A part of The Hi-Tech Group

Founded: 1986
Headquarters: Gurgaon, India
Group Companies:
- The Hi-Tech Gears, India (THGL India)
- The Hi-Tech Gears, Canada (THGL Canada)
- The Hi-Tech Gears, USA (THGL USA)
- The Hi-Tech Engineering Systems (THES)
- The Hi-Tech Robotic Systemz (THRS)
- Neo-Tech Smart Solutions Inc.

Group Revenue: USD 200 million | CAD $ 260 million | EUR 160 million
Manpower: About 2,600
Spirit: Passion to succeed

Manufacturing | Smart Automation Solutions | Robotics & Engineering Services

- Two-Wheeler Transmission
- Passenger Vehicles Transmission & Driveline
- Commercial & Off-Highway Transmission & Engine Components
- Engine Gears
- Precision Forging/Precision Machining
- Sintered Components

- Smart Automation
- People Movement
- Material Movement
- Defense & Security

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History and Milestones

The Beginning & Technology Tie-Ups for Indigenization

1986 - 1995
- Incorporated as a Public Ltd Co.
- Production Commencement Single Source to Hero MotoCorp (formerly Hero Honda)
- Technical Tie-Up with MUSASHI (Honda Motors, Japan)
- Backward Integration into Precision Forging

Extending Partnership to Global Supply Chain

1996 - 2000
- Technical Partnership with GETRAG, U.S. and commencement of exports to North America
- TATA CUMMINS business started
- JV plant GHT startup; started supplies to Cummins Via GETRAG
- ISO 9002 & QS 9000 Certified
- e-Engineering / R&D division Hi-Tech e-Soft started

Growth for Domain Leadership

2001 - 2005
- Lean Mfg initiative launched
- Certified for
  - TS 16949
  - ISO 14001
  - OHSAS 18001
- Set up of The Hi-Tech Gears Plant-2 at Manesar
- Established The Hi-Tech Robotic Systemz (THRS)

Business Consolidation

2006 - 2010
- TPM implemented in full-scale across the group; TPM Excellence Award Awarded by JIPM
- Shingo Silver Medallion for Operational Excellence
- ACMA Gold Medal for Manufacturing Excellence
- Commercialization of Robots, Security & Defense
- The Hi-Tech e-Soft certified for ISO9001

Moving up the Value Chain

2011 - 2014
- THGL Plant-3 setup at Bhiwadi
- Commencement of Daimler business for India, Germany & Japan
- Commencement of 9-10 speed Car transmission components supply
- Plant-3 won IGBC Green Factory award (equivalent to LEED)
- TPM Consistency Award from JIPM
- ACMA Gold Medal for Exports Excellence
- 100% ownership of GHT; Company renamed to THES

Going Global

2015 – Now
- The Hi-Tech Gears extended its presence in North America
- Three more Hi-Tech Group facilities won IGBC Green Building award
- Neo-Tech Smart Solutions established
Vision and Mission Statement

The Hi-Tech Gears Vision

“Be A Global Footprint Company and A Benchmark For World Class Manufacturing Systems”

The Hi-Tech Gears Mission

“We will be the preferred partner in delivering engineering products and design solutions through lean philosophy with a focus on:

- Building a customer centric organization
- Rapid development of products and innovative solutions
- Ensuring cost effectiveness
- Developing competent and committed people”

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Manufacturing

The Hi-Tech Gears Vision: “Be A Global Footprint Company and A Benchmark For World Class Manufacturing Systems”

Two-Wheeler Transmission
Car Transmission & Driveline
Commercial & Off-Highway Vehicles Transmission
Engine Gears
Power Take Off Components
Precision Forging & Machining
Sintered Components

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Neo-Tech Smart Solutions Vision: “To provide Manufacturing Solutions through vision and technology”

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<tr>
<th>Basic Assembly Aids to Fully Autonomous Robotic Plants</th>
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<td>Industry 4.0 Enabled Lean Assembly Cell</td>
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<td>Material Handling Integration</td>
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Neo-Tech Smart Solutions Inc.

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# Robotics & Engineering Services

**The Hi-Tech Robotics Vision:** "Change the world with ‘Made in THRS’ smart robots serving every sphere of human life"

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<th>People Movement: Connected &amp; Driverless Vehicle Technologies</th>
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<td>Novus Stacker</td>
<td>India’s First Driverless Shuttle</td>
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<td>Novus Omni Store</td>
<td>Novus Drive ADAS/AV Software &amp; Sensors for Autonomous Vehicles of any platform</td>
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<td>Novus Jack</td>
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<td>Novus Aware</td>
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## Product Design Support & After Sales Solutions

- Product Design & Engineering Services
- E-Catalog & Dealer Information System

## Defense Robotics

- Micro Bots for ISR Operations
- Remotely Operated Vehicles
- Unmanned Ground Vehicles
Partnering with our clients for offering across-the-board mobility solutions

Product Design Services
- Product Design
- Proto/ Development
- Process Engineering
- Manufacturing
- Warehousing
- Delivery

E-Catalog & DIS

SHOWROOM

Enabling Industry 4.0

Powertrain Components & Sub Ass'y

Advanced Driver Assistance Systems

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Global footprint & Clientele

Global Reach

Indicative customer list for The Hi-Tech Gears Ltd.

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Investing in Strengths

- Common vision with Customer & Partner
- Customers/Partners as Teacher - Horizontal deployment
- Shifting customers' products & product lines across continents
- Strategic manufacturing locations & Global Supply chain optimization capability
- Convergence of Design, Process Engineering & Manufacturing capability
- Integrated Process Technology (Manufacturing & Inspection)
- Operation Excellence Drive (Lean & Green)
- Winning customer confidence thru structured customer audits and embracing changes
- Adaptable and learning organization leading to first time orders from customers
- Entrepreneur & Empowered Loyalty and Non Unionization
- Family Culture
- Ready Infrastructure for Quick Expansion
- A next benchmark expansion facility kick-off soon at South India location
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