



THE HI-TECH GEARS LTD.

CIN - L29130HR1986PLC081555

Corporate Office: Millennium Plaza, Tower-B, Sushant Lok-1, Sector-27, Gurugram -122009,
Haryana, INDIA Tel.: +91(124) 4715100 E-mail: secretarial@thehitechgears.com

Date: May 29, 2025

**The Manager
Listing Department,
National Stock Exchange of India Ltd,
"Exchange Plaza", C-1, Block – G
Bandra – Kurla Complex,
Bandra (E), Mumbai – 400051, India
Symbol: HITECHGEAR**

**The Manager,
Listing Department,
BSE Limited.
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400001, India
Scrip Code: 522073**

Sub: Annual Secretarial Compliance Report for the Financial Year ended March 31, 2025, as per Regulation 24A of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR").

Dear Sir/Ma'am,

Pursuant to the Regulation 24A of the SEBI LODR read with relevant Circulars issued by the Securities and Exchange Board of India and the Stock Exchanges from time to time, please find enclosed herewith the "Annual Secretarial Compliance Report" of the Company for the financial year ended March 31, 2025, issued by Ms. Akarshika Goel (Practising Company Secretary), Partner, M/s Grover Ahuja & Associates, Company Secretaries, Secretarial Auditor of the Company.

You are requested to kindly take note of the same.

Thanking you,

Yours faithfully,

For The Hi-Tech Gears Limited

**Naveen Jain
Company Secretary & Compliance Officer
Membership No: A15237**

Encl: as above

www.thehitechgears.com

Works I: A-589, Industrial Complex, Bhiwadi - 301 019 Rajasthan INDIA Tel.: +91(1493) 265000
Regd. Office & Works-II: Plot No. 24,25,26 Sector-7, IMT Manesar - 122050 Gurugram, Haryana INDIA Tel.: +91 (124) 4715200

Works-III: Plot No. SP-146A, Industrial Complex, Bhiwadi - 301019 Rajasthan INDIA
Subsidiaries: The Hi-Tech Gears Canada. Inc. 361, Speedvale Ave W. Guelph, ON N1H 1C7, CANADA
Teutech LLC. 227, Barton St. Emporium. PA 15834, USA



Secretarial Compliance Report of The Hi-Tech Gears Limited
For the year ended 31st March, 2025

We have conducted the review of the compliance of the applicable statutory provisions and the adherence to good corporate practices by “**The Hi-Tech Gears Limited**” (hereinafter referred as ‘the listed entity’), having its Registered Office at Plot No. 24, 25, 26, Sector-7, IMT Manesar, Gurgaon-122050, Haryana. Secretarial Review was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances and to provide our observations thereon.

Based on our verification of the listed entity’s books, papers, minutes books, forms and returns filed and other records maintained by the listed entity and also the information provided by the listed entity, its officers, agents and authorized representatives during the conduct of Secretarial Review, We hereby report that the listed entity has, during the review period covering the financial year ended on **31st March, 2025** complied with the statutory provisions listed hereunder in the manner and subject to the reporting made hereinafter:

We have examined:

- (a) all the documents and records made available to us and explanations provided by the listed entity,
- (b) the filings/ submissions made by the listed entity to the Stock Exchanges,
- (c) website of the listed entity,
- (d) any other document/ filing, as may be relevant, which has been relied upon to make this certification,

for the year ended **31st March, 2025** in respect of compliance with the provisions of:

- a) the Securities and Exchange Board of India Act, 1992 (“SEBI Act”) and the Regulations, circulars, guidelines issued thereunder; and
- b) the Securities Contracts (Regulation) Act, 1956 (“SCRA”), rules made thereunder and the Regulations, circulars, guidelines issued thereunder by the Securities and Exchange Board of India (“SEBI”);

The specific Regulations, whose provisions and the circulars/ guidelines issued thereunder, have been examined, include:-

- a) Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;
- b) Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
- c) Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021;
- d) Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;
- e) Securities and Exchange Board of India (Depositories and Participants) Regulations, 2018;

and circulars/ guidelines issued thereunder;

And based on the above examination, we hereby report that, during the Review Period:

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**Grover Ahuja & Associates**

Company Secretaries

Annual Secretarial Compliance Report 2024-25

The Hi-Tech Gears Limited

- (a) The listed entity has complied with the provisions of the above Regulations and circulars /guidelines issued thereunder, except in respect of matters specified below:

Sr. No	Compliance Requirement (Regulations /circulars/ guidelines including specific clause)	Regulation/ Circular No.	Deviations	Action Taken by	Type of Action (Eg. Advisory/ Clarification /Fine/ Show Cause Notice/Warning, etc.	Details of Violation	Fine amount	Observation/ Remarks of the practicing Company Secretary	Management Response	Remarks
-----NIL-----										

- (b) The Listed entity has taken the following actions to comply with the observations made in the previous reports:

Sr. No	Compliance Requirement (Regulations /circulars/ guidelines including specific clause)	Regulation/ Circular No.	Deviations	Action Taken by	Type of Action (Eg. Advisory/ Clarification /Fine/ Show Cause Notice/Warning, etc.	Details of Violation	Fine amount	Observation/ Remarks of the practicing Company Secretary	Management Response	Remarks
-----NIL-----										

- I. We hereby report that, during the review period the compliance status of the listed entity is appended as below:

Sr. No.	Particulars	Compliance Status (Yes/No/NA)	Observations/ Remarks by PCS
1	<u>Secretarial Standards:</u> The compliances of the listed entity are in accordance with the applicable Secretarial Standards (SS) issued by the Institute of Company Secretaries India (ICSI).	Yes	—
2	<u>Adoption and timely updation of the Policies:</u>		

*Akarshika Goul***302, Third Floor, Gagandeep Building, Rajendra Place, New Delhi - 110 008****Tel: +91 11 49091217/49125317****Email: groverahuja@hotmail.com**



	<ul style="list-style-type: none">All applicable policies under SEBI Regulations are adopted with the approval of board of directors of the listed entities;All the policies are in conformity with SEBI Regulations and has been reviewed & timely updated as per the regulations/circulars/ guidelines issued by SEBI.	Yes	—
3	<u>Maintenance and disclosures on Website:</u> <ul style="list-style-type: none">The Listed entity is maintaining a functional website;Timely dissemination of the documents/ information under a separate section on the website;Web-links provided in annual corporate governance reports under Regulation 27(2) are accurate and specific which re-directs to the relevant document(s)/ section of the website.	Yes	—
4	<u>Disqualification of Director:</u> <p>None of the Director of the Company is/are disqualified under Section 164 of Companies Act, 2013 as confirmed by the listed entity.</p>	Yes	—
5	<u>Details related to Subsidiaries of listed entities have been examined w.r.t.:</u> <p>(a) Identification of material subsidiary companies; (b) Disclosure requirement of material as well as other subsidiaries.</p>	Yes	—
6	<u>Preservation of Documents:</u> <p>The listed entity is preserving and maintaining records as prescribed under SEBI Regulations and disposal of records as per Policy of Preservation of Documents and Archival policy prescribed under SEBI LODR Regulations, 2015.</p>	Yes	—
7	<u>Performance Evaluation:</u> <p>The listed entity has conducted performance evaluation of the Board, Independent Directors and the Committees at the start of every financial</p>	Yes	—

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	year/during the financial year as prescribed in SEBI Regulations		
8	<u>Related Party Transactions:</u> (a) The listed entity has obtained prior approval of Audit Committee for all Related party transactions; or (b) The listed entity has provided detailed reasons along with confirmation whether the transactions were subsequently approved/ ratified/ rejected by the Audit Committee, in case no prior approval has been obtained.	Yes NA	_____ No such transaction during the financial year 2024-25
9	<u>Disclosure of events or information:</u> The listed entity has provided all the required disclosure(s) under Regulation 30 along with Schedule III of SEBI LODR Regulations, 2015 within the time limits prescribed thereunder.	Yes	_____
10	<u>Prohibition of Insider Trading:</u> The listed entity is in compliance with Regulation 3(5) & 3(6) SEBI (Prohibition of Insider Trading) Regulations, 2015.	Yes	_____
11	<u>Actions taken by SEBI or Stock Exchange(s), if any:</u> No Action(s) has been taken against the listed entity/ its promoters/directors/ subsidiaries either by SEBI or by Stock Exchanges (including under the Standard Operating Procedures issued by SEBI through various circulars) under SEBI Regulations and circulars/ guidelines issued thereunder.	Yes	_____
12	Resignation of statutory auditors from the listed entity or its material subsidiaries	NA	No such event occurred during the financial year 2024-25
13	<u>Additional non-compliances, if any:</u>		

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Company Secretaries

Annual Secretarial Compliance Report 2024-25

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	No any additional non-compliance observed for any SEBI regulation/ circular/guidance note etc.	Yes	—
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Assumptions & Limitation of scope and Review:

1. Compliance of the applicable laws and ensuring the authenticity of documents and information furnished, are the responsibilities of the management of the listed entity.
2. Our responsibility is to report based upon our examination of relevant documents and information. This is neither an audit nor an expression of opinion.
3. We have not verified the correctness and appropriateness of financial Records and Books of Accounts of the listed entity.
4. This Report is solely for the intended purpose of compliance in terms of Regulation 24A (2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and is neither an assurance as to the future viability of the listed entity nor of the efficacy or effectiveness with which the management has conducted the affairs of the listed entity.

Place: New Delhi

Date: 22.05.2025

for **Grover Ahuja & Associates**

Company Secretaries

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Digitally signed
by AKARSHIKA
GOEL
Date: 2025.05.22
14:25:28 +05'30'

Akarshika Goel

(Partner)

ACS No.: 29525

C P No.: 12770

UDIN: A029525G000406297

Peer Review No.: 2528/2022

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