



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@thetechgears.com

January 13, 2026

**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. January 13, 2026, have considered and approved, *inter alia*, the following matters-

1. Resignation of Mr. Kapil Rajora as Chief Financial Officer and Key Managerial Personnel of the Company, with effect from January 13, 2026.

Mr. Kapil Rajora has decided to resign from the post of Chief Financial Officer & Key Managerial Personnel of the Company and submitted his resignation vide letter dated January 13, 2026.

In view of the above, the Board of Directors has considered his resignation and decided to relieve him from the office of “Chief Financial Officer & Key Managerial Personnel” of the Company w.e.f. closing of business hours of January 13, 2026. This resignation is necessitated by a change in his professional role within the Company and there is no other material reason than mentioned above for his resignation. A copy of his resignation letter is enclosed herewith as **Annexure-1**.

2. Appointment of Mr. Vinod Raheja as Chief Financial Officer and Key Managerial Personnel of the Company, with effect from January 14, 2026.

Mr. Vinod Raheja has been considered for the position of Chief Financial Officer & Key Managerial Personnel (“CFO & KMP”) based upon the recommendation of Nomination and Remuneration Committee and Audit Committee, respectively. Accordingly, the Board has appointed Mr. Vinod Raheja Chief Financial Officer & Key Managerial Personnel of the Company w.e.f. January 14, 2026.

3. Appointment of Mr. Kapil Rajora as Chief Commercial Officer (“CCO”) designated as Senior Management Personnel as per SEBI (LODR) Regulations, 2015, with effect from January 14, 2026.

Mr. Kapil Rajora will transition to the position of Chief Commercial Officer (“CCO”) designated as Senior Management Personnel as per SEBI (LODR) Regulations, 2015, maintaining his strong association with the Company w.e.f. January 14, 2026.

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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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Further, pursuant to the provisions of Regulation 30 read with Schedule III of the SEBI (LODR) Regulations, 2015 and SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 ("SEBI Circular"), as amended from time-to-time additional details are given in **Annexure-2**.

The Meeting of the Board of Directors commenced at 05:30 P.M. and concluded at 05:56 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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Date: January 13, 2026

The Managing Director & The Board of Directors,
The Hi-tech Gears Ltd.
Plot No.24,25,26, Sector 7, IMT Manesar,
Gurugram, Haryana – 122050.

Subject: Resignation from the post of Chief Financial Officer & Key Managerial Personnel

Dear Sirs/Madam,

I, Kapil Rajora, hereby tender my resignation from the position of Chief Financial Officer and Key Managerial Personnel of company from the close of business hours on January 13, 2026.

This resignation is necessitated by a change in my professional role within the Company. I shall be transitioning to the position of Chief Commercial Officer and will continue to serve the Company in this new capacity.

I am deeply grateful for the opportunities and trust extended to me during my tenure as Chief Financial Officer. The experience and learning I have gained while working with the Board and the management team have been invaluable and have contributed significantly to my professional growth.

I request you to kindly acknowledge this resignation letter and arrange for the submission of the necessary forms with statutory authorities and relieve me from my responsibilities as the Chief Financial Officer and Key Managerial Personnel.

Thanking you,

Yours truly,

Kapil Rajora
Kapil Rajora



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ANNEXURE – 2

The detailed information pursuant to the provisions of Regulation 30 read with Schedule III of the SEBI (LODR) Regulations, 2015 and SEBI Circular-

Sr. No.	Details of event	Information about such event(s)		
1.	Reason for change viz. appointment, resignation, cessation, removal, death or otherwise	Resignation of Mr. Kapil Rajora as Chief Financial Officer and Key Managerial Personnel of the Company, with effect from January 13, 2026.	Appointment of Mr. Vinod Raheja as Chief Financial Officer and Key Managerial Personnel of the Company, with effect from January 14, 2026.	Mr. Kapil Rajora will transition to the position of Chief Commercial Officer (“CCO”) designated as Senior Management Personnel as per SEBI (LODR) Regulations, 2015, maintaining his strong association with the Company w.e.f. January 14, 2026.
2.	Date of appointment /cessation	Closure of business hours of January 13, 2026.	January 14, 2026	January 14, 2026.
3.	Term of appointment	Not Applicable	Appointment of Mr. Vinod Raheja as Chief Financial Officer and Key Managerial Personnel of the Company.	Mr. Kapil Rajora will transition to the position of Chief Commercial Officer (“CCO”) designated as Senior Management Personnel as per SEBI (LODR) Regulations, 2015, maintaining his strong association with the Company w.e.f. January 14, 2026.
4.	Brief Profile: (In case of Appointment of Director/Senior Management)	Not Applicable	<p>➤ Mr. Vinod Raheja a Qualified Chartered Accountant brings over 32 years of finance leadership across auto, steel, manufacturing, and pharma sectors. Expertise in corporate finance, treasury, Direct & Indirect taxation, ERP, Risk management, IPOs, and M&A.</p> <p>➤ Key Experience and Achievements Mr. Raheja career progressing from Senior Manager – Finance at</p>	<p>➤ Mr. Kapil Rajora holds degree in Bachelor of Engineering (Electrical Engineering) from Delhi College of Engineering (Delhi University) and completed his Post Graduate Programme from Indian Institute of Management Bangalore in 2006.</p> <p>➤ He has vivid experience of about 20 years in the areas of Strategic Business Planning, Financial Planning and Working Capital Management, Cross</p>

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		<p>Hero MotoCorp (formerly Hero Honda) (1993–2006), where he managed financial reporting and corporate treasury; to Deputy General Manager – Finance at Jindal Steel & Power (2007), handling project finance, working capital, and risk mitigation.</p> <p>➤ He advanced to Vice President – Finance at JCB India (Nov 2007–Jan 2015), overseeing finance, taxation, budgeting, MIS, business restructuring, and fiscal incentives; then CFO at Shriram Pistons & Rings (Feb 2015–Jun 2020), driving cost reductions, internal controls, and process digitization. Subsequently, as Group CFO at Akums Drugs (Jul 2020–Dec 2021), he prepared IPO foundations and stressed business acquisitions, followed by Group CFO at Minda Corporation (Spark Minda Group) spearheading digital transformation, efficiencies, working capital optimization and M&A evaluations.</p> <p>➤ Core Competencies:</p> <ul style="list-style-type: none">• Financial Reporting• Treasury & fund mobilization (long/short-term)	<p>border Mergers & Acquisitions and Pre & Post-Acquisition Integration.</p> <p>➤ Previously, he has worked with Accenture Strategy from 2006 to 2017 and worked on end-to-end project delivery and business development across Automotive clients in India.</p> <p>➤ Since 2017, he has been associated with The Hi-Tech Gears Limited, initially serving as Vice President (Strategy and Special Projects) and subsequently being appointed as the Chief Financial Officer of the Company.</p> <p>➤ He possesses a combination of strategic thinking and meticulous implementation rigor, along with sound and relevant experience necessary to guide organization in the competitive Environment and spearhead the finance and accounts team.</p> <p>➤ During his tenure in The Hi-Tech Gears Limited, he has been working as part of senior leadership team and has been assigned for many business decisions. He has also worked closely with Executive Directors of the Company.</p>
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			<ul style="list-style-type: none">• Enterprise Risk Management• Direct and indirect taxation, Fiscal incentives• ERP/BI systems, digital transformation• M&A, business restructuring <p>➤ Mr. Raheja's strategic-hands-on blend suits listed firms pursuing growth, efficiency, and SEBI compliance.</p>	
5.	Disclosure of relationship between directors (In case of Appointment of Director)	Not Applicable	Not Applicable	Not Applicable
6.	Information as required pursuant to BSE Circular with ref. no. LIST/COM P/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated 20 th June, 2018	Not Applicable	Not Applicable	Not Applicable

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