



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: February 24, 2026

**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,
Bombay Stock Exchange Ltd.
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400001, India
Scrip Code: 522073**

Subject: Intimation of allotment of 20,330 Equity shares pursuant to exercise of Employee Stock Options under “The Hi-Tech Gears Limited Stock Incentive Plan, 2021”.

Dear Sir/Ma’am,

We hereby inform you that the Nomination and Remuneration Committee of the Board of Directors of the Company vide its resolution dated February 24, 2026, has approved allotment of 20,330 Equity shares of Rs. 10/- each to the eligible employees of the Company pursuant to the exercise of options under “*The Hi-Tech Gears Limited Stock Incentive Plan, 2021*” at an exercise price of Rs. 10/- per equity share.

We further inform you that, post allotment, the paid-up equity share capital of the Company has increased from Rs. 18,79,32,170 consisting of 1,87,93,217 equity shares of Rs. 10/- each to Rs. 18,81,35,470 consisting of 1,88,13,547 equity shares of Rs. 10/- each.

The Nomination and Remuneration Committee meeting commenced at 12:30 Noon and concluded at 12:47 P.M.

The relevant disclosures as required under Regulation 10 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, as amended from time to time, are enclosed as **Annexure-1 and 2** respectively.

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 and Compliance Officer
M. 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



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ANNEXURE-1

Disclosures pursuant to Regulation 10(c) of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

Sr. No.	Particulars	The Hi-Tech Gears Limited Stock Incentive Plan, 2021
1	Company name and address of Registered Office	The Hi-Tech Gears Limited Plot No. 24, 25, 26 Sector-7, IMT Manesar, Gurugram, Haryana-122050
2	Name of the recognised Stock Exchanges on which the company's shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
3	Filing date of the statement referred in regulation 10(b) of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 with the recognised Stock Exchange	The Company has filed the statement as referred in Regulation 10(b) of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 with BSE and NSE on October 19, 2021.
4	Filing Number, if any	BSE-140396 and NSE-28733
5	Title of the Scheme pursuant to which shares are issued, if any	The Hi-Tech Gears Limited Stock Incentive Plan, 2021
6	Kind of security to be listed	Equity Shares
7	Par value of the shares	Rs. 10 each
8	Date of issue of shares	February 24, 2026
9	Number of shares issued	A total number of 20,330 equity shares has been allotted
10	Share Certificate No., if applicable	Not Applicable
11	Distinctive number of the share, if applicable	From 18793218 to 18813547 (both inclusive)
12	ISIN Number of the shares if issued in Demat	INE127B01011
13	Exercise price per share	Employee Stock Option (ESOPs)- 20,330 @ Rs. 10 /-
14	Premium per share	NIL
15	Total issued shares after this issue	1,88,13,547 equity shares
16	Total issued share capital after this issue	Rs. 18,81,35,470 divided into 1,88,13,547 equity shares of Rs. 10/- each.
17	Details of any lock-in on the shares	Not Applicable
18	Date of expiry of lock-in	Not Applicable
19	Whether shares are identical in all respects to existing shares? If not, when will they become identical?	These shares shall rank pari-passu with the existing equity shares of the Company.
20	Details of listing fees, if payable	Not Applicable

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ANNEXURE – 2

Disclosure required pursuant to Regulation 30 of the SEBI Listing Regulations read with Schedule III and SEBI Circular no. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated January 30, 2026-

Sr. No.	Particulars	Details								
1	Type of securities proposed to be issued	Equity shares of face value of Rs. 10 each ranking pari passu with the existing equity shares.								
2	Type of issuance (further public offering, rights issue, depository receipts (ADR/GDR), institutions qualified placement, preferential allotment etc.);	Issue of equity share as Employee Stock Options (ESOPs) under “The Hi-Tech Gears Limited Stock Incentive Plan, 2021”.								
3	Total number of securities proposed to be issued or the total amount for which the securities will be issued (approximately).	<table border="1"><thead><tr><th>Particulars</th><th>No. of equity shares</th><th>Issue/ Exercise Price</th><th>Total Amount</th></tr></thead><tbody><tr><td>ESOPs</td><td>20,330</td><td>Rs. 10/-</td><td>2,03,300</td></tr></tbody></table>	Particulars	No. of equity shares	Issue/ Exercise Price	Total Amount	ESOPs	20,330	Rs. 10/-	2,03,300
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ESOPs	20,330	Rs. 10/-	2,03,300							

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