



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 for Grant of Employee Stock Options under “The Hi-Tech Gears Limited Stock Incentive Plan, 2021”

Dear Sir/Ma’am,

Pursuant to Regulation 30 read with Schedule III and any other applicable regulations 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 24, 2026, has considered and approved the grant of 12,318 Stock options to Eligible Employees under the “The Hi-Tech Gears Limited Stock Incentive Plan, 2021”. Each of the stock options 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, and 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 herewith as **Annexure-I**.

The NRC Committee meeting commenced at 12:30 Noon and concluded at 12:47 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 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-I

Disclosure under Regulation 30 read with Schedule-III of SEBI (LODR) Regulations, 2015 and SEBI Master Circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026

Sr. No.	Particulars	Details
1	Brief details of options granted	12,318 options are granted to eligible employees of the Company as determined by NRC Committee in their meeting held on February 24, 2026
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;	12,318 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 from the grant date.
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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