



# 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)

July 23, 2025

**The Manager,  
Listing Department,  
National Stock Exchange of India Limited,  
“Exchange Plaza”, C-1, Block – G  
Bandra - Kurla Complex,  
Bandra (E), Mumbai-400051, India  
NSE Stock code-HITECHGEAR**

**The Manager,  
Listing Department,  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai-400001, India  
BSE Stock code-522073**

**Sub: Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI (LODR) Regulations, 2015”).**

Dear Sir/Ma’am,

Pursuant to Regulation 30 read with Schedule III of the SEBI (LODR) Regulations, 2015, we wish to inform you that the Board of Directors of the Company at their meeting held today, i.e. July 23, 2025, have considered and approved, inter alia, the following matters-

**1. Re-appointment & remuneration of Mr. Deep Kapuria (DIN-00006185) as Executive Chairman of the Company.**

On the recommendation of the Nomination and Remuneration Committee (“NRC”) & Audit Committee (“AC”) and subject to the approval of shareholders, the Board of Directors have approved the re-appointment & remuneration of Mr. Deep Kapuria (DIN-00006185) as Chairman and Whole-Time Director designated as “Executive Chairman” of the Company, not liable to retire by rotation, for a period of three years w.e.f. October 01, 2025. Mr. Deep Kapuria is not debarred from holding the office of Director by virtue of any order of SEBI or any other such authority and he is not disqualified to be re-appointed as Executive Chairman and his profile is enclosed herewith as **Annexure-1**.

**2. Re-appointment & remuneration of Mr. Pranav Kapuria (DIN-00006195) as Managing Director of the Company.**

On the recommendation of the Nomination and Remuneration Committee (“NRC”) & Audit Committee (“AC”) and subject to the approval of shareholders, the Board of Directors have approved the re-appointment & remuneration of Mr. Pranav Kapuria (DIN-00006195) as “Managing Director” of the Company, liable to retire by rotation, for a period of three years w.e.f. October 01, 2025. Mr. Pranav Kapuria is not debarred from holding the office of Director by virtue of any order of SEBI or any other such authority and he is not disqualified to be re-appointed as Managing Director and his profile is enclosed herewith as **Annexure-1**.

**3. Re-appointment & remuneration of Mr. Anuj Kapuria (DIN-00006366) as Executive Director of the Company.**

On the recommendation of the Nomination and Remuneration Committee (“NRC”) & Audit Committee (“AC”) and subject to the approval of shareholders, the Board of Directors have approved the re-appointment & remuneration of Mr. Anuj Kapuria (DIN-00006366) as Whole-time Director and Key Managerial Personnel designated as “Executive Director” of the Company, liable to retire by rotation, for a period of three years w.e.f. October 01, 2025. Mr. Anuj

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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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Kapuria is not debarred from holding the office of Director by virtue of any order of SEBI or any other such authority and he is not disqualified to be re-appointed as Executive Director and his profile is enclosed herewith as **Annexure-1**.

#### **4. Appointment of Mr. Ramakrishnan Ramanathan (DIN-03394401) as an Additional Independent Director of the Company.**

On the recommendation of the Nomination and Remuneration Committee and subject to approval of shareholders, the Board of Directors have approved the appointment of Mr. Ramakrishnan Ramanathan (DIN-03394401) as “Additional Non-Executive Independent Director” of the Company, not liable to retire by rotation, for a period of five years w.e.f. July 24, 2025. Mr. Ramakrishnan Ramanathan is not debarred from holding the office of Director by virtue of any order of SEBI or any other such authority and he is not disqualified to be appointed as Independent Director and his profile is enclosed herewith as **Annexure-1**.

#### **5. Appointment & remuneration of Mr. Vijay Mathur (DIN-00006455) as Whole-Time Director and Key Managerial Personnel designated as “Executive Director” of the Company.**

On the recommendation of the Nomination and Remuneration Committee and subject to approval of shareholders, the Board of Directors have approved the appointment & remuneration of Mr. Vijay Mathur (DIN-00006455) as Whole-Time Director and Key Managerial Personnel designated as “Executive Director” of the Company, liable to retire by rotation, for a period of three years w.e.f. July 24, 2025. Mr. Vijay Mathur is not debarred from holding the office of Director by virtue of any order of SEBI or any other such authority and he is not disqualified to be appointed as Executive Director and his profile is enclosed herewith as **Annexure-1**.

Additional details required pursuant to the provisions of Regulation 30 of the SEBI (LODR) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 (as amended from time to time) “SEBI Circular”, are given in **Annexure-1**.

The Meeting of the Board of Directors commenced at 01:15 P.M. and concluded at 02:35 P.M.

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

**Thanking You,  
Yours faithfully,  
For The Hi-Tech Gears Limited**

**Naveen Jain  
Company Secretary and Compliance Officer  
Membership No. A15237**

**Encl: as above**

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## Annexure 1

### The details of information pursuant to the provisions of Regulation 30 of the SEBI (LODR) Regulations, 2015 read with SEBI Circular.

Particulars	Mr. Deep Kapuria	Mr. Pranav Kapuria	Mr. Anuj Kapuria	Mr. Ramakrishnan Ramanathan	Mr. Vijay Mathur
<b>Reason for change viz. appointment, reappointment, resignation, cessation, removal, death or otherwise</b>	The term of Mr. Deep Kapuria as Chairman and Whole-Time Director designated as “Executive Chairman” will expire on September 30, 2025. On the recommendation of NRC and AC, the Board has approved the re-appointment of Mr. Deep Kapuria as Chairman and Whole-Time Director designated as “Executive Chairman” of the Company, subject to the approval of shareholders.	The term of Mr. Pranav Kapuria as “Managing Director” will expire on September 30, 2025. On the recommendation of NRC and AC, the Board has approved the re-appointment of Mr. Pranav Kapuria as “Managing Director” of the Company, subject to the approval of shareholders.	The term of Mr. Anuj Kapuria as Whole Time Director and Key Managerial Personnel designated as “Executive Director” will expire on September 30, 2025. On the recommendation of NRC and AC, the Board has approved the re-appointment of Mr. Anuj Kapuria as Whole-Time Director and Key Managerial Personnel designated as “Executive Director” of the Company, subject to the approval of shareholders.	On the recommendation of NRC, the Board has appointed Mr. Ramakrishnan Ramanathan as “Additional Non - Executive Independent Director” of the Company, subject to the approval of shareholders.	On the recommendation of NRC, the Board has appointed Mr. Vijay Mathur as Whole-Time Director and Key Managerial Personnel designated as “Executive Director” of the Company, subject to the approval of shareholders.
<b>Date of appointment /reappointment &amp; term of appointment/ Reappointment</b>	October 01, 2025	October 01, 2025	October 01, 2025	July 24, 2025	July 24, 2025
<b>Term of appointment</b>	October 01, 2025 to September 30, 2028.	October 01, 2025 to September 30, 2028.	October 01, 2025 to September 30, 2028.	July 24, 2025 to July 23, 2030.	July 24, 2025 to July 23, 2028.

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<b>Brief Profile: (In case of Appointment of Director)</b>	<p>Mr. Deep Kapuria, is founder Director of the Company and designated as the Executive Chairman of the Company.</p> <p>He is a technocrat and expert in Gear Manufacturing &amp; Designing, Business Management &amp; Finance.</p> <p>He possesses the following qualifications:</p> <ol style="list-style-type: none"><li>1. Bachelor of Engineering (Honors') from B.I.T.S., Pilani;</li><li>2. Advance Management Programme from Indian Institute of Management, Ahmedabad</li><li>3. Lead Assessor Course for ISO 9000 from P.E. Batalas Ltd., UK</li><li>4. Owner Management Programme from Harvard Business School, USA</li><li>5. Honorary title of Doctorate of Philosophy – Industrial Management awarded by GNA University</li></ol> <p>Mr. Deep Kapuria has vast experience</p>	<p>Mr. Pranav Kapuria, is presently designated as Managing Director of the Company. He joined the Company Time Director - operations in the year 2000. Taking into consideration the contribution made by him for the growth of business, he was promoted as Deputy Managing Director of the Company on 1<sup>st</sup> August 2005 &amp; thereafter as Managing Director w.e.f. 01.08.2010.</p> <p>He has done Bachelor of Commerce with Honors from University of Delhi, also holds master's degree in business Administration from Cardiff Business School, University of Cardiff, U.K. and Certificate program on Lean Manufacturing from University of Michigan, College of</p>	<p>Mr. Anuj Kapuria is presently designated as Executive Director (Whole Time Director).</p> <p>He is an Engineer with a Master's degree in Robotics with specialization in Computer Vision, Artificial Intelligence and Intelligent Robotics from Carnegie Mellon University (CMU), U.S.A.</p> <p>Mr. Anuj Kapuria has been contributing to the growth of the company through his enhanced knowledge in the field of Robotic Artificial Intelligence and automation.</p>	<p>Mr. Ramakrishnan Ramanathan is a seasoned business leader with a Mechanical Engineering degree from the National Institute of Technology, Tiruchirappalli, graduating in 1985. With 38 years of extensive experience at Tata Motors Limited, he has held several senior leadership roles across New Product Introduction, Sales &amp; Marketing, Product Strategy, Customer Care, and global P&amp;L management.</p> <p>He played a pivotal role in transforming the Indian commercial vehicle industry through innovations such as multi-axle trucks, fully built vehicles, the Prima range, and strategic marketing initiatives like "T1 Prima Truck Racing." A champion of customer-centric practices and channel modernization, he introduced impactful programs like Key Account Management, the CPSC system, and dealer training</p>	<p>Mr. Vijay Mathur is a seasoned professional with almost 40 years of experience in finance, accounts, taxation and Commercial negotiations. He possesses a sound and deep understanding and knowledge of Financial and taxation Management.</p> <p>Mr. Mathur is a commerce graduate and Fellow member of Institute of Cost Accountant of India.</p> <p>He has worked with GEC of India Ltd and Ranbaxy Laboratories Ltd in his professional career before joining The Hi-Tech Gears Limited.</p> <p>He is associated with the Company for almost 35 years and currently designated as Senior General Manager, Finance.</p> <p>He has also acted as CFO of THGL on an earlier occasion.</p> <p>Given hereunder is the snapshot of his core expertise areas:</p> <ul style="list-style-type: none"><li>• Finance Management &amp; Control,</li><li>• Budget &amp; Forecasting</li></ul>
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	of decades in the industry and has been instrumental in the growth of the Company.	Engineering, USA.  Because of his continuous hard work and efforts, the Company has sustained a growth pattern and has achieved success in creating a brand image in the Automotive Parts Industry.  Under his leadership, the Company has embraced efficient manufacturing processes and achieved exceptional levels of operational excellence.		initiatives using “Dronas.” Mr. Ramanathan led a global business portfolio with five major revenue streams and was instrumental in launching branded consumables that enhanced brand equity. Under his leadership, Tata Motors' Customer Care team won multiple Golden Peacock Awards and the CII “Customer Obsession” Award in 2021. He has also served on the boards of several Tata Motors subsidiaries and currently serves as a Director on the Board of Everest Kanto Cylinder Limited and CPI Holdings Inc., USA.	<ul style="list-style-type: none"><li>• Functional Auditing &amp; Internal Control</li><li>• Business Process Improvement,</li><li>• Management of Financial Risks</li><li>• Commercial Negotiations.</li></ul>
<b>Disclosure of relationship between directors (In case of Appointment of Director)</b>	Mr. Deep Kapuria is Father of Mr. Pranav Kapuria and Mr. Anuj Kapuria.	Mr. Pranav Kapuria is son of Mr. Deep Kapuria and Brother of Mr. Anuj Kapuria.	Mr. Anuj Kapuria is son of Mr. Deep Kapuria and Brother of Mr. Pranav Kapuria.	Mr. Ramakrishnan Ramanathan is not related to any director.	Mr. Vijay Mathur is not related to any director.

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<b>Information as required pursuant to BSE Circular with of ref. no. LIST/ COMP/ 14/ 2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE /CML/ 2018/24, dated 20<sup>th</sup> June 2018</b>	Mr. Deep Kapuria is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.	Mr. Pranav Kapuria is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.	Mr. Anuj Kapuria is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.	Mr. Ramanathan is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.	Mr. Mathur is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.
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