



# 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](mailto:secretarial@thehitechgears.com)

**Date: February 12, 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 Ltd.  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai – 400001,  
India.  
Scrip Code: 522073**

Dear Sir/ Madam,

**Sub: Intimation for Grant of Employee Stock Options under "The Hi-Tech Gears Limited Stock Incentive Plan, 2021"**

Pursuant to Regulation 30 read with Schedule III and any other applicable regulation of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI (LODR) Regulations, 2015"), we wish to inform you that the Nomination and Remuneration Committee ("NRC Committee") of the Board of Directors of the Company at its meeting held on February 12, 2025, has considered and approved the grant of 9224 Stock options to Eligible Employees under the "The Hi-Tech Gears Limited Stock Incentive Plan, 2021". Each of the stock option, entitles the option holder to apply for one (1) equity share of the company at an exercise price of Rs. 10/- each.

The necessary details as required under Regulation 30 read with Schedule III of SEBI (LODR) Regulations, 2015 is enclosed herewith as **Annexure-A**

The NRC Committee meeting commenced at 12:00 Noon and concluded at 01:45 P.M.

You are kindly requested to take the above information on record and oblige.

**Thanking you,**

**Yours Faithfully  
For The Hi-Tech Gears Limited**

**Naveen Jain  
Company Secretary & Compliance Officer  
M.No.-A15237  
Encl: as above**

[www.thehitechgears.com](http://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



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## Annexure-A

**Disclosure Under Regulation 30 read with Schedule-III of SEBI (LODR) Regulations, 2015 read with SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.**

Sr. No.	Particulars	Details
1.	Brief details of options granted	9224 options are granted to eligible employees of the Company as determined by NRC Committee in their meeting held on February 12, 2025
2.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable);	"The Hi-Tech Gears Limited Stock Incentive Plan, 2021" is in compliance with of SEBI (SBEB) Regulations, 2021
3.	Total number of shares covered by these options;	9224 equity shares of the Company having face value of Rs. 10/- each
4.	Pricing formula/Exercise Price	The exercise price of the option shall be Rs. 10/- per option
5.	Options vested	Option will be vested over four years in the ratio of 20:20:30:30 in respective years
6.	Time within which option may be exercised	Not later than 5 years from the date of vesting of options
7.	options exercised	Not applicable
8.	Money realized by exercise of options	Not applicable
9.	the total number of shares arising as a result of exercise of option;	Not applicable
10.	options lapsed	Not applicable
11.	variation of terms of options;	Not applicable
12.	brief details of significant terms	The Scheme also provides for the manner in which Stock Options would be dealt with in case of death, permanent incapacity, resignation, termination, retirement, abandonment etc. The equity shares allotted, pursuant to the exercise of the Stock Options, would not be subject to lock-in.
13.	subsequent changes or cancellation or exercise of such options	Not applicable
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of options.	Not applicable

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