



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: January 09, 2024

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 Sirs/ 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 SEBI (Listing Obligations and Disclosure Requirements) 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 January 09, 2024, has considered and approved the grant of 17,583 Stock options to Eligible Employees under the “The Hi-Tech Gears Limited Stock Incentive Plan, 2021”. Each of stock options, entitles the option holder to apply for one (1) equity share of the company of Rs. 10/- each.

The necessary details as required under Regulation 30 read with Schedule III of SEBI Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 is enclosed herewith as **Annexure-A**

The Nomination and Remuneration Committee meeting commenced at 01:00 P.M and concluded at 03:30 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

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 Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) 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	17,583 option granted to eligible employees of the Company as determined by Nomination and Remuneration Committee in their meeting held on January 09, 2024
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;	17,583 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 three years in the ratio of 34:33:33 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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