assets and liabilities is included at the amount at which the instrument could be exchanged in a current transaction among willing parties, other than in a forced or liquidation sale.

The Company maintains policies and procedures to value financial assets or financial liabilities using the best and most relevant data available. In addition, the Company internally reviews valuation, including independent price validation for certain instruments.

Fair value of financial assets and liabilities is the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique.

Notes to the Consolidated Financial Statements as at 31.03.2023

The following methods and assumptions were used to estimate fair value:

(a) Fair value of short term financial assets and liabilities significantly approximate their carrying amounts largely due to the short term maturities of these instruments.

(b) Fair value of quoted mutual funds is based on the net assets value at the reporting date.

46 Financial Instruments and Risk Review

Financial Risk Management Framework

The Company's financial liabilities comprise mainly of borrowings, trade payables and other payable. The Company's financial assets comprise mainly of investments, cash and cash equivalents, other balances with banks, loans, trade receivables and other receivables.

The Company is exposed to Market risk, Credit risk and Liquidity risk. The Company oversee the management of these financial risks. The Company's approach to address uncertainties in its endeavor to achieve its stated and implicit objectives. It prescribes the roles and responsibilities of the Company's management, the structure for managing risks and the framework for risk management. The framework seeks to identify, assess and mitigate financial risks in order to minimize potential adverse effects on the Company's financial performance.

i) Capital Management

The Company's capital management objectives are:

The Company is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business.

The Company manages capital risk by maintaining sound/optimal capital structure through monitoring of financial ratios, such as debt-to-equity ratio and net borrowings-to-equity ratio on a monthly basis and implements capital structure improvement plan when necessary.

The Company uses debt ratio as a capital management index and calculates the ratio as Net debt divided by total equity. Net debt and total equity are based on the amounts stated in the financial statements.

Debt-to-equity ratio is as follows: (Amount Rs in Lakhs)

Particulars	As at March 31, 2023	As at March 31, 2022
Non Current Borrowing	-	751.67
Derivative Liability (Assets) on Non-Current Borrowings	-	(68.24)
Current Maturities of Non-Current Borrowing	-	1,365.78
Current Borrowing	-	-
Interest Accrued on Non-Current Borrowing	-	3.77
Net Debt (A)	-	2,052.98
Equity (B)	**76,116.54**	64,223.19
Debt Ratio (A/B)*	-	0.03: 1

* The Company has no outstanding borrowings as at 31/03/2023.

ii) Credit Risk

Credit risk refers to risk that a counterparty will default on its contractual obligations resulting in financial loss to the Company. Credit risk arises primarily from financial assets such as trade receivables, other balances with banks, loans and other receivables.

In assessing, recoverability of receivables, the management has considered the asset type, past due status and other relevant factors considering the age of receivables. The provision for expected credit losses (ECL) are revised at each reporting date by the use of practical expedients viz provision matrix.

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk was Rs. 14,080.24 Lakhs (net of write-off/provisions) (Previous Year Rs. 17,652.74 Lakhs) respectively, being the total of the carrying amount of balances with trade receivables. An amount of Rs. 37.09 lakhs (previous year Rs. 70.42 lakhs) has been written-off during the year after re-assessing long outstandings and obtaining objective evidences on the impairment of the trade receivables.

Ind AS requires expected credit losses to be measured through a loss allowance. The Company assesses at each date of financial statement whether a financial asset or a group of financial assets is impaired. The Company recognises lifetime expected losses for all contract assets and / or all trade receivables that do not constitute a financing transaction. For all other financial assets, expected credit losses are measured at an amount equal to the 12 months expected credit losses or at an amount equal to the life time expected credit losses if the credit risk on the financial asset has increased significantly since initial recognition.

(Amount Rs in Lakhs)

The Company's primary customers are major automobile manufacturers (OEMs) with good credit ratings. Company's exposure to customers is diversified and some customers contribute more than 10% of outstanding accounts receivable which forms 50% of total receivables as at 31 March, 2023 (46% as at 31 March, 2022), however there was no default on account of those customers in the past. The Company performs credit assessment for customers on an annual basis and recognizes credit risk, on the basis lifetime expected losses and where receivables are due for more than six months.

Movement in the expected credit loss allowance:

Particulars	As at March 31, 2023	As at March 31, 2022
Balance at the beginning of the year	**348.02**	338.60
Movement in the expected credit loss allowance on trade receivables calculated at lifetime expected credit losses	**633.98**	9.42
Balance at the end of the year	**982.00**	348.02

iii) **Liquidity Risk**

a) Liquidity risk management

Liquidity risk is defined as the risk that the Company will not be able to settle or meet its obligations on time. The objective of liquidity risk management is to maintain sufficient liquidity and ensure that funds are available for use as per requirements. The Company's principal sources of liquidity are cash and cash equivalents and the cash flow that is generated from operations. The Company has no outstanding borrowings as at 31/03/2023. The Company believes that the working capital is sufficient to meet its current requirements. As at March 31, 2023, the Company had a working capital of Rs. 29,862.03 Lakhs including cash and cash equivalents of Rs.18,301.69 Lakhs and current investments of Rs. Nil Lakhs. As at March 31, 2022, the Company had a working capital of Rs. 18,284.22 lakhs including cash and cash equivalents of Rs. 6831.03 Lakhs and current investments of Rs. 7,646.22 Lakhs.

b) Maturities of financial liabilities

The following tables detail the Company's remaining contractual maturity for its financial liabilities with agreed repayment periods. The amount disclosed in the tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the Company can be required to pay. The tables include both interest and principal cash flows.

Particulars	31st March, 2023		31st March, 2022	
	Less than 1 Year	1-5 Years	Less than 1 Year	1-5 Years
Financial liabilities				
Trade payables	16,513.84		26,110.30	-
Trade Security Deposits	292.43		305.48	
Unpaid Dividend	9.18		9.11	
Creditors for Capital Expenditure	242.36		36.40	-
Payable to employees	998.87		852.53	
Other Payable (includes accrued expense/liabilities)	1,038.06		1,069.31	
Term loans (Net of Derivative Assets)	-	-	1,365.78	683.43
Lease Liabilities	71.28		67.25	-
Interest Accrued	-		3.77	-
	19,166.02	-	29,819.93	683.43

c) Maturities of financial assets

The following table details the Company's expected maturity for financial assets. The table has been drawn up based on the undiscounted contractual maturities of the financial assets including interest that will be earned on such assets.

Particulars	31st March, 2023		31st March, 2022	
	Less than 1 Year	1-5 Years	Less than 1 Year	1-5 Years
Non-derivative Financial assets				
Trade receivables	14,080.24	-	17,460.07	192.67
Loan to employees	63.82	94.31	56.39	56.10
Security Deposit	0.49	1,059.47	0.49	931.35
Other Financial Assets	704.22	87.61	93.24	98.62
Other Bank Balance	10.58	-	9.11	-
Cash & Cash Equivalents	18,301.69	-	6,831.02	-
Investment in Liquid Mutual Fund	-	-	5,689.40	-
Investment in Joint Ventures & Subsidiaries	-	24.94	1,956.82	29.45
	33,161.04	**1,266.33**	**32,096.55**	**1,308.19**

Notes to the Consolidated Financial Statements as at 31.03.2023

(Amount Rs in Lakhs)

iv) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Such changes in the values of financial instruments may result from changes in the foreign currency exchange rates, interest rates, credit, liquidity and other market changes. The Company's exposure to market risk is primarily on account of foreign currency exchange rate risk.

a) Foreign Currency exchange rate risk

The fluctuation in foreign currency exchange rates may have potential impact on the statement of profit or loss and other comprehensive income and equity, where any transaction references more than one currency or where assets / liabilities are denominated in a currency other than the functional currency of the respective entities. Considering the countries and economic environment in which the Company operates, its operations are subject to risks arising from fluctuations in exchange rates in those countries. The risks primarily relate to fluctuations in US Dollar, Euro, and Japanese Yen against the respective functional currencies of the Company. The Company, as per its risk management policy, uses derivative instruments primarily to hedge foreign exchange.

The Company evaluates the impact of foreign exchange rate fluctuations by assessing its exposure to exchange rate risks. It hedges a part of these risks by using derivative financial instruments. The information on foreign currency exposures that are not hedged by derivative instruments is as follows.

		As at March 31, 2023		As at March 31, 2022	
(a) Foreign Currency exposures that are not hedged by derivative instruments	**Currency**	**Foreign Currency**	**Rupees in Lakhs**	**Foreign Currency**	**Rupees in Lakhs**
(a) Trade payables and creditor for capital expenditure (including accrued expense)	USD	48.06	3,951.56	55.46	4,204.08
	EURO	-	-	0.07	5.65
	JPY	289.66	179.01	265.28	165.08
	AUD	0.55	30.47	-	-
	GBP	-	-	-	-
			4,161.04		**4,374.82**
(b) Trade receivables & cash and cash equivalents	USD	23.50	1,932.31	20.69	1,568.39
	EURO	0.65	58.44	0.49	41.32
	JPY	-	-	-	-
	AUD	-	-	-	-
	GBP	0.08	8.12	-	-
			1,998.88		**1,609.71**
Total (a-b)	USD	24.56	2,019.25	34.77	2,635.69
	EURO	(0.65)	(58.44)	(0.42)	(35.67)
	JPY	289.66	179.01	265.28	165.08
	AUD	0.55	30.47	-	-
	GBP	(0.08)	(8.12)	-	-
	Total (Net)		**2,162.16**		2,765.10

Foreign Currency Sensitivity

The following table demonstrates the sensitivity to a reasonable possible change in USD, EURO and JPY exchange rates, with all other variables held constant, the impact on the Company's profit before tax due to changes in the fair value of monetary assets and liabilities. The Company's exposure to foreign currency changes for all other currencies is not material. The sensitivity analysis is prepared on the net unhedged exposure of the Company as at the reporting date. 10% represents company's assessment of reasonably possible change in foreign exchange rate.

Particulars	As At March 31, 2023			As At 31st March, 2022		
	Currency	**Change in rate**	**Effect on pre-tax equity**	**Currency**	**Change in rate**	**Effect on pre-tax equity**
	USD	10.00%	201.92	USD	10.00%	263.57
	USD	-10.00%	(201.92)	USD	-10.00%	(263.57)
	EURO	10.00%	(5.84)	EURO	10.00%	3.57
	EURO	-10.00%	5.84	EURO	-10.00%	(3.57)
	JPY	10.00%	17.90	JPY	10.00%	16.51
	JPY	-10.00%	(17.90)	JPY	-10.00%	(16.51)

In management's opinion, the sensitivity analysis is unrepresentative of the inherent foreign exchange risk because the exposure at the end of the reporting period does not reflect the exposure during the year.

(Amount Rs in Lakhs)

b) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of change in market interest rates. The Company's exposure to the risk of changes in market interest rates relates primarily to the Company's customer discount scheme from banks with floating interest rates. The Company has no long term/short term outstanding borrowings (except customer finance scheme from banks) as at 31 March, 2023.

Particulars	As at March 31, 2023	As at March 31, 2022
Variable rate borrowings		
(i) Cash Credit/Working Capital Loans	-	-
(ii) Customer Finance Scheme from Banks	5,097.99	5,509.27
Fixed rate borrowings		
Term Loan (net of derivative liability)	**-**	**2,049.21**

Interest rate sensitivity

The sensitivity analysis below have been determined based on exposure to interest rate. For floating rate liabilities, analysis is prepared assuming the amount of liability outstanding at the end of the reporting period was outstanding for the whole year. With all other variables held constant, the Company's profit before tax is affected through the impact on floating rate borrowings, as follows:

Particulars	As at March 31, 2023	As at March 31, 2022
Increase by 1.00%	50.98	55.09
Decrease by 1.00%	(50.98)	(55.09)

c) Commodity price risk

Movement in commodity price in market affects directly or indirectly the price of raw material and components used by the Company. The Company sells its products mainly to auto makers (Original Equipment Manufacturer) whereby there is a regular negotiation/adjustment of prices on the basis of changes in commodity prices.

47 Joint Venture Company

1. Centro Ricerche Fiem Horustech SRL	
Description of Interest	Joint Venture
Country of Incorporation	Italy
Proportion of Ownership Interest	50%
2. Fiem Kyowa (HK) Mould Company Ltd	
Description of Interest	Joint Venture
Country of Incorporation	Hong Kong
Proportion of Ownership Interest	50%
3. Aisan Fiem Automotives India Pvt Ltd*	
Description of Interest	Joint Venture
Country of Incorporation	India
Proportion of Ownership Interest	26%
*Exit from JV Company during the year	

In respect of jointly control entity, the company's share of assets, liabilities, incomes and expenses are as follows-

Particulars	Centro Ricerche Fiem Horustech SRL		Fiem Kyowa (HK) Mould Company Ltd		Aisan Fiem Automotives India Pvt Ltd*	
	Year ended 31/03/23	Year ended 31/03/22	Year ended 31/03/23	Year ended 31/03/22	Year ended 31/03/23	Year ended 31/03/22
Non Current Assets	0.00	0.02		-	-	2,693.71
Current Assets	27.00	27.78	20.06	17.75	-	1,699.70
Non Current Liabilities	-	-		-	-	531.85
Current Liabilities	11.96	12.11	5.57	1.43	-	1,954.11
Revenue (total Income)	-	-	29.95	4.85	-	2,816.45
Expenses	1.50	2.50	32.95	17.28		2,948.28
Profit or (loss) from continuing operations	-	-	(3.00)	(12.43)	-	(101.49)
Post-tax profit or (loss) from discontinuing operations	(1.50)	(2.50)			-	-
Other comprehensive income (Loss)					-	(1.47)
Total comprehensive income (Loss)	(1.50)	(2.50)	(3.00)	(12.43)	-	(100.02)

Notes to the Consolidated Financial Statements as at 31.03.2023

48 Disclosure required by Ind AS 115

(Amount Rs in Lakhs)

(i) Revenue from contracts with customers is disaggregated by major products and service lines and is disclosed in Note no. 23 to the consolidated financial statements. Further, the revenue is disclosed in the said note is net of Rs. 726.52 lakhs (previous year Rs. 703.20 lakhs) representing discount to customers. The following table provides further information as required by Ind AS 115.

Reconciliation of Revenue from sale of products with the contracted price	2022-23	2021-22
Contracted Price	184,130.78	156,475.72
Less: Trade discounts, cash discount, volume rebates, etc.	726.52	703.20
Sale of Products	183,404.26	155,772.52

49 Additional Regulatory Disclosures As Per Schedule III of Companies Act, 2013

(i) Title Deed of the Immovable Properties

The title deeds of the immovable properties (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee) are held in the name of the Company, except a piece of land (area approx.. 1913 sqm) adjacent to unit-9 at Karsanpura, Gujarat, purchased for Rs. 18.23 Lakhs from other company. The seller company require permission from the state government for registration of sale deed, which is already applied by seller company. However, the permission could not be obtained during the year under reporting. The Company is regularly following-up with the seller company for getting the registration.

(ii) Investment Property

The Company does not have any investment property.

(iii) Revaluation of Property Plant and Equipment & Intangible Assets

As per the Company's accounting policy, Property, Plant and Equipment (including Right of Use Assets) and intangible assets are carried at historical cost (less accumulated depreciation & impairment, if any), hence the revaluation related disclosures required as per Additional Regulatory Information of Schedule III (revised) to the Companies Act, is not applicable.

(iv) Disclosure on Loan Given to Specified Persons (Promotors, Directors, KMPs and their Related Parties)

During the year on dated 09 June, 2022, the Company has given home loan of Rs. 50.00 Lakhs at interest rate of 8.00% p.a (fixed) to whole-time director (Mr. Rajesh Sharma), which are repayable in 60 equal monthly installment of Rs.1.05 lakhs each. The amount outstanding and percentage of total loan is as below.

Particulars	As At March 31,2023		As At March 31,2022	
Name of Employee	Amount Outstanding	% of Total Loan	Amount Outstanding	% of Total Loan
Mr Rajesh Sharma-Director	49.07	31%	-	-
Total Loan to Employees (Non current & current)	158.13		112.49	

(v) Detail of Benami Property held.

No proceedings have been initiated or pending against the Company for holding any Benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and the rules made thereunder.

(vi) Borrowings obtained on the basis of Current Assets

The Company has sanctioned facilities from banks on the basis of security of current assets. The periodic returns filed by the Company with such banks are in agreement with the books of accounts of the Company.

(vii) Disclosure Related to Wilful Defaulter against Borrowings

The Company has adhered to debt repayment and interest service obligations on time. Wilful defaulter related disclosures required as per Additional Regulatory Information of Schedule III (revised) to the Companies Act, is not applicable.

(viii) Disclosure of Transactions with Struck Off Companies

There are no transactions with the Companies whose name are struck off under Section 248 of The Companies Act, 2013 or Section 560 of the Companies Act, 1956 during the year ended March 31, 2023.

(ix) Disclosure of Registration of Charges or Satisfaction with ROC

All applicable cases where registration of charges or satisfaction is required to be filed with Registrar of Companies have been filed. No registration or satisfaction is pending at the year ended March 31, 2023.

(Amount Rs in Lakhs)

(x) Compliance with Number of Layers of Companies
The Company has complied with the number of layers prescribed under clause (87) of Section 2 of the Companies Act, 2013 read with Companies (Restriction on number of Layers) Rules, 2017.

(xi) Compliance with Approved Scheme's of Arrangement
No scheme of arrangement has been approved by the competent authority in terms of Section 230 to 237 of the Companies Act, 2013.

(xii) Utilisation of Borrowed Fund and Share Premium
The Company has not advanced or loaned or invested funds to any other person(s) or entity(ies), including foreign entities (Intermediaries) with the understanding that the Intermediary shall: (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company (Ultimate Beneficiaries) (b) provide any guarantee, security or the like to or on behalf of the ultimate beneficiary
(xiii) The Company have not received any fund from any person(s) or entity(ies), including foreign entities (Funding Party) with the understanding (whether recorded in writing or otherwise) that the Company shall: (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the company (Ultimate Beneficiaries) (b) provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries

(xiv) Details of Crypto Currency or Virtual Currency
The Company has not operated in any crypto currency or Virtual Currency transactions.

(xv) Disclosure in relation to Undisclosed Income
During the year, the Company has not disclosed or surrendered, any income other than the income recoginsed in the books of accounts in the tax assessments under Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961). Accordingly there are no transaction which are not recorded in the books of accounts.

50 Dues to Micro, Small and Medium Enterprises

The Ministry of Micro, Small and Medium Enterprises has issued an office memorandum dated August 26, 2008 which recommends that the Micro and Small Enterprises should mention in their correspondence with its customers the Entrepreneurs Memorandum Number as allocated after filing of the Memorandum in accordance with the 'Micro, Small and Medium Enterprises Development Act, 2006' ('the Act'). Accordingly, the disclosure in respect of the amounts payable to such enterprises as at March 31, 2023 and as at March 31, 2022 has been made in the financial statements based on information received and available with the Company. The Company has not received any claim for interest from any supplier as at the balance sheet date.

Particulars	As at March 31, 2023	As at March 31, 2022
The principal amount remaining unpaid to any supplier at the end of each accounting year;	1,578.02	2,435.31
The interest due thereon remaining unpaid to any supplier at the end of each accounting year;	-	-
The amount of interest paid by the buyer in terms of section 16 of the Micro, Small and Medium Enterprises Development Act, 2006 (27 of 2006), along with the amount of the payment made to the supplier beyond the appointed day during each accounting year;	-	-
The amount of interest due and payable for the period of delay in making payment (which has been paid but beyond the appointed day during the year) but without adding the interest specified under the Micro, Small and Medium Enterprises Development Act, 2006	-	-
The amount of interest accrued and remaining unpaid at the end of each accounting year; and	-	-
The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprise, for the purpose of disallowance of a deductible expenditure under section 23 of the Micro, Small and Medium Enterprises Development Act, 2006	-	-

Notes to the Consolidated Financial Statements as at 31.03.2023

(Amount Rs in Lakhs)

51 Additional Information, as required under Schedule III to the Companies Act, 2013, of enterprises consolidated as Subsidiary.

	Particulars	Net Assets i.e. Total Assets minus Total Liabilities		Share in Profit & Loss	
		As on 31.03.2023		2022-23	
		As % of Consolidated Net Assets	Amount	As % of Consolidated Profit and Loss	Amount
(i)	Parent				
	Fiem Industries Ltd	99.18%	75,492.09	99.82%	13,830.26
(ii)	Foreign Subsidiary				
	Fiem Industries Japan Co., Ltd	0.19%	144.50	-0.04%	(5.40)
	Fiem Research & Technology SRL	0.63%	479.95	0.22%	30.36
	Total		**76,116.54**		**13,855.22**

	Particulars	Net Assets i.e. Total Assets minus Total Liabilities		Share in Profit & Loss	
		As on 31.03.2022		2021-22	
		As % of Consolidated Net Assets	Amount	As % of Consolidated Profit and Loss	Amount
(i)	Parent				
	Fiem Industries Ltd	99.37%	63,817.64	99.95%	9,385.24
(ii)	Foreign Subsidiary				
	Fiem Industries Japan Co., Ltd	0.23%	150.91	-0.19%	(18.21)
	Fiem Research & Technology SRL	0.40%	254.64	0.25%	23.37
	Total		**64,223.19**		**9,390.40**

52 Dividend on Equity Share

(Amount Rs in Lakhs)

(a) Dividend on Equity Shares paid during the year

Particulars	2022-23	2021-22
Final dividend for the FY 2021-22 [Rs. 20 (Previous Year Rs. 16) per equity share of Rs. 10 each]	2,631.96	2,105.57
Total	2,631.96	2,105.57

(b) Proposed Dividend

The Board has recommended the final dividend of Rs. 30 per equity share (300% of nominal value of Rs. 10 per share) for the financial year ended 31 March, 2023 for amounting to Rs. 3947.95 Lakhs/- on equity share capital of the company. The final dividend is subject to the approval of shareholders in the ensuing Annual General Meeting (AGM) of the Company and hence is not recognised as a liability.

53

The Code on Social Security, 2020 ('Code') relating to employee benefits during employment and post-employment benefits received Presidential assent in September, 2020. The Code has been published in the Gazette of India. However, the date on which the Code will come in to the effect has not been notified. The Company will assess the impact of the Code when it comes into effect and will record any related impact in the period the Code becomes effective.

54

Previous year's figures have been regrouped/reclassified wherever necessary. The Figures are rounded off to nearest rupees in lakhs unless otherwise stated.

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

AOC-1

SALIENT FEATURES OF FINANCIAL STATEMENTS OF SUBSIDIARY / ASSOCIATES / JOINT VENTURES AS PER COMPANIES ACT , 2013

(Pursuant to first proviso to sub-section (3) of section 129 read with rule 5 of Companies (Accounts) Rules, 2014)

PART "A" : SUBSIDIARIES

(Amount Rs in Lakhs)

	Sl. No.	1	2
2.	Name of the subsidiary	**Fiem Industries Japan Co., Ltd.**	**Fiem Research and technology S.R.L.**
3.	Country of Incorporation	Japan	Italy
4.	Reporting period for the subsidiary concerned, if different from the holding company's reporting period of 31.03.23	N.A.	N.A.
5.	Reporting currency and Exchange rate as on the last date of the relevant Financial year in the case of foreign subsidiaries.		
	a) Reporting Currency	Japanese Yen	Euro
	b) Exchange rate as on the last date of the relevant Financial year	0.618	89.61
6.	Share capital	29.49	405.46
7.	Reserves & surplus	115.01	74.49
8.	Total Assets	144.93	630.36
9.	Total Equity and Liabilities	144.93	630.36
10.	Investments	-	-
11.	Turnover	-	763.73
12.	Profit/(Loss) before taxation	-4.96	40.68
13.	Provision for taxation	0.43	10.32
14.	Profit/ (Loss) after taxation	-5.40	30.36
15.	Proposed Dividend	NA	NA
16.	% of shareholding	100%	100%
OTHER MATTERS			
1.	Names of subsidiaries which are yet to commence operations		NIL
2.	Names of subsidiaries which have been liquidated or sold during the year		NIL

Part "B": Associates and Joint Ventures

SN	Particulars	Joint Venture	
		Centro Ricerche FIEM HorustecH S.r.l.	**Fiem Kyowa(HK) Mould Company Ltd.**
1	**Latest audited Balance Sheet Date**	31.03.23	31.03.23
2	**Country of Incorporation**	Italy	Hongkong
3	**Shares of Associate/Joint Ventures held by the company on the year end**		
	No. of shares	50%	1000 Shares
	Amount of Investment in Associates/Joint Venture- Rs	33.16	8.40
	Extend of Holding %	50%	50%
4	**Description of how there is significant influence**	50: 50 Joint Venture	50: 50 Joint Venture
5	**Reason why the associate/joint venture is not consolidated**	N.A.	N.A.
6	**Networth attributable to Shareholding as per latest audited Balance Sheet**	15.03	14.49
7	**Profit / (Loss) for the year**		
	i. Considered in Consolidation	-1.50	-3.00
	i. Not Considered in Consolidation	-1.50	-3.00
OTHER MATTERS			
1	Names of associates or joint ventures which are yet to commence operations		NIL
2	Names of associates or joint ventures which have been liquidated or sold during the year.		NIL

For and on behalf of the Board of Directors

Sd/-	Sd/-	Sd/-	Sd/-
(J. K. Jain)	**(Vineet Sahni)**	**(O.P. Gupta)**	**(Arvind K. Chauhan)**
Chairman & Managing Director	CEO & Director	Chief Financial Officer	Company Secretary

Place: Rai, Sonepat (HR.)
Dated: 30/05/2023

As per our report of even date
for **Anil S. Gupta & Associates**
Chartered Accountants
Firm Registration Number -004061N

Sd/-
(Anil Kumar Gupta)
Partner
Membership No.:-083159

NOTES

NOTES

LIGHT UP THE WORLD

Fiem Industries Limited

CIN: L36999DL1989PLC034928

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Delhi Head Office:
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Tel. : 9821795327/28/29/30
Website: www.fiemindustries.com

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